

# Business Responsibility Report

## About this Report

Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 prescribe that to 1000 Companies based on market capitalization as per NSE/BSE as on 31<sup>st</sup> March of every financial year are required to have "Business Responsibility Report" (BRR) as part of their Annual Report. Dilip Buildcon Limited being one of the top 500 companies based on the market capitalisation as on 31<sup>st</sup> March, 2020, this report has been prepared as prescribed and in accordance with Regulation 34 of the SEBI (LODR) Regulations, 2015.

## About Dilip Buildcon Limited

Dilip Buildcon Limited (DBL) is the largest road construction company in India. Over the years, since its incorporation in 2006, through outstanding track performance of constructing landmark infrastructure projects in record time, DBL has moved to a different league altogether. DBL's strength lie in its ability to execute projects on time, within cost and of the highest quality. Its clientele in the road segment includes National Highway Authority of India (NHAI), State Governments and Private companies. The company is also an established player in irrigation, urban development and mining segments.

### Section A: General information about the company

1. **Corporate Identity Number (CIN) of the Company** - L45201MP2006PLC018689
2. **Name of the Company** - Dilip Buildcon Limited
3. **Registered Address** - Plot No 5, Inside Govind Narayan Singh Gate, Chuna Bhatti, Kolar Road, Bhopal-462016 (M.P.) India, Ph.:0755-4029999, Fax: 0755-4029998
4. **Website** - www.dilipbuildcon.com
5. **E-mail id** - db@dilipbuildcon.co.in
6. **Financial Year Reported** - April 1, 2019 – March 31, 2020
7. **Sector(s) that the Company is engaged in (industrial activity code-wise)**

| Group | Class | Sub-class | Description                                                                                                                                             |
|-------|-------|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| 421   | 4210  | 42101     | Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways.                 |
| 422   | 4220  | 42204     | Construction and maintenance of water main and line connection, water reservoirs including irrigation system (canal)                                    |
| 429   | 4290  | 42903     | Construction of dams etc                                                                                                                                |
| 051   | 0510  | 05101     | Opencast mining of hard coal                                                                                                                            |
| 431   | 4312  | 43121     | Site preparation for mining including overburden removal and other development and preparation of mineral properties and sites except oil and gas sites |

### 8. List three key products/services that the Company manufactures/provides (as in balance sheet)

- i) Construction of Roads and Highways related activity,
- ii) Irrigation activity
- iii) Urban Development
- iv) Mining activity

### 9. Total number of locations where business activity is undertaken by the Company

- i) Number of International Locations (Provide details of major 5): Not Applicable
- ii) Number of National Locations

The Company has built an extensive reach of 17 locations across length and breadth of the country.

| Sr. No. | Name of States |
|---------|----------------|
| 1       | Andhra Pradesh |
| 2       | Chhattisgarh   |
| 3       | Goa            |
| 4       | Haryana        |
| 5       | Jharkhand      |
| 6       | Karnataka      |
| 7       | Maharashtra    |
| 8       | Madhya Pradesh |
| 9       | Punjab         |

| Sr. No. | Name of States   |
|---------|------------------|
| 10      | Rajasthan        |
| 11      | Telangana        |
| 12      | Uttar Pradesh    |
| 13      | West Bengal      |
| 14      | Gujarat          |
| 15      | Tamil Nadu       |
| 16      | Himachal Pradesh |
| 17      | Odisha           |

#### 10. Markets served by the Company

Local/State and National Level markets in India.

#### Section B: Financial details of the company

1. **Paid up Capital (₹)** – 1,367.69 million

2. **Total Turnover (₹)** – 898.38 million

3. **Total profit after taxes (₹)** – 4,249.75 million

4. **Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%) (₹)**

The Company's total spending on CSR for the year ended 31<sup>st</sup> March, 2020 was ₹ 19.26 million which is 0.31 % of the Average net profit of last three financial years. Computed as per the provision of the Companies Act, 2013.

