

Annexure- 6

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L15249UP1933PLC000511
2	Name of the Listed Entity	DHAMPUR SUGAR MILLS LIMITED
3	Year of incorporation	22/05/1933
4	Registered office address	Dhampur, Distt. Bijnor - 246761, U.P.
5	Corporate address	6 th Floor, Max House, Okhla Industrial Estate, Phase- III, New Delhi-110020
6	E-mail	investordesk@dhampursugar.com
7	Telephone	011-41259400
8	Website	www.dhampursugar.com
9	The financial year for which reporting is being done	1 st April 2023 to 31 st March 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited; National Stock Exchange of India Limited
11	Paid-up Capital	₹65.38 crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Contact Person Name: Mrs. Aparna Goel Contact Person Telephone: +91 011 41259400 Contact Person Email Address: aparnagoel@dhampursugar.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a 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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing – FMCG	Manufacturing of Sugar	36.83%
2		“Production of Alcohol including Fuel Grade Ethanol and Potable Alcohol (Country liquor), Ethyl Acetate, Extra Neutral Alcohol”	59.89%
3	Generation of power	Sale of renewable energy generated to the Grid	2.43%

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

S. No.	Product/Service	NIC Code	% of total Turnover
1	Sugar	10721	34.30%
2	Misthi	10721	2.53%
3	Power	3510	2.43%
4	Ethanol	20119	29.66%
5	Chemical	20119	9.83%
6	Portable Spirit	11012	20.40%

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	-	-	-

19 Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	10
International (No. of Countries)	0

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

Dhampur Sugar Mill has not made any exports in the current financial year.

c. A brief on types of customers

With a rich history of more than 90 years in the sugar industry, our company has evolved from serving numerous sugar consumers to expanding our offerings to meet the power and chemical needs of our diverse customer base. Our presence extends across 10 states in India. Our customers' unwavering trust and loyalty are a testament to our steadfast commitment to delivering high-quality products.

Here's a brief overview of the type of customers for each product:

- Sugar:** We cater to the sugar demand of the indigenous market, which comprises domestic buyers such as wholesalers and food manufacturers, as well as branded sugar consumers in the B2B segment. We also have customers from B2C segment purchasing branded sugar product.
- Power:** Bagasse, the by-product of sugar, is utilized for power generation, with surplus power sold exclusively to the state grid, UPPCL (Uttar Pradesh Power Corporation Limited), after captive consumption.
- Ethanol:** We actively endorse and facilitate the Government of India's Ethanol Blending Programme, thereby supplying ethanol to oil marketing companies.
- Ethyl Acetate:** We supply Ethyl Acetate to end consumers and traders, primarily serving as a solvent. Our clientele spans industries such as packaging, paints, inks, adhesives, pharmaceuticals, and more.
- ENA (Extra Neutral Alcohol):** We internally consume ENA in our potable spirits plant while also supplying it to country liquor manufacturers.
- Country Liquor:** We exclusively distribute Country Liquor to wholesalers and distributors within the state of Uttar Pradesh.

IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	294	279	94.9%	15	5.1%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	294	279	94.9%	15	5.1%
WORKERS						
4	Permanent (F)	924	915	99.0%	9	1.0%
5	Other than Permanent (G)	384	382	99.5%	2	0.5%
6	Total Workers (F + G)	1308	1297	99.2%	11	0.8%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently able workers (F + G)	0	0	0	0	0

21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	5	1	20.0%
Key Management Personnel	6	1	16.7%

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

Benefits	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.80%	0.00%	13.10%	10.69%	13.06%	10.74%	12.24%	13.04%	12.25%
Permanent Workers	8.70%	0.00%	8.60%	Included Above			Included Above		

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

S. No.	Names 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	Ehaat Limited	Subsidiary	100	No
2	DETS Limited	Subsidiary	51	No

VI. CSR Details**24 (I) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)**

	Yes
(ii) Turnover (in ₹)	2644.14 Cr.
(iii) Net worth (in ₹)	1095.21 Cr.

VII. Transparency and Disclosure 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 (Current Financial Year)			FY 2022-23 (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
Farmers	Yes https://api.dhampursugar.com/uploads/BRR_Policy_DSML_28032024_7baa3d9c9b.pdf	0	0	Not Applicable	0	0	Not Applicable
Investors (other than shareholders)	Yes https://api.dhampursugar.com/uploads/BRR_Policy_DSML_28032024_7baa3d9c9b.pdf	0	0	Not Applicable	0	0	Not Applicable
Shareholders	Yes https://api.dhampursugar.com/uploads/BRR_Policy_DSML_28032024_7baa3d9c9b.pdf	0	0	Not Applicable	0	0	Not Applicable

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 (Current Financial Year)			FY 2022-23 (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
Employees and workers	Yes https://api.dhampursugar.com/uploads/BRR_Policy_DSML_28032024_7baa3d9c9b.pdf	0	0	Not Applicable	0	0	Not Applicable
Customers	Yes https://api.dhampursugar.com/uploads/BRR_Policy_DSML_28032024_7baa3d9c9b.pdf	0	0	Not Applicable	0	0	Not Applicable
Value Chain Partners	No	NA	NA	Not Applicable	NA	NA	Not Applicable
Other (please specify)	No	NA	NA	Not Applicable	NA	NA	Not Applicable

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

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG Emission	Risk	Recognizing GHG emissions as a risk is vital due to regulatory mandates, market demands for sustainability, potential disruptions from climate events, transition complexities, supply chain vulnerabilities, and financial consequences, ensuring proactive management and resilience against emerging environmental challenges.	To identify sources of scope 1, 2 and 3 GHG emissions in the Company's operations and to define goals for reducing the same. Suitable environmental control measures have been deployed to minimize these emissions. However, bagasse, being green fuel, has a lower carbon footprint as compared to fossil fuel. Molasses is largely used to produce ethanol which again being green fuel helps reduce carbon footprint and its use in ethanol blending program (EBP) helps in conservation of foreign exchange.	Negative Implication Initiatives undertaken to mitigate harm arising from GHG emissions lead to incremental costs. If a given adopted technology fails to perform, there could be losses incurred too.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water & Waste Management	Opportunity	<p>Sugar industry is one of those industries where majority of generated waste byproducts are utilized for alcohol and power generation, Sewage Treatment Plant (STP)- sludge, press-mud, bagasse is all utilized for one or the other beneficial purposes.</p> <p>Zero Liquid Discharge (ZLD) has also been implemented to manage water resources.</p>	ZLD and waste management initiatives have been established at Company's units at Dhampur and Rajpura.	<p>Positive Implication</p> <p>Cost savings stem from decreased power consumption and freshwater withdrawal, saving ground water withdrawal while waste byproducts are utilized for revenue generation, exemplifying efficient resource management in the sugar industry</p>
3	Energy Management	Opportunity	<p>At Dhampur Sugar, we use Renewable Energy (RE) generated from bagasse and other sources and hence we are self-sufficient. There is significant cost-saving potential through various energy optimization initiatives from the use of sugarcane by-products.</p>	Existing power generation methods for RE generation.	<p>Positive Implication</p> <p>Increased sales of power to the grid result in additional revenue generation.</p>
4	Product Quality	Opportunity	A high-quality product enhances the market image of the company and can fetch higher profits.	Strong processes and quality systems are in place to ensure top-quality product	<p>Positive Implication</p> <p>Brand building and incremental profits due to better product quality.</p>
5	Diversity, Equity & Inclusion	Opportunity	We have the majority of male employees currently in our workforce, hence, to ensure balance and bring better insights in daily operations we would need to improve our diversity numbers.	Incorporating DE&I initiatives to hire more female employees and employees from varied backgrounds.	<p>Positive implication</p> <p>DEI fosters innovation, attracting top talent, expanding market reach. Embracing diversity, equity, and inclusion drives revenue growth and improves long-term business sustainability.</p>
6	Health, Safety & Well Being	Opportunity	Inadequacies in our safety protocols pose significant risks to employees and workers. Enhancing health and safety measures can boost workforce efficiency, subsequently enhancing production levels while ensuring the well-being of our personnel.	Periodic risk identification done through a safety observation report to note the safety incidents and corrective actions taken thereon including implementation of a governance mechanism for the noted risk	<p>Positive implication</p> <p>Increased productivity from satisfied and happy employees leading to increased operational efficiency and growth.</p>

