



BSE Limited Phiroze JeeJeeBhoy Towers, Dalal Street, <u>Mumbai - 400 001</u>	National Stock Exchange of India Ltd., "Exchange Plaza", 5 th Floor, Plot No. C-1, G Block, Bandra-Kurla Complex, Bandra (E) <u>Mumbai – 400 051</u>
SCRIP CODE : 523367	SCRIP CODE : DCM SHRIRAM

Kind Attn : **Department of Corporate Communications/Head – Listing Department**

Sub : **Business Responsibility and Sustainability Reporting for the Financial Year Ended on March 31, 2022**

Dear Sirs,

Please find enclosed herewith the report on Business Responsibility and Sustainability Reporting (BRSR) of the Company for the financial year ended on March 31, 2022.

Kindly arrange to take the above information on your records.

Thanking You,

**Yours Faithfully
For DCM Shriram Ltd.**

Sameet
Gambhir

Digitally signed by
Sameet Gambhir
Date: 2022.08.10
18:11:55 +05'30'

**(Sameet Gambhir)
Company Secretary**

Dated : 10.08.2022

Encl: As above

DCM SHRIRAM LTD.

Registered and Corporate Office: 2nd Floor (West Wing), Worldmark 1, Aerocity, New Delhi - 110037, India
Tel: +91 11 42100200 e-mail: response@dcmsriram.com website: www.dcmsriram.com
CIN No. L74899DL1989PLC034923



Business Responsibility & Sustainability Reporting

[Under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

INTRODUCTION

This report has been prepared in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). It aims to showcase enhanced transparency around how businesses are creating value by contributing towards a sustainable economy. DCM Shriram Limited has decided to voluntarily adopt the BRSR framework for its disclosures with effect from financial year ending March 2022, with the aim of strengthening our ESG processes as well as improving our sustainability performance.

As this is the first year of BRSR for DCM Shriram Limited, the report has been prepared on best effort basis. In cases where we were unable to report on specific elements, or where partial data has been disclosed, the boundary of the disclosures has been demarcated clearly, along with definitions and assumptions used, if any.

This report underlines our incessant effort to create long-term value for our stakeholders, as we contribute toward promoting sustainable development.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- Corporate Identity Number (CIN) of the Company:**
L74899DL1989PLC034923
- Name of the Company:** DCM Shriram Ltd.
- Year of incorporation:** 1990
- Registered address :** 2nd Floor (West Wing), Worldmark-1, Aerocity, New Delhi-110037
- Corporate address:** 2nd Floor (West Wing), Worldmark-1, Aerocity, New Delhi-110037
- E-mail id :** response@dcmsriram.com
- Telephone:** +91-011-23316801
- Website:** www.dcmsriram.com
- Financial year for which reporting is being done:** 2021-22
- Name of the Stock Exchange(s) where shares are listed:**
Bombay Stock Exchange (BSE), National Stock Exchange (NSE)
- Paid-up Capital:** INR 31.35 Crores
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
Name: Mr. K. K. Sharma
Designation: Whole Time Director- Environment, Health and Safety
Telephone Number: +91-011-23316801
Email id: kksharma@dcmsriram.com
- Reporting boundary -** Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).

[Consolidated for DCM Shriram Limited¹](#)

¹International subsidiaries of DCM Shriram Limited are not included in the BRSR reporting. Few Indian subsidiaries are also not included due to no major business activities

II. Products/Services

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

S. No.	Description	Description of Business Activity	% of Turnover of the entity
1	Agri-Rural business	- Shriram Sugar and Distillery Business includes sugar, ethanol and Bagasse based Cogen Power Plants - Shriram Farm Solutions provides a range of agri inputs such as Plant Nutrition Solutions, Crop Care Chemicals, Urea and Hybrid Seeds - Shriram Bioseed Business is into R&D of Hybrid Seeds, Seed production and processing - Shriram Fertilisers and Chemicals includes manufacturing of Urea	54.60 %
2	Chlor-Vinyl business	Manufacturing of Caustic Soda, Chlorine, Hydrogen, Stable Bleaching Powder, Calcium Carbide, PVC resins, Aluminum Chloride	36.72 %
3	Value added business	Fenesta Building Systems that manufactures UPVC and Aluminium windows & doors	5.37 %

15. 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	Manufacturing of Chemicals and Fertilizers	2011, 2012	50.19 %
2	Manufacturing of Sugar and Ethanol	1072, 2011	27.37 %
3	Trade of agri-inputs	4620	9.63 %

4	UPVC and Aluminium Windows and Door Systems	2220, 25111	5.41 %
5	Seed processing activities, research activities	0164, 7210	3.02 %
6	Manufacturing of cement	2394	1.8 %
7	Co-generation of power	3510	0.98 %

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	10	56	66
International	1	3	4

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 (+ 6 Union Territories)
International (No. of Countries)	60

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

2.97%

c. A brief on types of customers

DCM Shriram caters to two kinds of customers through its various businesses:

- Business-to-Business (B2B)
- Business-to-Consumer (B2C)

IV. Employees

17. 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)	3391	3237	95.5%	154	4,5%
2.	Other than Permanent (E)	3314	3312	99.9%	2	0.1%
3.	Total employees (D+E)	6705	6549	97.7%	156	2.3%
WORKERS						
4.	Permanent (F)	1783	1773	99.4%	10	0.6%
5.	Other than Permanent (G)	6943	6418	92.4%	525	7.6%
6.	Total workers (F + G)	8726	8191	93.9%	535	6.1%

b. Differently abled Employees and workers:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	2	2	100%	0	0%
3.	Total differently abled employees (D + E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	1	1	100%	0	0%

V. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	16.7%
Key Management Personnel	3	0	0%

19. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.9%	14.9%	14.9%	18.4%	27.3%	15.8%	18.6%	19.3%	18.6%
Permanent Workers	9.1%	0%	9.0%	12.1%	16.7%	12.2%	14.7%	18.2%	14.7%

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

20. (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	Bioseed India Limited, India	Subsidiary	100%	*NA
2	DCM Shriram Infrastructure Limited, India	Subsidiary	100%	*NA
3	DCM Shriram Credit and	Subsidiary	100%	*NA

	Investments Limited, India			
4	DCM Shriram Aqua Foods Limited, India	Subsidiary	100%	*NA
5	Fenesta India Limited, India	Subsidiary	100%	*NA
6	DCM Shriram Foundation, India	Subsidiary	100%	Yes#
7	Hariyali Rural Ventures Limited, India	Subsidiary	100%	*NA
8	Shridhar Shriram Foundation, India	Subsidiary	100%	*NA
9	Shriram Polytech Limited (Earlier know as Shriram Axial Private Limited, India**	Subsidiary	100%	Yes#
10	Shriram Bioseed Ventures Limited, India	Subsidiary	100%	*NA
11	Bioseed Limited, Mauritius	Subsidiary	***NA	*NA
12	Bioseed Holdings Pte. Ltd., Singapore	Subsidiary	100%	*NA
13	Bioseed Research Philippines Inc., Philippines	Subsidiary	100%	No
14	Bioseed Research USA Inc., USA	Subsidiary	100%	*NA

*No major business activities

**Subsidiary w.e.f. 19th Oct' 2021

***The Scheme of amalgamation for merger of Bioseed Limited with Shriram Bioseed Ventures Limited (wholly owned subsidiaries) has been approved by National Company Law Tribunal (NCLT) vide its order dated March 29, 2022 which became effective on April 27, 2022 on filing the certified copy of orders of NCLT in the office of Registrar of Companies.

These subsidiaries have been included in the BRSR.

VI. CSR Details

21. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in Rs.): INR 9623.81 Crores

(iii) Net worth (in Rs.): INR 5541.16 Crores

VIII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes	0	0	Nil	0	0	Nil
Investors (other than share holders)	Yes	0	0	Nil	0	0	Nil
Share holders	Yes	5	0	Nil	13	0	Nil
Employees	Yes	0	0	Nil	0	0	Nil
Customers	Yes	33	0	Refer* Note	55	0	Refer* Note
Value Chain Partners	Yes	0	0	Nil	0	0	Nil

*Considering normal turnaround time required for resolution of consumer complaints, all the complaints have been resolved during the year for all the businesses up to the customer satisfaction

Every stakeholder group has been provided with a grievance redressal platform, details of which are present on the Company's website.

