DIAMOND POWER INFRASTRUCTURE LIMITED

September 2, 2026

Corporate Relations Department
BSE Limited
2nd Floor, P.J. Towers
Dalal Street,
Mumbai – 400 001
Scrip Code: 522163

Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G- Block,
Bandra Kurla Complex, Bandra (E),
Mumbai – 400 051
Scrip Symbol: DIACABS

Sub: **Submission of Business Responsibility and Sustainability Report for FY 2025-26 pursuant to Regulation 34(2)(f) and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2025-26, which forms part of the Annual Report of the Company for FY 2025-26.

We request you to take this on record.

Thanking you,

Yours sincerely,
For Diamond Power Infrastructure Limited

JAYESH RAVJIBHAI PATEL
Digitally signed by JAYESH RAVJIBHAI PATEL
Date: 2026.09.02 13:17:44 +05'30'

Jayesh Patel
Company Secretary and Compliance Officer
ICSI Mem. No.: A14898

Encl: As above

Regd. Office & Factory: Vadadala, Phase - II
Savli, Vadodara, Gujarat, India-391520
CIN: L31300GJ1992PLC018198
Email: cs@dicabs.com, Website: www.dicabs.com
Tel No.- 02667-251354/251516
Fax No.-02267-251202

Business Responsibility and Sustainability Report

Section A: General Disclosures

I. Details of the listed entity:

Sl. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L31300GJ1992PLC018198
2.	Name of the Listed Entity	Diamond Power Infrastructure Limited ('the company (Dicabs')
3.	Year of Incorporation	1992
4.	Registered Office Address	Vadadala, Phase – II, Savli, Vadodara, Gujarat, India-391520
5.	Corporate Office Address	Westgate (True Value) Block D, 17th Floor, Office No 1703 to 1707, Nr YMCA Club, SG Highway, Makarba, Ahmedabad – 380051, Gujarat, India
6.	E-mail	nivedita.pandya@dicabs.com
7.	Telephone	02667251354
8.	Website	www.dicabs.com
9.	Financial Year for which reporting is done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital	₹ 52,69,71,060/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Nivedita Pandya, Sustainability Officer Phone No.: 02667-251354/251516
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made in this report are on a standalone basis.
14.	Name of assurance provider	-
15.	Type of assurance obtained	-

II. Products/Services:

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Cables/ Conductors	Manufacturing of Cable and Conductors	100%

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

Sl. No.	Product/Service	NIC Code	% of Turnover contributed
1.	Cables and Conductors	2732	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	1	3	4
International	0	0	0

19. Markets served by the entity

(a) Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	0

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

0

(c) A brief on types of customers

Diamond Power Infrastructure Limited manufactures power cables and conductors and caters to a diversified customer base across Power Transmission & Distribution, Infrastructure, Renewable Energy, Oil & Gas, Railways & Transportation, Real Estate, Industrial, Manufacturing, Metals & Mining, Cement, Telecommunications and Data Centres, among other sectors. Its customers include utilities, power companies, PSUs, EPC contractors, infrastructure developers and industrial customers. The Company primarily reaches its customers through direct institutional sales, EPC contractors and channel partners.

IV. Employees

20. (a) Employees and workers (including differently abled):

Sl. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	195	181	92.82	14	7.18
2.	Other than Permanent (E)	59	46	77.97	13	22.03
3.	Total Employees (D+E)	254	227	89.37	27	10.63
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1200	1200	100%	0	0
6.	Total workers (F+G)	1200	1200	100%	0	0

(b) Differently abled employees and workers

Sl. 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 employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	18	18	100%	0	0
6.	Total workers (F+G)	18	18	100%	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. & % of Females	
		Number (B)	% (B/A)
Board of Directors (BOD)	6	1	16.67%
Key Management Personnel (KMP)*	2	1	50.00%

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

Particulars	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6	1	7	6	2	8	4	0	4
Permanent Workers	0	0		0	0		0	0	

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

	Name of the holding/subsidiary/ associate/companies/joint ventures (A)	Indicate whether holding / subsidiary/ associate / joint venture	% of shares held by listed entity	Does the entity indicated at cloumn A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	DICABS Nextgen Special Alloys Private Limited	Wholly-owned Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹) : ₹ 1944,46,67,694/-

