



5th, July 2025

**Listing Department
National Stock Exchange of India
Limited**

Exchange Plaza,
Plot No. C/1, G. Block,
Bandra- Kurla Complex,
Bandra East, Mumbai-400 051

**The Department of Corporate Services-
Listing
BSE Ltd.**

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400 001

Scrip Code: 507717

Symbol- DHANUKA

Subject: Business Responsibility and Sustainability Reporting.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2024-25, which also forms part of the Integrated Annual Report for FY 2024-25, submitted to the Stock Exchanges dated July 5, 2025.

This is for your information and record.

Thanking you,
Yours Faithfully
For Dhanuka Agritech Limited

**Jitin Sadana
Company Secretary and Compliance Officer
FCS-7612**

Encl: a/a

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES				
I. Details of the Listed Entity				
S. No.	Required Information			
1	Corporate Identity Number (CIN) of the Listed Entity	L24219HR1985PLC122802		
2	Name of the Listed Entity	M/s Dhanuka Agritech Limited		
3	Year of incorporation	13-02-1985		
4	Registered office address	Global Gateway Towers, MG Road, Near Gurudronacharya Metro Station, Gurgaon- 122002		
5	Corporate address	Same as above		
6	E-mail	investors@dhanuka.com		
7	Telephone	91-124-4345000		
8	Website	www.dhanuka.com		
9	Financial year for which reporting is being done	31st March, 2025		
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. The National Stock Exchange of India Ltd. (NSE)		
11	Paid-up Capital	90156648		
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Jitin Sadana, Company Secretary & Compliance Officer, investors@dhanuka.com , 91-124-4345000		
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The report is prepared on the standalone basis		
14	Name of assurance Provider	Not Applicable		
15	Type of assurance obtained	Not Applicable		
II. Products/Services				
16	Details of business activities (accounting for 90% of the turnover)			
	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	85.27%
	2	Trading	Wholesale Trading	14.73%
17	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
	S. No.	Product/Service	NIC Code	% of total Turnover contributed
	1	Agrochemicals	20211	100
III. Operations				
18	Number of locations where plants and/or operations/offices of the entity are situated:			
	Location	Number of Plants	Number of offices	Total
	National	4	9	13
	International	0	0	0



19	Markets Served by the entity							
	a.	Number of locations						
		Locations	Number					
		National (No. of States)	Pan India					
		International (No. of countries)	5*					
		* International markets served by the company are Bangladesh, Saudi Arabia, Nepal, UAE and Argentina.						
	b.	What is the contribution of exports as a percentage of the total turnover of the entity?		1.49%				
	c.	A brief on type of customers		<p>The Company serves various customers including farmers, retailers, and distributors through its domestic business. The company is aggressively exploring international markets after commissioning of its Plant situated in Dahej Gujarat and after acquisition of international rights from Bayer for manufacturing, marketing and supply of the product Iprovalicarb in 20 countries and product Triadimenol in Brazil. This will help the company to establish its global footprints in more than 20 countries.</p> <p>Dhanuka caters to around 6,500 distributors and around 80,000 retailers. We have a pan-India presence in all major states to reach out to more than 10 million farmers with our products and services. Dhanuka's key focus has been on introduction of novel chemistries and extensive product development distinguishing us from the rest of the industry.</p>				
IV. Employees								
20	Details as at the end of the 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)	1073	1034	96.37%	39	3.63%
		2.	Other than Permanent (E)	98	87	88.78%	11	11.22%
		3.	Total employees (D + E)	1171	1121	95.73%	50	4.27%
		Workers						
		4.	Permanent (F)	34	34	100%	0	0%
		5.	Other than Permanent (G)	1	1	100%	0	0%
		6.	Total workers (F + G)	35	35	100%	0	0%
	b.	Employees and workers (including differently abled):						
		S. No	Particulars	Total (A)	Male		Female	
					No. (B)	% (B / A)	No. (C)	% (C / A)
		Differently abled employees						
		1.	Permanent (D)	0	0	0%	0	0%
		2.	Other than Permanent (E)	0	0	0%	0	0%
		3.	Total differently abled employees (D + E)	0	0	0%	0	0%
		Differently abled workers						
		4.	Permanent (F)	0	0	0%	0	0%
		5.	Other than permanent (G)	0	0	0%	0	0%
		6.	Total differently abled workers (F + G)	0	0	0%	0	0%

21	Participation/Inclusion/Representation of women			
		Total (A)	No. and percentage of Females	
			No. (B)	% (B / A)
	Board of Directors	11	1	9.09%
	Key Management Personnel	4	0	0
* Key managerial personnel include Chairman, Managing Director (Board member), Chief Financial Officer and Company Secretary				

22	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
		FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	19%	34%	19%	22.7%	31.0%	23.0%	30.0%	42.4%	30.4%
	Permanent Workers	25%	0	25%	34.5%	NA	34.5%	5.9%	NA	5.9%

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

23	Name of holding / subsidiary / associate companies / joint ventures				
	S.No	Name of the holding / subsidiaries / 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	M/s. Dhanuka Chemicals Pvt Ltd. (DCPL) - Incorporated in India	Wholly Owned Subsidiary#	100%	No

The wholly owned subsidiary of the company, Dhanuka Chemicals Private Limited (DCPL) has been Struck -off as it was not in operation since its inception, Dhanuka made a voluntary application with the jurisdictional Registrar of Companies ("ROC"), to strike off its name from the register of companies. Consequently, the name of DCPL has been struck off from the record of ROC w.e.f. 16th July, 2024 and it ceased to be the Wholly Owned Subsidiary of the Company.

VI. CSR Details

24	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover (in Rs.)	Rs 2035,15,17,797.85
	(iii)	Net worth (in Rs.)	Rs 1402,72,10,908.98

VII. Transparency and Disclosures Compliances

25	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 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	Communities	Yes, https://www.dhanuka.com/contact-us	0	0	-	0	0	-



	Investors (other than shareholders)	NA	0	0	-	NA	NA	-
	Shareholders	Yes, https://scores.sebi.gov.in/	7	0	-	2	0	-
	Employees and workers	Yes, https://www.dhanuka.com/contact-us	0	0	-	0	0	-
	Customers	Yes, https://www.dhanuka.com/contact-us	155	0	-	142	0	-
	Value Chain Partners (Including customers)	Yes, https://www.dhanuka.com/contact-us	0	0	-	0	0	-
26	Overview of the entity's material responsible business conduct issues							
	Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:							
	S. No.	Material issue identified	Indicate whether risk/opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)		
	1	Agricultural innovation and productivity	Opportunity	We, at Dhanuka are transforming India through agriculture and we exist to enrich the lives of farmers. Our purpose is to strengthen the nation by providing sustainable agriculture solutions. Innovation, supported by continuous R & D with diverse international partners, is key to improving productivity and tackling distinctive issues faced by Indian farmers. Dhanuka's home-grown initiatives like "Dhanuka Kheti Ki Nayi Takneek" help farmers of the country adopt sustainable agriculture practices. This fosters trust and ensures effective usage of our line of products. Our company's inherent drive for innovation bolsters food security, adapts to evolving regulations and initiates sustainable and long-term success in the industry.		Positive		
	2	Operational Safety, Emergency Preparedness & Response	Risk	Manufacturing units handling agrochemicals must take stringent and proactive measures to effectively respond to both anticipated and unforeseen emergencies that could impact their operations, employees, or immediate vicinity.	Operational safety risks at all our facilities are managed in alignment with ISO 45001:2018 standards through regular risk assessments and the maintenance of emergency response plans for all eventualities. Routine training, mock drills and strict adherence to SOP's are mandated to ensure employee safety. Additionally, proactive engagement with regulators and other stakeholders assures latest protocols are prepared and compiled for maximum safety and security.	Positive		



	3	Occupational Health & Safety	Risk	Employee well -being is essential to both their productivity and the company's success. A conducive environment is crucial for prioritizing safety and reducing stress.	Employee health and safety is our topmost priority, we implement regular health assessments and medical check -ups for employees, ensuring early detection and management of any potential health afflictions. Personal protective equipment (PPE) and training is provided to upskill employees on probable health risks and pre-emptive measures. By nurturing a culture of health awareness and continuous monitoring, we aim to minimize health-related risks and maintain a safe working space for all employees.	Positive
	4	Waste Management	Opportunity	Waste management is a key opportunity to showcase sustainability and regulatory compliance. Agrochemical waste generated at our facilities is managed through systematic handling, storage, and disposal procedures in alignment with hazardous waste management regulations. The organization promotes responsible usage of its products among farmers to minimize on-field chemical leaching. Additionally, we promote sustainable agricultural practices such as preventing crop residue burning, adopting vermicomposting, and using organic fertilizers to reduce waste generation and enhance soil health.		Positive
	5	Water Use & Management	Opportunity	Our flagship campaign "Gaon ka paani gaon mein, khet ka paani khet mein", emphasizes the		Positive