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Human Rights	Opportunity	Embracing human rights not only fulfills moral obligations but also presents strategic advantages for organizations. Upholding human rights enhances brand reputation, fosters trust with stakeholders, attracts and retains top talent, mitigates legal and reputational risks, and opens access to new markets and partnerships. By prioritizing human rights, organizations can drive sustainable growth, innovation, and long-term success in a globalized world.	Defining human rights policy and assessment procedures to avoid any non-compliance.	Positive Implication Improved customer faith, specifically from institutional buyers, due to meticulous compliance with human rights issues for the organization leading to increased profits.
8	CSR	Opportunity	Supporting the community through our CSR initiatives can help us develop the local marginalized communities	Partnership with NGOs and interactions with local communities to support and enhance their development	Positive Implication Improved credibility and trust arising from community engagement can enhance our image in the areas around factories which hold potential for higher raw-material availability.
9	Ethics & Integrity	Opportunity	Ethics and integrity serve as both a moral compass and a strategic asset for organizations. They cultivate trust, fortify brand reputation, attract talent, mitigate risks, and foster sustainable growth. Upholding ethical standards empowers organizations to seize opportunities and thrive in a transparent and interconnected business landscape.	We've established a whistleblower mechanism for employees and stakeholders to report any unethical practices without fear. Additionally, our organization adheres to a robust procurement policy and code of conduct for employees, ensuring ethical standards are upheld across all operations.	Positive Implication Compliance with regulatory requirements and mechanism to handle unethical practices prevents dent in company brand image.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Governance & Compliance	Risk	New updates to the regulatory framework, along with various laws, regulations, and local statutes across the regions we operate in and supply to make it challenging to keep up with all the changes. This creates a constant risk of non compliance due to the evolving scenario.	Periodic and regular liaison with concerned departments along with regular supervision in place to avoid any instances of non compliance. Structured periodic reporting of compliance status along with exceptions (if any) to Senior Management. Have implemented compliance monitoring IT-based tool which is reviewed by senior management every month	Negative Implication Fines and penalties may arise in case of any instances of non-adherence to compliances.
11	Material Sourcing & Efficiency	Risk	Recognizing material sourcing and efficiency as a risk is crucial for organizations. Dependence on a few suppliers can disrupt supply chains, while inefficiencies increase costs and environmental impact. Regulatory changes may also impact material availability. Addressing these risks ensures resilience and competitiveness.	Cane departments to ensure proper supply chain coupled with cordial relations are maintained with farmers, who are our major suppliers, to ensure regular availability of raw material. For other engineering materials to ensure consistent plant operations, a well-planned and established system is in place to ensure no discontinuity in plant operations due to stockouts.	Negative Implication Material sourcing and efficiency can have adverse financial impacts for organizations, including supply chain disruptions, heightened production costs, and environmental penalties. Neglecting these issues may result in revenue losses, decreased profitability, and diminished market competitiveness.
12	Stakeholder grievance redressal mechanism	Risk	Failure in timely redressal of reported grievance can result in lack of faith of stakeholders.	A stringent grievance redressal mechanism was established to review, address, and resolve all reported grievances.	Negative Implication Stringent controls to help avoid regulatory action and compensation to be paid if stakeholders invite regulatory action against the grievance highlighted.
13	Risk Management	Risk	Severe effect on organization's sustenance due to inability to deal with adverse situations arising from lack of identification of potential risks and mitigation plans to handle the same	A group nominated by the Board's risk management committee, known as the Enterprise Risk Management (ERM) Council, has been established. This council is adapting to the changing business environment and works to identify and address potential risks, especially focusing on the most critical ones.	Negative Implication Revenue losses from unexpected events, increased expenses due to disruptions, missed opportunities, regulatory penalties, and reputational damage.

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.

S. No.	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)	See the Note 1(Below the table)								
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://api.dhampursugar.com/uploads/BRR_Policy_DSML_28032024_7baa3d9c9b.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The business has noticed that, for the most part, stakeholders are abiding by its Code of Conduct and related regulations, which contain guidelines. The organization is actively working on increasing knowledge and encouraging accountability among its stakeholders in an effort to further improve this compliance. The goal of these actions is to increase awareness of and adherence to these moral principles in all corporate interactions.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, we have shared this policy with the majority of stakeholders, and in tandem, the company is actively working on raising awareness and fostering accountability among its stakeholders. These measures are intended to deepen the understanding and consistent application of these ethical standards across all business dealings, reinforcing our commitment to integrity and responsibility.								
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 certification ensures our adherence to quality management principles, enhancing efficiency and customer satisfaction. FSSC 22000 V5.1 (DSM Sugar Rajpura - Rajpura Unit) certification demonstrates our commitment to food safety standards, guaranteeing the production of safe and hygienic products for our consumers.								
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Key Commitments: <ul style="list-style-type: none"> ★ GHG Emission Reduction: Commitment to reducing greenhouse gas emissions through various strategies such as transitioning to renewable energy sources like Bagasse and slop, improving energy efficiency, and implementing carbon offset programs. ★ Water & Waste Management: Dhampur Sugar is committed to reuse their waste products and maintaining our zero liquid discharge policy. ★ Energy Management: Adoption of energy-efficient technologies and practices to minimize energy consumption and reduce reliance on non-renewable energy sources. ★ Product Quality: Commitment to delivering high-quality products or services that meet or exceed industry standards while minimizing environmental impact throughout the product lifecycle. ★ Diversity, Equity & Inclusion: Promotion of diversity, equity, and inclusion within the organization and across its supply chain. ★ Health, Safety & Well-being: Ensuring the health, safety, and well-being of employees, customers, and communities through robust safety protocols, wellness programs, and responsible product/service offerings. 								

[illegible]

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At Dhampur Sugars, sustainability is at the core of our vision and mission. We firmly believe that our success as a business is intertwined with our responsibility to uphold Environmental, Social, and Governance (ESG) principles. These principles form the backbone of our long-term strategic approach, guiding every decision we make and every action we take.</p> <p>Regarding environmental responsibility, Dhampur Sugars acknowledges the pressing challenges posed by climate change and resource depletion. To address these issues, we have implemented innovative technologies and practices focused on optimizing energy efficiency, minimizing waste generation, and promoting the use of renewable resources. Our commitment extends beyond regulatory compliance; we strive to exceed standards and pioneer sustainable solutions benefiting both our company and the planet. By utilizing renewable energy as our primary source for electricity generation, we actively contribute to a more sustainable future for the company and the communities we serve.</p> <p>Social responsibility is a top priority for us. We prioritize the well-being, health, and safety of our employees and suppliers, fostering a supportive work environment with growth opportunities and ongoing training. Additionally, we engage with local communities through initiatives and partnerships to foster economic development and improve quality of life. Moreover, our dedicated cane department interacts with and supports the farmer community in the region and surrounding areas.</p> <p>Governance and ethical practices are foundational pillars of our business. We uphold the highest standards of corporate governance, ensuring transparency, accountability, and fairness in all our operations. Our diverse board of directors fosters a culture of responsible decision-making, driven by the long-term interests of our stakeholders while navigating the complexities of evolving market dynamics. We have policies in place to protect the rights of stakeholders and employees, alongside grievance reversal mechanisms, ensuring transparency and accountability in all our operations.</p> <p>In closing, Dhampur Sugars remains committed to sustainability as a fundamental aspect of our identity and operations. Our dedication to ESG principles drives every decision, ensuring transparency, accountability, and fairness. Through innovative practices, we address environmental challenges while prioritizing the well-being of our employees and engaging with local communities. This steadfast commitment will continue to shape our actions, fostering a more sustainable future for all.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The CSR committee oversees the implementation of the Business Responsibility policy. The policy is assessed half-yearly jointly by the COO and VP-Finance of the company.</p> <p>Name: Mr. Akshat Kapoor Designation: Chief Operating Officer Email: akshatkapoor@dhampursugar.com Phone No.: 01141259400</p> <p>Name: Mr. Vineet Kumar Gupta Designation: Vice-President Finance Email Id: Vineetgupta@dhampursugar.com Phone No.: 01141259400</p>								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the CSR committee assesses and makes decisions on BRSR matters.								

