

Date: July 01, 2026

To,

**The Manager – Listing
Dept of Corp. Services,
BSE Limited
P.J. Towers, Dalal Street, Fort,
Mumbai – 400 001
Scrip Code: 543593**

**The Manager – Listing
National Stock Exchange of India Ltd.
Exchange plaza, Bandra Kurla Complex
Bandra East
Mumbai – 400 051
Symbol: DBOL**

Dear Sir/Ma'am,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2025-26, which forms an integral part of the Annual Report of Dhampur Bio Organics Limited for the financial year 2025-26.

Please take the above information on record.

Thanking you

Yours Sincerely,

For Dhampur Bio Organics Limited

Ashu

Rawat

Ashu Rawat

Company Secretary and Compliance Officer

M. No. 22810

Digitally signed by
Ashu Rawat
Date: 2026.07.01
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Business Responsibility and Sustainability Report

Section A : General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L15100UP2020PLC136939
2. Name of the Listed Entity	Dhampur Bio Organics Limited
3. Year of Incorporation	2020
4. Registered Office Address	Dhampur Bio Organics Limited Sugar Mill Compound, Village & Post - Asmoli District - Sambhal Uttar Pradesh-244304
5. Corporate Address	Second Floor, Plot No. 201, Okhla Industrial Estate, Phase-III, New Delhi-110020
6. E-mail	investors@dhampur.com
7. Telephone	+91-7302318313
8. Website	www.dhampur.com
9. Financial Year for Reporting	FY 2025-26
10. Name of the Stock Exchange(s)	National Stock Exchange of India Ltd. (NSE) BSE Ltd. (BSE)
11. Paid-up Capital	₹66,38,75,900
12. Contact Person for Queries	Ashu Rawat Telephone: +91-11-69055200 Email: esgdesk@dhampur.com
13. Reporting Boundary	The disclosures made under this report are made on a standalone basis for Dhampur Bio Organics Limited
14. Name of Assurance Provider	This report is not assured by any external party.
15. Type of Assurance Obtained	

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	Sugar Production	Sugar which consists of manufacture and sale of Sugar and its byproducts along with co-generation and sale of power	50.22%
2	Biofuels	Biofuels & Spirits which consists of manufacture and sale of SDS, ENA, Ethanol, & sanitizer etc.	10.65%
3	Country Liquor	Manufacture and sale of Country liquor	37.18%

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

S. No	Product/Service	NIC Code	% of Total Turnover Contributed
1	Sugar	1072	48.90%
2	Biofuels	1101	10.65%
3	Country Liquor	1101	37.18%
4	Renewable Energy	3510	1.32%

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	3	1	4
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Location	Number
National (Number of states)	24
International (Number of countries)	1

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

The contribution of exports as a percentage of the total turnover of the entity was negligible for the reporting year.

c. A brief on types of customers

The Company serves three key consumer segments within its sugar business :

- Branded Consumers – Reached through an extensive network of dealers and distributors.
- Sugar Agents – Responsible for managing bulk sales of manufactured sugar in the open market.
- Institutional Buyers – Comprising FMCG companies, pharmaceutical firms, and other large-scale consumers. The Biofuels & Spirits segment of the Company mainly constitutes ethanol sold under contracts with Public and Private Oil Marketing Companies ("OMCs") and other products to institutional buyers.

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)	370	352	95%	18	5%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	370	352	95%	18	5%
WORKERS						
4	Permanent (F)	1322	1311	99%	11	0.83%
5	Other than Permanent (G)	1632	1626	100%	6	0.37%
6	Total workers (F + G)	2954	2937	99%	17	0.58%

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)	1	1	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	2	2	100%	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	2	2	100%	0	0

21. Participation/Inclusion/Representation of women

Location	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22.20%
Key Management Personnel*	5	1	20%

*Includes Managing Director, Whole Time Director, Chief Financial Officer, and Company Secretary as defined under Section 2(51) of the Companies Act, 2013.

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.5%	13.04%	22.1%	23.61%	19.05%	23.48%	20.1%	75.0%	26.2%
Permanent Workers	8.83%	0%	8.82%	7.52%	37.5%	7.70%	9.7%	57.5%	9.8%

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Dhampur International PTE limited	Subsidiary	100%	No
2.	Sonitron Bio Organics Private Limited	Subsidiary	100%	No

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

1)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2)	Turnover (in ₹)	2714.40 crore
3)	Net worth (in ₹)	1017.61 crore

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, DBO has a grievance redressal mechanism for all of its stakeholders.	None	NA	NA	None	NA	NA
Investors (other than Shareholders)		None	NA	NA	None	NA	NA
Shareholders		None	NA	NA	None	NA	NA
Employees and Workers		None	NA	NA	None	NA	NA
Customers		None	NA	NA	None	NA	NA
Value Chain Partners		None	NA	NA	None	NA	NA