			<p>importance of connecting with the local populace by promoting water conservation at the grassroots level. Through this initiative, we constructed multiple check dams and rejuvenated village ponds in Rajasthan, benefiting scores of households by enhancing groundwater recharge and securing water availability in water-stressed regions. We promote water management strategies such as rainwater harvesting and drip irrigation to help farmers adopt cost-effective and sustainable water use practices. Zero Liquid Discharge (ZLD) systems are implemented at our facilities to make sure effluents are treated, recycled and further reused, thereby reducing dependency on freshwater sources and helping to abate</p>		
6	Local Communities	Opportunity	<p>Understanding the local communities where we operate is crucial to us. These communities play a vital role in our business growth, making it essential for us to grasp their concerns and provide support accordingly. The company is ensuring that the local community must get priority for employment in the factories. The Company has also constructed three schools under CSR in Rajasthan for enabling/providing good education to the community.</p>		Positive

7	Diversity & Inclusion	Opportunity	The company's initiatives aimed at enhancing Board diversity and development demonstrate its strong commitment to including women both at the Board level and throughout the organization.		Positive
8	Business Ethics	Risk	The risk associated with ESG compliance stems from potential non adherence to regulatory standards and guidelines, particularly concerning crop care and minimizing adverse product impacts on crops.	The Company is dedicated to sustainable growth, prioritizing social and environmental responsibility while addressing the interests of its key stakeholders. In accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we have implemented a Whistle-blower Policy. This policy serves as a mechanism for employees, suppliers, contractors, and others to report concerns related to unethical behaviour or suspected fraud, whether involving the Company or abuse of authority, either anonymously or by a named complainant. This initiative enhances corporate governance practices and is accessible on the Company's website.	Positive

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	https://www.dhanuka.com/corporate-governance/key-policies							
2		Whether the entity has translated the policy into procedures. (Yes/No)	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
4		Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustees standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, National Guidelines for Responsible Business Conduct (NGRBC)							



5	<p>Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<ul style="list-style-type: none"> ● The company is planning to increase the strength of women Directors by atleast 25% and women staff to reach to atleast 10-15% in coming years. ● Achieve Net-zero emissions target by 2040. ● Achieve a renewable energy share of 10% in the total energy consumption mix by 2030. ● Achieve Water neutrality by 2030. ● Achieve more than 90% total waste recycled/reused and Zero waste to Landfill by 2030. ● Increase representation of women in the workforce by 2030 ● Maintain Zero recordable incidents and zero fatalities by 2030. ● Continue to achieve 100% employee access to comprehensive welfare amenities, including health & wellness programs and mental health support. ● Achieve 100% ESG compliant and trained suppliers by 2030. ● Continue to achieve 100% compliance to data security measures.
6	<p>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Dhanuka is committed to formalizing its efforts to enhance sustainability practices by adhering to the guidelines set forth in NGRBC and is actively working on developing targets and assessing its performance against them.</p>
7	<p>Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>Our nation's agriculture is at a crossroads—rapidly modernizing, digitizing, but also grappling with climate uncertainties and resource limitations. Farmers encounter intertwined challenges: declining soil vitality, erratic rainfall, fragmented supply chains, and severe income pressures. At Dhanuka, we respond by equipping growers and dealers with science-backed, field-ready knowledge. Our 'Dhanuka Doctors'—1,500 qualified agri graduates working across 75,000 villages—demonstrate soil test plans, green manures, hybrid seeds, drip or sprinkler irrigation, crop insurance schemes, and judicious agrochemical use; they also persuade communities to abandon stubble burning, protecting rural air and soil. Our long-term view of sustainability is grounded in simplicity—do the right thing for people, land, and livelihood. We've adopted the triple bottom line—People, Planet, Profit—not as a slogan, but as a filter for our everyday decisions. From how we design products to how we train farmers, and how we manage water, waste and emissions at our facilities, sustainability is a shared responsibility across teams. It is embedded in our manufacturing practices, our engagement with partners, and our communication with farming communities. We are now working to convert these values into measurable ESG targets. While some goals are still being refined, our direction is clear: reduce resource use, expand access to safe technologies, enhance traceability, and ensure our growth leaves a positive footprint. Internally, we're aligning processes to support this transition—setting benchmarks, reviewing progress, and encouraging cross functional ownership. The journey is iterative, but grounded in intent. Our CSR vision, 'gaon ka paani, gaon mein; khet ka paani, khet mein', remains core to our outreach. Through water conservation drives, school programs, check dams, farmer training, and awareness campaigns, we're keeping our efforts rooted in local realities. We know impact takes time, but we believe</p>

		consistent steps, driven by purpose and participation, create lasting change. As we move forward, we remain committed to transparency, dialogue, and continuous learning. The path isn't always straightforward, but we are confident that a balanced, responsible approach will help us grow with integrity and purpose.																		
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).		Currently the Board is responsible for the oversight and implementation of the BRSR policy. In FY 2025-26, the Board will formulate an ESG Committee to oversee the planning, implementation and monitoring of sustainability strategies and initiatives.																	
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.		N/A																	
10	Details of Review of NGRBCs by the Company:																			
	Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other- please specify)								
			P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	a.	Performance against above policies and follow up action	As a standard procedure, the Board periodically reviews the Company's Business Responsibility policies as needed. This assessment includes evaluating the effectiveness of the policies and making necessary adjustments to both policies and procedures.									Need Basis/Ongoing Basis								
	b.	Compliance with statutory requirements of relevance to the principles, and rectification of any non compliances	The Company complies with relevant regulations, and the Chairman issues a Statutory Compliance Certificate to the Board of Directors regarding applicable laws. The Company has a compliance tool/software named Compliance Mantra for tracking/mapping of compliances at national level. It has a maker/checker and approver system to ensure that there is no lapse in compliances. A monthly deviation report is placed before the Chairman for his review with remarks of the concerned heads.									Quarterly								
11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.		<p>Assurance has been carried out (Yes/No) : No</p> <p>However, the company has a strong internal control mechanism. The Business policies of the company are reviewed every year by an internal committee chaired by the Chairman/MD. Internal Auditor of the Company reviewing the policies every alternate year. And the key policies are reviewed by the Board every two/three years.</p> <p>Name of external agency: Not applicable</p>																	



12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the principles material to its business (Yes/No)	All Principles are covered by the Policies								
	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)									

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	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
	Board of Directors	1	The Board was trained on the Dahej Plant operations and with acquisition of 2 Bayer’s products, Dhanuka plans to expand its footprint in more than 20 countries, including the regions of Latin America, Europe Middle East & Africa as well as Asia including India. This acquisition will enable Dhanuka to embark on a journey of global market expansion.	100%
	Key Managerial Personnel	6	There is a regular leadership coaching session done throughout the year for the KMPs. The session covers aspects like business strategy, leadership development etc.	100%
	Employees other than BoD and KMPs	7	At Dhanuka, our people are at the heart of everything we do. We are committed to their growth, well-being, and success by fostering a safe, supportive, and inclusive work environment. In line with health and safety standards prescribed by regulatory authorities, we take a proactive approach to employee welfare—ensuring that every individual feels valued, heard, and empowered. To support both professional and personal development, we offer a wide range of tailored training programs designed to meet the unique needs of different roles and teams. These include Leadership Development, Team Building, Skill Enhancement sessions, and awareness programs such as the Prevention of Sexual Harassment (POSH). Through continuous learning and meaningful engagement, we aim to help our people thrive—at work and beyond.	100%
	Workers	1	The on-the-job training was structured to provide employees with the necessary knowledge, practical skills, and safety protocols required to perform their roles and responsibilities effectively. By combining hands-on experience with real-time supervision, the training ensured that participants not only understood their job functions thoroughly but also adhered to workplace safety standards. This approach helped enhance their overall performance, reduced operational risks, and fostered a culture of accountability and safe working practices	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 an entity's website):					
Monetary						
		NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Penalty/ Fine	Nil	Nil	Nil	NA	NA
	Settlement	Nil	Nil	Nil	NA	NA
	Compounding fee	Nil	Nil	Nil	NA	NA
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	Nil	NA	NA	
	Punishment	Nil	Nil	NA	NA	
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non - monetary action has been appealed.					
	Case Details			Name of the regulatory/ enforcement agencies/ judicial institutions		
Not Applicable						
4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.			<p>At Dhanuka, integrity is more than a principle; it is a way of working that guides every decision we make. We maintain a strict zero-tolerance approach toward bribery, corruption, and any form of unethical conduct, across all levels of the organization. Our Code of Conduct reflects this commitment and outlines clear expectations around fairness, transparency, and accountability. These values are not confined to policy documents; they are communicated through appointment letters, regularly reinforced on internal platforms like the HRMS portal, and embedded into how teams engage with one another and with external partners. We understand that ethical business practices must be supported by systems that encourage awareness, responsibility, and trust. That's why we have put in place strong internal controls, reporting mechanisms, and well-defined consequences for any breach of our standards. To ensure employees feel safe and supported in raising concerns, we also operate a confidential Whistle-blower mechanism giving individuals the confidence to speak up, without fear of retaliation or bias. Our approach goes beyond ticking compliance boxes. It is rooted in our belief that long-term success comes from doing business the right way by earning trust, acting fairly, and holding ourselves to the highest standards. As we grow and evolve, we remain committed to strengthening this foundation and ensuring that ethical conduct is not just encouraged, but actively practiced in every part of our organization.</p> <p>https://www.dhanuka.com/corporate_governance/key-policies</p>		