(iii) Net worth (in ₹): (614,56,19,160)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filled during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filled during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes Refer link	0	0	0	0	0	NIL
Investors (other than shareholders)	Yes Refer link	0	0	0	0	0	NIL
Shareholders	Yes Refer link	10	10	Resolved	0	0	NIL
Employees and workers	Yes Refer link	0	0	0	0	0	NIL
Customers	Yes Refer link	0	0	0	0	0	NIL
Value Chain Partners	Yes Refer link	0	0	0	0	0	NIL
Other (please specify)	Yes Refer link	0	0	0	0	0	NIL

Communities – DICABS engages with experts in respective fields by appointing consultants for specific projects, programs and activities. The communities can raise concerns, provide feedback on ongoing projects, and raise grievances related to projects/ programs/ activities, by accessing dedicated email id: enquiry@dicabs.com

Shareholders – The Company has Secretarial Department and Stakeholders Relationship Committee to manage shareholder relations. It has effective systems and processes in place to ensure prompt redressal of investor grievances. Details of investor complaints received by the Company are filed on a quarterly basis with the Stock Exchanges where the Company's shares are listed. Investors and shareholders have direct access to the Company Secretary and Compliance Officer via a dedicated email id: cs@dicabs.com

Employees and Workers – The Company through its 'Whistle-Blower Policy', Investigation Policy, Disciplinary Action Policy, Prevention of Sexual Harassment Policy, Code of Conduct seeks to address employee concerns and complaints or any other grievances. It allows not only employees and workers but also other stakeholders to report grievances. It also ensures that complainants are protected with full anonymity and any anti-retaliation or victimisation practices.

Customers – The Company's core focus is on customer-centricity. The Company provides various avenues to customers for providing feedback and raising their grievances. DICABS has setup a dedicated customer care service that resolves customer grievances and quality and product related complaints via different mechanisms including email id: inquiry@dicabs.com. The Company collates the information provided by its customers and utilises the inputs to innovate and provide better products.

Value Chain Partners – Value Chain Partners, includes suppliers, service providers, vendors, customers, consultants, contractors, dealers, distributors, institutional customers, business associates. Value chain partners have the option to raise concerns through the Whistle-Blower Policy.

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

Various material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the Company's business are as indicated below:

Sl. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1.	Climate Change and Energy Strategy	Opportunity	DICABS offers a diverse range of eco-friendly solar energy solutions in the domestic market, underscoring our commitment to sustainability. Our innovative power cables, and electron-beam irradiated cables cater to the growing global demand for sustainable products, driven by increasing consumer awareness of environmental issues. We are going to increase our supply voltage from 11 KV to 66 KV, the system will become more energy efficient, reducing the need for excess electricity generation, fossil fuel consumption , and greenhouse gas emissions- ultimately lowering the carbon foot print. We are switching from boiler based XLPE curing to hot water generator curing. This improves energy efficiency, reduces fossil fuel consumption, minimizes water wastage – resulting in a lower overall carbon footprint for XLPE cable manufacturing. We are increasing power cable production through CCV lines. This helps lower energy use , reduce fossil fuel dependence, minimize waste and optimize efficiency , all of which contribute to a lower carbon foot print.	NA	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
			Through advanced technology, we empower our customers and collaborate to combat climate change while enhancing energy efficiency. This transition to renewable energy reflects our dedication to environmental responsibility and green initiatives, ensuring the long-term sustainability of our business. Embracing renewable energy not only helps mitigate climate change but also provides long-term cost savings for DICABS. We incorporate various alternative power purchase agreements to enhance renewable energy usage in our operations. This positions us as a customer-focused provider of solar solutions, actively addressing critical environmental challenges.		
2.	Climate Risk Action/Climate Change	Risk	▪ Physical risks from climate change can disrupt business operations. Additionally, transition risks associated with climate change may alter market dynamics for certain sectors, impacting asset values. Increased regulatory requirements could also lead to higher compliance costs.	▪ DICABS incorporates various alternative energy sources such as wind-solar hybrid systems and innovative power purchase contracts to enhance renewable energy consumption in its operations. ▪ We are proactively addressing climate risks by investing in resilient infrastructure, adapting to market shifts, setting internal targets and staying ahead of regulatory changes.	Negative
3.	Labour Management	Opportunity/ Risk	▪ For a manufacturing organization like DICABS, adherence to labor management and labor laws is crucial. Given our labor-intensive operations, human rights concerns pose a significant risk. Violations of human rights or non-compliance with statutory regulations could lead to severe financial and reputational repercussions. ▪ To address these risks, we have implemented comprehensive mechanisms for labor management, ensuring all necessary checks and measures are in place.	▪ DICABS ensure compliance with all relevant labour rules and regulations. Additionally, the "equal opportunity policy for persons" guarantees that every employee has the right to work in an environment that upholds the dignity, self-worth, and fundamental human rights of all individuals. ▪ DICABS has adopted the "Human Rights Policy" committed to preventing human rights violations, promoting a culture of diversity and inclusion and empowering stakeholders.	Positive/Negative
4.	Responsible Supply Chain	Opportunity/ Risk	DICABS acknowledges the increasing demand from investors, customers, and regulators to address ESG risks in supply chains. Neglecting sustainable supply chain practices exposes Companies to risks like labour disruptions, health and safety incidents, human rights issues and raw material shortages. Sustainable sourcing of these materials is crucial for ensuring continuous supply and future business growth.	DICABS have significantly improved our supply chain management by diversifying suppliers and implementing sustainable sourcing practices. DICABS has developed enduring relationships with key raw material suppliers, many of whom adhere to sustainability best practices.	Positive/Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
5.	Water Management	Risk	▪ Water availability and quality are crucial for DICABS operations. Water scarcity risks disruptions, supply chain challenges, rising costs, and health/safety issues for employees and communities. ▪ Water management is a key material issue, especially in water stressed areas. Water related issues leads to regulatory actions impacting production capacities.	▪ Initiated implementations incude water recycling, rainwater harvesting across plant, exploring alternatives. ▪ Additionally, comprehensive training sessions have been conducted to educate employees and workers, raising awareness and minimizing water wastage.	Negative
6.	Waste Management	Risk	Being Manufacturing Companies, proper waste handling and disposal are crucial to protect the environment, ensure safety and avoid penalties, inappropriate waste management practices result in fines, litigation risks, and operational disruptions due to non-compliance.	DICABS has adopted practices aimed at reducing waste generation at the source, such as process optimization and material efficiency. We have provided training for employees on best practices in waste management, including proper segregation and disposal techniques. DICABS has made agreement with Vendors approved & authorized by GPCB for safe Disposal of hazardous waste generated during production process.	Negative
7.	Employee training and development	Opportunity	▪ Ensuring consistent quality in our operations require ongoing training and skill enhancement for our employees and workers. A tailored leadership development program identifies relevant growth opportunities aligned with our strategic goals. ▪ To develop the skills of employees & workers, job specific, safety awareness trainings are provided.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and Management Processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes ▪ Anti-Bribery Policy ▪ Conflict of Interest Policy ▪ Code of Conduct	Yes ▪ Quality Policy ▪ Occupational Health, Safety and Environment Policy ▪ Code of Conduct	Yes ▪ Code of Conduct ▪ Whistle Blower Policy ▪ Human Rights Policy ▪ Occupational Health safety & Environment Policy ▪ Policy for Prevention of fraud ▪ Suppliers Code of Conduct	Yes ▪ Whistle Blower Policy	Yes ▪ Human Rights Policy ▪ Equal Opportunity Policy ▪ POSH Policy ▪ Code of Conduct	Yes ▪ Occupational Health safety & Environment Policy	Yes ▪ Code of Conduct	Yes ▪ Equal Opportunity ▪ Policy ▪ Code of Conduct	Yes ▪ Code of Conduct ▪ Quality Policy ▪ Data Protection & Privacy Policy ▪ Whistle Blower Policy ▪ Code of Conduct
b. Has the policy been approved by the Board? (Yes/No)	The Policies are approved and adopted by Board								
c. Web Link of the Policies, if available	Policies are available on the website of the Company i.e https://dicabs.com/investor/policies-code-of-conduct-practices/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea standards (e.g. SA 8000, OHAS, ISO, BIS) adopted by your entity and mapped to each principle.	▪ **ISO 9001: 2015 (QMS) – Product/Service and Quality** Design, development, manufacturing and marketing of distribution & transmission conductors, LT power/control cables up to 1.1 kV, HV/EHV XLPE cables up to 220 kV and Manufacturer of aluminium and aluminium alloy wire rods. Valid until 04.08.2026. ▪ **ISO 14001:2015 (EMS) including Environmental Waste Management and** Product Stewardship Design, development, manufacturing and marketing of distribution & transmission conductors, LT power/control cables up to 1.1 kV, HV/EHV XLPE cables up to 220 kV and Manufacturer of aluminium and aluminium alloy wire rods. Valid until 04.08.2026. ▪ **ISO 45001:2018 (OH&S) – Occupational Health and Safety Management** Design, development, manufacturing and marketing of distribution & transmission conductors, LT power/control cables up to 1.1 kV, HV/EHV XLPE cables up to 220 kV and Manufacturer of aluminium and aluminium alloy wire rods. Valid until 04.08.2026. ▪ **ISO/IEC 17025:2017 / NABL** Standard for Dicabs Electrical and physical test laboratories for cables and conductors. "General Requirement s for the Competence of Testing. Valid until 07.11.2028. ▪ **ISO 14040:2006 & ISO 14044:2006 – Life Cycle Assessment (LCA)** Product Life Cycle Assessment (LCA) Report for 33 KV Cable & Zebra AL59 Conductor ▪ **ISO 14025 & EN 15804:2012+A2:2019 – Environmental Product Declaration** (EPD) Report Environmental Product Declaration (EPD) Report for 33 kV Cable and Zebra AL59 Conductor.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We believe that our commitment to environmental sustainability enhances resilience of our business, the quality of service we provide and value creation for our diverse groups of stakeholders both internal and external. To create a tangible difference for our communities & environment and to support our sustainability strategy, we have internally set targets across critical areas such as climate change, waste and responsibility supply chain, diversity & inclusion, employee training. The Company will continue to enhance the strategy and roadmap, striving to update our goals and streamline processes for greater efficiency.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Nation Building, our core purpose is to drive India's economic growth in a way that directly enhances the wellbeing of its citizens. We achieve this by strategically investing in businesses that act as engines of national development. We are deeply committed to embedding Environmental, Social, and Governance (ESG) principles into every facet of our operations. These principles are not just responsibilities — they are integral to our identity. By aligning our business with ESG values, we strengthen organizational resilience, foster a culture of responsibility, and create sustainable, long-term value. This approach enables us to proactively identify opportunities, manage risks, and safeguard the interests of all stakeholders. Our business inherently contributes to climate change mitigation, but our impact extends much further. Our initiatives bring about transformative change by generating local employment and building robust local supply chains, thereby accelerating regional economic development and promoting inclusive, sustainable growth. Beyond economic impact, we drive meaningful social change through focused programs in healthcare, education, women's empowerment, water conservation, and community infrastructure. Strong governance underpins our leadership in ESG. It ensures accountability, transparency, and ethical conduct — the foundation upon which we continue to build a resilient and responsible future.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Nivedita Pandya,Sustainability Officer								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the company has sustainability committee.								