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Need Basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Quarterly								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No, an independent assessment by external agency was not conducted, however the policies are periodically reviewed by the Senior Management								

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

		P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable since the Business Responsibility policy of the Company covers all principles of NGRBC								
	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)									

Note 1:

P1: Related Party Transactions Policy; Anti-corruption Policy; Anti-Bribery Policy; Archival Policy; Dividend Distribution Policy; Code of Conduct for Regulation Monitoring and Reporting of Insider Trading, Code of Conduct for Employees.

P2: Sustainable Procurement Policy.

P3: Equal Opportunity Policy; Whistle Blower Policy; Grievance Redressal Policy; Sustainable Procurement Policy.

P4: Familiarization Program; Dividend Distribution Policy.

P5: Equal Opportunity Policy; Whistle Blower Policy; POSH Policy.

P6: BRR Policy.

P7: Codes of Fair Disclosure of UPSI.

P8: CSR Policy; BRR Policy.

P9: I.T. Policy

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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 programs on any of the Principles during the financial year:

Segment	Total number of training and Awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	1	POSH Training	100%
Key Managerial Personnel	2	POSH Training	100%
Employees other than Body and KMPs	66	Training sessions have been conducted covering the company's Code of Conduct, safety procedures, POSH (Prevention of Sexual Harassment), and grievance management protocols	100%
Workers	91	Training sessions have been conducted covering the company's Code of Conduct, safety procedures, POSH (Prevention of Sexual Harassment), and grievance management protocols	100%

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

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

	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	During FY24 there were no instances of any material (monetary and non-monetary) fines/penalties/ punishment/award/ compounding fees/settlement amount paid in proceedings (by the entity or by Directors/ KMPs) levied by the regulators/law enforcement agencies/ judicial institutions. Note: Materiality threshold as specified in Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 has been applied for the purpose of this disclosure.				

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

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

Yes, the entity has an Anti-Corruption Policy. Dhampur Sugar's Anti-Corruption policy emphasizes the Company's zero tolerance approach to bribery and corruption. Dhampur Sugar is committed to conduct all its business activities with honesty, integrity and the highest possible ethical standards and vigorously enforces its ethical business practices wherever it operates throughout the world, of discouraging and not engaging in any kind of bribery, corruption, or unethical practice. https://api.dhampursugar.com/uploads/Anti_Bribery_and_Anti_Corruption_Policy_007d9c5f9c.pdf.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Not Applicable	Not Applicable
KMPs	Not Applicable	Not Applicable
Employees	Not Applicable	Not Applicable
Workers	Not Applicable	Not Applicable

There were no instances of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/ KMPs/employees/workers.

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	Not Applicable	NIL	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	Not Applicable	NIL	Not Applicable

There were no complaints with regards to conflict of interest.

- 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, as there were no instances of conflicts of interest and corruption against Directors and KMPs

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	28.72	41.78

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	0%	0%
	b) Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of sales	a) Sales to dealers / distributors as % of total sales	44.69%	59.68%
	b) Number of dealers / distributors to whom sales are made	748	909
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	47.29%	47.87%
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	0.03%	0.04%
	b) Sales (Sales to related parties / Total Sales)	4.63%	5.82%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d) Investments (Investments in related parties / Total Investments made)	10.02%	74.21%

* Note: We are considering our bulk buyers as the dealers/distributors.

** Note : Our maximum purchase is from farmers, we are not purchasing from trading houses.

Leadership Indicators

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

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

Our primary value chain partners are the farmers who supply sugarcane, the principal raw material for our production processes. Our Cane department regularly hosts meetings and workshops for them. Moreover, we are in the process of establishing a mechanism to systematically document the frequency and scope of these workshops and meetings.

We engage in consultations with these farmers regarding crop varieties and disease prevention strategies, disseminating information through pamphlets and other means. Furthermore, we prioritize ethical procurement practices, ensuring fairness and integrity in our interactions with suppliers.

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 Code of Conduct for the Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. This protocol is delineated within the Code of Conduct specifically crafted for Board Members and Senior Management, ensuring clarity and transparency in navigating potential conflicts of interest within these roles.

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	5.09%	0.78%	Spends on cane development which benefits the society as well as environment
Capex	NIL	57.42%	No Capex investment was made for specific technology for improvement in environment and social product and process

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

Our organization has established a procurement process focused on sustainable sourcing, complemented by a defined policy outlining the criteria for procuring materials sustainably. This policy guides our sourcing decisions, emphasizing environmental, social, and economic considerations. By prioritizing suppliers committed to sustainable practices, we mitigate environmental impact and promote social responsibility across our supply chain, aligning our operations with principles of sustainability and responsible business conduct.

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

The company's primary input is sugarcane, making up approximately 90% of the total input cost. Sugarcane is sustainably sourced or obtained through promoting sustainable practices.

- 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)	<p>Product reclamation isn't viable given our business's nature. All process byproducts, such as Bagasse, Molasses, press Mud, etc., is either reused or recycled. We actively participate in the Extended Producer Responsibility (EPR) system for the plastics used in our product, packaging, and distribution processes. This is crucial since plastics can take various paths that make direct reclamation challenging. Through the EPR process, we ensure these materials are recycled, reused, or recovered at their final disposal stage.</p> <p>Plastic: Plastic waste is covered through the EPR targets provided by the Central Pollution Control Board.</p> <p>E-waste: We prioritize responsible e-waste disposal by partnering with a third-party agency for recycling.</p> <p>Hazardous Waste: Our commitment to environmental stewardship extends to a comprehensive hazardous waste management program. We strictly adhere to all regulations, ensuring proper handling, storage, and disposal through licensed and permitted channels. Regular employee training programs empower our team with the knowledge and skills for safe handling of hazardous materials.</p>
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

Distillery Waste:

1. Sustainable Wastewater Treatment: We achieve 100% effluent treatment, complying with all regulations to ensure clean water is returned to the environment.
2. Waste Turned into Resource: Sludge generated from our treatment process is responsibly utilized as fertilizer in farming, promoting a circular economy.
3. Energy Efficient Waste Disposal: We employ incineration boilers for distillery waste, recovering their calorific value to generate energy, reducing our reliance on fossil fuels.

4 Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)

Yes

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

Our commitment translates into a comprehensive waste-collecting strategy that aligns seamlessly with the Pollution Control Boards' (PCBs) requirements. We have collaborated with a licensed third-party waste recycler to effectively oversee pre- and post-consumer plastic waste recycling as part of our EPR fulfillment. Due to this collaboration, we can be confident that our recycling initiatives are strong and compliant with the CPCB's EPR framework regulations.

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, our company has not conducted Life Cycle Assessments for our products. However, a significant portion of our product design integrates environmental considerations. For instance, our ethanol production actively promotes eco-friendly initiatives, given ethanol's recognition as a sustainable biofuel. In sugar operations, we harness renewable energy sources like bagasse, a sugar manufacturing by-product, for power generation. Moreover, our wastewater treatment processes aid in water conservation by mitigating pollution and facilitating water recycling. Additionally, our sugar originates from sugarcane directly procured from local farmers, endorsing regional agriculture.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)

Our sugar manufacturing process maximizes resource efficiency by repurposing by-products such as bagasse and distillery slop for electricity generation. This sustainable approach significantly contributes to meet our energy needs. Moreover, molasses is utilized in ethanol production, highlighting our commitment to resource optimization and minimizing waste. During sugar production, our by-products are meticulously managed to ensure maximum efficiency and minimal waste. By incorporating these by-products into our operations, we not only enhance our sustainability credentials but also contribute positively to environmental conservation efforts.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable, as products are not reclaimed by us. Our operational focus has been on utilizing sustainable resources and minimizing waste through efficient by-product management practices.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % 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	% of employees Covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	279	279	100.0%	279	100.0%	0	0.0%	0	0.0%	0	0.0%
Female	15	15	100.0%	15	100.0%	15	100.0%	0	0.0%	0	0.0%
Total	294	294	100.0%	294	100.0%	15	5.5%	0	0.0%	0	0.0%

Category	% of employees Covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of employees Covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
Permanent workers											
Male	915	915	100.0%	915	100.0%	0	0	0	0	0	0
Female	9	9	100.0%	9	100.0%	9	100.0%	0	0	0	0
Total	924	924	100.0%	924	100.0%	9	0.97%	0	0	0	0
Other than Permanent employees											
Male	382	282	73.80%	382	100.0%	0	0	0	0	0	0
Female	2	2	100.0%	2	100.0%	2	100.0%	0	0	0	0
Total	384	284	74.00%	384	100.0%	2	0.52%	0	0	0	0

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.032%	0.027%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and Deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and Deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0%	0%	NA	0%	0%	NA
Others – please specify	0%	0%	NA	0%	0%	NA

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 majority of Dhampur Sugar's workplace premises are designed to be accessible to differently abled employees and workers. The infrastructure at the gates and office entrances is equipped with even surfaces, such as ramps, to ensure easy accessibility for disabled employees.