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 2024-25 (Current Financial Year)		FY 2023-24(Previous Financial Year)	
	Directors	Nil		Nil	
	KMPs	Nil		Nil	
	Employees	Nil		Nil	
	Workers	Nil		Nil	
6	Details of complaints with regard to conflict of interest:				
		FY 2024-25 (Current Financial Year)		FY 2023-24(Previous Financial Year)	
		Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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 conflict of interest.	Not Applicable			
8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:				
		FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number of days of accounts payables	41.93		50.89	
9	Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:				
	Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	
	Concentration of Purchases	a. Purchases from trading houses as % of total purchases		94.71%	94.23%
		b. Number of trading houses where purchases are made from		205	183
		c. Purchases from top 10 trading houses as % of total purchases		39.05%	47.78%
	Concentration of Sales	a. Sales to dealers / distributors as % of total sales		87.91%	93.22 %
		b. Number of dealers / distributors to whom sales are made		6334	6370
		c. Sales to top 10 dealers / distributors as % of total sales to dealers/distributors		2.99%	3.18%
	Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)		Nil	0.07%
		b. Sales (Sales to related parties / Total Sales)		Nil	Nil
		c. Loans & advances (Loans & advances given to related parties / Total loans & advances)		*77%	60%
		d. Investments (Investments in related parties / Total Investments made)		Nil	Nil
	* Loan Outstanding as on 31st March 2025 is 100 Million INR				

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
	1,20,000* 497#	Product Awareness Scheme	100%
<p>We are committed to empowering farmers by promoting modern, sustainable agricultural practices that enhance productivity while conserving vital resources like water and energy. Our outreach initiatives focus on continuous engagement and education through close collaboration with State Agricultural Universities (SAUs), ICAR institutes, and Krishi Vigyan Kendras (KVKs), ensuring that farmers across India have access to the latest advancements and expert guidance.</p> <p>To support better crop outcomes, we conduct on-site seed treatment demonstrations using mobile treatment units, bringing technology directly to farmers' fields. Our awareness campaign, including the widely recognized jingle "Har Beej ko Suraksha Ka Teeka, Jaise Har Bache Ko Polio Ka Teeka," has even been adopted by the Government of India as part of a national initiative.</p> <p>We encourage lifelong relationships with the Farmers, as part of which we started Dhanuka Krishi Mitra Programmes nationwide.</p> <p>Our R&D centre in Palwal, Haryana, plays a key role in offering scientific soil testing services, providing farmers with detailed insights into soil health and tailored recommendations to support optimal crop planning and long-term sustainability.</p> <p>We also actively promote the safe and judicious use of agrochemicals. Regular training programs help farmers follow best practices in pesticide application, storage, and disposal, ensuring both human and environmental safety.</p> <p>In response to water scarcity, we advocate for on-farm water conservation measures such as creating small ponds and have supported community efforts by constructing check dams in Rajasthan.</p> <p>Further, we help spread awareness of government support schemes like the Pradhan Mantri Fasal Bima Yojana (PMFBY). Our field teams are equipped to integrate information about the scheme during regular advisory services, field visits, and training sessions, ensuring that farmers are informed and prepared to protect their crops.</p> <p><i>* Includes farmers, distributors and retailers</i> <i># Farmers Producer Organisations, Krishi Vigyan Kendras (KVKs) etc.</i></p>			
2	Does the entity have processes in place to avoid/ manage conflicts of interests involving members of the Board? (Yes/No) If yes, provide details of the same.	Yes, every Director of the Company annually discloses any concerns or interests they have in the Company or other entities, including any changes, which encompass shareholding interests. Additionally, Directors annually declare under the Code of Conduct that they will always act in the Company's best interests and ensure that any other business or personal associations do not conflict with the Company's operations or their role. During Board meetings, Directors abstain from participating in items where they have a concern or interest. To identify and monitor conflicts of interest involving the Directors and Key Managerial Personnel (KMPs), the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department to monitor and track transactions entered into by the Company with these parties.	



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 25 - Current Financial Year	FY 24 - Previous Financial Year	Details of improvements in environmental and social impacts
R&D	6% of total R&D expenditure in F.Y 2024-25	10% of total R&D expenditure in F.Y 2023-24	-
Capex	16% of total capital expenditure in F.Y 2024-25	32% of total capital expenditure in F.Y 2023-24	<p>Solar Power Generating System</p> <p>Installation of photovoltaic solar panels to harness renewable energy, reduce dependency on fossil fuels, and lower greenhouse gas emissions, contributing to sustainable operations.</p> <p>Fluid Bed Dryer</p> <p>An energy-efficient drying system used in manufacturing processes to dry granular materials, enhancing product quality and reducing moisture content while conserving energy.</p> <p>ETP/STP Revamping</p> <p>Upgradation of Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) infrastructure to improve wastewater treatment efficiency, comply with environmental norms, and enable water recycling.</p> <p>Hazardous Waste Storages Construction</p> <p>Development of secure and compliant storage facilities for hazardous waste to prevent environmental contamination and ensure worker and community safety.</p>

<p>2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?</p>	<p>Entity has procedures (Yes/No): Yes, Dhanuka is actively pursuing initiatives to ensure sustainable sourcing of raw materials. By promoting local sourcing, we not only reduce costs but also minimize the environmental footprint associated with transportation services. Our factories, strategically located in industrial areas away from urban centres, enable us to support local vendors by procuring materials from them. Sustainability remains our highest priority in all procurement decisions.</p> <p>Percentage of inputs:100%</p>					
<p>3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life</p>						
			<p>Process Description</p>			
(a)Plastics (including packaging)			<p>Given that our products are distributed directly to retailers, distributors, and end consumers, the company faces limited opportunities for reclaiming them at the end of their life cycles. Nevertheless, we have established robust systems for recycling various materials, including plastics (including packaging), e-waste, and hazardous substances, ensuring their safe disposal through authorized recyclers and compliance with regulatory requirements. This proactive approach minimizes the waste exiting our facilities.</p>			
(b)E-waste						
(c)Hazardous waste						
(d)Other waste						
<p>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.</p>	<p>Extended Producer Responsibility (EPR) applicable (Yes/No): Yes</p> <p>Describe: The company is compliant with Extended Producer Responsibility (EPR) regulations and holds certifications from the Central Pollution Control Board (CPCB) for both Brand Owner (BO) and Importer categories. Dhanuka has submitted a comprehensive plan to CPCB as part of the online application process and all plastic waste credits have been duly uploaded on the PCB's website. We collaborate with Repidue Technologies Private Limited (RECYKAL), a CPCB-approved platform, for the collection and environmentally sound disposal of various types of plastics. Partners and Importers can be assured that our accredited processors across India will in public effectively meet their Plastic Waste EPR Targets.</p>					
<p>Leadership Indicators</p>						
<p>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?</p>						
<p>NIC Code</p>	<p>Name of Product / Service</p>	<p>% of total Turnover contributed</p>	<p>Boundary for which the Life Cycle Perspective / Assessment was conducted</p>	<p>Whether conducted by independent external agency (Yes/No)</p>	<p>Results communicated in public domain (Yes/No)</p>	<p>If results communicated domain, provide the web-link</p>
<p>At present, the company has not yet conducted a Life Cycle Assessment (LCA) for its products. However, as part of ongoing initiatives to reduce our carbon footprint, we are actively pursuing LCA evaluations to gain insights into the environmental impacts of our products throughout their life cycles.</p>						
<p>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.</p>						
<p>Name of Product/Service</p>		<p>Description of the Risk/Concern</p>		<p>Action Taken</p>		
<p>N/A</p>		<p>N/A</p>		<p>N/A</p>		



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 25 - Current Financial Year		FY 24 - Previous Financial Year		
NA		N/A		N/A			
4.	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:						
		FY 25 - Current Financial Year			FY 24 - Previous Financial Year		
	Plastics (including packaging)	0	0	0	0	0	0
	E-waste	0	0	0	0	0	0
	Hazardous Waste	0	0	0	0	0	0
Other Waste	0	0	0	0	0	0	
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			
	NA			0			

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

Essential Indicators

1	A	Details of measures for the well-being of employees:													
		Category	% of employees covered by												
			Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities			
				Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)		
		Permanent employees													
		Male	1034	1034	100%	1034	100%	NA	NA	1034	100%	0	0%		
		Female	39	39	100%	39	100%	39	100%	NA	NA	0	0%		
		Total	1073	1073	100%	1073	100%	39	3.63%	1034	96.36%	0	0%		
		Other than Permanent employees													
		Male	87	87	100%	87	100%	NA	NA	87	100%	0	0%		
		Female	11	11	100%	11	100%	11	100%	0	0%	0	0%		
		Total	98	98	100%	98	100%	11	11.22%	87	88.77%	0	0%		
		B		Details of measures for the well-being of workers:											
				Category	% of workers covered by										
					Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
Number (B)	% (B/A)					Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)		
Permanent workers															
Male	34			34	100%	34	100%	NA	NA	34	100%	0	0%		
Female	0			0	0%	0	0%	0	0%	0	0%	0	0%		
Total	34			34	100%	34	100%	0	0%	34	100%	0	0%		
Other than Permanent workers															
Male	1			1	100%	1	100%	NA	NA	1	100%	0	0%		
Female	0			0	0	0	100%	0	0	NA	NA	0	0%		
Total	1			1	100%	1	100%	0	0	1	100%	0	0%		