10 (a). Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

Subject for Review	Indicate whether review was undertaken by Director Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Performance against the above mentioned policies and follow up action is reviewed by the Board of Directors, Audit Committee, Stakeholders Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee and Sustainability Committee as applicable. Reviews are conducted whenever an update is required due to change in applicable laws								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No non-compliances were observed during the reporting period.								

(b). Details of Review of NGRBCs by the Company: Frequency (Annually/ Half yearly/ Quarterly/ Any other -please specify)

Subject for Review	Indicate whether review was undertaken by Director Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Performance against the above mentioned policies and follow up action is reviewed by the Board of Directors, Audit Committee, Stakeholders Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee and Sustainability Committee as applicable. Reviews are conducted whenever an update is required due to change in applicable laws								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No non-compliances were observed during the reporting period.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Subject for Review	Indicate whether review was undertaken by Director Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	DICABS has not conducted any independent assessment of its policies during the reporting period								

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

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmers
Board of Directors	3	Updating about scale and details of operations of the Company Updating on recent changes in the regulatory requirements Information Security Policy, CSR Policy	100%
Key Managerial Personnel	2	Key Managerial Personnel (KMP) of the Company were familiarized with the whistleblower policy, the company code of conduct, supplier code of conduct, anti-bribery policy, environmental awareness, diversity and inclusion, cybersecurity and information systems, innovation and strategic thinking, as well as health and safety practices.	100%
Employees other than BoD and KMPs	247	Upgrading about & related functional work, Health and safety. operations of the Company Updating on recent changes in the regulatory requirements Information Security Policy, CSR Policy	96
Workers	1200	Upgrading skills, Health and safety.	100%