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, we have an equal opportunity policy per the Rights of Persons with Disabilities Act, 2016. You can find the policy on our website at https://api.dhampursugar.com/uploads/Equal_Opportunity_Policy_c99bf07282.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	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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, we have an Employee Grievance Policy and Whistleblower Policy in place to receive and address grievances for employees and workers. This policy provides a structured mechanism for employees to raise concerns confidentially and ensures prompt investigation and resolution of grievances by established procedures.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	279	0	0	256	0	0
Female	15	0	0	16	0	0
Total	294	0	0	272	0	0
Total Permanent Workers						
Male	915	102	11.1%	966	102	10.55%
Female	9	0	0	9	0	0%
Total	924	102	11.0%	975	102	10.5%

8 Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)			No. (E)	% (E/D)	No. (F)
Employees										
Male	279	279	100%	239	85.7%	256	256	100%	182	71.1%
Female	15	15	100%	11	73.3%	16	16	100%	13	81.3%
Total	294	294	100%	250	85.0%	272	272	100%	195	71.7%
Workers										
Male	915	915	100%	678	74.1%	966	966	100%	714	73.9%
Female	9	9	100%	7	77.8%	9	9	100%	8	88.9%
Total	924	924	100%	685	74.1%	975	975	100%	722	74.1%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	279	279	100.0%	256	256	100%
Female	15	15	100.0%	16	16	100%
Total	294	294	100.0%	272	272	100%
Workers						
Male	915	915	100.0%	966	966	100%
Female	9	9	100.0%	9	9	100%
Total	924	924	100.0%	975	975	100%

10 Health and safety management system:

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

We've established a comprehensive Environment, Health & Safety (EHS) Policy to manage employee health and safety concerns effectively. This policy applies to all levels of staff at both our Dhampur and Rajpura units and our corporate office.

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

At Dhampur Sugars, the methods employed to detect occupational hazards and evaluate risks regularly and irregularly include:

- Hazard Identification and Risk Assessment (HIRA):** We conduct a comprehensive assessment of our work environment and operational tasks to identify potential hazards that may pose risks to employees, visitors, or the surrounding ecosystem. Each identified hazard undergoes a thorough risk assessment to gauge the likelihood and potential consequences of an incident. Based on this analysis, we devise and implement appropriate actions to mitigate these risks effectively
- Health and Safety Inspections:** This involves a comprehensive review of the organization's policies, procedures, and practices related to environmental management, health, and safety. The HSE inspection and audit helps identify areas for improvement to reduce the risk of incidents or accidents. Furthermore, it fulfills the role of confirming the organization's compliance with relevant regulatory obligations and industry standards. Based on the results of HSE audit and inspection, we have developed corrective action plans to address any areas that need improvement.

The Company's supervisors are trained to identify hazardous situations. The Head of Department (HOD)/ Manager (MR) reviews the risk assessment done by the team. HOD also reviews the plan defined to implement the corrective actions based on the risk severity.

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

Yes, we have implemented a safety incident reporting system where employees and workers can report accidents, near misses, or identified safety hazards, including unsafe acts and conditions.

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

Yes, all Employees are covered under the Mediclaim Policy and have access to treatment anywhere through the insurance coverage provided.

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

Safety Incident/Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.02	0
	Workers	0	7.99
Total recordable work-related injuries	Employees	2	0
	Workers	0	15
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The company has established a robust framework to guarantee a safe and healthy workplace, integrating rigorous compliance measures, training initiatives, and emergency preparedness protocols. Underpinning this framework is our Safety, Health, and Environment Policy, which delineates the responsibilities of all employees in maintaining a safe working environment.

We employ a comprehensive Hazard Identification and Risk Assessment (HIRA) process to promptly identify and mitigate potential risks. Additionally, we undertake various periodic measures to uphold a safe and healthy working environment like Regular checks on the proper use of Personal Protective Equipment (PPE), Display of safety signages, Standard Operating Procedures (SOPs), and informational boards to foster a safety-oriented culture, Conducting routine mock drills to ensure preparedness for emergencies and Holding quarterly safety committee meetings to analyze safety incidents and develop action plans. Additionally, we have obtained ISO9000 Certification to ensure Health & Safety standards implementation at our facility and Social Audit Through SGP Audit to ensure compliance to adhere to best practices for welfare of our workforce in our unit.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	0	0	Not Applicable	0	0	Not Applicable
Health & Safety	0	0	Not Applicable	0	0	Not Applicable

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%
Working Conditions	100%

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.

In response to safety-related incidents and significant risks identified during assessments of health and safety practices, various corrective actions have been implemented or are currently in progress. These include prominently displaying Standard Operating Procedures (SOPs) in operational areas to ensure clear guidance and adherence to safety protocols, enhancing machine guarding to bolster workplace safety, conducting painting and visualization work in the plant area to improve visibility and hazard identification, carrying out repair work on platforms and stairs in operational areas to address safety concerns, and expanding the coverage of fire extinguishers by increasing their quantity in the plant area.

Additionally, safety eye showers have been installed on the operational floor in the chemical plant to facilitate immediate response to chemical exposure incidents, and additional windsocks have been installed in the chemical plant to enhance awareness of wind direction and potential hazards. Furthermore, the installation of jumpers in the chemical plant has been undertaken to improve safety during operations, and a shed has been erected at the ethyl loading point to enhance safety, particularly during the rainy season, protecting against adverse weather conditions.

Leadership Indicators

1 Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

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

The organization has implemented stringent measures to ensure thorough management of all statutory obligations across its value chain partners. A significant emphasis is placed on monitoring the deduction and remittance of Goods and Services Tax (GST), as well as contributions to the Employees' State Insurance Corporation (ESIC) and provident fund. This stringent oversight guarantees strict adherence to government regulations, facilitating the seamless acquisition of input tax credits and preventing any breaches of tax laws.

These proactive measures not only fulfill legal obligations but also establish elevated compliance standards for partners. The robust system of checks and verifications fosters transparency and accountability, thereby creating a reliable and compliant value chain. The organization's unwavering commitment to meticulous statutory compliance underscores its dedication to fostering a responsible and trustworthy business network.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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, we do not have an explicit training assistance program for employees terminated or retiring. This is because retired employees – if retained as consultants – are retained within similar roles of which they have experience (for ease of their functioning) and hence specific training is not needed in such a scenario.

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	Assessment for the value chain partner on health & Safety and working condition is covered by our sustainability procurement policy.
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 values stakeholder engagement and understands the significance of timely feedback from diverse stakeholder groups to enhance our operations effectively. Dhampur Sugar identifies stakeholders through the comprehensive analysis of individuals, groups, or organizations directly impacted by or having an interest in its operations, products, or services. Dhampur aims to fortify its partnerships with the following stakeholders:

- Farmers
- Government and regulatory bodies
- Customers
- Employees
- Shareholders and investors
- Suppliers of goods and services, including transporters
- Media

Through ongoing dialogue with our majority of stakeholders and incorporating their feedback into our decision-making processes, we strive to enhance our operational performance and cultivate deeper trust. This continuous engagement enables us not only to meet but also to surpass stakeholder expectations, fostering a shared sense of value among all parties involved.