5. **List of activities in which expenditure in above has been incurred during FY 2019–20:**

- i) Promoting Health and Preventive Care
- ii) Education
- iii) Promoting Sports
- iv) Rural Development Projects
- v) Road Safety

#### Section C: Other Details

1. **Does the Company have any Subsidiary Company/ Companies?**

Yes, the company has 31 SPVs (includes Wholly Owned Subsidiaries, Subsidiaries and Associates) as on 31<sup>st</sup> March, 2020. The details are as follows.

| Sr. No. | Name of the Company                                 | Status                  |
|---------|-----------------------------------------------------|-------------------------|
| 1       | DBL Tuljapur AUSA Highways Limited                  | Subsidiary              |
| 2       | DBL Yavatmal Wardha Highways Private Limited        | Subsidiary              |
| 3       | DBL Lucknow Sultanpur Highways Limited              | Subsidiary              |
| 4       | DBL Patan Rehli Tollways Limited                    | Subsidiary              |
| 5       | Jalpa Devi Tollways Limited                         | Subsidiary              |
| 6       | DBL VPR Mining Pvt. Ltd.                            | Subsidiary              |
| 7       | DBL Pachhwarra Coal Mine Pvt. Ltd.                  | Subsidiary              |
| 8       | DBL Mundargi Harapanahalli Tollways Limited         | Wholly Owned Subsidiary |
| 9       | DBL Hassan Periyapatna Tollways Limited             | Wholly Owned Subsidiary |
| 10      | DBL Hirekerur Ranibennur Tollways Limited           | Wholly Owned Subsidiary |
| 11      | DBL Kalmath Zarap Highways limited                  | Wholly Owned Subsidiary |
| 12      | Jalpa Devi Engineering Private Limited              | Wholly Owned Subsidiary |
| 13      | Bhavya infra & systems private limited              | Wholly Owned Subsidiary |
| 14      | DBL Mahagaon Yavatmal Highways Private Limited      | Wholly Owned Subsidiary |
| 15      | DBL Wardha Butibori Highways Private Limited        | Wholly Owned Subsidiary |
| 16      | DBL Betul-Sarni Tollways Limited                    | Wholly Owned Subsidiary |
| 17      | DBL Chandikhole Bhadrak Highways Pvt. Ltd.          | Wholly Owned Subsidiary |
| 18      | DBL Bangalore Nidagatta Highways Pvt. Ltd.          | Wholly Owned Subsidiary |
| 19      | DBL ANANDAPURAM ANAKAPALLI HIGHWAYS PRIVATE LIMITED | Wholly Owned Subsidiary |
| 20      | DBL Gorhar Khairatunda Highways Pvt. Ltd.           | Wholly Owned Subsidiary |
| 21      | DBL Nidagatta Mysore Highways Pvt. Ltd.             | Wholly Owned Subsidiary |
| 22      | DBL Rewa Sidhi Highways Pvt. Ltd.                   | Wholly Owned Subsidiary |
| 23      | DBL Byrapura Challakere Highways Pvt. Ltd.          | Wholly Owned Subsidiary |
| 24      | DBL Mangloor Higways Pvt. Ltd.                      | Wholly Owned Subsidiary |
| 25      | DBL Sangli Borgaon Highways Pvt. Ltd.               | Wholly Owned Subsidiary |
| 26      | DBL Borgaon Watambare Highways Pvt. Ltd.            | Wholly Owned Subsidiary |
| 27      | DBL Mangalwedha Solapur Highways Pvt. Ltd.          | Wholly Owned Subsidiary |
| 28      | DBL Bellary Byrapura Highways Pvt. Ltd.             | Wholly Owned Subsidiary |
| 29      | DBL HATA-Dargawon Tollways Limited                  | Wholly Owned Subsidiary |
| 30      | Deevin Seismic Systems Private Limited              | Wholly Owned Subsidiary |
| 31      | DBL Nadiad Modasa Tollways Limited                  | Associate               |

2. **Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)**

Subsidiary Company/ Companies does not participate in the BR Initiatives of DBL.

3. **Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]**

Although, Dilip Buildcon Limited encourages its associates and partners to participate in the Business Responsibility initiative, but during the Financial Year 2019-20, no other entity/entities have participated

#### Section D: BR Information

1. **Details of Director/Directors responsible for BR**

**(a) Details of the Director/Directors responsible for implementation of the BR policy/policies**

| Sr. No. | Particulars | Details                        |
|---------|-------------|--------------------------------|
| 1       | DIN         | 00039944                       |
| 2       | Name        | Dilip Suryavanshi              |
| 3       | Designation | Chairman and Managing Director |

**(b) Details of the BR head**

| Sr. No. | Particulars      | Details                        |
|---------|------------------|--------------------------------|
| 1       | DIN              | 00039944                       |
| 2       | Name             | Dilip Suryavanshi              |
| 3       | Designation      | Chairman and Managing Director |
| 4       | Telephone Number | 0755-4029999                   |
| 5       | E-mail Id        | investor@dilipbuildcon.co.in   |