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

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

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

Non-Monetary				
	NGRBC Principle	Name of the regulartory/enforcement agencies/judicial institutions	Brief of Case	Has an appeal been preferred(Yes/No)
Imprisonment				
Punishment		Nil		

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed : Not Applicable

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

Yes, the Company has an Anti-Bribery and Anti-Corruption Policy, available on our website. DICABS is committed to fostering honest and ethical business practices and strives to eliminate all forms of corruption while ensuring compliance with applicable laws. The policy is designed to meet legal and regulatory requirements, establishing a comprehensive framework with guidelines for giving and receiving gifts, commercial courtesies, and hospitality in accordance with anti-corruption laws. The Human Resources Department plays a key role in training employees to prevent bribery and corruption. The Head of Human Resources oversees the implementation and monitoring of this policy across the Company.

Link to access the policy: https://dicabs.com/investor/policies-code-of-conduct-practices/

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

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

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

There were no complaints received in relation to issues of conflict of interest of the Directors and KMPs during the reporting period FY 2025-26 and FY 2024-25

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

Particulars	FY 2025-26	FY 2024-25
Number of days of account payables	65 days	53 days

9. **Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties,in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading of Purchaseshouses as % of total purchases	4.17%	46.39%
	b. Number houses of trading where purchases are made from	217	232
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	70.33%	95.54%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	30.88%	42.45%
	b. Number of dealers / distributors to whom sales are made	64	75
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	89.64%	80.70%
Concentration of Sales	a. Purchases (Purchases with related parties / Total Purchases)	57.02%	5.17%
	b. Sales (Sales to related parties / Total Sales)	5.31%	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	73.82%	100%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year: Leadership Indicators**

S. No.	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	1	Supply Chain	1

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

   The Company has established a Code of Conduct for its board members and senior management. This Code outlines potential conflict-of-interest scenarios and details the reporting process for such incidents. Board members and senior management are required to submit an annual declaration to the secretarial team, confirming their adherence to the Code of Conduct.

   The Company has put in place a conflict of Interest Policy to manage conflicts across the organization. A conflict of Interest Policy to manage conflicts across the organization. A conflict of Interest arises when personal, financial or other outside interests, whether direct or through immediate family, could influence an individual, ability to act in the Company's best interest.

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.**

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0.85%	0.31%	Development of advance conductors with higher capacity to reduce right of way for transmission line & consequential reduction in environmental & social impact Also, development of fire survival cable for enhanced fire safety for reduction in social impact
Capex	1.45%	0.72%	Investment expanded capacity for MVCC cable, fire resistant for public safety. these upgrades strengthen compliance with internation safety and environmental standards.

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

Yes, DICABS manufactures products using restricted raw materials. These raw materials are predominantly sourced from reputable suppliers who are well known for their commitment to sustainability.

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

For the financial year 2025-26, 85% of inputs were sourced sustainability. This indicates a significant commitment to sustainable practices in the sourcing of raw materials

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

   DICABS has established procedures and systems for handling waste, including the identification, collection, segregation, and disposal of both hazardous and non-hazardous waste. The company disposes of hazardous waste from its manufacturing facilities through vendors authorized by the Central Pollution Control Board (CPCB).

   DICABS is committed to enhancing its strategies for the identification, assessment, and safe management of product disposal processes. The company has intensified its focus on a circular design philosophy aimed at minimizing waste and reducing environmental impact. It manages the product lifecycle of its main products using a cradle-to-cradle design approach, wherein input materials are repurposed or recycled indefinitely."

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

   Yes, Extended Producer Responsibility (EPR) applies to DICABS. The company is actively working to broaden its waste collection strategy in alignment with applicable guidelines. Its focus is on maintaining efficient and effective waste management while simultaneously raising awareness about the importance of responsible waste disposal practices. DICABS is optimistic about the positive impact these initiatives will have on its environmental stewardship efforts.

   The hazardous waste collection processes are in line with EPR guidelines, and further steps are being taken to ensure more efficient and effective waste management.