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

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.	Innovation	Opportunity	Innovation is leveraged to strengthen competitiveness via continual R&D investments.	-	Higher revenue and market expansion
2.	IT & Cybersecurity	Risk	Cybersecurity is crucial to prevent any data breach, operational disruptions, data loss, legal liabilities, and reputational damage.	DBO ensures robust IT security protocols preventing unauthorized access, conducts regular training programs and performs periodic audits.	Potential financial losses from breaches and reputational damage
3.	Compliance Management	Risk	Non compliance of regulations could result in legal consequences, reputational damage and shareholder value erosion.	The company prioritizes stringent compliance frameworks and monitors regulatory adherence across operations.	Fines, penalties, reputational harm
4	Organizational Ethics, Values & Governance	Opportunity	Ethical standards and transparency increases stakeholder trust and enhances brand value.	-	Increased stakeholder confidence and brand reputation

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)
5.	Diversity & Inclusion	Opportunity	A diverse and inclusive workforce strengthens organizational resilience by enabling varied perspectives, equitable participation, innovation, and a more collaborative workplace culture.	-	Improved employee engagement and collaborative work culture
6.	Training & Development	Opportunity	Continuous learning equips employees with necessary skills, reducing churn and boosting performance.	-	Higher productivity and workforce stability
7.	Human Rights & Labor Standards	Risk	Upholding labour rights is essential to ensure regulatory compliance and maintain the Company's social licence to operate.	DBO implements robust policies, conducts periodic audits, engages with stakeholders, and regularly sensitizes employees on labour rights and workplace standards.	Regulatory penalties, reputational damage, and stakeholder concerns arising from non-compliance.
8.	Health & Safety	Risk	Workplace incidents and unsafe conditions may lead to injuries, operational disruptions, and legal liabilities.	The Company maintains comprehensive safety management systems, provides regular employee training, ensures statutory compliance, and continuously enhances safety practices.	Legal liabilities, reputational damage, reduced employee morale, and operational disruptions.
9.	Community Contribution	Opportunity	Meaningful engagement with local communities fosters long-term goodwill and strengthens stakeholder relationships.	-	Enhanced reputation, stronger community relations, and increased stakeholder trust.
10.	Product Stewardship	Opportunity	Delivering high-quality products aligned with consumer expectations strengthens market competitiveness and brand value.	-	Increased sales, customer loyalty, and enhanced market position.

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)
11.	Opportunities in Health & Nutrition	Opportunity	Rising consumer preference for healthier products presents significant growth opportunities through innovation and diversification.	-	Revenue growth and expansion into new market segments.
12.	Sustainable Supply Chain Management	Opportunity	Sustainable supply chain practices help reduce environmental impact while improving operational efficiency.	-	Lower operating costs, enhanced resilience, and reduced business risks.
13.	Sustainable Agriculture	Opportunity	Adoption of sustainable agricultural practices improves productivity while minimizing environmental degradation.	-	Improved crop yields, long-term sustainability, and environmental benefits.
14.	Energy & Emission Management	Opportunity	Efficient energy use and emission reduction contribute to cost optimization and environmental stewardship.	-	Cost savings and strengthened sustainability performance
15.	Water	Risk	Water scarcity and limited availability may adversely affect business operations.	DBO has implemented Zero Liquid Discharge (ZLD) systems and water conservation measures to ensure sustainable water usage and operational continuity.	Operational disruptions and increased water procurement costs.
16.	Waste	Opportunity	Effective waste utilization creates opportunities for cost savings and generation of renewable energy.	-	Cost efficiencies, additional revenue streams from biofuels, and environmental benefits.
17.	Biodiversity Conservation	Opportunity	Conservation of biodiversity supports ecosystem resilience and enhances corporate reputation.	-	Improved environmental outcomes and stronger stakeholder goodwill.

Section B : Management and Process Disclosures

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.dhampur.com/wp-content/uploads/2026/01/219pdctfile_BusinessResponsibilityandSustainabilityPolicy.pdf							
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the policies have been converted into procedures by the Company.							
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, some of the enlisted policies extend to our value chain partners.							
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	DBO's policies are guided by the National Guidelines for Responsible Business Conduct (NGRBCs) and are in harmony with globally accepted frameworks such as ISO 9000, ISO 14000, ISO 45001, the UN Global Compact (UNGC) principles, International Labour Organization (ILO) standards, and the United Nations Sustainable Development Goals (SDGs). Additionally, DBO follows the Global Reporting Initiative (GRI) standards to track and disclose its sustainability performance.							
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Aligned with our vision of being a sustainability-driven organization, we are integrating ESG principles into our core strategy, governance framework, and operational practices. As we define our sustainability vision and establish measurable goals, we continue to make significant progress on key ESG initiatives. These include targeted measures to reduce emissions, strengthen waste management practices, improve resource efficiency, and implement Zero Liquid Discharge (ZLD) systems across our facilities. On the social front, we are furthering our commitment to employee well-being through talent development programs, human rights risk assessments, and enhanced compliance mechanisms. We also remain committed to community development initiatives that promote inclusive growth and create shared value for all stakeholders.							
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	This report offers a detailed snapshot of our current performance across critical business responsibility and sustainability metrics. While we have transparently disclosed our ongoing practices, we recognize the importance of continuous improvement. Going forward, we remain committed to defining clear and measurable goals that will support our journey towards building a more responsible and sustainable business framework.							
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)	At Dhampur Bio Organics Limited, we prioritise sustainability and envision to set new benchmarks for embedding purpose-driven and responsible practices across our business. We recognize both our responsibility and our opportunity to contribute meaningfully to the transition towards a more resilient and environmentally conscious future.							