• Communities

The community grievance redressal process established by DCM Shriram provides an avenue for communities to voice their concerns and promotes a transparent mechanism for understanding and resolving their grievances in a just, fair and timely manner. As per DCM Shriram's Whistle Blower Policy, community members can send any concerns or grievances at the email id:

alert@dcmshriram.com.

• Investors and Shareholders

Investors and shareholders have access to the Company Secretary through a dedicated email to report any concerns or grievances.

• Employees and Workers

DCM Shriram has adopted a Whistle Blower Policy that provides a mechanism for employees, including both full-time, part-time employees and contractual workers to report any concerns or grievances. The policy aims to ensure that genuine complainants are able to raise their concerns in full confidence, without any fear of retaliation or victimization and also allows for anonymous reporting of

complaints. The designated Ombudsman administers the entire process – from reviewing and investigating concerns raised and undertaking all appropriate actions to resolve the issue. Any instance of serious misconduct brought to the Ombudsperson is also reported to the Audit Committee.

- **Value Chain Partners**

DCM Shriram's Whistle Blower Policy allows suppliers, contractors, vendors and business associates to report any complaints or concerns to the Ombudsman office. All value chain partners have access to the Ombudsperson through e-mail, secure hotline and post. They can send an e-mail marked confidential to alert@dcmsriram.com.

- **Customers**

DCM Shriram's Whistle Blower Policy allows customers to report any complaints or concerns to the Ombudsman office as per the process defined in the policy. Further, we have set up a dedicated customer care service to receive and address customer complaints and grievances via tele calling in Sugar, SFS, Bioseed and Fenesta business. Customers can also raise their concerns on a dedicated email/ contact number as provided on the company website.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Cyber Security / Technology / Information Security	R	Negative
2	External Environment : Implications of Govt. Policies changes in agri sector	R	Negative
3	Rising Stakeholder requirements for Sustainability goals	O	Positive
4	Health and	O	Positive

	Safety		
5	Natural calamities due to climate change	R	Negative
6	Pandemic Risk leading to Business disruption	R	Negative
7	Compliance to various laws and Listing requirements	R	Negative

Material issues which are posing risk and can have negative financial implications:

1. Cyber Security / Technology / Information Security

Risk

Risk of data loss, and information security and privacy breach can lead to accidental exposure of confidential information, result in regulatory non-compliance and attract legal liabilities. This also poses risk of financial loss that can arise from attacks on the company's IT network and loss of confidential information

Mitigation Measure

DCM has implemented robust information security controls and processes to mitigate any internal or external threats, such as deployment of automated patch updates, firewall with anti-virus and intrusion prevention system, third party assessments of IT infrastructure including vulnerability assessment and penetration testing (VAPT) and regular monitoring of OEM support to system. An Information Security Management System has been put in place across all business units.

For risks associated with remote working, we have implemented measures for cyber security including remote access to applications through encrypted VPN, employee training and awareness on cyber security, dissemination of automated warnings for potential phishing attacks and two-way authentication access to email system.

2. External Environment : Implications of Govt. Policies changes in agri sector

Risk

With dynamically evolving regulations, businesses such as sugar, fertiliser and some components of Bioseed business, are exposed to risk of potential non-compliance which can result in fines, penalties and adverse impact on our brand reputation.

Mitigation Measure

We periodically monitor and review changes in regulatory frameworks to ensure compliance. Furthermore, as part of industry associations, we are working with the Government to ensure sustainable policies.

3. Natural calamities due to Climate Change:

Risk

Agriculture in India is highly vulnerable to impacts of climate change. Increased frequency and severity of extreme weather events due to climate change can adversely impact our business continuity through impacting Parent seed Production, Hybrid seed Production, Seed inventory for sales.

Mitigation Measure

Ongoing plans are in place for parent seeds:

- Two year rolling plan for parent seed production has been implemented. Buffer stock of parent seeds maintained to take care of monsoon uncertainties for the coming season.
- Parent seed production is carried out in different locations.
- Carrying out R&D for developing seed varieties that sustain stressed weather conditions

Hybrid Seeds:

- Seeds production is spread over different climatic zones, viz. Andhra, Telangana, Karnataka and Gujarat.
- Adequate cold storage facilities tied up to store the surplus stock of seeds in a way that prolongs their life.
- Insurance coverage has been obtained for any climate related calamities.

4. Pandemic Risk leading to Business disruption:

Risk

COVID-19 pandemic has emerged as risk to disruption to our business continuity. Risk of novel COVID-19 strains has an impact as it widely transmits, and globally the Governments introduced restrictions on business activities / lockdown. Furthermore, existing process to monitor post COVID related health issues of employees may not be adequate, leading to extended health issues of employees and risk of productivity loss.

Mitigation Measure

At DCM Shriram, each business has taken adequate measures for its employees, customers and visitors respectively through implementation of standard operating procedures in line with the norms prescribed by the Government to support employees. Clinic and doctor-on-call facility provided to all the employees. Further, corporate tie ups with reputed medical organizations exist to improve emotional well being of employees.

Additionally, the business continuity is ensured by keeping adequate inventory of raw materials, consumables and finished goods as well as diversification of vendors.

5. Compliance to various laws and Listing requirements

Risk

Constant amendments to Corporate regulatory / legal landscape – Compliances becoming more onerous, stringent and complex due to frequent amendments to regulations

Mitigation Measure

Any new statute / legal requirement or amendments to existing

framework is being monitored continuously and necessary / adequate training (need based) is given to the requisite teams / departments for updating their knowledge. Engagement of external experts / consultants on need basis. Continuous monitoring on trading of shares by any insider / designated employees and regular trainings and education on the Insider trading regulations and amendments are imparted. Legal compliance framework is in place. Further, online compliance tool (covering all applicable Acts) is being implemented to automate and strengthen the process.

Material issues which are providing Opportunities and can have positive financial implications:

6. Rising Stakeholder requirements for Sustainability goals

Sustainability & ESG aspects are embedded in the EHS policy by striving towards conserving natural resources and conservation of energy.

Resource efficiency (water, energy and waste) targets are part of business plans that are monitored and reviewed regularly by Senior Leadership Team as part of action for Climate Change mitigation. Projects are identified for Green House Gases (GHG) reduction and are being considered for implementation.

The Company has many interventions related to water management in collaboration with ICAR - Indian Institute of Sugarcane Research and International Finance Corporation (IFC). The progress of activities has been closely monitored by scientists of ICAR-IISR and certified that the information and data obtained during the study is authentic and worth adopting in sugarcane cultivation to economize irrigation water use.

The Company has distillery operations manufacturing alcohol through bio-route and also plans for expansion and introducing grain based alcohol for blending. The Company is also producing electricity through biomass and supplying to grid as clean energy.

7. Health and safety

Health and safety of employees is considered paramount for business sustainability. The Company has taken several initiatives to ensure best safety practices and system in place that includes certification of sites for ISO 45001 on Occupational Health & Safety standard. Besides this following measures have been undertaken:

- Periodic equipment health checks and monitoring of bulk storage tanks.
- Regular safety audits by the British Safety council on Five Star Safety System.
- Regular training sessions are conducted for employees including contract workers;
- Health and safety risk assessments are conducted regularly at both plant and when in transit.
- Chlorine and Ammonia storage and filling facility inspection and certification undertaken by CCE approved agency along with process safety audit.
- Physical Verification conducted for each incoming and outgoing vehicles for raw materials and finished goods based upon a comprehensive checklist.