Leadership Indicators

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

S. No.	NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
1	2732	Aluminum Cable 3*300 A2XFY W.C 19/33 KV	100%	Cradle to Gate	Yes-SIPL Pvt Ltd. Background LCA and Final EPD report.	No
2	2732	AL-59 Conductor	100%	Cradle to Gate	Yes-SIPL Pvt Ltd. Background LCA and Final EPD report.	No

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.**

   No

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).**

S. No.	Indicate input material	Recycled or re-used input material to total material	
		FY 2025-26	FY 2024-25
1	Aluminium / Alloy Raw material	3.52%	1.28%
2	Poly Vinyl Chloride	0.58%	2.19%

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 follwing format:**

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	6.0	0	0	6
Other waste	0	0	0	0	0	0

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1	Cable	3.1
2	Conductor	2.3

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	181	181	100%	181	100%	0	N/A	181	100%	0	N/A
Female	14	14	100%	14	107.69	14	100%	0	N/A	14	100%
Total	**195**	**195**	**100.52%**	**14**	**7.22**	**14**	**7.22%**	**181**	**93.30%**	**14**	**7.22%**
Other than Permanent employees											
Male	46	46	100%	46	100%	0	N/A	46	100%	0	N/A
Female	13	13	100%	13	100%	13	100%	0	N/A	13	100%
Total	**59**	**59**	**100%**	**59**	**100%**	**13**	**22.03%**	**46**	**77.97%**	**13**	**22.03%**

1. (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	0	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Female	0	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Total			N/A		N/A		N/A		N/A		N/A
Other than Permanent workers											
Male	1200	1200	100%	1200	100%	0	N/A	0	N/A	0	N/A
Female	0	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Total	1200	1200	100%	1200	100%		N/A		N/A		N/A

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the company	0.38	0.58

2. Details of retirement benefits

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	100%	100%	WC poilicy	100%	100%	WC Policy

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.**

   The Company is dedicated to increasing workforce inclusivity by enhancing the accessibility of its manufacturing facilities and offices for individuals with disabilities. We are actively working to expand our efforts and ensure that all facilities and opportunities are equitably accessible to everyone.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

   Yes, the Company has a 'Equal Opportunities Policy' which emphasises on equal & inclusive treatment along with zero tolerance for discrimination. "Respect" is a core value at DICABS, where we celebrate individuals for their unique qualities and prioritise their well-being, while also acknowledging and appreciating their efforts and contributions. Equal working conditions are encouraged under the policy. DICABS is dedicated to being an equal opportunity workplace with gender-neutral compensation policies and norms. The link of the policy is https://dicabs.com/investor/policies-code-of-conduct-practices/

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%**	**100%**	**100%**	**100%**

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	DICABS has an established grievance redressal mechanism to provide employees and workers with accessible channels to raise concerns and report grievances. The Company promotes transparency and open dialogue between employees and their managers, irrespective of employment status, through channels such as the Suggestion & Complaint Box, Tool Box Talk, Work Committee, and the dedicated email address grievances@dicabs.com. This commitment is further supported by policies including the Code of Conduct, Whistleblower Policy, Human Rights Policy, OHSE Policy, and Policy for Prevention of Fraud, which provide avenues for reporting inappropriate or illegal practices.
Other than Permanent workers	
Permanent Employees	
Other than Permanent Employees	

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

   DICABS does not have any employees or worker unions or associations. However, in line with the Policy on Respect for Human Rights, the Company recognises right to freedom of association.

8. **Details of training given to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	227	213	93.83%	207	91.19%	142	130	91.55%	120	84.51%
Female	27	26	96.30%	24	88.89%	9	8	88.89%	8	88.89%
Total	254	239	94.09%	231	90.94%	151	138	91.39%	128	84.77%
Workers										
Male	1200	1200	100%	1200	100%	789	789	100%	687	87.07%
Female	0	0	N/A	0	0	0	0	N/A	0	N/A
Total	0	0	N/A	0	100%	789	789	100%	687	87.07%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B / A)	Total (C)	No.(D)	% (D / C)
Employees						
Male	227	227	100%	142	142	100%
Female	27	27	100%	9	9	100%
Total	254	254	100%	151	151	100%
Workers						
Male	1200	1200	100%	789	789	100%
Female	0	0	N/A	0	0	N/A
Total	1200	1200	100%	789	789	100%

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

Yes, DICABS recognizes the importance of identifying work-related hazards to ensure the safety of its personnel. The Company's manufacturing facilities are covered OH&S ISO 45001:2018 compliant, demonstrating commitment to occupational health and safety in operation. In addition, DICABS has implemented an occupational health and safety management system at all its locations. Further, mental wellbeing campaigns and Safety sessions are also conducted to improve the overall wellbeing of employees and workers. A Hazard Identification Risk Assessment study is being done for all operational process and improvement plan for Health & Safety is developed, which includes monthly safety themes, targets and action plans to enhance practices including celebrating National Safety Day on every year covered by various types of safety activities & awarded. Various entertainment programmers, First Aid Training, fire and safety drills, demonstrations, competitions and sports events are organized with the motto of educating the employees and workers on aspects relating to health and safety.