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
Farmers	Yes	SMS, Pamphlets, Community Meetings, Notice Board	Ongoing	<p>We maintain continuous engagement with farmers, who are crucial to our business. The cane department meets with the farming community every day.</p> <p>Scope: This includes addressing any issues related to sugarcane growth, plant diseases, cultivation improvement, pest management, seed innovation and development, and any other concerns they might have.</p>
Government and regulatory bodies	No	Periodic meetings with regulatory authorities, conferences, ISMA meets, etc.	Ongoing	<p>We regularly engage with regulatory authorities to ensure we meet all statutory requirements. Additionally, we collaborate with government representatives through the ISMA and other industry organizations.</p> <p>Scope: These interactions involve discussing matters related to the sugar industry, adapting to changing government policies, ensuring compliance with rules and regulations, and submitting required statutory information.</p>
Customers	No	Emails, Phone No. on bag of products, Regular interaction through meetings, Regular feedback from customers	Ongoing	<p>Customers are central to our business, and we strive to meet their demands. To stay current with industry trends, our Sales Representatives maintain constant contact with customers to ensure their satisfaction.</p> <p>Scope: This includes gathering feedback on product quality and pricing, developing sales strategies, providing any necessary after-sales services, addressing complaints, and building client trust and loyalty.</p>
Employees	No	Periodic review meetings, trainings, workshops, induction program, grievance redressal mechanism	Ongoing	<p>Our success depends on our employees' satisfaction in their work environment. Therefore, we engage regularly with our employees to address their concerns and incorporate their feedback.</p> <p>Scope: This includes discussions on operational efficiency, daily work challenges, suggestions for improving existing procedures, training and awareness sessions, health and safety initiatives, performance development reviews, and more.</p>

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 & Investors	No	Emails, Annual report, Website, Announcements, Media releases	Quarterly	We engage with our shareholders quarterly to inform them about profitability, growth, and any significant organizational changes. Scope: This includes annual general meetings, insights into profitability and growth, governance mechanisms, earnings calls, and updates to the company's strategy.
Suppliers of goods and services including transporters	No	Interactions with procurement / supply chain team via calls and emails and forums conducted for interactions.	Quarterly/ Ongoing	Interactions related to product delivery, quality assurance, and pricing discussions. Scope: Ensuring quality goods and services, adhering to delivery schedules and payment terms, compliance with regulations, fostering collaboration, and exploring opportunities for partnership.
Media	No	Media release interactions	Need Basis	Local media outlets frequently report on advancements in sugar cultivation and the conditions of farmers. They also feature our responses, and we maintain regular communication with media representatives for this purpose. Scope: Press releases announcing product launches, news coverage of interactions with farmers, and transparency regarding pricing and operations.

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.

Our interaction with the wider stakeholder community is managed by relevant departments in collaboration with the leadership team. The CSR committee, empowered to supervise BRR Policy execution, receives input from diverse stakeholder groups on environmental, social, and economic matters. Additionally, it oversees, monitors, and guides our CSR endeavors and social programs strategically.

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

Yes, stakeholder consultation is utilized to support the identification and management of environmental and social topics. Inputs received from stakeholders on these topics are incorporated into the policies and activities of the entity to ensure alignment with stakeholder expectations, enhance transparency, and promote sustainable practices. For example, the ESG reviews sought by our customers help us in defining our future sustainability initiatives and updating policies like the Human Rights Policy.

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

We maintain a dedicated Cane Department that maintains regular contact with farmers on a daily basis. Government-established societies serve as intermediaries between private industries, such as sugar manufacturers, and the farmers, advocating for farmers' rights. Should any grievances arise, farmers are encouraged to first approach the society's government representative, who will then relay the matter to our Cane Department for resolution.

At Dhampur Sugar, we strive to exceed expectations by maintaining daily communication with farmers to ensure their needs and demands are promptly addressed. Our Cane Department representatives handle various grievances, including those related to seeds, plant diseases, and timely payment indentations. Additionally, members of the community can directly contact the respective department representative at our plant offices to address and resolve any grievances they may have.

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(is) of the entity, in the following format:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / Workers covered (B)	% (B / A)	Total (C)	No. of employees / Workers covered (D)	% (D / C)
Employees						
Permanent	294	294	100%	272	272	100%
Other than permanent	0	0	0.0%	0	0	0.0%
Total Employees	294	294	100%	272	272	100%
Workers						
Permanent	924	924	100%	975	975	100%
Other than permanent	384	384	100%	385	385	100%
Total Workers	1308	1308	100%	1360	1360	100%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	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)
Employees										
Male	279	0	0.0%	279	100%	256	0	0.0%	256	100%
Female	15	0	0.0%	15	100%	16	0	0.0%	16	100%

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	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)
Other than Permanent Employees										
Male	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Permanent Workers										
Male	915	0	0.0%	915	100%	966	0	0.0%	966	100%
Female	9	0	0.0%	9	100%	9	0	0.0%	9	100%
Other than Permanent Workers										
Male	382	0	0.0%	382	100%	383	0	0.0%	383	100%
Female	2	0	0.0%	2	100%	2	0	0.0%	2	100%

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 (Body)	4	18121088	1	330000
Key Managerial Personnel	5	13038439	1	2149068
Employees other than body and KMP	270	775711	13	1125238
Workers	915	334590.5	9	305965

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

Safety Incident/Number	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.03%	1.69%

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. We have established the Whistle Blower mechanism & Employee Grievance Redressal Committee that addresses these concerns.

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

The Company upholds robust policies concerning Whistleblower Protection, Employee Grievance Mechanisms and Prevention of Sexual Harassment (POSH), fostering a workplace environment that is equitable, transparent, and free from discrimination. These policies are designed to facilitate the reporting of concerns and the resolution of disputes, ensuring the well-being and dignity of all employees.

Our POSH policy extends beyond the workplace, encompassing any location visited by employees during employment, including transportation provided by the employer. This comprehensive approach underscores our commitment to addressing instances of sexual harassment wherever they may occur.

A unified committee oversees various issues, including safety, working conditions, and grievances. Comprising a chairman and 8 members, this Grievance Redressal Committee is entrusted with the responsibility of hearing, investigating, and resolving employee concerns.

In the event of an issue, Should the issue persist or be of a sensitive nature that cannot be disclosed to these initial sources, employees have the option to approach the Grievance Redressal Committee for assistance directly.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	No Complaints Received	NIL	NIL	No Complaints Received
Discrimination at workplace	NIL	NIL		NIL	NIL	
Child Labor	NIL	NIL		NIL	NIL	
Forced Labor/ Involuntary Labour	NIL	NIL		NIL	NIL	
Wages	NIL	NIL		NIL	NIL	
Other human rights related issues	NIL	NIL		NIL	NIL	

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	Not Applicable	Not Applicable
Complaints on POSH upheld	Not Applicable	Not Applicable

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

Our Whistleblower Policy guarantees employees complete protection from any form of retaliation, coercion, intimidation, dismissal, or victimization for reporting legitimate concerns. Similarly, our company adheres to the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act, 2013, through our Prevention of Sexual Harassment (POSH) Policy.

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

Yes, human rights requirements are fundamental to our business agreements and contracts, as evidenced by our robust sustainable procurement policy at Dhampur Sugar. We prioritize lawful and equitable business practices, embedding various Environmental, Social, and Governance (ESG) considerations into our supply chain decision-making processes. These considerations encompass human rights, business ethics, and environmental sustainability, ensuring a comprehensive approach to responsible procurement.

Our policy aims to foster long-term sustainable development among our suppliers, promoting joint success and cultivating relationships with partners who share our commitment to ethical business conduct. Suppliers are expected to operate by the principles outlined in our policy, which extend beyond mere legal compliance to encompass internationally recognized standards and best practices.

10 Assessments for the year:

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

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

We have conducted a social audit through SGP Audit to ensure compliance with best practices for the welfare of our workforce in our unit.

Leadership Indicators

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

Not Applicable as no such instances were noted.

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

No such due diligence activities were conducted.

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, the majority of Dhampur Sugar's workplace premises are designed to be accessible to differently-abled employees and workers. The infrastructure at the gates and office entrances are equipped with even surfaces, such as ramps, to ensure easy accessibility for disabled employees.

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labor	We have a sustainable sourcing policy in place that encompasses robust procurement practices prioritizing human rights considerations. This policy ensures that our procurement processes adhere to ethical standards and uphold human rights principles. By integrating human rights criteria into our sourcing practices, we affirm our commitment to responsible sourcing and ethical business conduct.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From Renewable Sources		
Total electricity consumption (A)(GJ)	0	0
Total fuel consumption (B)(GJ)	9,766,379.90	9,444,892.65
Energy consumption through other sources (C)(GJ)	0	0
Total energy consumption from Renewable sources (A+B+C)(GJ)	9,766,379.90	9,444,892.65
From Non - Renewable Sources		
Total electricity consumption (D)(GJ)	219.33	198.23
Total fuel consumption (E)(GJ)	11,692.88	0
Energy consumption through other sources (F)(GJ)	0	0
Total energy consumption from Non-Renewable sources (D+E+F)(GJ)	11,912.21	198.23
Total energy consumed (A+B+C+D+E+F)	9,778,292.11	9,445,090.88
Energy intensity per rupee of turnover (Total energy consumption/ turnover in INR)	0.000370	0.000334
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000370	0.000334
Energy intensity in terms of physical output	Sugar: 10.26 GJ/MT of Sugar(i) Ethanol: 23.96 GJ/KL of Ethanol(ii) Chemical: 29.38 GJ/MT of Chemical(iii) Potable spirit: 0.89 GJ/ Number of cases of potable spirit(iv)	Sugar: 15.06 GJ/MT of Sugar(i) Ethanol: 20.01 GJ/KL of Ethanol(ii) Chemical: 29.26 GJ/MT of Chemical(iii) Potable spirit: 0.82 GJ/ Number of cases of potable spirit(iv)
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

*FY 22-23 data have been re- calculated.