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	http://dcmsshriram.com/company%27s-policies								
2. Whether the entity has translated the policy into procedures. (Yes /No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards adopted by your entity and mapped to each principle	(Refer Table 2 below for details)								
5. Specific commitments, goals and targets set by the entity with defined time lines, if any.	(Refer Table 3 below for details)								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	(Refer Table 4 below for details)								
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). It gives us great pleasure to present our 1 st Business Responsibility and Sustainability Report (BRSR) for the year 2021-22. This report reflects our commitment and some of our initiatives and practices in pursuit of our long standing commitment to ESG. This report prepared in accordance with the nine principles of 'National Guidelines on Responsible Business Conduct' (NGRBCs), outlines our sustainability performance, which we have strived to achieve backed by the solid foundation of our integral values. It also elucidates our interventions which are aligned to fulfill our commitment towards the UN Sustainable Development Goals (SDGs). Care for the environment is one of our core focus areas as we continue to contribute in shaping a better future, which is safe, inclusive and sustainable. Furthermore, we have designed business strategies that incorporate social well-being in everything we do. Our responsibility towards our stakeholders is deeply ingrained in our way of doing business since the founding days of DCM Shriram. This was evident during the pandemic when many of our employees came at the forefront to volunteer in COVID relief measures for the larger community. To augment government efforts, we initiated production of sanitizers at our distillery units and accelerated the production of disinfectants at our manufacturing sites, to support government agencies, hospitals, NGOs and communities at large. We exert to positively engage with communities surrounding our operations, helping enrich their lives through CSR programs. We have positively impacted the lives of more than 76000 people through our CSR interventions in the areas of health, sanitation, education, environmental sustainability and livelihood generation. To support the farming communities, we have been undertaking various capacity building initiatives to promote greater agricultural yields and enhanced incomes. To address the rising scarcity of water and its impacts on surrounding communities, we constructed multiple water-harvesting structures at locations spanning across 5 states. This has helped in groundwater recharge and boosted crop production while ensuring year-round availability of water for the local communities. We intend to create green belts around our areas of operation, for which over 96,000 saplings have been planted across our various sites during FY 2021-22. Our efforts to build toilets in schools and make villages 'Open Defecation-Free', is in line with the national Swachh Bharat Abhiyan. In FY 2021-22, we spent INR 17.425 crores on CSR activities and INR 2.515 Crores has been transferred to unspent CSR account for the 'Ongoing Projects' that are running in a continuous mode with year-on-year goals and budgets which are accounted and audited. At DCM Shriram, health, safety and well-being of our employees is of prime importance to us. We have taken concrete steps to create a culture of safety, integrating it in every aspect of our business and behavior. Further, we continually strive towards employee development and welfare, through strategic training and engagement programs that promote learning and inclusion. We are adopting innovative means to promote resource efficiency, emission reduction, water conservation, waste minimization and biodiversity protection. In this UN Decade of Ecosystem Restoration, we have been actively working towards water conservation through our future ready initiatives, as we continue to establish our status as a water positive company. As a result of our focused interventions towards water harvesting, we are 11 times water positive during 2021-22. Being a founding member of India Biodiversity Initiative (IBBI), we promote biodiversity conservation and sustainable use of natural resources through our business operations. We are committed to reduce our reliance on fossil fuels and enhance									

use of renewable power along with measures towards achieving zero waste and zero liquid discharge. True to our focus, our biomass co-generation capacity was utilized during the year for generating captive power and supplying surplus to the State grid. Apart from this, hydrogen (a byproduct of Chlor alkali plant) and usage of ethanol blending has also reached new scales. Our investment in R & D and our collaboration with external stakeholders has assisted us in building a strong pipeline of innovative products across markets, which will position us to contribute better in adapting and responding to climate change.

Our efforts towards the environment and society are backed by robust governance that supports our values of integrity, accountability and transparency. We take pride in the fact that we have striven to exceed legal compliance requirements and ensured that policies and procedures supporting responsible business practices are implemented in their true spirit. This is pivotal for us as we become a future-ready enterprise that continues to realize operational excellence while creating enduring environmental and social value. However, this will only be possible through enduring support of and collaboration with our stakeholders.

To all our stakeholders, from the customers that depend on our products, to business partners and communities that support our operations and investors that recognize our potential to create long-term value, to our employees that ultimately drive our success, we thank you for your support in our journey

K. K. Kaul

Whole Time Director

Disclosure Questions										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).										Board of Directors									
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.										a. Led by Mr. K. K. Kaul, DIN: 00980318, Whole Time Director, the following members have been nominated as a team responsible for Business Responsibility and Sustainability Reporting initiatives: b. Mr. K. K. Sharma, DIN: 07951296, Whole Time Director (EHS) c. Mr. Amit Agarwal, President and Chief Financial Officer d. Mr. Sandeep Girotra, President and Chief HR Officer									
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)									
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
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. Yes, Please refer table below										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
										Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Principle	Name of the External Agency
P1	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers
P2	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers
P3	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers
P4	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers
P5	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers
P6	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers

Principle	Name of the External Agency
P7	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers
P8	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers
P9	DNV#, KPMG* Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers

*Independent Assurance as per ISAE 3000 Assurance Standard on sustainability reporting.

#Independent Audit on ISO 14001, ISO 45001, and ISO 9001 standard

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	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)									

Table 1- Annexure to 1a- Policies aligned to NGRBC Principles

Principle	DCM Shriram's Policy
P1	Code of Conduct, Policy on Related Party Transactions, Insider Trading Policy, Code of Fair Disclosure
P2	EHS Policy
P3	Code of Conduct, EHS Policy, Human Rights Policy
P4	Business Responsibility Initiatives - Policy and Framework, Whistle Blower Policy
P5	Code of Conduct and Policy on Human Rights, POSH, Whistle Blower Policy
P6	EHS Policy
P7	Code of Conduct, EHS Policy
P8	CSR Policy
P9	Code of Conduct, EHS Policy, Whistle blower Policy, Integrity and Customer Centricity Value, Privacy Policy

Table 2- Annexure to 4- National and International standards

Principle	Name of the national and international codes/certifications/labels/ standards
P1	- Reporting aligned to GRI Standards and International Integrated Reporting Framework - International Standard on Assurance Engagements (ISAE) 3000 (Revised) – limited assurance criteria
P2	- ISO 14001 Environment Management System - ISO 45001 Occupational Health and Safety Management System - Responsible Care Certification - Bonsucro Certification
P3	- ISO 45001 Occupational Health and Safety Management System - Responsible Care Certification - British Safety Council five-star safety rating system
P4	Materiality assessment and Stakeholder Engagement in line with GRI Standards
P5	- Bonsucro Certification - Responsible Care Certification
P6	- ISO 14001 Environment Management System - Responsible Care Certification

Principle	Name of the national and international codes/certifications/labels/ standards
P7	Member of Confederation of Indian Industry (CII), and founding member of India Business and Biodiversity Initiative (IBBI)
P8	Responsible Care Certification
P9	- ISO 9001 certified Quality Management System - ISO 14001 certified Environmental Management System - Responsible Care Certification

Table 3- Annexure to 5- Specific commitments, goals and targets

Principles	Specific commitments, goals and targets set by the entity	SDG Linkage
P1	100% compliance to policies and zero tolerance towards bribery and unethical practices	
P2	MSDS / Product information	
P3	Reporting of safety observations, EHS trainings, Contractors and Vendors EHS agreements	
P4	Strive to maintain Customer satisfaction score 90%, CSR, Investors, employee engagement	
P5	No child labour, no forced or compulsory labour and no discrimination cases	 
P6	Water, energy and waste targets for climate change mitigation	   
P7	Sustainability Reporting assured by 3rd party, participation in industry associations	
P8	CSR Goals under Education, vocational skills and livelihood; Environment Sustainability and Rural development are regularly pursued and monitored by CSR Committee of the Board	  
P9	ISO 9001/ MSDS /REACH/ISO 45001/ Product Stewardship/Cyber Security - 100 % Compliance	 

Table 4- Annexure to 6- Performance of the entity against the specific commitments, goals and targets

Principles	Performance of the entity against the specific commitments, goals and targets
P1	100% Compliance
P2	Product information shared with customers for its safe use and disposal
P3	Employees are engaged in reporting of safety observations for building safety culture through increased awareness
P4	Stakeholders complaints are addressed on priority and all efforts are made to ensure closure of complaints - No pending complaints at the end of FY'2021-22
P5	No child labour cases, No incident of POSH and equal opportunity of employment to all
P6	Water, energy and waste targets monitoring Reduction in Specific Water intensity by 15% (KL/ Lacs INR Revenue) and 4.6 % (KL/ t Production) Reduction in Specific Energy intensity by 17.8% (TJ/ Lacs INR Revenue) and 7.7 % (TJ/ t Production) Reduction in Specific Hazardous Waste by 10.3 % (kg/ Lacs INR Revenue) and maintained Specific Hazardous Waste (Kg per ton of production) same as in the previous FY though there has been increase in production volumes. 11 times water positive during FY'2021-22.
P7	Sustainability reporting as per GRI Standards and assured by third party; participated in CII, FICCI, FAI, CMA, ISMA, AMA
P8	Preventive Healthcare: Education, vocational skills and livelihood; Environment Sustainability and Rural development are regularly pursued and monitored by CSR Committee of the Board-For details please refer Section C under Principle 8
P9	Information about the product and its use provided on the product labels and also relevant safety related information shared through MSDS supplied along with the products as applicable.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training 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	4	The Companies Act 2013, Sustainability Reporting, Project Safety, Business Responsibility initiatives, Global financial, business Trends, CSR and Financial reporting etc.	100%
Key Managerial Personnel	10	Code of conduct, Company Values, ESG, Sustainability Reporting, Whistle Blower Policy, Prevention of Sexual Harassment (POSH) Policy, Global and National financial updates, business trends, financial reporting, HR Policies and employee welfare etc.	100%
Employees (other than BoD& KMPs)	688	Skill development, Business Etiquettes, Team Congruence, Conflict Management, Emotional	100%