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8
		As ESG strategy, our focus is on efficiency improvement, reduction in emissions, reduction in consumption of electricity, water, waste management and incorporating sustainable practices. We actively engage with our key stakeholders—including employees, farmers, business partners, and communities—to ensure that our ESG journey remains collaborative, inclusive, and aligned with a shared purpose. Building on this collective commitment, we continue to advance innovative and resource-efficient practices that support responsible growth while minimizing our environmental footprint. Through these efforts, we seek to lead by example, demonstrating that strong ESG performance is not only a business imperative but also a source of long-term competitive advantage. As we move forward, we remain steadfast in our commitment to environmental stewardship, social equity, and robust governance, creating sustainable value for all our stakeholders.							
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Gautam Goel Managing Director and Chief Executive Officer							
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	We have established a robust ESG governance framework to drive proactive action towards achieving our sustainability objectives. At the highest level, the Apex Committee, comprising the Managing Director, Independent Directors, Chairman, and Whole-time Director, provides strategic direction on the organization's sustainability vision and long-term goals. The Committee is also responsible for reviewing and approving ESG-related public disclosures, ensuring the allocation of adequate resources to the ESG Steering Committee, and overseeing the implementation of the Company's ESG strategy and roadmap.							

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	Evaluation of performance against the aforementioned policies is conducted for each principle, with subsequent action taken as necessary.										The Company conducts an annual review of performance in accordance with the policies.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The review is conducted by Company during meetings.										The Company reviews the policies on an annual basis.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9	No									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C : Principle Wise Performance Disclosure

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

Essential Indicators

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

Segment	Total number of trainings and awareness programmes held	Topic/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Statutory and regulatory changes in sugar industry and Company's business & performance updates	100%
Key Managerial Personnel	1	Statutory and regulatory changes	100%
Employees other than BoD and KMPs	18	Functional, Technical and Behavioral	100%
Workers	72	Functional, Technical, Environment, Health and Safety, TPM	90%

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				Has an appeal been preferred? (Yes/No)
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	
Penalty/ Fine			Nil		
Settlement					
Compounding fee					

Non-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)
Imprisonment			Nil		
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	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.

Dhampur Bio Organics has embedded its Anti-Corruption and Anti-Bribery principles within its overarching Code of Conduct, reinforcing its commitment to integrity, transparency, and ethical business practices across all operations. The Company maintains a zero-tolerance approach towards fraud, bribery, and corruption, whether involving private entities or public officials. This commitment applies to all employees and extends to external stakeholders, including business partners, vendors, and suppliers, who are expected to adhere to the highest standards of ethical conduct while engaging with or representing the Company.

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 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not applicable

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	24	30

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 2025-26	FY 2024-25
Concentration of Purchases*	Purchases from trading houses as % of total purchases	NA	NA
	Number of trading houses where purchases are made from	NA	NA
	Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	Sales to dealers / distributors as % of total sales	79%	85%
	Number of dealers /distributors to whom sales are made	1907	1754
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	37.22%	21.44%
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	0.07%	0.00
	Sales (Sales to related parties / Total Sales)	3.83%	3.46%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	Investments (Investments in related parties / Total Investments made)	100%	100%

* The key raw material is sugarcane which is purchased from sugarcane farmers through cane societies.

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The key partners in our value chain are farmers, and we actively collaborate with them to promote sustainable agricultural practices. Through training and outreach, DBO supports their productivity, livelihoods, and long-term resilience.		

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 established robust mechanisms to identify, prevent, and manage conflicts of interest effectively. These processes are clearly outlined in the Code of Conduct and Business Ethics applicable to the Board of Directors and senior management personnel, ensuring transparency, accountability, and adherence to the Company's ethical principles and governance standards.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	100%	100%	Investments in cane development made to support farmers and promote eco-friendly practices
Capex	7.02%	17.09%	Installed energy-efficient steam and power-saving equipment to minimize environmental footprint.

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

DBO acknowledges the critical role of local suppliers particularly farmers in building a resilient and inclusive value chain and remains committed to supporting their participation. The Company actively promotes and prioritizes the procurement of equipment and materials from local suppliers within the state, thereby strengthening supply chain sustainability and regional economic resilience.

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

DBO sources 100% of its primary raw material, sugarcane, directly from local farmers.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

S. No	Type of product	Applicable to you (Y/N)	Processes in place to safely reclaim your products for reusing/ recycling and disposing at end of life (please provide a brief right-up of the process in place)
a	Plastics (including packaging)	N	Product reclamation has not been identified as a material topic for DBO. Yet, DBO remains committed to responsible waste management practices and works towards ensuring the environmentally sound collection, recycling, and disposal of waste generated through its operations and products. Additionally, the management of hazardous waste is carried out in strict accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.
b	E-waste	N	
c	Hazardous waste	N	
d	other waste-if any	N	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, DBO is registered as a Brand Owner under the Plastic Waste Management Rules with the Central Pollution Control Board (CPCB). The Company has submitted its Extended Producer Responsibility (EPR) plan to the CPCB and has partnered with a third-party vendor to ensure the collection and responsible disposal of plastic waste equivalent to the quantity used. The collected plastic waste is responsibly recycled through co-processing in cement plants, a sustainable and widely recognized waste management practice that helps minimize environmental impact. To ensure transparency and regulatory compliance, Dhampur Bio Organics obtains certified documentation from authorized third-party vendors, validating the fulfillment of its EPR obligations and reinforcing the Company's commitment to environmental stewardship.