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.

The company does not have any sites/ facilities identified as designated consumers (DCs), under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. The company is not an energy-intensive industry as specified by the PAT scheme.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	639,835.00	496,292.00
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)(i + ii + iii + iv + v)	639,835.00	496,292.00
Total volume of water consumption (in kilolitres)	639,835.00	496,292.00
Water intensity per rupee of turnover (Water consumed in KL/turnover in INR)	0.0000242	0.00001756
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	Sugar: 0.67 KL/MT of Sugar(i) Ethanol: 1.57 KL/KL of Ethanol(ii) Chemical: 1.92 KL/MT of Chemical(iii) Potable spirit: 0.06 KL/Number of cases of potable spirit(iv)	Sugar: 0.79 KL/MT of Sugar(i) Ethanol: 1.05 KL/KL of Ethanol(ii) Chemical: 1.54 KL/MT of Chemical(iii) Potable spirit: 0.04 KL/Number of cases of potable spirit(iv)
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, we have conducted independent assessment through an external agency named Augtin Aquafier.

4 Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharged by destination and level of treatment (in kilo litres)		
(i) To Surface water		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(iii) To Seawater		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(v) Others		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
Total volume of water discharged (in kilolitres)(i + ii + iii + iv + v)	-	-

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

Yes, we have conducted independent assessment through an external agency named Augtin Aquafier.

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

Yes, the company has implemented a mechanism for Zero Liquid Discharge. Both of our plants have Effluent Treatment Plants (ETP) with capacities of 1800 KLD and 4500 KLD in Rajpura and Dhampur, respectively. We do not discharge the treated water into any water body. Instead, the treated water is used for irrigating our land and is provided to nearby farmers according to their irrigation needs. The nutrient-rich water helps the farmers increase their yield. We have a Condensate Polishing Unit (CPU) system (600 KLD in Rajpura, 1728 KLD in Dhampur Sugar, and 4500 KLD in Dhampur Distillery) designed to treat and purify condensate water generated during the evaporation and crystallization processes. The Sewage Treatment Plants (STP) installed (50 KLD in Rajpura, 220 KLD in Dhampur) for the treatment of domestic water, post which the treated water is used in the gardening.

ZLD process followed for Distillery operations: A condensate polishing unit has been installed which takes care of spent lees (sediment of alcohol generated from molasses), blow down generated from the cooling tower, as well as the washing and process condensate from the evaporation plant. After treatment of the streams at the CPU, treated condensate is recycled to process for dilution and as a cooling tower which results in achieving zero liquid discharge (ZLD). Due to the recycling of the process condensate, freshwater demand is reduced to a large extent. Spent wash is treated by a multi-effect evaporator followed by a slop-fired boiler and grain slop (Spent Wash) is passed through decanters for the separation of suspended solids. Thin slops from the decanter are partly recycled back to process and the balance is fed to Thin Slop Evaporation Plant for concentration of remaining solids to form Syrup (20 - 30% w/w TS). The thin slop and syrup mixture is dried in a Steam Tube Bundle Dryer for producing DDGS which is used as an Animal Feed Supplement (AFS). The AFS is utilized as cattle-feed, poultry feed, and fish feed ingredients. The process condensate is recycled back into the process after treatment in CPU.

ZLD process followed for Sugar operations: Sugar is made by the processes of milling, clarification, evaporation, crystallization, and centrifugation. Millhouses and Boiling houses are some sources that lead to the generation of effluent. Physio-chemical and biological processes are used in the process designed for Zero Liquid Discharge System.

The steps are following:

Step 1- Screening: Untreated wastewater has more suspended particles and floatable components, which contribute to organic and inert matter in the released effluent that must be removed. The untreated effluent is initially passed through fixed bar screens, which separate and remove all of the larger suspended solids and floatable materials. Gravity transports the screened effluent to the oil and grease removal tank.

Step 2- Oil & Grease trap: With the help of gravity, the sugar effluent from the bar screen chamber enters the O & G treatment chamber. During the detention time (half an hour), oil and grease will float to the surface of the tank and be removed using mechanical equipment such as an oleophilic, belt-type oil skimmer.

Step-3- Equalization tank: The raw effluent is let into the equalization tank, where it is continuously mixed with a floating aerator or an air-diffused system to homogenize the combined effluent from various plant sources and preserve homogeneous effluent characteristics.

Step 4- pH neutralization: The pH of the effluent is usually low. So, before letting the raw effluent into the other subsequent units, the equalization tank content is neutralized by dosing lime, caustic soda, or soda ash in the equalization tank to neutralize the pH of the raw effluent.

Step-5- Primary clarifier: The primary clarifier receives the neutralized effluent from the Equalization Tank. To remove suspended materials, many types of primary clarifiers (such as conventional or lamella) are used. The clarifier's supernatant is pumped to the next treatment unit. The clarifier sludge is delivered to the sludge drying beds.

Step-6- Aerobic treatment: The sludge is biologically converted into various end products, such as methane and CO₂. Treatment methods include Up-flow Anaerobic Sludge Blanket (UASB) reactors, activated sludge processes, bio-towers, and extended aeration tanks.

Step 7- Secondary clarifier: Depending on the operating conditions, each kilogram of Biological Oxygen Demand (BOD) removed produces 0.45-0.80 kg of sludge. The surplus sludge generated must be evacuated to maintain a sufficient Mixed Liquor Suspended Solids (MLSS) concentration in the aeration tank; otherwise, the bacterial population in the aeration tank will be quite high.

Step 8- Multi-grade filter (MGF): The suction of the multi-grade filter feed transfer pump will receive treated wastewater. Filter feed pumps transport treated wastewater and treated water collected upstream of the MGF to downstream.

Step-9- Activated carbon filter: Suspended solids, color, and odor are all removed using an activated carbon filter. A cylindrical mild steel vessel with dished ends makes up an activated carbon filter. For advanced treatment, membrane processes like reverse osmosis is used to further treat wastewater for re-use.

Step 10-Irrigation: The final treated water is now ready to be utilized for irrigation purpose.

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 (Current Financial Year)	FY 2022-23(Previous Financial Year)	
			Sugar	Distillery
NO _x	MT	280.35	43.95 Mg/Nm ³	31.6 Mg/Nm ³
SO _x	MT	117.70	23.7 Mg/Nm ³	26.8 Mg/Nm ³
Particulate matter (PM)	MT	224.89	74.25 Mg/Nm ³	42.9 Mg/Nm ³
Persistent organic pollutants (POP)	-	-	Not Tested	Not Tested
Volatile organic compounds (VOC)	-	-	Not Tested	Not Tested
Hazardous air pollutants (HAP)	-	-	Not Tested	Not Tested
Others – please specify (CO)	-	-	1.195	1
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	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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	20,165.93	19,185.17
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	43.62	39.29
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) in INR	Metric tonnes of CO ₂ equivalent/INR	0.00000076	0.00000069
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted	-	-	-
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/INR	0.00000076	0.00000069
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MT of Sugar(i)	0.021196(i)	0.030654(i)
	tCO ₂ e/KL of Ethanol(ii)	0.049513(ii)	0.040732(ii)
	tCO ₂ e/MT of Chemical(iii)	0.060713(iii)	0.059547(iii)
	tCO ₂ e/Number of cases of potable spirit(iv)	0.001839(iv)	0.001661(iii)
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

*Providing emissions intensity in terms of physical output for multiple products in one unit is not feasible due to the variations in production outputs.