2. **a) Principle-wise (as per NVGs) BR policy/policies (Reply in Y/N)**

|    |                                                                                                                                                             |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| P1 | Businesses should conduct and govern themselves with Ethics, Transparency and Accountability                                                                |
| P2 | Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle                                     |
| P3 | Businesses should promote the well-being of all employees                                                                                                   |
| P4 | Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized |
| P5 | Businesses should respect and promote human rights                                                                                                          |
| P6 | Businesses should respect, protect and make efforts to restore the environment                                                                              |
| P7 | Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner                                                  |
| P8 | Businesses should support inclusive growth and equitable development                                                                                        |
| P9 | Businesses should engage with and provide value to their customers and consumers in a responsible manner                                                    |

| Sr. No. | Questions                                                                                                                                                | P1                                                                          | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9                            |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----|----|----|----|----|----|----|-------------------------------|
| 1       | Do you have a policy/policies for.....                                                                                                                   | Y                                                                           | Y  | Y  | Y  | Y  | Y  | Y  | Y  | DBL is a tender based company |
| 2       | Has the policy being formulated in consultation with the relevant stakeholders?                                                                          | Y                                                                           | Y  | Y  | Y  | Y  | Y  | Y  | Y  |                               |
| 3       | Does the policy conform to any national/ inter-national standards? If yes, specify? (50 words)                                                           | N                                                                           | N  | N  | N  | N  | N  | N  | N  |                               |
| 4       | Has the policy been approved by the Board? Is yes, has it been signed by MD/owner/CEO/ appropriate Board Director?                                       | Y                                                                           | Y  | Y  | Y  | Y  | Y  | Y  | Y  |                               |
| 5       | Does the company have a specified committee of the Board/ Director/Official to oversee the implementation of the policy?                                 | Y                                                                           | Y  | Y  | Y  | Y  | Y  | Y  | Y  |                               |
| 6       | Indicate the link for the policy to be viewed online?                                                                                                    | - Policies are available on the company's website:<br>www.dilipbuildcon.com |    |    |    |    |    |    |    |                               |
| 7       | Has the policy been formally communicated to all relevant internal and external stakeholders?                                                            | The policies have been communicated to key stakeholders                     |    |    |    |    |    |    |    |                               |
| 8       | Does the company have in-house structure to implement the policy/policies?                                                                               | Y                                                                           | Y  | Y  | Y  | Y  | Y  | Y  | Y  | DBL is a tender based company |
| 9       | Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies? | Y                                                                           | Y  | Y  | Y  | Y  | Y  | Y  | Y  |                               |

### Principle wise Policies

|    |                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| P1 | Ethics, Transparency & Accountability   | The Company follow highest level of Corporate Governance and ethics. It has adopted internal Guidelines on Corporate Governance, Vigil Mechanism, KYC, Code of Ethics and Business Conduct, Fair Practice Code, Policy on Related Party Transactions, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPS). Also refer detailed report on Corporate Governance which is part of Annual Report for the Financial Year 2019-20. |
| P2 | Sustainability in Life cycle of product | The Company complies with regulations governing its products and services and has taken initiatives to promote inclusive growth and environmental sustainability. The Company has a Corporate Social Responsibility Policy. The Company has also formulated the Fair Practice Code.                                                                                                                                                                                            |
| P3 | Employee wellbeing                      | In line with the general laws and regulations and sound ethical practices followed, the Company has adopted employee-oriented policies covering areas such as employee benefits, leave, travel, relocation, staff loans, work schedule, work environment, dress code & grooming standard, insurance benefits and sexual harassment at the workplace which endeavour to provide an environment of care, nurturing and Opportunity to accomplish                                 |