C	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:						
		FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Cost incurred on well-being measures as a % of total revenue of the company	0.25%			0.25%*		
	*The value disclosed in BRSR FY 2023-24 has been updated .						
2	Details of retirement benefits, for Current FY and Previous Financial Year.						
	Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
	PF	99%	100%	Y	92.5%	40.0%	Y
	Gratuity	100%	100%	Y	92.7%	40.0%	Y
	ESI	3%	3%	Y	7.3%	5.0%	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, the Company through its Equal Employment Opportunity policy prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Person with Disabilities Act, 2016, and Transgender persons (Protection of Rights) Act 2019. The company has installed lifts for the differently abled people.			
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, Dhanuka Agritech Limited has adopted an Equal employment opportunity and non-discrimination policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, and provides a framework that is committed to the empowerment of persons with disabilities. Website Link: https://www.dhanuka.com/storage/policies/August2023/MCnH8hRc7WjY4OZLmedt.pdf			
5	Return to work and Retention rates of permanent employees and workers that took parental leave.						
	Gender	Permanent employees			Permanent workers		
		Return to work rate	Retention rate		Return to work rate	Retention rate	
	Male	100%	100%		100%	100%	
	Female	100%	100%		100%	100%	
	Total	100%	NA		100%	100%	
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.						
	Yes/No (If yes, then give details of the mechanism in brief)						
	Permanent Workers	Yes, Dhanuka has established mechanisms to receive and redress. Employees can submit their grievances through letters or emails, ensuring anonymity and protection against retaliation.					
	Other than Permanent Workers	Dhanuka has implemented a comprehensive Whistle-blower mechanism and Prevention of Sexual Harassment at Workplace (POSH) policy. We have also established a POSH committee to resolve the problems faced by any member working in the company. The Whistle-blower mechanism allows employees to report any concerns or grievances, including instances of sexual harassment. The company takes these reports seriously and follows a stringent process outlined in the POSH policy to address them promptly and effectively.					
	Permanent Employees	The grievance mechanism at Dhanuka is designed to ensure that all employees and workers have a safe and confidential avenue to raise their concerns, regardless of their category. It demonstrates the company's commitment to addressing grievances and maintaining a supportive work environment for all.					
	Other than Permanent Employees						



7	Membership of employees and workers in association(s) or Unions recognised by the listed entity:										
Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)					
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)			% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union(D)			% (D/C)	
Total Permanent Employees	None of Dhanuka's employees are currently part of any employee association or Union.										
Male											
Female											
Total Permanent Workers											
Male											
Female											
8	Details of training given to employees and workers:										
Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation		
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)	
Employees											
Male	1121	1121	100%	670	59.77%	1056	1056	100%	631	60%	
Female	50	25	49.02%	12	24%	40	40	100%	9	23%	
Total	1171	1146	97.86%	682	58.24%	1096	1096	100%	640	58%	
Workers											
Male	35	35	100%	27	78%	40	40	100%	31	78%	
Female	0	0	0%	0	0%	0	0	0%	0	0%	
Total	35	35	100%	11	100%	40	40	100%	31	78%	

9	Details of performance and career development reviews of employees and worker:						
	Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
	Employees						
	Male	1121	1020	91%	1056	1025	97.06%
	Female	50	36	72%	40	36	90%
	Total	1171	1056	90%	1096	1061	96.81%
	Workers						
	Male	35	23	65%	40	39	97.5%
	Female	0	0		0	0	
	Total	35	23	65%	40	39	97.5%
	10	Health and safety management system:					
		a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?		All facilities—Sanand, Keshwana, Udampur, and Dahej—have successfully completed ISO 9001-2015 (Quality Management), ISO 14001-2015 (Environmental Management), and ISO 45001-2018 (Occupational Health and Safety) certification audits and the legal requirements.		
b.		What are the processes used to identify work - related hazards and assess risks on a routine and non-routine basis by the entity?		Dhanuka is committed to providing a safe and healthy workplace by minimizing the risk of accidents, injury, and exposure to health risks and it complies with applicable laws and regulations with respect to safety at the workplace. Dhanuka has implemented a comprehensive health and safety management systems such as Process Hazard Analysis, Pre-start-up safety review, Plant safety audit, Job safety analysis, Work Permit system, What if study, Workplace monitoring, Noise monitoring, Illumination monitoring.			
c.		Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)		Yes. We have a system in place to report work related unsafe conditions and acts by any staff/worker through daily observations .These observations are closed immediately by taking required corrective and preventive actions.			
d.		Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)		Yes, Dhanuka has insured its employees under group term insurance, health insurance and accidental insurance policies			
11	Details of safety related incidents, in the following format:						
	Safety Incident/Number			Category	FY 2024-25	FY 2023-24	
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)			Employees	0	0	
				Workers	0	0	
	Total recordable work -related injuries			Employees	0	2	
				Workers	0	28	
	No. of fatalities			Employees	0	0	
				Workers	0	0	
	High consequence work-related injury or ill-health (excluding fatalities)			Employees	0	0	
Workers				0	0		



<p>12</p>	<p>Describe the measures taken by the entity to ensure a safe and healthy workplace.</p>	<p>At Sanand plant, The introduction of check weighers and shipper weighers in the Cover and Mycore plants.</p> <p>De dusting systems has been installed in all the facilities to minimise dust exposure to the workers.</p> <p>The in-house implementation of interlock integration for the Form-Fill-Seal (FFS) machine, improves operational safety by preventing equipment malfunction. Development and implementation of an in-house interlock system for lifts at all facilities, further minimizes risks associated with material handling, ensuring safer operations for workers. In the Keshwana and Udhampur plant, the installation of interlock emergency safety switches on FFS and screw feeder machines provides immediate shutdown capabilities in case of malfunctions.</p> <p>In the Dahej plant, the installation of ruptured discs and pressure relief devices in each reactor offers instant pressure relief, protecting personnel from over-pressurization hazards that could result in chemical spills or explosions.</p> <p>At Keshwana and Udhampur plants, fire sprinkler systems were installed in Block-A lower basement to reduce the damages caused by fire based incidents.</p> <p>All facilities—Sanand, Keshwana, Udhampur, and Dahej—have successfully completed ISO 9001-2015 (Quality Management), ISO 14001-2015 (Environmental Management), and ISO 45001-2018 (Occupational Health and Safety) certification audits. The ISO 45001-2018 standard, in particular, mandates rigorous safety protocols, including risk assessments, emergency preparedness, and employee training, ensuring that workplace hazards are systematically identified and mitigated. The introduction and upgrading of Fire Alarm Systems (FAS) and Fire Protection Systems (FPS), along with Occupational Health Centers (OHC) at Keshwana, Udhampur, and Dahej. At Dahej, the installation of a mass flow meter with an XV ON-OFF valve in the solvent transferring line, along with temperature and flow control valves in the steam and thionyl chloride addition lines for Bifenthrin technical production, ensures precise control, reducing the risk of chemical exposure and improving workplace safety. Conversion of existing light fittings to LED across all areas at Dahej.</p> <p>At Dahej plant, the installation of multi mills and hammer mills in technical powder packing improves efficiency and reduces dust exposure, which can pose respiratory risks to workers. The in-house modification of HDPE drums and height-adjustable tables for manual filling at Keshwana and Udhampur further enhances ergonomics, reducing physical strain. At Udhampur, the introduction of a lightning arrester protects the plant's insulation and conductors from lightning damage, ensuring a safer electrical environment for workers.</p> <p>All moving articles are covered with zero-access safety guards. All electrical equipment & machinery are connected with double earthing. All the earth pits are monitored as per schedule. The company has also installed fall restrictors at its plant to eliminate injuries while loading and unloading of the material and products.</p> <p>At the corporate office, “Feel good Friday” concept is introduced which helps in improving the mental health of the members.</p> <p>Various safety information is displayed at different plant locations. We have suitable PPE facilities to safeguard our employees and workers.</p>
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13	Number of Complaints on the following made by employees and workers:						
		FY 2024-25 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Working Conditions	Nil	NA	-	Nil	NA	-
	Health & Safety	Nil	NA	-	Nil	NA	-
14	Assessments for the year:						
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Health and safety practices	100%					
	Working Conditions	100%					
15	Provide details of any corrective action taken or underway to address safety -related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	AI based Camera analytics is being installed at Sanand and rolled out at other locations to check PPE/safety compliances.					
Leadership Indicators							
1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	<p>At our company, the well-being of our employees and their families is a top priority. As part of our commitment to their financial security and peace of mind, we have introduced a comprehensive Group Term Life Insurance Policy. This policy is specifically designed to provide essential financial support to the legal dependents of our permanent employees in the unfortunate event of their demise while in service.</p> <p>By implementing this initiative, we aim to ease the financial burden on bereaved families during a time of personal loss. The policy offers a safety net that reflects our values of care, responsibility, and support for our workforce and their loved ones. We believe that standing by our employees and their families in times of need is an integral part of building a compassionate and resilient workplace</p>					
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	<p>To ensure that statutory dues are deducted and deposited by the value chain partners of the Company, the Company implements the following measures:</p> <p>Compliance Monitoring: We closely monitor and track the compliance related to statutory dues by our contractors who supply third-party resources. This includes verifying that all necessary deductions and deposits are made in accordance with applicable laws and regulations.</p> <p>Regular Checks: As part of our routine invoice processing checks, we specially review and validate the deduction and deposit of statutory dues by our value chain partners. This allows us to identify any discrepancies or non-compliance promptly.</p> <p>Contractual Obligations: Our contracts with value chain partners explicitly outline their responsibility to deduct and deposit statutory dues. We ensure that these contractual obligations are well-defined and communicated effectively to all parties involved.</p> <p>Transparency and Documentation: We maintain a transparent and organized system for recording and documenting the deduction and deposit of statutory dues. This includes proper documentation of invoices, receipts, and other relevant financial records.</p>					