**Scope 1 and Scope 2 emissions for FY 22-23 have been recalculated.

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

We have implemented several measures to increase the efficiency of our manufacturing processes. These measures have resulted in lowering steam consumption in the production process, which has reduced our fuel consumption and, in turn, decreased our GHG emissions. Most of the energy used in our production processes comes from renewable fuels such as bagasse, slop, and molasses. The surplus renewable energy generated is exported to the state grid (UPPCL), aligning us with UN SDG7, which focuses on sustainable and clean energy usage.

We have conducted energy audits in our plants to improve efficiency and reduce energy wastage and consumption. Based on the recommendations from these studies, various steam and power reduction schemes have been implemented or are currently being implemented to minimize energy consumption and reduce GHG emissions.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,231.00	691.63
E-waste (B)	0.44	0.24
Bio-medical waste (C)	0.10	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.30
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (Used Oil)(G)	0.49	0.68
Other Hazardous waste (Oil-soaked cotton)(G)	0.14	0.14
Other Non-hazardous waste generated (Carton Box)(H).	394.60	-
Total (A+B + C + D + E + F + G+ H)	1,626.77	692.99
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000006	0.00000002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000006	0.00000002
Waste intensity in terms of physical output	Sugar: 0.0017 MT/MT of Sugar(i) Ethanol: 0.0040 MT/KL of Ethanol(ii) Chemical: 0.0049 MT/MT of Chemical(iii) Potable spirit: 0.0001 MT/ Number of cases of potable spirit(iv)	Sugar: 0.0011 MT/MT of Sugar(i) Ethanol: 0.0015 MT/KL of Ethanol(ii) Chemical: 0.0021 MT/MT of Chemical(iii) Potable spirit: 0.0001 MT/ Number of cases of potable spirit(iv)
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	1,626.53	692.70
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,626.53	692.70

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Incineration	0.24	0.29
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0.24	0.29

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

* FY 22-23 data have been re-calculated.

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.

We adhere to a comprehensive waste management strategy that prioritizes environmental sustainability and the reduction of hazardous and toxic chemical usage. Our practices are structured around a long-recognized hierarchy of waste management, which includes prevention, minimization, recycling and reuse, biological treatment, and disposal.

Waste Management Practices:

- Hierarchy of Waste Management:** We follow the established order of preference for waste management, emphasizing prevention, minimization, recycling and reuse, biological treatment, and disposal.
- Comprehensive Waste Reduction Strategy:** Our approach focuses on minimizing waste generation at the source. In the sugar industry, nearly all processed wastes can be reused or recycled, and we leverage this capability fully to maximize benefits from our waste streams.

Hazardous Waste Management:

- Strict Protocols:** We have stringent protocols for handling, storing, and disposing of hazardous waste, adhering to all applicable laws and regulations, including obtaining necessary permits and licenses.
- Employee Training:** Regular training programs ensure our employees are proficient in the safe handling and disposal of hazardous materials.

Zero Liquid Discharge:

- Effluent Treatment:** We ensure 100% treatment of effluent in compliance with statutory requirements. Treated sludge is utilized in farming, and slop is used as fuel in boilers, achieving zero liquid discharge.

Reducing Hazardous and Toxic Chemicals:

- Supplier Engagement:** We collaborate with suppliers to procure materials and chemicals that comply with environmental regulations. Our vendor evaluation program prioritizes suppliers with strong environmental records.
- Process Optimization:** Continuous review and optimization of our manufacturing processes help reduce hazardous waste. This includes third-party audits and internal reviews.
- Employee Training and Awareness:** Regular training sessions raise awareness about reducing hazardous waste and ensuring safe handling, storage, and disposal of chemicals. Employees are trained in the use of personal protective equipment (PPE) to minimize exposure to hazardous substances.

Our company is dedicated to a holistic waste management strategy that encompasses waste reduction, recycling, segregation, and proper hazardous waste management. Committed to environmental sustainability, we strive to minimize the impact of our operations on the environment and human health.

- 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
1.	Dhampur Sugar Mills, Dhampur	Distillery Division	Yes

- 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: Yes

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	Yes, the organization follows all the Environment related laws/regulations/guidelines. During the year, the Emissions/ Waste generated by the Company were within the limits prescribed by the State Pollution Control Board (SPCB) and certification to that effect is being obtained on a periodical basis as per guidelines of SPCB.			

Leadership Indicators

- 1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

a. Name of the area: Not Applicable

b. Nature of operations

c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharged by destination and level of treatment (in kilo litres)		
(i) Into Surface water		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(v) Others		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)	-	-

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

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

	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Applicable	Not Applicable
Total Scope 3 emissions per rupee of turnover		Not Applicable	Not Applicable
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	Not Applicable

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

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.

No, we do not have any significant direct or indirect impact on biodiversity in ecologically sensitive areas. However, we have obtained a No Objection Certificate (NOC) from the Forest Department to ensure compliance with regulations and to demonstrate our commitment to preserving biodiversity in these areas.

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 Initiative
1	Use of Biomass as Renewable fuel	We minimize our carbon footprint by using bagasse and slop, by-products of our production process, as fuel for all our boilers. This sustainable approach not only reduces reliance on traditional fossil fuels but also promotes environmental responsibility. Utilizing these renewable resources contributes to a cleaner energy landscape while effectively managing waste from our operations, aligning with our commitment to sustainable practices and reducing our environmental impact.	Reduction in GHG emissions, reduction in carbon footprint, and reduction in waste, thus leading to a clean environment
2	ZLD System	Water from the production is treated in Effluent Treatment Plants (ETP), after which the treated water is used for irrigation on our own land and is given to nearby farmers as per their demand. We do not discharge treated water in any water body.	This initiative treats production water in Effluent Treatment Plants (ETP) and repurposes the treated water for irrigation on company-owned land and nearby farms upon demand, thereby conserving freshwater resources, preventing water pollution, supporting agricultural activities.
3	Reuse of water using Condensate Polishing Unit (CPU)	We have Condensate Polishing Unit (CPU) system (600 KLD in Rajpura, 1728 KLD in Dhampur Sugar and 4500 KLD in Dhampur Distillery) designed to treat and purify condensate water generated during the evaporation and crystallization processes. This treated condensate is then reused within the plant, in cooling tower and other processes.	This initiative, utilizing Condensate Polishing Unit (CPU) systems across our facilities, treats and purifies condensate water from evaporation and crystallization processes, enabling its reuse within the plant for various purposes, conserving freshwater resources, reducing wastewater discharge, and promoting sustainable water management practices, thereby enhancing operational efficiency and environmental sustainability.
4	Sewage Treatment Plant (STP)	We have installed Sewage Treatment Plants (STP) (50 KLD in Rajpura, 220 KLD in Dhampur) for treatment of domestic grey and black water, post which the treated water is used in landscaping of our factory campus.	100% treatment of domestic wastewater for reuse in horticulture/ gardening.
5	Sulphate Removal System	We have installed Sulphate Recovery System (SRS) (1000 KLD in Rajpura, 1400 KLD in Dhampur) for separate treatment of cooling tower overflow, going through micro-settlers followed by secondary aerobic treatment for sulphate removal.	100% reuse of cooling tower overflow, Reducing the need for fresh water and enhancing overall water efficiency
6	Green Belt in factory premises	At the beginning of every monsoon, we plant thousands of plants, Miyawaki method is used for the plantation, which also helps in rejuvenating the land. This has made it possible for us to cover more than 33% of our premises in the green belt.	To help develop clean & green environment around us.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
7	Distribution of fly ash in boiler as fertilizer	The initiative in Dhampur involves repurposing fly ash from boilers as fertilizer, treating it to agricultural standards, and distributing it to local farmers to enhance soil fertility and crop yield.	This initiative has led to significant environmental benefits by reducing waste, improving soil health, increasing crop yields, and providing economic savings for farmers, thereby promoting sustainable agricultural practices in the region
8	Use of Press mud	In Dhampur, press mud, a byproduct of sugar production, is repurposed as an organic soil conditioner and fertilizer through composting and treatment processes, aimed at enhancing soil fertility and supporting sustainable agriculture	This initiative has significantly reduced waste from sugar mills, improved soil health by enriching organic content and nutrients, increased crop yields, and provided economic benefits to local farmers by lowering input costs and promoting sustainable agricultural practices in the region.
9	Co2 bottling for industrial application	In Dhampur, carbon dioxide (CO2) emissions from industrial processes are captured, purified to industrial standards, bottled, and distributed for industrial use.	This initiative has successfully reduced local carbon emissions by reusing CO2 for industrial use, providing a sustainable and cost-effective supply while contributing to environmental stewardship in the region.