Segment	Total number of training and awareness programmes held	Topic principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
		Intelligence, Communication skills, Delegations, Code of Conduct, Technical development skills, Policies & Values, Data security and privacy, Fish bone analysis on Electrical Breakdown, etc.	100%
Workers	461	Predictive maintenance, Electrical and mechanical maintenance, Behavioural Safety, Emergency preparedness and General safety, Defensive Driving / Road safety, Environment, Team work, Wellness and Good Health, First Aid training etc.	100%

- 2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not applicable	NA	Not applicable	Not applicable
Settlement	Nil	Not applicable	NA	Not applicable	Not applicable
Compounding fee	Nil	Not applicable	NA	Not applicable	Not applicable
Non - Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable		Not applicable	Not applicable
Punishment	Nil	Not applicable		Not applicable	Not applicable

- 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 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.**

DCM Shriram has defined guidelines on anti-corruption and anti-bribery as part of our Code of Conduct. The policy is applicable to all employees, Board of Directors and senior management. As per the policy, employees are not permitted under any circumstances to offer or receive bribes in the form of gifts, donations, hospitality and/or entertainment beyond the customary level from existing or potential suppliers, customers or third parties, which have business dealings with the Company.

All employees are required to undergo a training on the policy to acknowledge their understanding of the same and commit to adhering to the guidelines defined in it. Annual refresher trainings are also provided to employees on the policy.

Risk assessments are undertaken to identify any potential risks related to bribery and corruption, as part of the internal audits. Furthermore, DCM Shriram undertakes a formal procedure to address and investigate any complaint on bribery/ corruption and takes suitable action. There is provision for such misconduct to be periodically reported to the Audit Committee of the Board. Disciplinary actions are taken in case of any violation of the Code of Conduct, which can include penalties, legal action and even termination of employment or business contract, depending upon the severity of the breach.

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 2021-22	FY 2020-21
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Nil

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
2871	Climate smart agricultural practices for Sugar	90%

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
	Business	
80994	Farmer meeting, Crop Shows/Field Days, Product demonstration, jeep campaigns for SFS Business	95%
4600	Farmer campaigns and meeting, Crop Shows/Field Days, Product demonstration, jeep campaigns for Bioseed Business	95%
400	TREM Card, Emergency information panel, Chemical hazards, Road safety programs etc. for Transporters carrying hazardous chemicals	100%

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, DCM Shriram has put in place stringent procedures to avoid any conflicts of interest involving members of the Board. Code of Conduct and Policy on Related Party Transactions are applicable to all Directors on the Board and provides the guidelines for avoiding conflict of interest. As per the policy, Board Members and Senior Management Personnel will not involve in a situation in which he/ she may have direct/ indirect interest that conflicts with the interest of the Company. In case any such situation arises, the same is required to be disclosed to the Board of directors of the Company for appropriate consideration.

Policy on Related Party Transactions intends to ensure that proper reporting, approval, and disclosure processes are in place for all transactions between the Company and related parties. The Policy disallows the concerned or interested Director to participate in any discussion or approve contracts or arrangements with related parties.

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 2021-22	FY 2020-21	Details of improvements in environmental and social
R&D	100%	100%	R&D of hybrid seeds that are resistant to adverse weather conditions, salinity, drought, water logging, insect pests and diseases.
Capex	14%	6%	Effluent Treatment Plants, Air Pollution Control Devices, Green belt Development, Rainwater Harvesting, Waste Management etc.

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

Yes, DCM Shriram has procedures in place for sustainable sourcing.

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

Sugar and Distillery Business: 100% Sugarcane feedstock were sustainably sourced from Local farmers and for Chemicals and Other Business: >50% inputs by value were sustainably sourced.

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

- (a) **Plastics** : DCM Shriram has registered as brand owners with CPCB under the EPR obligation as part of compliance of the Plastic Waste Management rules. The Company has engaged two Plastic Waste Reprocessing agencies authorized by CPCB for recycling of plastics wastes during FY'2021-22.

- (b) **e-waste** : Not applicable

- (c) **Hazardous waste**: Not applicable

- (d) **Other waste**: Not applicable

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, Plastic packaging introduced into the market is recycled through the CPCB (Central Pollution Control Board) authorized plastic waste re-processors. During the year, around 28% of the plastics packaging introduced into the market were recycled by the plastic waste re-processing agencies.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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DCM Shriram is REACH compliant for Caustic Soda and Caustic Lye under which LCA is part of the Product Data Sheet and Product Dossier. The Company is recognized as Industry Stewardship Champions for their outstanding achievements in product stewardship and commitment to Safety, Health and Environment (SHE) in Fertilizer Plant under the Protect & Sustain initiative by International Fertilizer Association (IFA). However, we plan to explore carrying out LCA of our major product in future.

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
Caustic Soda	Health & Safety Risk	The Company has adequate safety systems in place related to manufacturing process and Safety Data Sheet (SDS) is provided to customers along with the product for more information on safe handling and response during emergency situations
Caustic Lye	Health & Safety Risk	
Urea	Health & Safety Risk	

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 2021-22	FY 2020-21
Lime sludge, Fly ash and Bagasse	25%	26%

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

Material	FY'2021-22			FY'2020-21		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	100%**	-	-	0*	-
E-waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Hazardous waste	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Other waste	Not applicable	100%	Not applicable	Not applicable	Not applicable	Not applicable

* The registration as Brand Owners was issued by CPCB for recycling of plastic waste during FY'2021-22

** Reclaimed quantity of plastic waste during 2021-22 was 1002 tonnes.

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
Packing Material (Tote Bins for Aluminum Chloride)	0.4%
Chlorine and Hydrogen Cylinders	100%
PVC Resin using small bulkers	100%
Plastic Wastes (Packaging Material)	28%

PRINCIPLE 3 :

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

Essential Indicators

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

% of employees covered by											
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care benefits	
Category	Total (A)	No. (B)	% (B /A)	No. (C)	% (C /A)	No. (D)	% (D /A)	No. (E)	% (E /A)	No. (F)	% (F /A)
Permanent employees											
Male	3237	2151	66%	3237	100%	0	0%	0	0%	0	0%
Female	154	52	34%	154	100%	154	100%	0	0%	23	15%
Total	3391	2203	65%*	3391	100%	154	4.5%	0	0%	23	1%
Other than Permanent employees											
Male	3312	1810	55%	3312	100%	0	0%	0	0%	0	0%
Female	2	0	0%	2	100%	2	100%	0	0%	0	0%
Total	3314	1810	55%	3314	100%	2	0.06%	0	0%	0	0%

* All employees are given option to take insurance cover under Group medical cover of the Company.

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

% of employees covered by											
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care benefits	
Category	Total	No.	% (B	No.	% (C	No.	% (D	No.	% (E	No.	% (F
	(A)	(B)	/A)	(C)	/A)	(D)	/A)	(E)	/A)	(F)	/A)
Permanent employees											
Male	1773	1773	100%	1773	100%	0	0%	0	0%	0	0%
Female	10	10	100%	10	100%	10	100%	0	0%	0	0%
Total	1783	1773	99%	1783	100%	10	0.6%	0	0%	0	0%
Other than Permanent workers											
Male	6418	519	8%	6418	100%	0	0%	0	0%	0	0%
Female	525	0	0%	525	100%	0	0%	0	0%	0	0%
Total	6943	519	7%	6943	100%	0	0%	0	0%	0	0%

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

Benefits	FY'2021-22			FY'2020-21		
	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%	N.A.	100%	100%	N.A.
ESI	100%	100%	Y	100%	100%	Y

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, necessary arrangements are undertaken to promote accessibility for differently abled employees and workers based on requirements.