		<p>Audits and Internal Controls: We conduct regular audits and implement robust internal controls to verify the accuracy and completeness of statutory dues deductions and deposits. This helps us identify and rectify any potential issues or irregularities promptly.</p> <p>Collaboration and Communication: We maintain open lines of communication with our value chain partners, providing guidance and support regarding the correct deduction and deposit of statutory dues. This collaborative approach ensures that everyone involved is well informed and aligned with regulatory requirements.</p> <p>By implementing these measures, the Company strives to ensure that statutory dues are deducted and deposited appropriately by our value chain partners, thereby upholding our commitment to compliance and legal obligations.</p>			
3	Provide the number of employees / workers having suffered high consequence work - related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
		Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
	Employees	Nil	Nil	Nil	Nil
	Workers	Nil	Nil	Nil	Nil
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)		Yes, the company conducts trainings on career development, skill development, personal goals and development at regular intervals which enable the employees to pursue career related and personal goals postretirement or termination.		
5	Details on assessment of value chain partners:				
		% of value chain partners (by value of business done with such partners) that were assessed			
	Health and safety practices	- (For Employees 100%)			
	Working Conditions	- (For Employees 100%)			
6	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.		N/A		
PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders					
Essential Indicators					
1	Describe the processes for identifying key stakeholder groups of the entity.		Dhanuka Agritech Limited adopts a comprehensive approach to stakeholder identification, recognizing farmers (customers), investors, shareholders, employees, value chain partners (suppliers and distributors), government entities, regulators, and local communities as pivotal to its sustainable business model. Acknowledging their influence on long-term value creation, Dhanuka systematically evaluates the environmental, social, and governance (ESG) impacts of its operations, products, and policies on these groups, aligning with Principle 4 of the National Guidelines on Responsible Business Conduct (NGRBC).		

2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders & Investors	No	Annual General Meetings, email updates, Stock Exchange notifications, investor/analyst calls, annual reports, quarterly financial results, press releases, and corporate website.	Quarterly, Annually	Engage to discuss share price trends, dividend policies, financial performance, growth opportunities, climate change risks, cyber security, and sustainable business strategies, fostering transparency and trust to align with ESG goals.
2	Employees	No	Town hall meetings, performance reviews, wellness programs (e.g., yoga sessions), mental health support via telephonic counselling, email updates, policy websites, poster campaigns, quarterly newsletter (“Manthan”), and feedback surveys.	Quarterly, Ongoing	Promote a culture of inclusion and well-being through discussions on business updates, company values, policies, career development, employee engagement events, and wellness initiatives, addressing concerns to enhance workplace satisfaction and ESG-driven employee welfare.
3	Customers (Farmers)	No	Corporate website, help desk support, field visits, customer surveys, face face interactions, WhatsApp communication, toll-free customer care number and digital marketing campaigns.	Ongoing, Event-based	Focus on farmer education regarding new products, schemes, and sustainable farming practices like integrated pest management (IPM), ensuring quality service delivery and addressing feedback to strengthen customer trust and sustainability outcomes.
4	Suppliers/Value Chain Partners	No	Vendor meetings (e.g., Chairman and Gold Club meets), sales team interactions, conferences, virtual meetings via Zoom, email, and WhatsApp.	Half-yearly, Event-based	Collaborate on quality assurance, timely delivery, payment terms, and ESG priorities such as sustainability, safety, compliance, ethical practices, ISO/OHSAS standards, and digitalization, fostering responsible supply chain practices.
5	Government Entities	No	Advocacy meetings with local, state, and national government bodies, seminars, media releases, conferences, and partnerships like the Indian Council of Agricultural Research (ICAR) for technology integration.	Annually, As needed	Engage to align with government schemes, advocate for regulatory changes, support skill development, employment, environmental initiatives, and infrastructure contributions, ensuring proactive policy alignment and societal impact.



Leadership Indicators

1	<p>Leadership Indicators</p> <p>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.</p> <p>Dhanuka Agritech Limited's stakeholder engagement mechanism is integral to building strong, inclusive relationships with stakeholders, serving as a foundation for identifying material issues critical to sustainable business growth. During FY 2024-25, the Company executed a robust stakeholder engagement and materiality assessment process, which prioritized key issues across environmental, social, governance, and economic domains. This exercise involved mapping associated risks and developing tailored mitigation strategies to address them effectively. The outcomes were presented to senior leadership and the Board, whose feedback informed the development of Dhanuka's sustainable growth strategies, aligning with the principles of the National Guidelines on Responsible Business Conduct (NGRBC). To maintain alignment with evolving stakeholder expectations, the engagement process is subject to periodic reviews, ensuring its continued relevance and impact.</p>
2	<p>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.</p> <p>Yes, Dhanuka consistently engages proactively with its key stakeholders, enabling effective development of its ESG strategies and transparent reporting of outcomes. To comply with current regulations and respond to stakeholder interactions, the Company conducts periodic assessments to review and adjust policies as necessary.</p>
3	<p>Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.</p> <p>CSR projects undertaken by the company are focused on reaching out to and supporting communities across diverse geographies and needs. Key initiatives during the reporting period included the construction of a waiting hall at AIIMS to support healthcare infrastructure, check dams in Rajasthan to aid water conservation, plantation of trees and a school in Salasar, Rajasthan, to improve access to education. The company also supported the running of 100 Ekal Vidyalayas to promote rural literacy, organized a Yoga Camp in Haridwar to promote holistic health, and provided nutritious meals to children in government schools to combat malnutrition. Please refer to Annexure E of the Director's Report for further details. For more information, please refer to our CSR Page at https://www.dhanuka.com/csr</p>

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1	<p>Employees and workers who have been provided training on human rights issues and policy (ies) of the entity, in the following format:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Category</th> <th colspan="3">FY 2024-25 (Current Financial Year)</th> <th colspan="3">FY 2023-24 (Previous Financial Year)</th> </tr> <tr> <th>Total (A)</th> <th>No. employee's workers covered (B)</th> <th>% (B/A)</th> <th>Total (C)</th> <th>No. employee's workers covered (D)</th> <th>% (D/C)</th> </tr> </thead> <tbody> <tr> <td colspan="7" style="text-align: center;">Employees</td> </tr> <tr> <td>Permanent</td> <td>1073</td> <td>1073</td> <td>100%</td> <td>1096</td> <td>1096</td> <td>100%</td> </tr> <tr> <td>Other than permanent</td> <td>98</td> <td>98</td> <td>100%</td> <td>7</td> <td>7</td> <td>100%</td> </tr> <tr> <td>Total Employees</td> <td>1171</td> <td>1171</td> <td>100%</td> <td>1103</td> <td>1103</td> <td>100%</td> </tr> <tr> <td colspan="7" style="text-align: center;">Workers</td> </tr> <tr> <td>Permanent</td> <td>34</td> <td>34</td> <td>100%</td> <td>40</td> <td>40</td> <td>100%</td> </tr> <tr> <td>Other than permanent</td> <td>1</td> <td>1</td> <td>100%</td> <td>0</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Total Employees</td> <td>35</td> <td>35</td> <td>100%</td> <td>40</td> <td>40</td> <td>100%</td> </tr> </tbody> </table>	Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)			Total (A)	No. employee's workers covered (B)	% (B/A)	Total (C)	No. employee's workers covered (D)	% (D/C)	Employees							Permanent	1073	1073	100%	1096	1096	100%	Other than permanent	98	98	100%	7	7	100%	Total Employees	1171	1171	100%	1103	1103	100%	Workers							Permanent	34	34	100%	40	40	100%	Other than permanent	1	1	100%	0	0	0%	Total Employees	35	35	100%	40	40	100%																																					
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Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)																																																																																																					
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Workers											
Permanent	34	0	0%	34	100%	40	-	-	40	100%	
Male	34	0	0%	34	100%	40	-	-	40	100%	
Female	-	-	-	-	-	-	-	-	-	-	
Other than permanent	1	-	-	1	100%	-	-	-	-	-	
Male	1	-	-	1	100%	-	-	-	-	-	
Female	-	-	-	-	-	-	-	-	-	-	
3	Details of remuneration/salary/wages, in the following format:										
a		Male				Female					
		Number	Median remuneration /salary/wages of respective category (lakhs)		Number	Median remuneration/ salary/ wages of respective category (lakhs)					
	Board of Directors (BoD)*	3	142.36		-	-					
	Key Managerial Personnel (KMP including BoD)	5	144.95		-	-					
	Employees other than BoD and KMP	1121	11.52		50	9.49					
	Workers	35	4.13		-	-					
	* Only The Sitting fees was paid to the Independent Director for FY-2024-25, hence they are not included in the above details.										
b	Gross wages paid to females as % of total wages paid by the entity, in the following format:										
		FY 2024-25 (Current Financial Year)				FY 2023-24 (Previous Financial Year)					
	Gross wages paid to females as % of total wages	2.86%				2.61%					
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.				Dhanuka Agritech Limited has implemented a comprehensive Grievance Redressal Mechanism designed to empower employees to report concerns or grievances to Human Resources or Senior Management without fear of retaliation, ensuring a safe and inclusive work environment. A specialized committee is either formed or delegated to conduct thorough, impartial investigations into reported issues, adhering to principles of fairness and transparency. In collaboration with senior management, the committee evaluates findings and recommends equitable resolutions to address grievances effectively. This mechanism underscores Dhanuka's commitment to ethical governance, employee welfare, and stakeholder trust.						
6	Number of Complaints on the following made by employees and workers:										
		FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)						
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks				
	Sexual Harassment	Nil	Nil	-	Nil	Nil	-				
	Discrimination at the workplace	Nil	Nil	-	Nil	Nil	-				
	Child Labour	Nil	Nil	-	Nil	Nil	-				



	Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
	Wages	Nil	Nil	-	Nil	Nil	-
	Other human rights- related issues	Nil	Nil	-	Nil	Nil	-
7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
		FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0			0		
	Complaints on POSH as a % of female employees/workers	NA			NA		
	Complaints on POSH upheld	NA			NA		
8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	Dhanuka Agritech Limited firmly rejects all forms of discrimination, harassment, and unfair practices, cultivating an inclusive and equitable workplace by prioritizing the protection of complainants. Through its Prevention of Sexual Harassment (POSH) Policy, the Company has established comprehensive mechanisms to safeguard individuals reporting incidents of discrimination or harassment, ensuring they are protected from any retaliatory or unfair treatment. Similarly, Dhanuka's Whistle-blower Policy upholds the rights of whistle-blowers, guaranteeing that those who report concerns under Protected Disclosures face no adverse consequences, thereby fostering a culture of transparency and accountability.					
9	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	No					
10	Assessments for the year:						
		% 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%					
11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	The Company operates in the employee/worker friendly manner. Based on internal assessments, no practice detrimental to the well-being of the employees was identified. Further, the company has implemented various awareness programs, training for the education of the employees to know and how to protect their rights, which enable a healthier environment and minimize the risk/concern related to question 10. Therefore, there was no requirement for the corrective action, hence, no corrective action is underway.					
Leadership Indicators							
1	Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.	Not applicable as the Company has not received any human rights grievance/complaint.					
2	Details of the scope and coverage of any Human rights due diligence conducted	The Company has not conducted any Human rights due diligence during FY 2024-25					

3	Is the premise/office of the entity accessible to differentlyabled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes, the Company through its Equal Employment Opportunity policy prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Person with Disabilities Act, 2016. The company has installed lifts for the differentlyabled people.
4	Details on assessment of value chain partners:	<p>% of value chain partners (by value of business done with such partners) that were assessed</p> <p>During the FY 2024-25, the Company has not performed any assessment of value chain partners with respect to the following points. However, the company has plans to perform the assessment of value chain partners on above parameters in the year 2025-26.</p>
	Sexual Harassment	
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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:		
		FY 25 Current Financial Year	FY 24 Previous Financial Year
	From renewable sources (in Gigajoules)		
	Total electricity consumption (A)	2799.2016	1057.23
	Total fuel consumption (B)	0	0
	Energy consumption through other sources (C)	0	0
	Total energy consumed from renewable sources (A+B+C)	2799.2016	1057.23
	From non-renewable sources (in Gigajoules)		
	Total electricity consumption (D)	12647.3202	13023.97
	Total fuel consumption (E)	25765.1576	12412.88
	Energy consumption through other sources (F)	0	
	Total energy consumed from non-renewable sources (D+E+F)	38412.4777	25436.85
	Total energy consumed (A+B+C+D+E+F)	41211.6793	26494.08
	Energy intensity per rupee of turnover (Total energy consumed (GJ) / Revenue from operations)	0.0000020249	0.0000015066
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP) **	0.000041857	0.000009646
	Energy intensity in terms of physical output (GJ/MT of production)	1.04191032452	0.7049809988
	Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
	**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund which is 20.66		
	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out (Yes/No) : No Name of external agency: Not applicable	



2.	<p>Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.</p>	<p>Have sites? (Yes/No) : No</p> <p>Targets achieved? (Yes/No) : No</p> <p>In case targets have not been achieved, provide the remedial action taken, if any: Not Applicable</p>
3.	<p>Provide details of the following disclosures related to water, in the following format:</p>	
Parameter	FY 25 Current Financial Year	FY 24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	28018.5	28991.48
(iii) Third Party Water	14384.0	23100
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	42,402.5	52091.48
Total volume of water consumption (in kilolitres)	37911.5	52091.48
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) KL/Turnover	0.000001863	0.0000029622
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00003849	0.00006777
Water intensity in terms of physical output (KL/MT of Production)	0.958475	1.386102173
Water intensity (Optional) – the relevant metric may be selected by the entity		
Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	<p>Has been carried out by an external agency (Yes/No): No</p> <p>Name of external agency: Not Applicable</p>	
<p>**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by International Monetary Fund which is 20.66</p>		
4.	<p>Provide the following details related to water discharged:</p>	
Parameter	FY 25 - Current Financial Year	FY 24 - Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of 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	20052.4	-
	(v) Others	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	Total water discharged (in kilolitres)	20052.4	0
	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency (Yes/No) : No Name of external agency: Not Applicable	
5.	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Mechanism implemented? (Yes/No):	<p>At Udhampur Keshwana and Sanand, the company recycles 100% of sewage treatment plant (STP) treated water of which is reused for gardening and floor cleaning. This ensures that no treated domestic wastewater is discharged externally, effectively achieving zero liquid discharge for this stream. At Udhampur Keshwana and Sanand, the company has optimized water usage by installing an orifice in the raw water and seal cooling lines.</p> <p>At Dahej steam condensate and cooling water drained from reactor jackets are stored in a tank and recycled for use in cooling towers. 100% recycling of barometric acidic condensate water generated from the graphite ejector, which is reused in the HCl scrubber tank, achieving raw water savings and eliminating the need for external disposal. At Dahej, 100% of STP treated water is reused for gardening and in hot water generators for melting technical materials.</p> <p>Process optimization, such as adjusting the concentration of HCl and DSS solutions in the process scrubber tank, further reduces water usage, thereby decreasing the potential for liquid waste generation. The installation of a drip irrigation system in Udhampur's green belt area reduces water consumption by 70-80%.</p> <p>At Keshwana and Udhampur, water level sensors in day tanks automatically turn off motors when tanks are full, preventing water wastage and reducing the energy required for water treatment, which indirectly supports ZLD by lowering the volume of water entering the treatment cycle.</p> <p>All facilities, including Sanand, Keshwana, Udhampur, and Dahej, have achieved ISO 14001-2015 (Environmental Management) certification.</p>	
6.	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:		
	Parameter	Please specify unit	FY 25 -Current Financial Year
	NOx	µg/m3 and Kg	1799.62 (Kg)
	SOx	µg/m3 and Kg	1499.68 (Kg)
	Particulate matter (PM) (2.5 / 10)	µg/m3 and Kg	59.99 (Kg)
	Persistent organic pollutants matter (POP)	NA	-
	Volatile organic compounds (VOC)	NA	-

Note: *The following values have been updated in 23-24 and unit has been updated to Kg.



	Hazardous air pollutants (HAP)	NA	-	-
	Others – please specify	NA	-	-
	Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency (Yes/No) : No Name of external agency: Not Applicable		
7.	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	FY25 - Current Financial Year	FY24 - Previous Financial Year
	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2291.515	1175.32
	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	3119.339	2977.43
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO ₂ equivalent / Turnover	0.0000002659	0.0000002361
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent / rupee turnover adjusted for PPP	0.000005492	0.000005401
	Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Emissions / MT production)	Metric tonnes of CO ₂ equivalent/ MT of production	0.1344391307	0.1105004602
	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA		
	**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by the International Monetary Fund which is 20.66. Refrigerants were not in the scope of calculation for GHG emissions.			
	For estimation of Scope 1 GHG emissions, we have referred 2006 IPCC Guide lines for National Greenhouse Gas Inventories and IPCC			
	Fifth Assessment Report for GWP values. For estimation of scope 2 GHG emissions, the emission factors prescribed as per CO ₂ Baseline Database for the Indian Power Sector, published by Central Electricity Authority (CEA), Ministry of Power, Government of India, has been considered.			
	Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency(Yes/No) : No Name of external agency: Not Applicable		
8.	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Have a project? (Yes/No): Yes	At the Sanand facility, significant energy efficiency measures have been adopted, including the installation of a new Power Control Center (PCC) panel and a 1660 KVA transformer, which minimize downtime and powerloss while ensuring stable voltage to reduce equipment breakdowns. The introduction of a power factor panel at Sanand has significantly improved the power factor, enhancing overall energy efficiency and reducing electricity consumption. At Udhampur plant, the company has optimized energy consumption through process and batch size adjustments via an automated control system, which includes control valves and Distributed Control System (DCS) monitoring of reactor agitator RPM. The interlocking of cooling tower fans with outlet temperatures at Udhampur plant		