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

Yes, the Company's Enterprise Risk Management (ERM) council, appointed by the Risk Management Committee, has crafted a comprehensive policy encompassing various business risks and mitigation strategies, detailed within the Enterprise Risk Management and Business Continuity Management Policy. This policy outlines the Business Continuity assessment process and mandates risk assessment and business impact analysis to facilitate effective response, recovery, and restoration to predefined operational levels post-disruption, including Disaster Recovery and Crisis Management Plans to address both digital and physical challenges encountered by Dhampur Sugar Mills.

Operational checks, control measures, and management reviews are implemented to mitigate material risks, enhance business opportunities, and reduce impacts. Regular training sessions and mock drills are conducted for all stakeholders, while audits assess the effectiveness of emergency response procedures.

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.

No, Dhampur Sugar Mills anticipates minimal environmental impact from its value chain, given the nature of the products it procures. The core focus of Dhampur Sugar's operations is sugarcane, which represents the primary raw material sourced directly from farmers within Dhampur's command area. This direct procurement strategy allows Dhampur to mitigate any associated risks effectively.

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

We have established a sustainable procurement policy to assess value chain partners for environmental impacts. Currently, we are in the process of disseminating this policy to stakeholders to ensure comprehensive assessment across our value chain.

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.

The company is a member of 2 (two) 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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indian Sugar & Bio-energy Manufacturers Association.	National
2.	Uttar Pradesh Sugar Mills Association (UPSMA)	State

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

Name of authority	Brief of the case	Corrective action taken
We did not receive any notices regarding anti-competitive behavior, antitrust violations, conflicts of interest, or monopolistic practices from regulatory authorities. As a result, no corrective actions were necessary or undertaken.		

Leadership Indicators

1 Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	Our engagement with regulatory bodies primarily occurs through our representation in associations. While no specific instances can be explicitly highlighted here, it's through these associations that we collaborate with regulatory bodies, ensuring compliance with industry standards and regulations.				

PRINCIPLE

8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

During the fiscal year 2023-24, we did not engage in any projects necessitating a Social Impact Assessment.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
--------	--	-------	----------	---	--------------------------	---

Not applicable; in the fiscal year 2023-24, we did not initiate any projects necessitating Rehabilitation and Resettlement (R&R)

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

At Dhampur Sugar, our operations rely heavily on the local farming community, particularly those supplying sugarcane. The Cane Department ensures regular communication with farmers, facilitated by government-established societies advocating for their rights. Grievances follow a structured process: farmers communicate concerns to the society's government representative, who then liaises with our Cane Department for resolution.

In addition to the structured process, we proactively engage with farmers to swiftly address their needs, spanning from seed quality to timely payments. Community members can directly contact department representatives at our plant offices for resolution of broader grievances. We maintain continuous formal and informal engagement with the farming community, gathering feedback and addressing concerns related to education, healthcare, infrastructure, and other areas.

We also align community challenges with our Corporate Social Responsibility initiatives, integrating them into our grievance redressal mechanisms. This approach not only strengthens our ability to address grievances but also underscores our commitment to responsible and community-oriented practices.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	21.1%	23.40%
Directly from within India	98.42%	99.99%

- 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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	100%	100%
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):

S. No.	State	Aspirational District	Amount spent (In INR)
	Not Applicable		

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

S. No.	State	Aspirational District	Amount spent (In INR)
	Not Applicable		

- 3 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No, we do not discriminate on any basis while selecting our suppliers and provide equal opportunities for engagement to all potential suppliers. We encourage working with local suppliers or suppliers that are close to our facilities. However, we have not specifically considered marginalized/ vulnerable groups in our supplier qualifying criteria.
- (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:

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

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

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

- 6 Details of beneficiaries of CSR Projects:

	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Rural development projects	4701	100%
2	Promoting Sports	1425	100%
3	Promotion of preventive health care and sanitation	598	100%
4	Promoting Education	1452	100%
5	Protection of national heritage, art and culture	1000	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 provides various channels for consumer communication, including a "Get in touch" tab on our corporate website (accessible via <https://www.dhampursugar.com/contact-us>), allowing consumers to submit concerns, feedback, suggestions, or complaints. Additionally, complaints received verbally or via letters are thoroughly investigated, corrective actions are implemented, and feedback is provided to customers. For business-to-business (B2B) interactions, Single Point of Contact (SPOC) arrangements are made, with contact information typically provided on the product label.

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

Locations	As a percentage to total turnover
Environmental and social parameters relevant to the product	57.23%
Safe and responsible usage	62.42%
Recycling and/or safe disposal	54.70%

3 Number of consumer complaints in respect of the following:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other (Quality/standard)	1	0	As per client norms	1	0	Due to rains during transit

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

Yes, the Company has implemented a comprehensive IT security policy that addresses key areas, including the handling of sensitive customer information, data confidentiality, and NDAs for third parties accessing client data. It also provides guidelines for managing and disposing of such sensitive data. This policy applies to all employees across the organization and is available on the company's intranet for easy access by all staff members

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.

We implement proper protocols for addressing customer complaints, product recalls, and withdrawals. This includes conducting Root Cause Analysis (RCA) and implementing Corrective and Preventive Actions (CAPA) for any issues reported by our channel partners. We conduct routine mock traceability exercises from raw materials to finished goods, both during the season and off-season, to facilitate swift product recalls if necessary.

7 Provide the following information relating to data breaches: Nil

a. Number of instances of data breaches	Not Applicable
b. Percentage of data breaches involving personally identifiable information of customers	
c. Impact, if any, of the data breaches	Not Applicable

Leadership Indicators

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

Details of all our products are easily available on our website: www.dhampursugar.com.

Additionally, we can also be contacted via the following mediums:

- Corporate office address: Dhampur Sugar Mills Ltd. 6th Floor, Max House, Okhla Industrial Estate, Phase III New Delhi- 110020
- Telephone: +91 011-41259400
- Email: investordesk@dhampursugar.com
- Dhampur Plant: Dhampur Sugar Mills Limited, Distt. Bijnor, Dhampur (U.P.) – 246761
- Rajpura Plant: DSM Sugar Rajpura, Village & Post – Rajpura, Distt. Sambhal-243727

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

Our products carry information on their nutritional content, package recycling, shelf life, batch, and lot details. Additionally, we share a safety guidelines factsheet with our Ethyl Acetate transport vendors to ensure all safe measures are duly practiced.

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

Sugar being an essential commodity, we have tried to ensure through our management processes to avoid any disruptive situations and have so far been 100% successful in our attempts to achieve the same. Even during the global pandemic, the Company's functions continued smoothly and without any disruptions.

However, if and in case any such instance arises, we have the following mechanism defined to inform our consumers of the same:

- Our bulk customers shall be informed through email notifications by our Sales and Marketing teams
- If it is a mandate coming from the government, we shall then publish a notification regarding the same in newspapers and through social media platforms.

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

If yes, provide details in brief. Our approach to packaging varies based on the product, reflecting our commitment to compliance and consumer safety.

For sugar, our flagship product, we prioritize essential information mandated by regulations. Each sugar package prominently features the FSSAI label, best before dates, manufacturing details, plant codes, and batch numbers for traceability. We go further by indicating the packaging material grade, ensuring transparency and quality assurance. Additionally, our Mishti sugar packets bear disclaimers assuring customers of untouched production in a state-of-the-art facility, guaranteeing purity and adherence to the highest standards. Nutritional information is also provided, empowering consumers to make informed choices.

In the case of Ethyl Acetate, safety is paramount. We furnish transport vendors with comprehensive guidelines and fact sheets, emphasizing the careful handling of ethanol. Our EA drums are labeled with Hazard Classification information and precautionary statements, prioritizing safety throughout the supply chain.

For our country liquor range, transparency and compliance are key. Packaging prominently displays recycling logos, license numbers, FSSAI labels, alcohol concentrations, ingredient lists, shelf-life details, and consumption warnings. This comprehensive approach ensures consumer safety and regulatory compliance at every step.

5 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)

Yes, a system of sending the Customer feedback form/ survey to all leading channel partners/ buyers is established in which the customers rate our product and services through an objective questionnaire. This is done once during the year.