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, DCM has guidelines on ensuring equal opportunity for differently abled employees, as part of its Human Rights Policy, which is available at <http://dcmsriram.com/company%27s-policies>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA*	NA*	NA*	NA*
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

* No male employee or worker availed any parental leave during FY'21-22

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance Redressal Committee/Works Committee is formed at the Manufacturing Locations. DCM Shriram has also adopted a Whistle blower Policy, which provides a mechanism for employees, including both full-time, part-time employees and contractual workers to report any concerns or grievances. The policy aims to ensure that genuine complainants are able to raise their concerns in full confidence, without any fear of retaliation or victimization and also allows for anonymous reporting of complaints. The designated Ombudsperson administers the entire process - from reviewing and investigating concerns raised and undertaking all appropriate actions towards timely resolution of the issue. All employees and workers have access to the Ombudsperson through email, secure hotline and post. In addition, Grievance Redressal Committees/Works Committees have been constituted at each of the manufacturing locations to receive and address grievances of workers.
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:

	FY'2021-22			FY'2020-21		
Category	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)
Male	3237	413	13%	2663	436	16%
Female	154	0	0%	126	0	0%
Total Permanent Employees	3391	413	12%	2789	436	16%
Male	1773	545	31%	1671	575	34%
Female	10	0	0%	12	0	0%
Total Permanent Workers	1783	545	31%	1683	575	34%

8. Details of training given to employees and workers:

	FY'2021-22			FY'2020-21		
Category	Total (A)	On Skill Upgradation and Health & Safety Measures		Total (C)	On Skill Upgradation and Health & Safety Measures	
		No. (B)	% (B/A)		No. (D)	% (D/C)
Employees						
Male	3237	3237	100%	2663	2663	100%
Female	154	154	100%	126	126	100%
Total	3391	3391	100%	2789	2789	100%
Workers						
Male	1773	1773	100%	1671	1671	100%
Female	10	10	100%	12	12	100%
Total	1783	1783	100%	1683	1683	100%

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

	FY'2021-22			FY'2020-21		
Category	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3237	3237	100%	2663	2663	100%
Female	154	154	100%	126	126	100%
Total	3391	3391	100%	2789	2789	100%
Workers						
Male	1773	1773	100%	1671	1671	100%
Female	10	10	100%	12	12	100%
Total	1783	1783	100%	1683	1683	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, DCM Shriram has an occupational health and safety management system certified to ISO 45001 at Bharuch, Kota, Sugar & distillery units, Fenesta sites and Shriram Farm Solution business. We have an established EHS function at all sites that facilitates implementation of all policies and protocols related to occupational health and safety effectively. In addition to this, each location has a Safety Committee including representation from plant's senior management and workforce, to drive site-level safety initiatives.

Safety performance is periodically monitored and reviewed by the Corporate EHS team at DCM, through specific leading and lagging indicators. This informs our strategy and action plans to continually strengthen safety systems, in order to fulfill our commitment towards ensuring employee health and well-being.

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

Safety Audits

- Safety audits are conducted across all operations and manufacturing sites, by internal and external safety experts. ISO

45001 audits are also undertaken via external auditors for certain sites.

- At the plant level, we undertake periodic safety inspections, general plant conditions assessment and job safety analysis to identify safety risks and hazards. Process safety audits and equipment health checks are also performed on a routine and non-routine basis.
- Regular audits are undertaken by British Safety Council to review safety procedures and identify any gaps.

Health & Safety Performance Review

- The Corporate EHS team monitors the safety performance of all locations, on specific leading and lagging indicators. Safety tours are conducted by senior leadership teams at all sites.
- Each location has a Safety Committee including representation from plant's senior management and workforce, that meet periodically to review and monitor plant's safety performance

Safety Incident investigation

- Detailed investigation and root cause analysis is performed for each safety incident to implement preventive and corrective actions.

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

Yes, DCM has a safety incident reporting mechanism, as per which employees and workers can report any accidents, near miss incidents or identified safety hazards (unsafe acts and unsafe conditions) to site level safety committees, in Toolbox Talks and to the EHS department.

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

Yes, DCM Shriram provides access to non-occupational medical and healthcare services to employees and workers. Regular medical check-ups, awareness programmes and free of cost diagnostic camps are organised for employees. In addition, DCM Shriram enables health insurance to employees.

In response to the covid pandemic, DCM Shriram undertook following initiatives to promote safety and well-being of all employees:

- DCM Shriram tied up with reputed hospitals across the nation to vaccinate employees and their dependents and to provide home quarantine facilities to our employees at subsidized rates.
- Weekly webinars with leading medical practitioners were conducted to update our employees and their families on the latest developments related to COVID-19.
- Additionally, we on boarded a team of doctors and specialists to support our employees. Employees were covered under the Group Medclaim and COVID-19 specific policies.

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.12	0.56
Total recordable work-related injuries	Employees	0	0
	Workers	0	7
No. of fatalities	Employees	0	0
	Workers	2	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.

All our major operations are certified to ISO 45001. Bharuch and Kota sites are also certified for Five Star British Safety Council Safety System. We follow strict adherence to the policies and procedures for ensuring the health and safety of our employees. We have an established EHS function/ committees at all sites that facilitates implementation of all policies and protocols effectively using KPIs. Services are also availed from reputed external consultants to improve safety culture.

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

	FY'2021-22			FY'2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	>90%
Working Conditions	>90%

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.

Necessary corrective and preventive actions were taken to improve the health and safety practices and working conditions based on a time bound action plan accompanied with regular implementation review.

Some of the examples of corrective action include review of the safety procedures for enhanced safety, refresher training programs/ campaigns and enhanced engineering controls for achieving safety excellence.

Leadership Indicators

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

(A) Employees: Yes

(B) Workers: Yes

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

DCM Shriram undertakes periodic due diligence to ensure that applicable statutory dues are deducted and deposited by value chain partners. This is also reviewed as part of internal audits and statutory audits conducted by DCM. Furthermore, we regularly engage with value chain partners to sensitize them and ensure they adhere to responsible business practices including such statutory requirements.

- 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'2021-22	FY'2020-21	F' 2021-22	FY'2020-21
Employees	0	0	0	0
Workers	2	0	0	0

- 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)**

Yes

- 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	100%
Working Conditions	100%

- 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.**

No significant risks or concerns were identified from assessments of health and safety practices and working conditions of value chain partners.

PRINCIPLE 4 :

Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

Our management approach is centered around enhancing stakeholder value. We closely collaborate with our stakeholders by regularly engaging with them to understand their distinct needs, interests and expectations. We acknowledge that value is created not only within the organisation but is also created through relationships with others and we perpetually reach out to our internal and external stakeholders through various channels. We keep a continual dialogue process open throughout the year and the outcomes are integrated into the organization's management strategy for effective decision making.

Some of our key stakeholder groups are shareholders, farmers, consumers, employees, local communities, distributors, employees, media, state and central government. We have a formal process of stakeholder engagement built upon transparency and accountability. Materiality assessment has been carried out to prioritize the areas of actions. During the materiality assessment exercise, interactive channels for engagement were established with a wide range of stakeholders such as senior management, employees, suppliers, community, NGO Partners, etc. in order to capture their major areas of concerns and get an understanding of relative prioritization of these issues by them.