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?

No*

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not applicable					

* DBO is in the process of conducting a Life Cycle Assessment (LCA) for its sugar production

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 2025-26	FY 2024-25
	Nil	

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable			Not applicable		
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	Nil

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

Essential Indicators

1. aDetails 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	352	352	100%	352	100%	NA	NA	0	0	0	0
Female	18	18	100%	18	100%	18	100%	0	0	0	0
Total	370	370	100%	370	100%	18	100%	0	0	0	0
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 workers 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	1311	1311	100%	1311	100%	NA	NA	0	0	0	0%
Female	11	11	100%	11	100%	11	100%	0	0	0	0%
Total	1322	1322	100%	1322	100%	11	100%	0	0	0	0%
Other than Permanent workers											
Male	1626	0	0%	1626	100%	NA	NA	0	0	0	0%
Female	6	0	0%	6	100%	6	100%	0	0	0	0%
Total	1632	0	0%	1632	100%	6	100%	0	0	0	0%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	₹1.06 Cr	₹1.19 Cr

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

Benefits	FY 2025-26			FY 2024-25		
	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	NA	NA	NA	NA	NA	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 premises are designed to be fully accessible to employees and workers with disabilities, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. We actively foster an inclusive culture where equal access and opportunity aren't just ideals, but standard practice for everyone.

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, DBO follows an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016.

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	No employees or workers availed parental leave during FY 2025-26.			
Female				
Total				

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

Particulars	Yes/No
	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, at DBO, our Grievance Redressal Mechanism is built to encourage open communication and the resolution of workplace concerns in a transparent manner. We prioritize creating a safe, supportive environment where all employees and workers, regardless of role or designation, feel empowered to voice their concerns. This mechanism ensures that issues are addressed promptly, fairly, and with confidentiality, allowing individuals to raise grievances without fear of retaliation or negative repercussions. By fostering trust and accountability, we aim to maintain a respectful and harmonious workplace for everyone.
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 2025-26			FY 2024-25		
	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	370	Nil	Nil	366	Nil	Nil
Male	352	Nil	Nil	356	Nil	Nil
Female	18	Nil	Nil	10	Nil	Nil
Total Permanent Workers	1322	492	37.22%	1291	497	38.50%
Male	1311	492	37.53%	1283	497	38.74%
Female	11	0	0	8	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (A)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	352	312	89%	191	54%	356	250	70%	170	48%
Female	18	18	100%	10	56%	10	9	90%	4	40%
Total	370	330	89%	201	54%	366	259	71%	174	48%
Workers										
Male	1311	1156	88%	978	75%	1283	1150	90%	900	70%
Female	11	11	100%	7	64%	8	8	100%	6	75%
Total	1322	1167	88%	985	75%	1291	1158	90%	906	70%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	352	352	100%	356	356	100%
Female	18	18	100%	10	10	100%
Total	370	370	100%	366	366	100%
Workers						
Male	1311	1311	100%	1283	1283	100%
Female	11	11	100%	8	8	100%
Total	1322	1322	100%	1291	1291	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 such system?

Yes, we have implemented ISO 45001:2018 (OHSMS), ensuring that all employees and work areas are fully covered under our comprehensive Environment, Health, and Safety (EHS) Policy.

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

We utilize a work permit system, maintain a safety PPE matrix, and conduct regular third-party audits to identify and assess both routine and non-routine work-related hazards.

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

Yes, DBO has established clear procedures that encourage employees to promptly report work-related hazards and take necessary steps to protect themselves.

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

Yes, our employees, workers, and surrounding communities have access to Occupational Health Centers (OHC) at our facilities, where they can consult Medical Advisors and receive basic healthcare and medicines.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
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

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

Policies

DBO is committed to ensuring a safe and healthy work environment through well-defined safety policies and guidelines. These policies are clearly communicated to all employees and form the foundation of our health and safety management system.

Regulations and Compliance

We strictly adhere to all applicable health and safety regulations and standards. Our practices are regularly reviewed and updated to remain compliant with evolving legal requirements and industry best practices.

Risk Assessments

We conduct regular risk assessments to identify potential hazards in the workplace. Based on these assessments, we implement appropriate control measures to mitigate risks and prevent incidents.

Initiatives and Preventive Measures

- **Inspections and Maintenance:** Routine inspections are carried out to detect safety hazards, and a preventive maintenance program ensures equipment reliability and safety.
- **Emergency Preparedness:** Comprehensive emergency response plans are in place, and employees are trained to act swiftly and safely during emergencies.

Capacity Building

- **Safety Training:** All employees receive ongoing, role-specific training to handle occupational hazards and follow safe work practices.
- **Ergonomic Support:** Workstations are ergonomically designed, and assessments are provided to prevent musculoskeletal disorders and enhance comfort.
- **Health and Wellness Programs:** We offer wellness initiatives such as health screenings, educational resources, and fitness facilities to promote overall well-being.

Safety Equipment

We provide appropriate Personal Protective Equipment (PPE)—including safety glasses, gloves, and safety shoes—to all employees exposed to potential workplace hazards.