|    |                                    |                                                                                                                                                                                                                                     |
|----|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                    | accomplish professional aspirations. In addition to the above, the Company has also formulated Nomination & Remuneration Policy & Vigil Mechanism Policy of the Company.                                                            |
| P4 | Stakeholders Engagement            | The Company has adopted the Corporate Social Responsibility Policy and the Dividend Distribution Policy which are available on the website of the Company.                                                                          |
| P5 | Promotion of Human Rights          | The Company has Code of Ethics and Business Conduct, Employees Code of Conduct, Policy on Prevention of Sexual Harassment.                                                                                                          |
| P6 | Environment Protection             | The Company complies with applicable environmental regulations in respect of its premises and operations. Further, the Company participates in initiatives towards addressing environmental issues.                                 |
| P7 | Responsible public policy Advocacy | While there is no specific policy outlined for this principle, the Company, through trade bodies and associations, puts forth a number of suggestions with respect to the economy in general and the financial sector in particular |
| P8 | Inclusive growth                   | The Company has adopted the Policy on Corporate Social Responsibility. The detailed report on Corporate Social Responsibility can be referred to Annexure 4 to the Board's Report of Annual Report 2019-20.                         |
| P9 | Customer Value                     | As DBL is a tender based Company, Customer Value is not applicable                                                                                                                                                                  |

**b. If answer to question at Serial No. 1 against any principle, is 'No', please explain why. (Tick up to 2 options)**

| Sr. No. | Questions                                                                                                                         | P1                                                                                          | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---------|-----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| 1       | The company has not understood the Principles                                                                                     | Policy 9 Being a tender based company, DBL tries to deliver maximum value to its customers. |    |    |    |    |    |    |    |    |
| 2       | The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles |                                                                                             |    |    |    |    |    |    |    |    |
| 3       | The company does not have financial or manpower resources available for the task                                                  |                                                                                             |    |    |    |    |    |    |    |    |
| 4       | It is planned to be done within next 6 months                                                                                     |                                                                                             |    |    |    |    |    |    |    |    |
| 5       | It is planned to be done within the next 1 year                                                                                   |                                                                                             |    |    |    |    |    |    |    |    |
| 6       | Any other reason (please specify)                                                                                                 |                                                                                             |    |    |    |    |    |    |    |    |

### 3. Governance related to BR

**a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year**

There is no defined frequency. However, the BR performance of the Company is periodically assessed by the Management.

**b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?**

This is the fourth Business Responsibility Report of the Company and the Company proposes to publish BR along with Annual Report annually. The reports can be accessed at [www.dilipbuildcon.com](http://www.dilipbuildcon.com)

## Section E: Principle-wise performance

### Principle 1. Ethics, Transparency and Accountability

**1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs /Others?**

The Policy covers the company and extends to its subsidiaries. Dilip Buildcon Limited considers Corporate Governance as an integral part of good management. As a result, the Company has adopted a Code of Business Conduct & Ethics ('the Code'). This Code is applicable to the Board of Directors and all employees of the Company. The members of the Board of Directors and the members of the Senior Management of the Company are required to affirm annual compliance of this code.

This Code requires the Directors and employees of the Company to act honestly, fairly, ethically and with integrity. This Code helps the Directors and employees to conduct themselves in professional, courteous and respectful manner and also to ensure that their independent judgement is not sub-ordinated.

The Corporate Governance framework is further supported by a Vigil Mechanism Policy which serves as a mechanism for its Directors and employees to report any genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Code of Conduct without fear of reprisal, and hence to help ensure the Company continues to uphold its high standards.

Further the Company has also formulated the policy of Anti-Bribery and Anti-Corruption Policy. The purpose of this policy is to act with integrity in all business dealings of the Company and all the decisions based on legitimate considerations.

**2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.**

The Company takes action on the complaints and provides a suitable reply to the stakeholders on immediate basis. The details of shareholder complaints received and resolved during the financial year are given in the Corporate Governance Report.

| Particulars            | Pending as on March 31, 2019 | Received During Financial Year 2019-20 | Redressed During Financial Year 2019-20 | Pending as on March 31, 2020 |
|------------------------|------------------------------|----------------------------------------|-----------------------------------------|------------------------------|
| Shareholder Complaints | NIL                          | 5                                      | 5                                       | NIL                          |

### Principle 2. Sustainability in life cycle of product

**1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.**

Environmental & Social risks are taken into consideration for all activities by the Corporate Sustainability Department of the company.

**2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product(optional):**

**i) Reduction during sourcing/production/ distribution achieved since the previous year throughout the**



**value chain?**

DBL is an Infra Company, so this is not applicable

**ii) Reduction during usage by consumers (energy, water) has been achieved since the previous year?**

DBL is an Infra Company, so this is not applicable

**3. Does the company have procedures in place for sustainable sourcing (including transportation)?**

In activities related to infrastructure projects development and implementation, all our contractors are encouraged to source construction material sustainably.

**i) If yes, what percentage of your inputs was sourced sustainably?**

100% of paper used for printing was sourced was FSC certified.