- List stakeholder groups identified as key for your entity and the frequency of engagement with each stake holder 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
Employees	No	Intranet facilities, Internal newsletters, Communication meetings, Leader -ship site visits and interactions, Employee engagement survey, Induction and regular training programmes, Tool box talks, Regular drills on safety	Weekly/ Monthly	Vision and mission of the company, Business performance and plans, Welfare, Health and safety of the employees and their families, Assuring support of management to employees, Work place hazards and controls, Skill development, Rewards and recognitions

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
Government and Regulatory bodies	No	Regular inspections, Periodic Reports, Regular direct and indirect interactions through industrial associations and other bodies	Monthly/ Annually	Compliance of rules and regulations, Submission of reports under various statutes at specific intervals, Response to any issues raised by government/ regulatory authority, Tax revenues, Ease of doing business through sound corporate governance mechanisms
Shareholders & Investors	No	Annual General Meeting, Corporate Website, Annual Report, Social Media, Grievance Redressal Mechanism	Quarterly	Improved profitability and growth of organisation, Transparent and effective communication, Investor servicing, Sound corporate governance mechanisms
Customers	No	Regular personal Interactions and discussions, Market surveys, Customer surveys, Plant visits Customer	Monthly	Customer Satisfaction, Prompt response to customer complaints, Product/service quality and timely delivery, Building trust among the customers through plant visits
Suppliers, Dealers and Distributors	No	Annual Meet with suppliers and customers, Plant visits, Interactions on a regular basis	Monthly	Share best practices among industries, Competency development of local vendor, Rewards and recognitions
Farmers	Yes	Need based regular interaction by Cane & CSR function, Awareness camps on good agricultural practices	Weekly	Sustainable sugarcane production, Improved livelihood and income of farmers, Easy, affordable and reliable access to inputs such as quality seeds, fertilizers etc.
Local Communities	Yes	Open dialogue with local communities, Need based surveys to understand community requirements, Awareness meets and Health camps, Celebration of cultural festivals/ occasion (Environment day, Safety day etc.), Public hearing for greenfield/expansion projects	Monthly	Health and hygiene in rural community, Education & infrastructure, Good agricultural practices, Water conservation and Waste management

Civil Society	No	Collaboration of various CSR projects	Monthly	Community developmental needs such as Healthcare, Education & Rural development etc.
Industry Associations	No	Meetings, Seminars, Workshops	Monthly	Networking, Industry collaborations, establishing best practices
Media	No	Advertisements/ promotions, Press	Quarterly	Publishing reports, Releasing relevant reports regularly

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

DCM Shriram conducts a comprehensive materiality assessment and stakeholder engagement exercise once every two years to identify and re-evaluate its environmental and social topics. The process has been delegated by the Board to the management. As part of the materiality assessment exercise, DCM Shriram engages with key internal and external stakeholders to understand their concerns and expectations and incorporate their views into the materiality assessment for prioritizing social and environmental topics. Insights gathered through stakeholder engagement are analysed to develop the materiality matrix and arrive at the final list of environmental and social topics for DCM Shriram. Results of this assessment are presented to the EHS team of the Board by the Sustainability Function, for defining ESG targets and initiatives.

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

Yes, as part of the materiality assessment exercise, the company undertakes consultation with key stakeholders to help identify and prioritize environmental and social issues. Based on the stakeholder feedback received, the company has implemented various policy and process reforms. DCM developed a human rights policy to reinforce its commitment to upholding human rights along with strengthening its EHS policy. Based on stakeholder consultations, we have identified environmental issues associated with farming. The Company puts continuous efforts in raising awareness among farmers to utilize water efficiently using best agricultural practices, non-chemical pest control and promoting use of bio-compost. This helps in providing better returns to farming community with increased productivity and water conservation. In addition, it also enhances soil fertility and protects and preserves the environment from undue chemicals. Wastes generated during sugar processing like boiler ash and press mud cake are used as organic manure and distributed to the farmers.

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

We have been engaging with famers, many of which belong to the vulnerable / marginalized stakeholder groups and face issues such as lower crop productivity and resulting lower income generation. These sugarcane growers are member of Cooperative Cane Union and a

Union of the farmers. DCM regularly educates these farmers are on good farming practices to produce sugarcane by using less irrigation water through trash mulching, trench planting, press mud application, laser land leveling and in addition using bio-control measures for controlling pests and diseases in sugarcane crop. The Company has created many engagement platforms including e-Suvidha App, WhatsApp Groups, Teleconferencing, Suvidha Centre (Call Centre) connecting to more than 1.5 Lac Farmers. These initiatives have reaped many benefits to farmers related to support in yield increase, tagging and booking of Agri-inputs, faster query redressal etc.

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'2021-22			FY'2020-21		
	Total (A)	No. of employee /workers covered (B)	% (B/A)	Total (C)	No. of employee /workers covered (B)	% (D/C)
Employee						
Permanent	3391	3391	100%	2789	2616	94%
Other than permanent	3314	3314	100%	2857	2857	100%
Total Employees	6705	6705	100%	5646	5473	97%
Workers						
Permanent	1783	1783	100%	1683	1683	100%
Other than permanent	6943	6943	100%	4334	2131	49%
Total Workers	8726	8726	100%	6017	3814	63%

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

	FY2021-22					FY 2020-21				
Category	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	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	3237	0	0%	3237	100%	2663	0	0%	2663	100%
Female	154	0	0%	154	100%	126	0	0%	126	100%
Other than Permanent										
Male	3312	0	0%	3312	100%	2856	0	0%	2856	100%
Female	2	0	0%	2	100%	1	0	0%	1	100%
Workers										
Permanent										
Male	1773	690	39%	1083	61%	1671	635	38%	1036	62%
Female	10	0	0%	10	100%	12	0	0%	12	100%

	FY'2021-22					FY'2020-21				
Category	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	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	6418	3353	52%	3065	48%	3827	1594	42%	2228	58%
Female	525	522	99%	3	1%	507	502	99%	5	1%

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR Lakhs)	Number	Median remuneration/ salary/ wages of respective category (in INR Lakhs)
Board of Directors (BoD) Key Managerial Personnel	12	110.07	2	47.00
Employees other than BoD and KMP	3230	7.63	154	7.05
Workers	1773	3.48	10	3.87

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

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

We have institutionalized a mechanism to allow for reporting and remediation of all human rights violations through our Whistle Blower Policy. This allows all employees, contractors and suppliers to report any human rights-related concerns. All actual violations are dealt seriously with remediation actions depending upon the severity of the violation and can also include termination of employees and business contracts.

Further, DCM Shriram has a Policy on the Prevention of Sexual Harassment (POSH), and any such incidents can be reported to the Internal Committee (IC) for POSH as per the process defined in the policy. Each reported allegation is taken seriously and handled confidentially. Open House Forums and Town Halls, one to one/ Group HR connects are organized from time to time. Monthly meetings with union representatives are also conducted.

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

Complaints	FY'2021-22			FY'2020-21		
	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	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other Human Rights related issues	0	0	Nil	0	0	Nil

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

As per the Whistle Blower Policy and process, DCM Shriram assures that the employees and business associates are fully protected against reprisals, punishment, intimidation, coercive action, dismissal or victimization for reporting genuine concerns made in good faith even if not proven. Anyone who attempts to victimize any person who complains, co-operates or provides information/data relating to an investigation or complaint, is liable to face punitive action.

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

Yes

9. Assessments for the year:

Complaints	% 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%

10. Provide details of any corrective actions taken or under way to address significant risks/ concerns arising from the assessments at Question 9 above.

No significant deviations were observed in relation to aspects described in Question 9 above.

Leadership Indicators

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

Not applicable as there is no complaint / grievances related to human rights during the reporting year.

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

In order to identify potential risks, we have a human rights due diligence process which is conducted annually through DCM Shriram's internal audit process for monitoring company-wide compliance. This entails undertaking a detailed monitoring at 100% of our sites including all business functions, to track performance on various human rights related subjects such as working conditions, minimum compensation, equal opportunity, freedom of association etc. including labour laws of the country. Any identified risks are dealt with corrective actions and closely monitored for progress at periodic frequencies.

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, necessary arrangements are undertaken to promote accessibility for differently abled employees and workers based on requirements.

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	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.

No significant deviations were observed in relation to aspects described in Question 4 above.

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'2021-22	FY'2020-21
Total electricity consumption (A)	2,009 TJ	1261 TJ
Total fuel consumption (B)	43,457 TJ	45,371 TJ
Energy consumption through other sources (C)	0.34 TJ	0.37 TJ
Total energy consumption (A+B+C)	45,466 TJ	46,632 TJ

Parameter	FY'2021-22	FY'2020-21
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.05 TJ/ Lacs INR	0.06 TJ/ Lacs INR
Energy intensity (optional) - the relevant metric may be selected by the entity	16.13 GJ/ t Prod	17.49 GJ/ t Prod

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.