Reporting and Communication

We foster open communication on safety issues, empowering employees to report unsafe conditions or behaviours without fear of retaliation. This feedback loop is critical to maintaining a proactive safety environment.

Safety Culture

A strong culture of safety is embedded throughout the organization. We encourage employee participation, recognize safe work practices, and promote shared responsibility for health and safety at all levels.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

14. Assessments for the year:

Indicate product category	% 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.

DBO takes a proactive, multi-faceted approach to workplace safety by combining physical safeguards with a culture of shared responsibility. On the plant floor, safety is maintained through upgraded machine guarding, structural repairs to platforms, and the strategic placement of fire extinguishers.

This physical framework is reinforced by strong visual management, including clearly displayed Standard Operating Procedures (SOPs) and high-visibility hazard painting. To sustain ongoing awareness, safety committee members conduct daily floor walks and spot checks, while personnel receive necessary personal protective equipment (PPE). DBO drives continuous learning and emergency preparedness through regular toolbox talks, weekly initiatives, and year-round specialized training and mock drills conducted alongwith certified agencies.

Leadership Indicators

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

Yes, both for Workers and employees

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

NA

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
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, DBO does not currently provide formal training programs for employees exiting the organization, whether due to retirement or termination. However, in cases where we rehire retirees as consultants in roles matching their past experience. This preserves their institutional knowledge and ensures a seamless transition

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	DBO places great emphasis on responsible practices across its agricultural value chain. We work closely with farmers by providing training and sharing resources, while strictly following regulations to maintain a safe and healthy environment.
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.

NA

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.**

DBO acknowledges that strong stakeholder relationship is very important to the Company's performance in the long run. Positive stakeholder relationship serves as a critical driver of both business growth and positive ESG performance. To foster meaningful collaboration, DBO actively engages with key stakeholders through a variety of channels, including surveys, consultations, and open dialogues. These engagement initiatives help us understand everyone's concerns and align on key mutual issues. This continuous dialogue strengthens DBO's commitment to addressing priorities and driving shared value

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	- One-on-one interactions with field staff - Farmer meetings (Goshtis) - Training and awareness programs	- Continuous - Daily	- Adoption of sustainable agricultural practices - Enhancing cane yield - Timely payments and settlements - Innovation in farming techniques
Employees	No	- In-person meetings - Email, SMS - HRMS portal - Notice boards	- Continuous - Half-yearly	- Employment stability and job satisfaction - Competitive incentives, benefits, and compensation - Career development and leadership training - Health, safety, and well-being

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	- Investor meetings and discussions - Annual general meetings - Corporate disclosures - Website	- Annual - Half-yearly - Quarterly	- ESG strategy & disclosures - Sustainability growth roadmap - Financial performance and profitability - Ethics, transparency, and governance
Customers/ Consumers	No	- Email / SMS - Regular feedback from customers - Customer satisfaction survey	- Continuous - Need-based	- Quality and affordability - Consistent supply of products - Product feedback - Health and nutrition attributes
Suppliers	Yes	- Email - Regular suppliers meet - Vendor performance reviews	- Annual - Half-yearly - Quarterly	- Timely payment and dispute resolution - Communication of performance expectations - Compliance with sustainable supply chain practices
Communities	Yes	- Need assessment - CSR Programs	- Continuous - Half-yearly	- Economic opportunities and upliftment - Community well-being - Minimizing environmental impact
Government/ Regulatory bodies	No	- Industry Representation - Periodic compliance reports - Disclosures as required	- Continuous - Need-based	- Regulatory Compliance - Social and environmental operational impacts

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 feedback from such consultations is provided to the Board.

We are deepening our commitment to strategic stakeholder engagement across economic, environmental, and social dimensions by fostering continuous, two-way communication with our key stakeholder groups. We approach stakeholder engagement as a shared responsibility across organisation. This approach not only strengthens our governance framework but also ensures that stakeholder perspectives are effectively integrated into our broader decision-making processes, driving impactful and sustainable outcomes

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is actively used to support the identification and management of environmental and social topics. At DBO, we ensure that we identify and address key environmental and social issues through a robust and structured materiality assessment process. We actively seek feedback from various stakeholders such as farmers, employees, investors, NGOs, local communities, and industry experts. This feedback is complemented by internal evaluations and performance reviews, all of which feed into the development of our

materiality matrix. The materiality matrix identifies the most critical sustainability issues, which directly inform the formulation of our ESG goals, policies, and initiatives. By maintaining regular engagement, we ensure our environmental and social efforts remain aligned with stakeholder expectations and address the most critical challenges for a sustainable future.

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

At DBO, we recognize farmers as the foundation of our operations and prioritize ongoing communication and collaboration to support their well-being and promote sustainable livelihoods. Regular interactions—facilitated by our on-ground team—include farmer meetings, or “Goshtis,” which serve as important forums for dialogue, feedback, and issue resolution. These engagements ensure farmers’ concerns are acknowledged and addressed in a timely and proactive manner. Beyond resolving challenges, we empower farmers with access to essential agricultural inputs and offer training programs that promote sustainable farming practices, enhance resilience to environmental changes, and build long-term capacity. This collaborative approach strengthens both the farmers’ livelihoods and the sustainability of our operations, ensuring mutual growth and success.