Material details for sustainable sourcing is as follows:

| Sr. No. | Product Details | Qty (Used)      | ~Amount (in ₹ million) |
|---------|-----------------|-----------------|------------------------|
| 1       | Fly Ash         | 1,13,023 mt     | 81.97                  |
| 2       | Geo Green       | 2,95,533 sqm    | 24.17                  |
| 3       | Crush Dust      | 18,52,789.02 mt | 609.33                 |
| 4       | Wash Sand       | 32,64,071.08 mt | 1,420.89               |
| 5       | GGBS            | 11,94,152 mt    | 560.88                 |

**4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?**

The nature of the business is such that the major materials that company procure are Cement, Bitumen, Diesel, Steel etc, all of these things are made only by the national large manufacturers. However, company try to stimulate the local economy by providing employment and doing smaller procurement from the local areas.

**5. Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%).**

DBL is trying to recycle the products and waste which is up to 9% of the total projects.

**Principle 3. Employee well-being****1. Please indicate the Total number of employees.**

The total numbers of employees of the company and it's subsidiaries are 38,569 and 158 respectively as on March 31, 2020.

**2. Please indicate the Total number of employees hired on temporary/contractual/casual basis.**

37 Employees

**3. Please indicate the Number of permanent women employees.**

45 Women Employees

**4. Please indicate the Number of permanent employees with disabilities.**

27 Employees

**5. Do you have an employee association that is recognized by management?**

No

**6. What percentage of your permanent employees is members of this recognized employee association?**

Not applicable

**7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.**

| Sr. No. | Category                                      | No of complaints filed during the financial year | No of complaints pending as on end of the financial year |
|---------|-----------------------------------------------|--------------------------------------------------|----------------------------------------------------------|
| 1       | Child labour/forced labour/involuntary labour | NIL                                              | NIL                                                      |
| 2       | Sexual harassment                             | NIL                                              | NIL                                                      |
| 3       | Discriminatory employment                     | NIL                                              | NIL                                                      |

**8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year**

| Sr. No. | Category of Employees                  | Safety Drill                                            | Skill Upgradation Hours |
|---------|----------------------------------------|---------------------------------------------------------|-------------------------|
| 1       | Permanent Employees                    | 2,806.5 Hours (No. of Training-1,871, Candidate-39,984) | 3,487 Hours             |
| 2       | Permanent Women Employees              | NIL                                                     | 0                       |
| 3       | Casual/Temporary/Contractual Employees | 1,572 Hours (No. of Training-3,144, Candidate-44,142)   | 1,572 Hours             |
| 4       | Employees with Disabilities            | NIL                                                     | 0                       |

**Technical training programs conducted for employees:**

1. Training on O&M of CAT Motor Grader and Backhoe Loader (294 manhours)
2. Training & Initialization of TCAD+ Instrument in Sandvik Jumbo DT821C (104 manhours)
3. Training on Epiroc Breakers (136 manhours)
4. Training at Corporate Office, Bhopal for Weigh Bridge (108 manhours)
5. Training session on Inventory Management for Civil Stores (38 manhours)

**Other training programs conducted for employees:**

1. Approx. 47 Nos. Health check-up and HIV awareness programs.
2. 22 Nos. Safety & Road Traffic awareness related programs arranged at all over DBL sites.
3. 19 Nos. Tree Plantation & Environment Awareness Activities at all over DBL sites.
4. 16 Nos. Swachhata Pakhwada Activities.
5. 11 Nos. Blood Donation Camps & 06 Nos. Eye Check-up Camps.
6. 07 Nos. National Safety Day organised.
7. 10 Nos. Covid Pandemic Awareness Campaigns.

#### Principle 4. Stakeholders Engagement

##### 1. Has the company mapped its internal and external stakeholders?

Employees are the internal stakeholder group while shareholders, investors, regulators, clients, vendors and the community in the vicinity of our projects are the external stakeholder groups of the Company

##### 2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?

A system of periodic reviews is being established to ensure that the necessary actions are taken as required.

##### 3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders.

The Company has taken up a number of initiatives to meet the expectation of different stakeholders. A variety of projects have been initiated under the broad themes of education, healthcare, scholarship programs, community empowerment, vocational training, road safety etc., to engage beneficiaries and stakeholders.

Internal Stakeholders – Employees

External Stakeholders – Shareholders & Investors, Suppliers & Contractors, Media, Community, Customers and Government.