Yes, KPMG Assurance and Consulting Services LLP

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. Incase targets have not been achieved, provide the remedial action taken, if any. FY 2021-22 (Current Financial Year)

S. No / Facility identified as Designated Consumers (DC)	If yes, provide details of Target achieved during FY'2021-22	If no, provide details of remedial action taken	Remarks
1. Chlor Alkali, Bharuch	No target set under PAT scheme for FY 2021-22		Target of specific energy consumption @ 0.7684 MTOE / MT to be achieved from 2022-23 to 2024-25
2. Chlor Alkali, Kota			Target of specific energy consumption @ 0.7061 MTOE / MT to be achieved from 2022-23 to 2024-25
3. Cement, Kota			During FY 2018-19: 0.1091 MTOE / MT was achieved against target of 0.1114 MTOE / MT
4. Fertilizer (Urea), Kota			During FY 2018-19: 0.4567 MTOE / MT was achieved against target of 0.4433 MTOE / MT for which 5328 ESCerts surrendered from our banked ESCerts

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

Parameter	FY'2021-22	FY'2020-21
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater	1,78,1030	2,002,982
(iii) Third party water	12,417,551	12,079,362
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	14,198,581	14,082,343
Total volume of water consumption (in kiloliters)	14,198,581	14,082,343
Water intensity per rupee of turnover (Water consumed /turnover)	14.42 KL/ Lacs INR	16.95 KL/ Lacs INR
Water intensity (optional) - the relevant metric may be selected by the entity	5.04 KL/ t Prod	5.28 KL/ t Prod

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.

Yes, KPMG Assurance and Consulting Services LLP

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

Yes, two of the distillery units of DCM Shriram are Zero Liquid Discharge units. In addition, the effluent from the sugar units are treated in state-of-the-art ETP and treated water is utilized for irrigation purposes without discharging outside the plant premises. The sewage generated at various manufacturing sites is also treated in STP and utilized for horticulture inside the plant premises without discharging into any water bodies.

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

Parameter	Please specify unit	FY'2021-22	FY'2020-21
Nox	kg/t of Product	0.71	0.77
SOx	kg/t of Product	0.62	0.66
Particulate matter (PM)s	kg/t of Product	0.76	0.80

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.

Yes, KPMG Assurance and Consulting Services LLP

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

Parameter	Unit	FY'2021-22	FY'2020-21
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	2,628,860	2,516,355
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	440,811	276,774
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ Revenue in Lacs INR	3.12	3.36
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	tCO ₂ e/ t Production	1.09	1.05

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.

Yes, KPMG Assurance and Consulting Services LLP

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

The below initiatives has resulted in cumulative reduction of 24,99,449 tCO₂e emissions

- Use of Biomass in the energy mix at Bharuch and Kota
- Use of Bagasse and Slop for generating power
- Heat Rate Improvement in P35 Operations: Replacement of 4K heater with upgraded heater. The feed water outlet temperature increased from 134°C to 149°C
- Auto combustion control of P66 Boilers of Captive Power Plants (CPP)
- Installation of New Screw Compressor for Instrument air in place of 2 old reciprocating air compressors for Auxiliary Power Reduction in 35 MW CPP
- Auxiliary Power Reduction in Pump House
- Installation of solar streetlights
- Replacement of conventional light fitting with LED
- Utilization of wastes for co-processing in cement kiln

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

Parameter	FY'2021-22	FY'2020-21
Total Waste generated (in metric tonnes)		
(i) Plastic Waste	1462	86
(ii)(a) E-waste (t)	6.14	0
(ii)(b) E-waste (Nos)	153	1493
(iii) Biomedical waste	0.058	0.045
(iv) Construction and demolition waste	Not Applicable	Not Applicable
(v)(a) Battery waste (t)	5.2	0
(v)(b) Battery waste (Nos)	1729	121
(vi) Radioactive waste	Not Applicable	Not applicable
(vii) Other hazardous waste	329	309
(viii) Other non-hazardous waste	523271	386328
Total (sum of above in tonnes)	525073	386723
Total sum of above in numbers for e-Waste (ii)(b) and Battery Waste (v)(b)	1882	1614
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	5,06,701	3,71,754
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	5,06,701	3,71,754
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(I) Incineration	0	0
(ii) Land filling	18,373	14,969
(iii) Other disposal operations	0	0
Total	18,373	14,969

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.

Yes, KPMG Assurance and Consulting Services LLP

9. 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.

In order to promote resource efficiency and waste management, we have adopted practices around circularity such as

- resource use optimization,
- recycling,
- upcycling or re manufacturing, and,
- reuse

At DCM Shriram, we adopt the 3R approach of Reduce, Reuse and Recycle to manage our environmental footprint. All non-reusable waste

are disposed of through authorised recyclers approved by Central and State Pollution Control Boards.

The Company is manufacturing cement through the utilisation of waste lime sludge from Calcium Carbide and fly ash from Thermal Power Plant. In sugar business, entire captive power utilization is met from Biofuel (Bagasse) which is a by-product of sugar cane and captive power of ethanol plant is met from mixed fuel of Slop (waste of ethanol) and bagasse.

Wastes generated during sugar processing like boiler ash and press mud cake are used as organic manure and distributed to the farmers for soil amelioration.

Dilute Sulphuric Acid (78-80%) generated from the caustic soda process plant is 100% recycled through utilization by nearby industries with approval from GPCB.

Plastic drums that are generated from various raw materials used in the plants are re-used in the processes for handling intermediate products. In distillery units, plastic drums are sent back to the supplier of the raw material for refilling. During the year 1443 nos. plastic drums were re-used.

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

S. No.	Location of operations /offices	Type of operations	Whether the conditions of environmental approval clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of the DCM Shriram offices / plants are located around ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Expansion of Distillery from 300 KLPD to 500 KLPD & Co-Generation Power Plant from 12 MW to 22.0 MW by installation of new 200 KLPD Multi-feed-based bapur	EC21A02 2UP139038	7.02. 2021	Yes	Yes	www.dcmshriram.com

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Ethanol Plant along with 10.0 MW Co-Generation Power Plant at DCM Shriram Limited Distillery Unit: Ajbapur					

12. 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:

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

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY'2021-22	FY'2020-21
From renewable sources		
Total electricity consumption (A)	0.34 TJ	0.37 TJ
Total fuel consumption (B)	15,508 TJ	18,568 TJ
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	15,508 TJ	18,568 TJ
From non-renewable sources		
Total electricity consumption (D)	2,009 TJ	1,261 TJ
Total fuel consumption (E)	27,949 TJ	26,803 TJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	29,958 TJ	28,064 TJ
Specific Energy (GJ/ t Prod)	16.13	17.49

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.

Yes, KPMG Assurance and Consulting Services LLP

2. Provide the following details related to water discharged:

Parameter	FY'2021-22	FY'2020-21
Water discharge by destination and level of treatment (in kilolitres)-		
(i) To Surface water		
- No treatment		
- With treatment - please specify level of treatment	1,868,207 (primary treatment)	1,828,977 (primary treatment)
(ii) To Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment	286,638 (primary treatment)	297,475 (primary treatment)
(v) Others		
- No treatment		
- With treatment - please specify level of treatment	2,354,497 (tertiary treatment)	2,463,278 (tertiary treatment)
Total water discharged (in kilolitres)	4,509,342	4,589,730

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.

Yes, KPMG Assurance and Consulting Services LLP

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

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

Not Applicable.

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

Not applicable as we are not accounting Scope 3 emission for the reporting year.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and rededication activities.

Not Applicable, as DCM Shriram does not have any operations in ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Water	Due to various initiatives for Water Conservation and Rainwater Harvesting, the Company was able to sustain water positive status and achieved 11 times water positive during the FY'2021-22	
1		Ajbapur: 1. Utilization of surplus condensate by adopting in-house innovative technology 2. Utilization of treated ETP water in power plant through scalecap technology 3. Sugar process operated without bore well water extraction in this season at Ajbapur.	880 KLD saved
2		Rupapur: Water Saving Initiatives - 1. Saving in fresh water through reduction in DM water losses 2. Saving in chemical preparation. 3. Installation of Digital Timer for tube-well operation 4. Provided Water Efficient Faucets for domestic uses.	18% reduction in Absolute Water Consumption in comparison to last FY'2020-21 (Total water - 164638 KL) & FY'2021-22 - (Total water consumption - 135436 KL)