PRINCIPLE 5 : Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent Employees	370	370	100%	366	366	100%
Other than Permanent Employees	0	0	0%	0	0	0%
Total Employees	370	370	100%	366	366	100%
Workers						
Permanent Workers	1322	1322	100%	1291	1291	100%
Other than Permanent Workers	1632	1632	100%	1483	1483	100%
Total Workers	2954	2954	100%	2774	2774	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	352	0	0	352	100%	356	0	0	356	100%
Female	18	0	0	18	100%	10	0	0	10	100%

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	1311	0	0	1311	100%	1283	0	0	1283	100%
Female	11	0	0	11	100%	8	0	0	8	100%
Other than Permanent										
Male	1626	0	0	1626	100%	1481	0	0	1481	100%
Female	6	0	0	6	100%	2	0	0	2	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	600000	2	220000
Key Managerial Personnel other than BoD	4	13859311	1	3863347
Employees other than BoD and KMP	351	764400	17	959976
Workers	1311	390840	11	333252

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	3.1%	2.07%

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. DBO has established a dedicated Committee by the name of Internal Complaints Committee that serves as the focal point for addressing human rights impacts or issues arising from the business. This committee is responsible for receiving, investigating, and resolving complaints related to workplace policies, conditions, and violations, including matters covered under our Prevention of Sexual Harassment (PoSH) Policy.

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

Grievance Redressal Framework

DBO has established a formal Grievance Redressal Policy aligned with its Human Rights Policy and Code of Conduct to effectively address human rights-related concerns. This policy specifically covers mill operations, while a separate grievance mechanism is in place to support farmers.

Documentation and Resolution

All grievances are carefully recorded in a grievance register, including detailed minutes of each case. A dedicated committee is responsible for ensuring timely and thorough resolution of all issues raised.

Awareness and Access

Employees and stakeholders are clearly informed about the grievance mechanisms available to them and assured protection against any form of retaliation when raising concerns.

Training and Culture Building

To reinforce a safe, respectful, and inclusive workplace environment, employees are regularly trained on grievance procedures. Ongoing awareness programs further support this commitment.

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

	FY 2025-26			FY 2024-25		
	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	None	None	-	None	None	-
Discrimination at workplace	None	None	-	None	None	-
Child Labour	None	None	-	None	None	-
Forced Labour/Involuntary Labour	None	None	-	None	None	-
Labour	None	None	-	None	None	-
Wages	None	None	-	None	None	-
Other human rights related issues	None	None	-	None	None	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	None	None
Complaints on POSH as a % of female employees / worker	None	None
Complaints on POSH upheld	None	None

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

According to Human rights policy and Code of Conduct, DBO has implemented comprehensive safeguards to prevent adverse consequences for individuals reporting discrimination and harassment cases. These include:

Awareness and Education

DBO ensures that all employees are well-informed about its anti-harassment and anti-discrimination policies through regular awareness initiatives, promoting a respectful and inclusive work culture.

Grievance Redressal Mechanism

An internal grievance system is in place to identify and address human rights concerns in compliance with applicable laws, with cases being directed to the appropriate departments for resolution.

Transparency in Reporting

The company discloses the number and types of human rights-related complaints—such as those concerning sexual harassment, discrimination, child or forced labour, and wage issues—for both the current and previous financial years.

Anti-Retaliation Measures

To protect those who report misconduct, DBO has embedded strong anti-retaliation clauses in its policies. These are clearly communicated and strictly enforced to ensure a safe reporting environment.

Human Rights Training

Training on human rights policies and related issues is provided to all employees, including contractual and third-party workers. The company also tracks and reports the number of individuals trained.

Annual Risk Assessments

DBO conducts annual reviews focusing on critical risks such as child labour, forced labour, wage practices, sexual harassment, and discrimination, and documents the corrective actions taken to address them.

Policy and Process Improvement

Insights from grievance records are used to continuously refine business operations and update internal policies, enhancing the company's overall responsiveness to human rights concerns.

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

Yes, our Code of Conduct clearly articulates our commitment to upholding fundamental human rights and serves as a guiding framework for all stakeholders across our value chain. It reinforces our zero-tolerance approach to any form of human rights violation and ensures that expectations are understood and respected at every level. Any concerns or breaches related to human rights are addressed swiftly and with due diligence by the appropriate departments, reflecting our ongoing commitment to ethical and responsible business conduct.

10. Assessments for the year:

Our Meerganj unit underwent an independent third-party audit based on the Supplier Guiding Principle (SGP) whereas Asmoli and Mansurpur units achieved green category rating and SGP audit was not required for FY 2025-26. This assessment covered critical human rights aspects, including minimum wage adherence, prevention of child labor, worker privacy, disciplinary measures, working hours, and health and safety standards.

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

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

NA

Leadership Indicators

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

The Company believes that fostering a culture of trust and accountability empowers employees to become active contributors to positive change. To support this, we actively encourage employees to raise concerns through established policies and robust mechanisms, including the Whistle-blower Policy, Internal Complaints Committee, and Disciplinary Procedures. These systems ensure time-bound redressal of grievances and help maintain high standards of conduct. They also support continuous learning and policy evolution to remain responsive and aligned with a dynamic operating environment.