		<p>results in power savings by operating fans only when needed. The installation of Variable Frequency Drives (VFDs) in motors across Udampur and Dahej plants, including in the CALDAN 4G Binder vessel and DHANUVIT vessel, optimizes motor performance, reducing energy consumption by up to 30% in some cases, as VFDs adjust motor speed to match operational requirements. At Dahej, modifications in the Multiple Effect Evaporator (MEE) plant eliminated the use of an intermediate feed pump, saving 132 KWH per day and approximately 11,000 KWH in FY 2024-25, directly contributing to reduced GHG emissions. At the Keshwana and Sanand plants, solar power installations of 243 KW and 225 KW, respectively. At the Udampur plant, the company has implemented plant boundary area lighting automation through the installation of time switches, controlling 42 lights of 120W each. This initiative has eliminated manual intervention and reduced power wastage, saving approximately 2.5 KWH per day, totalling 450 KWH annually. Further, the modification of electrical lighting power circuits and the installation of occupancy sensor-based lighting arrangements across all plant areas at Udampur have resulted in electrical power savings of 338 KWH per day, amounting to 1,690 KWH from November 2024 to March 2025. At the Keshwana and Sanand plants, all the mercury based lamps were replaced by LED lights. The replacement of non-star-rated air conditioners with 5-star-rated units at Dahej. The company's adherence to ISO 9001-2015 (Quality Management), ISO 14001-2015 (Environmental Management), and ISO 45001-2018 (Occupational Health and Safety) certifications across all facilities ensures that environmental management systems are in place to monitor and reduce emissions, including GHG emissions, through structured processes.</p>																																																																	
9.	<p>Provide details related to waste management by the entity, in the following format:</p> <table border="1" data-bbox="224 1045 1455 1944"> <thead> <tr> <th data-bbox="224 1045 922 1100">Parameter</th> <th data-bbox="922 1045 1187 1100">FY 25 Current Financial Year</th> <th data-bbox="1187 1045 1455 1100">FY 24 Previous Financial Year</th> </tr> </thead> <tbody> <tr> <td colspan="3" data-bbox="224 1100 1455 1136">Total Waste generated (in metric tonnes)</td> </tr> <tr> <td data-bbox="224 1136 922 1171">Plastic waste (A)</td> <td data-bbox="922 1136 1187 1171">-</td> <td data-bbox="1187 1136 1455 1171">*</td> </tr> <tr> <td data-bbox="224 1171 922 1207">E-waste (B)</td> <td data-bbox="922 1171 1187 1207">-</td> <td data-bbox="1187 1171 1455 1207">-</td> </tr> <tr> <td data-bbox="224 1207 922 1243">Bio-medical Waste (C)</td> <td data-bbox="922 1207 1187 1243">-</td> <td data-bbox="1187 1207 1455 1243">-</td> </tr> <tr> <td data-bbox="224 1243 922 1278">Construction and Demolition Waste (D)</td> <td data-bbox="922 1243 1187 1278">-</td> <td data-bbox="1187 1243 1455 1278">-</td> </tr> <tr> <td data-bbox="224 1278 922 1314">Battery Waste (E)</td> <td data-bbox="922 1278 1187 1314">-</td> <td data-bbox="1187 1278 1455 1314">-</td> </tr> <tr> <td data-bbox="224 1314 922 1350">Radioactive Waste (F)</td> <td data-bbox="922 1314 1187 1350">-</td> <td data-bbox="1187 1314 1455 1350">-</td> </tr> <tr> <td data-bbox="224 1350 922 1386">Other Hazardous Waste. 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Please specify, if any. (G)	1085.874	267.49	Other Non-hazardous waste generated (H). Please specify, if any. (Breakup by composition i.e. by materials relevant to the sector)	-	-	Total (A + B + C + D + E + F + G + H)	1085.874	267.49	Waste intensity per rupee of turnover (Total Waste generated/Revenue from operations) MT/Turno ver	0.0000005336	0.000000152	Waste intensity per rupee of turnover adjusted for Purchasing Power Party (PPP) (Total Waste generated/Revenue from operations adjusted for PPP)	0.000001102	0.000000343	Waste intensity in terms of physical output waste (MT/ MT of Production)	0.027452978	0.071312118	Waste intensity (optional)-the relevant metric may be selected by the entity			Note: *The value has been updated for FY 2023-24			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	1013.752	249.43	(ii) Re-Used	-	4.05	(iii) Other recovery operations	-	0	Total	611.71	253.48
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For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)						
Category of waste						
(i) Incineration		17.80		13.3		
(ii) Landfilling		115.29		11.51		
(iii) Other disposal operations		-		11.62		
Total		133.09		36.43		
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			Assurance has been carried out by an external agency(Yes/No): No Name of external agency: Not Applicable			
10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.		<p>The company has implemented a comprehensive array of waste management practices across its facilities, focusing on recycling, reuse, and waste minimization to enhance sustainability and reduce environmental impact. At the Udhampur plant, one standout initiative is the recycling of 100% of sewage treatment plant (STP) treated water, amounting to 4,766 KL annually, which is reused for gardening and floor cleaning. At Udhampur plant 100% of barometric acidic condensate water is recycled from the graphite ejector in the HCl scrubber tank, achieving raw water savings and eliminating the need for disposal of this by-product. 9.9 MT of dry and liquid food waste is converted into 3.0 MT of fertilizer for horticulture annually at Udhampur. At the Dahej plant, 100% of STP treated water is reused for gardening and in hot water generators to melt RedHot™ technology ensures efficient heat utilization by recycling hot water drained from vessels into cooling towers, while paperless office practices at Sanand and Dahej reduce paper waste through minimized printouts and regular monitoring of consumption.</p> <p>At Dahej the installation of a drip irrigation system in the green belt area has reduced water consumption by 70-80%, contributing to both water conservation and a decrease in wastewater output. This efficient irrigation method minimizes excess water use, which in turn reduces the volume of runoff that could carry pollutants or require treatment. The company also optimizes effluent treatment processes, as seen at Dahej, where Aeration Tank No.2 (equipped with a 45 HP motor and variable frequency drive) replaced Aeration Tank No.1 (60 HP motor), saving 57,166 KWH of power in 2024-25 while maintaining effective treatment of low total dissolved solids (LTDS) effluent. STP sludge at Dahej is reused to cultivate microorganisms in aeration tanks for LTDS effluent treatment, reducing the need for external disposal and enhancing biological treatment efficiency. At Dahej, the solvent distillation system (FFE) for N-Hexane improves solvent recovery, decreasing the need for fresh solvent inputs and minimizing hazardous waste generation.</p>			
11.	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/ clearances are required, please specify details in the following format:					
	S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.		
	-	NA	NA	NA		
12.	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:					
	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
	NA	NA	NA	NA	NA	NA
No EIA project was undertaken during the current FY						

13.	<p>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:</p>	<p>Yes, Dhanuka Agritech is fully compliant with all applicable environmental laws, regulations, and guidelines in India. These include, but are not limited to, the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and the rules thereunder. Our adherence to these regulations reflects our commitment to maintaining high environmental standards and ensuring sustainable operations across all our facilities.</p>		
S. No.	Specify the law/regulation/guidelines which was not complied	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
-	NA	NA	NA	NA
Leadership Indicators				
1.	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):			
(i) Name of the area:		1. Sanand. 2. Udampur. 3. Dahej. 4. Keshwa na		
(ii) Nature of operations:		Agrochemicals manufacturing		
(iii) Water withdrawal, consumption and discharge in the following format:				
Parameter	Unit	FY 25 - Current Financial Year	FY 24 - Previous Financial Year	
(i) Surface water	KL	0	0	
(ii) Groundwater	KL	28018.5	28991.48	
(iii) Third Party Water	KL	14384.0	23100	
(iv) Seawater/desalinated water	KL	0	0	
(v) Others	KL	0	0	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	42402.5	52091.48	
Total volume of water consumption (in kilolitres)	KL	37911.5	52091.48	
Water intensity per rupee of turnover (Total Water consumption/Revenue from operations) KL/Turnover	KL / INR Turnover	0.000001863	0.0000029622	
Water intensity (Optional)–the relevant metric may be selected by the entity				
Water discharge by destination and level of treatment (in kilolitres)				
(i) To Surface water				
- No treatment	KL	-	0	
- With treatment – please specify level of treatment	KL	-	0	
(ii) To Groundwater				
- No treatment	KL	-	0	
- With treatment – please specify level of treatment	KL	-	0	
(iii) To Seawater				
- No treatment	KL	-	0	
- With treatment – please specify level of treatment	KL	-	0	
(iv) Sent to third-parties				
- No treatment	KL	-	0	
- With treatment–please specify level of treatment	KL	20052.4	0	
(v) Others				
- No treatment	KL	-	0	
- With treatment–please specify level of treatment	KL	-	0	



Total water discharged (in kilolitres)	KL	20052.4	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Assurance has been carried out by an external agency(Yes/No): No Name of external agency: Not Applicable	
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:			
Parameter	Unit	FY 25-Current Financial Year	FY 24-Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ Turnover	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/MT of production	-	-
Indicate if any independent assessment/evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Assurance has been carried out by an external agency (Yes/No): No Name of external agency: Not Applicable	
3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.	Dhanuka Agritech Limited is deeply committed to upholding regulatory environmental compliance and ethical standards across all operational domains. Though our facilities are located in industrial areas, with limited impact on biodiversity, we are dedicated to continually enhancing our practices to minimize environmental footprint and promote biodiversity conservation.		
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:			
S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Installation of energy-efficient equipment	Upgraded transformers, PCC panels, and power factor correction systems to optimize energy use in Sanand and Dahej plants.	Reduced power losses, improved energy efficiency, and minimized downtime.
2	Lighting upgrades	Replaced traditional mercury lamps with LED lighting in locations in Keshwana and Udhampur plants.	Significant reduction in energy consumption for lighting.
3	Motor efficiency improvements	Installed VFDs on motors in units such as Dahej and Others.	Optimized motor operation leading to energy savings.
4	Process automation and optimization	Implemented automated control systems to optimize energy consumption in Dahej.	Enhanced process efficiency and lower energy consumption.
5	Renewable energy adoption	Installed solar power systems (243 KW in Keshwana, 225 KW in Sanand).	Decreased reliance on fossil fuels and reduced GHG emissions.
6	Water level monitoring	Installed sensors in day tanks to prevent water wastage in Keshwana and Udhampur.	Reduced water wastage and energy for pumping.
7	Water recycling and reuse	Recycled steam condensate and treated wastewater in Dahej for cooling and gardening.	Lowered freshwater consumption and improved waste management.