#### Principle 5. Promotion of Human Rights

##### 1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?

The Policy covers the company and extends to its subsidiaries. The Company remains committed to respect and protect human rights and provide friendly environment protecting health and safety of employees. The Company's Code of Business Conduct & Ethics and the human resource practices cover most of these aspects. The Company does not hire child labour, forced labour or involuntary labour. The Company never discriminates between its employees.

##### 2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

During the past financial year, no stakeholder complaints, relating to violation of human rights, have been received

#### Principle 6. Environment Protection

##### 1. Does the policy relate to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.

The Policy covers the Company and extends to its subsidiaries. The Company strives to preserve the environment by striking a balance between economic growth and preservation of the environment with due concern for ecology. The Company is committed to operate all its units in an environment friendly manner while protecting health and safety of its employees. The Subsidiaries are encouraged to adopt the practices of Company.

##### 2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for webpage etc.

DBL is trying to address various environmental issues. Company is certified for their office building space in Madhya Pradesh built with the highest green standards.

##### 3. Does the company identify and assess potential environmental risks? Y/N

DBL identifies and assess its potential environmental risks.

- 4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?**

The company does not have any project related to Clean Development Mechanism, therefore this is not applicable.

- 5. Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc? Y/N. If yes, please give hyperlink for web page etc.**

DBL has a multi-pronged approach to manage its environmental impacts. Focus is placed on energy efficiency, to reduce environmental impacts. Company is certified for their office building space in Madhya Pradesh built with the highest green standards. DBL has various program into consideration like afforestation, energy saving etc. A detailed policy for this has been placed on the Website of the Company- [www.dilipbuildcon.com](http://www.dilipbuildcon.com)

- 6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?**

Since DBL is an Infra Company, there is very less Emissions/Waste generated by the Company

- 7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.**

No queries are pending from the concerned authority as on end of Financial year.

#### **Principle 7. Responsible Public Policy Advocacy**

- 1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:**

DBL is a member of various trade bodies and associations such as Builders Association, National Highways Builders Federation (NHBF).

- 2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)**

DBL advocates through above associations for the advancement or improvement of Public Good. The top management of the Company provides suggestions for improvement in governance and administration processes, ease of doing businesses.

#### **Principle 8. Inclusive Growth**

- 1. Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.**

The Company has a well-defined CSR policy which is in line with the Companies Act, 2013. The Company have taken various CSR initiatives for support and development of society. The report on the CSR projects carried by the Company is annexed with the Board's Report.

- 2. Are the programmes/projects undertaken through in-house team/own foundation/external NGO/ government structures/any other organization?**

The projects are undertaken through co-ordination and collaboration between in-house team and external NGOs or Trust or agencies and entities as it deems suitable.

- 3. Have you done any impact assessment of your initiative?**

On periodic basis, we measure the direction or initiatives and their impact. The assessment helps in focusing our efforts and achieving better results.

**4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?**

The Company has spent ₹ 19.26 million in the financial year 2019-20. The amount was spent on areas as mentioned in Annexure-4 to the Board's Report.

**5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community?**

The Initiatives undertaken under CSR are tracked to determine the outcomes achieved and the benefits to the community. Internal tracking mechanisms are regularly carried out. The Company has dedicated team of employees to drive and monitor the CSR activities and have also registered a society named as 'DBL Social Welfare Foundation' to carry out social welfare Company will undertake its CSR activities as notified in schedule VII of the Companies Act, 2013 through this society.

Any project that comes up for CSR is first internally reviewed and assessed by the Management. If the Management is convinced of the project, it is put up to the CSR Committee for its consideration and approval.

**Principle 9. Customer Value**

**1. What percentage of customer complaints/consumer cases are pending as at the end of financial year.**

No cases are pending from customers, being a tender based company, DBL tries to deliver maximum value to its customers.

**2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/ No/N.A. /Remarks (additional information)**

DBL is a tender based company which tries to deliver maximum value to its customers. All relevant informations are available on its website <http://www.dilipbuildcon.com/>

**3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/ or anti-competitive behaviour during the last five years and pending as on end of financial year? If so, provide details thereof, in about 50 words or so.**

DBL is a tender based company which tries to deliver maximum value to its customers. The Company tried to resolve all kind of queries and notices

**4. Did your company carry out any consumer survey / consumer satisfaction trends?**

The company had done various survey to get feedback from the Customers to improve the services. Being a tender based company, DBL tries to deliver maximum value to its customers.