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

During the period under review, no specific human rights due diligence was conducted. However, the Company remains committed to upholding human rights across the organisation and adheres to applicable laws and internal policies that promote ethical and responsible business practices.

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

Yes

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	None
Discrimination at workplace	None
Child Labour	None
Forced Labour/Involuntary Labour	None
Labour	None
Wages	None
Other human rights related issues	None

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 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	6,41,144	3,62,391
Total fuel consumption (B)	1,02,10,261	63,96,842
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,08,51,405	67,59,233
From non-renewable sources		
Total electricity consumption (D)	52,362	8,146
Total fuel consumption (E)	45,179	13,036
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	97,450	21,182
Total energy consumed (A+B+C+D+E+F)	1,09,48,945	67,80,415

Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover (GJ/₹)	0.00035	0.00025
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/₹)	0.0073	0.0052
Energy intensity in terms of physical output (GJ/MT)	26.95	17.96
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

** PPP rates have been considered as per the latest BRSR guidelines.

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.

Yes ☐

No ☒

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	5,36,381	5,31,302
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	15,18,632	24,81,179
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20,55,013	30,12,481
Total volume of water consumption (in kilolitres)	25,53,991	22,04,714
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (ml/₹)	0.00008	0.00008
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (ml/₹)	0.0019	0.0017
Water intensity in terms of physical output (KL/MT)	6.77	5.85
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	29,533	47,953
- No treatment		

Parameter	FY 2025-26	FY 2024-25
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	5,11,077	6,67,575
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	5,40,610	7,15,528

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.

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

Yes ☒

No ☐

Yes, the entity has implemented Zero Liquid Discharge (ZLD) technology in its distillery division. The process includes primary treatment, anaerobic digestion using an ICX reactor, aerobic treatment, and Reverse Osmosis (RO). Treated water is recycled for industrial use, reducing freshwater dependency. Concentrated spent wash is used as fuel in an Incineration Slop Boiler, converting waste to energy. In the Sugar Division, treated effluent meeting regulatory norms is safely reused for irrigation—reinforcing circular economy principles and sustainable water management.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Kg	43580	41484
SOx	Kg	99880	95069
Particulate matter (PM)	Kg	142740	135862
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
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	4295	1,250
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	10327	1,607

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	gCO ₂ e/ ₹	0.47	0.11
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)	gCO ₂ e / ₹	9.72	2.17
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/MT	0.04	0.0084
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

We have implemented several initiatives to reduce our greenhouse gas (GHG) emissions and enhance energy efficiency across our operations. Through process optimization, we achieved bagasse savings, improving fuel efficiency. We replaced sodium vapor and HPSV lighting with energy-efficient LED lights across the plant, including streetlights, cane yards, and godowns. Additionally, we upgraded conventional drive with planetary drive and replaced outdated panels with Variable Frequency Drive (VFD) panels, enabling better energy management and reduced power consumption.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	92.78	193.95
E-waste (B)	0.117	15.425
Bio-medical waste (C)	0	0.0042
Construction and demolition waste (D)	0	0
Battery waste (E)	0.4	4.33
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2.9	3.0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,36,885	1,39,655
Total (A+ B + C + D + E + F + G + H)	136982	1,39,871
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (gm/₹)	0.00000441	0.0000052
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (gm/₹)	0.00009	0.00011
Waste intensity in terms of physical output (MT/MT)	0.36	0.37
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26	FY 2024-25
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	719	1,367
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	719	1,367
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	102467	1,02,480
(ii) Landfilling	17444	19,834
(iii) Other disposal operations	16614	16,539
Total	136526	1,38,853

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

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

The main by-products from industrial operations are filter cake, molasses, and bagasse.

- Filter cake is utilized as organic manure to enrich agricultural soils.
- Molasses is a vital input for alcohol production in the distillery.
- Bagasse is used as a renewable fuel source for steam and power generation in boilers, supporting energy self-sufficiency.

Skimmed oil, used grease, contaminated cotton rags, discarded containers, and bio-medical waste are disposed of through authorized through authorized Treatment, Storage, and Disposal Facilities (TSDF) within 180 days, as per regulations. Form-3 is maintained at the unit level to track hazardous waste generation.

General waste such as metal scrap from maintenance activities is sold to authorized recyclers. Effluent treatment plant sludge, being organic, is mixed with ash and press mud and provided free of cost to farmers as manure.

For plastic waste generated from sugar packaging, we comply with EPR requirements through a contract with M/s Karma Ecotech Limited. E-waste is currently under the process of being routed through an authorized TSDF. Used batteries are taken back by vendors for recycling after their lifecycle ends.

We aim to reduce hazardous chemical usage by optimizing processes and minimizing such substances at the source. Contracts include clauses for pollution prevention, and contractors must implement best management practices.

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

Not Applicable

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
			Not applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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

Leadership Indicators

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

Not Applicable

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

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
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		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Parameter	Unit	FY 2025-26	FY 2024-25
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)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Please refer annexure 5 of Directors' Report			

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

Yes, the entity has a comprehensive Business Continuity and Disaster Management Plan through its Emergency Response Plan (ERP). It is designed to address potential emergencies including fire, chemical spills, electrical hazards, natural disasters, and more. The plan aligns with ISO standards (ISO 22000, 9001, 14001 & 45001) and includes on-site and off-site emergency procedures, hazard identification, preventive actions, and a clear chain of responsibility. Key personnel are trained, and regular patrolling and preventive measures are enforced to ensure preparedness and minimize operational disruptions.