	8	Efficient irrigation	Adopted drip irrigation in Dahej unit green belt areas.	Reduced water usage by 70-80% for irrigation.
	9	Digitalization for waste reduction	Initiated paperless office practices in Dahej and Others.	Decreased paper waste and environmental footprint.
	10	Organic waste conversion	Converted 9.9 MT of food waste into 3.0 MT of fertilizer in Dahej.	Reduced waste disposal and provided sustainable soil enrichment.
	11	Dust control systems	Installed auto -pulsing dust collectors in Keshwana and Udhampur.	Improved air quality and reduced particulate emissions.
	12	Precision measurement and control	Installed mass flow meters and control valves in Dahej for accurate material handling.	Enhanced process accuracy, reduced waste, and improved safety.
	13	Safety interlocks and pressure relief systems	Implemented safety systems in Sanand and Dahej to prevent overpressure and equipment damage.	Increased operational safety and prevented potential environmental incidents.
	14	Energy-efficient appliances	Replaced non -star rated ACs with 5-star rated models in various locations.	Reduced energy consumption for cooling.
5.	Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.		<p>Dhanuka Agritech Limited has implemented a Business Continuity and Disaster Management Plan to ensure operational resilience, as aligned with BRSR requirements. The plan includes risk assessments, emergency response protocols, and recovery strategies to mitigate disruptions from natural disasters, supply chain issues, or market volatility. Regular training, mock drills, and stakeholder engagement ensure preparedness, while infrastructure at facilities like Dahej and Udhampur incorporates safety standards.</p> <p>Additionally, maintaining the quality of products, protecting the customer base, and preserving the company's brand during emergencies are critical components of the plan.</p> <p>The web link for Risk management plan: https://www.dhanuka.com/corporate-governance/key-policies</p>	
6.	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.		<p>No significant adverse impact has been observed from the value chain, pertaining to the environment. As an adaptation measure, we assess the critical vendors based on ESG parameters and have implemented vendor engagement programs to improve their capabilities, wherever required.</p>	
7.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.		<p>Nil</p>	
8.	How many Green Credits have been generated or procured:		<p>a. By the listed entity : NA b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NA</p> <p>The Company is planning to obtaining green credits in coming years as the company has planned to plant 5000 trees in FY 25-26.</p>	



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
		12
	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	CLI: Crop Life India	National
2	ACFI: Agro Chem Federation of India	National
3	BASAI: Biological Agri Solutions Association of India	National
4	FAI: The Fertiliser Association of India	National
5	BIPA: Bioagri Input Producers Association	National
6	Keshwana Industrial Association	Regional
7	Dahej Industries Association	Regional
8	A.I. Sanand Owners Association	Regional
9	FICCI- associate Member	National
10	CII-Confederation of Indian Industries	National
11	PHDCCI- Star Member	National
12	National Seed Association of India	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	
Nil		

Leadership Indicators

1	Details of public policy positions advocated by the entity:				
	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others – please specify)	Web Link, if available
1	Water Management	Directly and Through Industry Bodies	-	-	-
2	Farmers' training and initiatives for improving the income of the farmers	Directly and Through Industry Bodies	-	-	

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
	A report on each project and its impact on society are taken internally and is reviewed from time to time. The internal teams ensure the implementation of the projects undertaken.					
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
Not Applicable						
3	Describe the mechanisms to receive and redress grievances of the community.					
	<p>The company has a dedicated toll-free helpline, a WhatsApp contact, and an email portal for farmers and community stakeholders to report issues related to product safety, environmental concerns, or service quality, ensuring accessibility across rural areas. Drop boxes at regional offices and partnerships with local agricultural cooperatives facilitate inclusive feedback collection. A structured redressal process, overseen by a dedicated team, ensures timely resolution within defined timelines. Some the initiatives are</p> <ul style="list-style-type: none"> We have a customer care in place, where our R&D experts provide guidance on challenges or problems reported over phone call & if any on ground intervention is required to resolve the problems then the same is being assigned to the respective field officer near to the customer to handle the problem. Dhanuka Kheti Ki Nayi Takneek: Wherein company through its field force of over 1000 people across the country educates the farmer community about the safe and judicious use of pesticides. Dhanuka Doctors: Wherein company has trained around 500 employees to deliver the message of modern farming to the Indian farmer at his doorstep and on his farm. These employees remain in constant touch with the community through field visits, telephonic and email communications. 					
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
	Parameter			FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	
	Directly sourced from MSMEs/ small producers			10.64%	11.6%	
	Directly from within India			72.18%	80.7%	
5	Job creation in smaller towns Disclose wages paid to persons employed (including employees or workers employed on a permanent or non -permanent / on contract basis) in the following locations, as % of total wage cost					
	Location			FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	
	Rural			5%	5.1%	
	Semi-Urban			24%	10.0%	
	Urban			46%	42.4%	
	Metropolitan			24%	42.5%	



Leadership Indicators				
1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):			
	Details of negative social impact identified		Corrective action taken	
	Not Applicable			
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:			
	S.No	State	Aspirational District	Amount spent (In INR)
	Please refer to the Annexure E of the Director's Report			
3	a.	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)		No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized/vulnerable groups.
	b.	From which marginalized /vulnerable groups do you procure?		Not Applicable
	c.	What percentage of total procurement (by value) does it constitute?		Not Applicable
4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:			
	S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)
	The Company has 2 Patents and more than 265 Trademarks registered. The Company is using these Trademarks and Patent in its Business Activities.			
5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.			
	Name of authority		Brief of the Case	Corrective action taken
	Nil			
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
	Please refer to Annexure E of the Director's Report for further details			
PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner				
Essential Indicators				
1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.		The company provides accessible channels such as a toll-free helpline, dedicated email support, WhatsApp, and social media platforms to ensure farmers and consumers can easily report issues related to product safety, quality, or usage. A structured complaint management process, supported by a dedicated team, ensures timely resolution, with clear timelines and escalation mechanisms, while feedback is systematically analyzed to improve products and services. Additionally, Dhanuka engages farmers through field-level workshops and digital platforms, offering localized support in regional languages to address concerns proactively.	
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:			
	Parameters		As a percentage to total turnover (%)	
	Environmental and social parameters relevant to the product		-	
	Safe and responsible usage		100%	
Recycling and/or safe disposal		100%		

Number of consumer complaints in respect of the following:						
	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	NA	NA
Advertising	Nil	Nil	Nil	Nil	NA	NA
Cyber-security	Nil	Nil	Nil	Nil	NA	NA
Quality of Products	45	0	Nil	36	0	-
Delivery of essential services	Nil	Nil	Nil	Nil	NA	NA
Restrictive TradePractice	Nil	Nil	Nil	Nil	NA	NA
Unfair Trade Practices	Nil	Nil	Nil	Nil	NA	NA
Other	110	0	Nil	106	0	-
Total	155	0	Nil	142	0	
Details of instances of product recalls on account of safety issues:						
Type	Number			Reasons for recall		
Voluntary recalls	Nil			NA		
Forced recalls	Nil			NA		
5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.			Yes, the Company has a Cyber Security Policy and the Company Maintains it internally.		
6	Provide 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.			For FY 2024-25, there were no complaints received for issues pertaining to the delivery of essential services, advertising, action taken by regulatory authorities on the safety of products/services		
7	Provide the following information relating to data breaches:					
a.	Number of instances of data breaches along-with impact			Nil		
b.	Percentage of data breaches involving personally identifiable information of customers			NA		
c.	Impact, if any, of the data breaches			NA		
Leadership Indicators						
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).			The Company's website provides detailed information on the products sold region-wise. Website - https://www.dhanuka.com/products		
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.			The company has implemented comprehensive measures to inform and educate consumers about the safe and responsible use of its agrochemical products. These include detailed, multilingual product labelling with clear usage instructions, safety precautions, and environmental impact information; extensive farmer training programs and field demonstrations promoting integrated pest management (IPM) and sustainable practices; and omni-channel engagement through toll-free helplines, digital platforms, and regional-language content to ensure accessibility. Additionally, Dhanuka leverages e-commerce feedback to refine consumer education, collaborates with agricultural cooperatives for		



		rural outreach, and maintains a robust grievance redressal system to address safety concerns promptly. Furthermore, Dhanuka is using QR code on labels of its all products so that the customer can easily identify the genuine product. The Company is also collaborating with the industry associations and the government agencies / launching various programs to educate farmers to purchase the genuine product with bill.
3	Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.	Not applicable
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	No