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		5. Reuse of Treated Water in Toilet Flushing & Car washing 6. Reuse of excess condensate water during plant stoppages	
3		Distillery: Water savings initiatives through recycling of treated effluent	Reduction in specific water consumption by 6%
4		Kota: Recycling of Steam Condensate and RO Water for Cooling Tower recycling	Water consumption reduced by 4% and Effluent generation reduced by 8%
5		Bharuch: - Collection of steam condensate through steam traps in decentralized manner and reuse in process. - Changes in new upcoming cooling tower selection process to reduce drift and evaporation losses. - RO plant in Power plant cooling water system to reduce cooling tower blow down	Specific water consumption reduced by 14% resulting in reduced fresh water consumption
6	Energy	2-stage pumping of un-sulphured syrup has been converted to single stage pumping at Ajbapur	Saving of 5.7 Lac units
7		Conventional starter replaced by VFD at Cane unloader at Hariawan	Reduction in energy consumption @ approx. 50 KWh/Day
8		Rupapur: Power Saving Initiatives Like - Installation of Energy Efficient Compressor, Planetary Drives, LED Light fittings & small modification in Sulphatic Juice Pump delivery line etc.	Power Saved 4.8 Lac KWH
9		Kota: - 7% Reduction in power consumption in Cement plant - 2.6% reduction in power consumption in Carbide plant - Around 7% increase in biomass usage in energy mix for power generation	Reduced GHG emissions
10	Waste	Recycling of Lime sludge, Fly ash and Bagasse for Cement manufacturing and generation of power.	25% of the materials recycled as raw materials
11		Bulk transportation of PVC to PVC Compounding plant has resulted in elimination of HDPE bags usage that has reduced the GHG emission.	GHG reduction and waste minimization
12		Food waste converter machine has been installed in canteen to produce compost which is utilized in the green belt area of plant premises	Improved soil health
13		Optimising operation of Sulphate Recovery System resulted into low generation of brine sludge	Reduced disposal to landfill
14		In Aluminium Chloride Plant, process modification has resulted in reduced solid hazardous waste generation by 65%	Reduced disposal to landfill

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ weblink.

YES. We have an emergency response plan in place in case of any unforeseen emergencies at all our manufacturing sites as part of our business continuity strategy. Regular training is conducted for all the concerned on the use of equipment like fire extinguishers and First-Aid treatment. Mock drills are also conducted at regular intervals on various emergency scenarios for an effective response in case of any emergencies. Risk mapping is being done for all such risks based on their likelihood and impact. Audits and mock drills are regularly being carried out for making the system more robust and to check the healthiness of the emergency response procedure.

Emergency preparedness plan includes:

- Key risks/ hazards
- Evaluation of probability or occurrence and impact
- Mitigation plan with assigned responsibilities
- Communicated to all the relevant stakeholders

8. 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?

- Agriculture contributes to adverse environmental impacts such as, excessive water consumption, water pollution due to pesticide run-off, soil degradation, etc. DCM Shriram is undertaking multiple initiatives by engaging farmers to promote sustainable agricultural practices. For instance, treated water from our sugar sites is provided to farmers for irrigation, reducing the amount of fresh ground water withdrawn. DCM Shriram is also providing press mud, sludge and bagasse ash from sugar mills to farmers for soil amelioration in order to reduce the usage of chemical fertilizers.
- In order to reduce impact of emission arising out of transportation, finished products such as Chlorine, Caustic Iye and Hydrogen at our Bharuch site are transported through pipelines in place of trucks/tankers saving use of fossil fuels in transportation. Furthermore, at our Kota site, raw materials and finished products are transported in racks saving fossil fuel to reduce GHG emission.
- Initiatives are undertaken for waste minimization, reuse and recycling to mitigate its impact on the environment. Lime sludge, fly ash and bagasse are recycled for utilization in manufacturing cement and generating power. Also majority of the wastes generated from the processes are recycled on-site and off-site for its effective utilization with an objective of reducing waste for disposal to landfill. Plastic wastes introduced into the market through the finished products such as Cement, Urea, Sugar and PVC in the form of plastic bags are also recycled through the authorized plastic re-processors in line with our EPR obligation.

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

100%

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.

20

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	Federation of Seed Industry of India (FSII)	National
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chamber of Commerce and Industries (FICCI)	National
4	Fertilizer Association of India (FAI)	National
5	Cement Manufacturing Associations (CMA)	National
6	Indian Sugar Mills Association (ISMA)	National
7	Alkali Manufacturers Association of India (AMAI)	National
8	All India Distillers' Association (AIDA)	National
9	Crop Care Federation of India (CCFI)	National
10	UPVC Window and Door Manufacturers Association (UWDMA)	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable	Not applicable	Not applicable

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
	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

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:

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

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

As part of the program design regular feedback are taken and grievances of the community are addressed.

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

	FY'2021-22	FY'2020-21
Directly sourced from MSMEs/ small producers	18%	17%
Sourced directly from within the district and neighboring districts*	92%	89%

*The information provided is for Sugar & Distillery Business

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	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)
1	Uttar Pradesh - Agri Skilling project	Sonbhadra	2,000,000

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

Yes

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

In our Sugar and Distillery business, we procure sugarcane from majority (> 70%) of the local farmers who are small land holding farmers.

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

>80% (For Sugar and Distillery Business)

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

* DCM Shriram has not acquired any intellectual property based on traditional knowledge.

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

Name of authority	Brief of the case	Corrective action taken
Not applicable	Not applicable	Not applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Preventive Healthcare Initiative - Pregnant Women covered	1944	100%
2	Preventive Healthcare Initiative - Lactating Mothers covered	957	100%
3	Preventive Healthcare Initiative - Adolescent Girls covered	8000+	100%
4	Preventive Healthcare Initiative - Population coverage for awareness/ Health camps	44350	100%
5	Nutrition Program - Poshan Kits distributed	2153	100%
6	Sanitation Initiative - Handwash Training to Children	3500+	100%
7	Sanitation Initiative - ODF ++ coverage households	1271	100%

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
8	Sanitation Initiative - Number of Families benefitted from Household Toilet construction	200	100%
9	Education Initiative - Number of students benefitted	2500+	100%
10	Livelihood Initiative - Number of farmers benefitted	900	100%
11	Vocational Skills Initiative - Number of Girls trained in Tailoring	120	100%
12	Vocational Skills Initiative - Number of students trained in Mobile repairing	51	100%
13	Vocational Skills Initiative - Number of students trained in computer repair	50	100%
14	Rural Development Initiative - Infrastructure Development - Roads, Street Lights etc.	10000 (approx.)	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.

DCM provides multiples avenues to customers to raise queries or complaints and provide feedback. We have set up a dedicated customer care service to receive and address customer complaints and grievances via tele calling in Sugar, SFS, Bioseed and Fenesta businesses. Customers can also raise their concerns on a dedicated email/ contact number as provided on the company website for each of the businesses.

2. Turnover of products and / services as percentage of turnover from all products / service that carry in formation 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%

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

	FY'2021-22		Remarks	FY'2020-21		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber -security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	33	0	Quality, weight, shortage related complaints for Chemicals business	55	0	Quality, weight, shortage related complaints for Chemicals business

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

	Number	Reason for recall
Voluntary recalls	0	Not applicable
Forced recalls	0	Not applicable

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

Yes. The company has in place a framework on cyber security and risks related to data privacy.

The company has data privacy policy in place. The link is: <https://www.dcmshriram.com/privacypolicy#:~:text=DCM%20Shriram%20does%20not%20actively,your%20e%2Dmail%20address>

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.

No such case has been reported.

Leadership Indicators

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

Details of all our products and services are provided on our website: www.dcmshriram.com

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

Additional information relevant to consumers is displayed on the product label to enable the consumers to derive higher value and ensure appropriate use. Additional information relating to safe handling, directions of use of products and specific certifications obtained by the Company, is also provided wherever applicable. The guiding approach in making disclosures is transparency and empowerment of the consumers. The company displays product information on the product label as per local laws. For example, in case of Calcium Carbide, apart from product information the message of non-usage of carbide for fruit ripening is also displayed clearly. MSDS is also supplied for various products to ensure safe transportation and educate consumers about safe and responsible usage of the products. Directions for Use (DFUs) are given along with the crop protection products.

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

Yes, customer are proactively informed about any disruption in the delivery of product/services, through e-mail/call/in-person visit.

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.

No

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?(Yes/No)

Yes, Consumer feedback is valued by the Company and it actively engages with consumer both through formal and informal mechanisms like surveys, direct feedback taken by sales teams and plant personnel, one to one meeting, dealer get together and the like. Consumer surveys and channel satisfaction surveys are routinely carried out to fine tune operational strategies.

6. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact.

There has been no instance of data breach.

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

There has been no instance of data breach involving personally identifiable information of customers.