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.

We have not observed any significant adverse environmental impacts arising from its value chain. However, recognizing the potential environmental footprint of upstream activities, particularly in sugarcane cultivation, the entity actively promotes sustainable farming practices among its supply chain partners.

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

The Company regularly engages with farmers through on-field awareness drives and farm-level support programs. These initiatives focus on helping farmers adopt new farming techniques, deploy appropriate machinery, develop animal husbandry practices, and minimize the use of chemicals and fertilizers—thereby reducing the environmental impact across the value chain.

8. How many Green Credits have been generated or procured:

- (i) By the listed entity - Nil
- (ii) By the top ten (in terms of value of purchases and sales respectively) value chain partners - Nil

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

We are members of five prominent trade and industry organizations: Indian Sugar Mills Association (ISMA), Uttar Pradesh Sugar Mills Association (UPSMA), UP Co-gen Association, The Sugar Technologists' Association of India (STAI) and All India Distillers' Association (AIDA).

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 Mills Association (ISMA)	National
2.	Uttar Pradesh Sugar Mills Association (UPSMA)	State
3.	UP Co-gen Association	State
4.	The Sugar Technologists' Association of India (STAI)	National
5.	All India Distillers' Association (AIDA)	National
6.	Uttar Pradesh Distillers' Association (UPDA)	State

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

Name of authority	Brief of the case	Reach of trade and industry chambers/ associations (State/National)
No corrective actions related to anti-competitive conduct were required, as there were no such cases reported during the reporting period.		

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
We do not participate in public policy advocacy activities					

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
Not applicable					

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

Name and Brief Details of Project	Name of Project for which R&R is ongoing	State	No. of Project Affected Families (PAFs)	% of PAFs covered by R & R	Amounts paid to PAFs in the FY (In INR)
Not applicable					

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

The Company is committed to building a sustainable business rooted in corporate social responsibility, inclusive growth, and strong social impact. Through regular community engagement, we proactively gather feedback to identify and address concerns, ensuring our initiatives are responsive, relevant, and rooted in shared value creation.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	21%	46%
Directly from within India	100%	100%

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 costt

Location	FY 2025-26	FY 2024-25
Rural	9.40%	9.90%
Semi-urban	9.29%	6.10%
Urban	71.71%	74.50%
Metropolitan	9.60%	9.50%

(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):

Details of negative social impact identified	Corrective action taken
	Not applicable

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

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)

We currently do not have a formal preferential procurement policy, but we prioritize sourcing our core raw material, sugarcane, directly from local farmers.

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

We procure 100% of our sugarcane directly from local farming communities

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

Procurement from these local farmers accounts for 100% of our total raw material purchases by value

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
				We do not engage in developing or utilizing intellectual property based on traditional knowledge.

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:

S. No.	CSR Project	No. of Persons Benefited	% of Beneficiaries from Vulnerable and Marginalized Groups
1.	Eradicating Hunger, Poverty	7140	100%
2.	Promoting Education	158	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.

Consumers can share their complaints or feedback by calling the toll-free number provided on the product packaging or by emailing us at dhampure@dhampur.com. Every concern is acknowledged promptly and addressed with the highest level of care and priority to ensure customer satisfaction and trust.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100% (ECOEX Plastic waste Compliance)

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending during the year at end of year	Remarks	Received during the year	Pending during the year at end of year	Remarks
Data privacy			No complains were received			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	No instances of product recalls were recorded	
Forced recalls		

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.

DBO has established a robust policy framework ensuring IT asset management and cybersecurity measures to ensure secure and efficient use of its digital infrastructure. The policy outlines procedures for asset acquisition, usage, maintenance, and disposal, and is supported by regular servicing protocols. An Information Security Management System (ISMS) and endpoint security controls are in place to safeguard information assets and data. These measures help uphold policy compliance, maintain system integrity, and mitigate cybersecurity risks across the organization.

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.

There have been no incidents of cybersecurity breaches, data privacy violations, product recalls, or regulatory actions during the reporting period. This underscores our commitment to upholding the highest standards of quality and security, supported by our team's continuous vigilance in protecting our systems, products, and services.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

We have not received any reports of data breaches

b. Percentage of data breaches involving personally identifiable information of customers

NA

c. Impact, if any, of the data breaches

NA

Leadership Indicators

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

Information about our product offerings is available on our website at <https://dhampure.com>.

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

Demonstrating our commitment to transparency, the Company includes its website address on all sugar packaging, allowing consumers easy access to comprehensive product information. This includes details on sustainable sourcing practices, usage tips, and recipe inspirations, fostering informed and responsible consumption.

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

The Company ensures business continuity for essential services through a proactive risk management framework that identifies and monitors potential disruptions. Clear and timely communication with customers is ensured through various channels, including our website and direct communication via our sales team and distributors.

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

No, the Company displays product information in compliance with local regulatory requirements. In FY 2025–26, the Company did not carry out any customer satisfaction surveys.