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

Yes, DICABS 'Occupational Health, Safety, and Environment (OHSE) Policy' aims to achieve excellence and leadership in health, safety, and environmental protection through continuous improvement in its management system. Hazard identification is crucial to mitigate risks to as low as reasonably possible for routine processes and a Permit to Work system ensures safety for non-routine tasks.

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

Yes, at DICABS, workers participation have access to internal channels, such as Safety meetings with management, to report work-related hazards. Employees are empowered to pause and remove themselves from unsafe situations and receive training to identify potential hazards. Regular joint inspections are conducted on the shop floor by factory managers and workers, followed by corrective and preventive actions to address any identified risks.

To promote transparency and openness, employees are encouraged to raise safety concerns in meetings and Departmental Open Forums. The Company expects any worker who becomes aware of or suspects unsafe working conditions or other safety issues to report them immediately to their immediate superior, factory manager, or site EHS safety leader. Prompt measures are taken to address and mitigate any work-related hazards.

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

Yes, our workers / employees' health and well-being are our top priority. We are committed to fostering a workplace environment that encourages our employees and workers to be the healthiest and happiest versions of themselves. Employees and workers have access to medical Checkup and healthcare services apart from which they also have access to non-occupational medical and healthcare service and are also covered under the company's health insurance policy.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

*including in the contract workforce

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

The Company undertakes various fundamental measures such as:

- Regular safety and health training sessions
- Enforcement of safety protocols and policies
- Routine inspections and audits
- Provision of adequate personal protective equipment (PPE)

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

No complaints were made on working conditions and health and safety conditions by employees and workers during meetings.

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% EHS compliance in workplace area. Also third party safety audit conducted by Gujarat safety council, Vadodara100%
Working Conditions	100% workplace safety standards followed in plant100%

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.

The Company conducts regular routine safety procedure reviews at its own manufacturing units. Identified issues are promptly resolved with the support of on-site safety personnel.

Leadership Indicators

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

Yes, DICABS provides comprehensive support for its employees (A), Workers (B), and their families in case of unfortunate events:

- Medical Insurance: All employees and workers are covered under group medical insurance to provide financial support to employees at the event of illness.
- Accident Policy: The Company has accident policy to support the families of employees in the event of accident.
- All employees are covered in EPF act and also covered under Employees State Insurance Corporation as per applicability.
- All employees & workmen are covered in Workmen Compensation policy.
- Additional Support: In addition to medical & Accidental insurance, DICABS may offer additional benefits or support to assist the aggrieved family during such difficult times.

The above comprehensive approach underscores DICABS commitment to the well-being and security of its employees and their loved ones.

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

The Company ensures that all mandatory payments related to transactions are deducted and deposited in compliance with current regulations. This process is subject to review during both internal and statutory audits. We expect our value chain partners to adhere to business responsibility principles and maintain high standards of transparency and accountability. Additionally, the service contract between DICABS and the service provider includes a clause under 'Payment Terms' requiring the service provider to make necessary statutory payments, such as Provident Fund (PF) and Employee State Insurance (ESI).

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

DICABS committed to supporting our employees throughout every stage of their careers, including times of transition. Our Transition Assistance Programs are designed to help individuals navigate career changes resulting from retirement or employment termination. We provide career counseling, skill development workshops, job placement assistance, and financial planning resources to ensure continued employability and a smooth transition into new opportunities. By offering guidance and support, we empower our employees to confidently take the next steps in their professional journey, whether pursuing new career paths or preparing for a fulfilling retirement.

5. **Details on assessment of value chain partners:**

The company has not yet commenced the process of assessing Value Chain Partners. The Company is not covered by BRSR Core. We aspire to carry out such assessments in the years to come.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	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.**

No significant impact/risks have been observed.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company's stakeholders are essential partners in the value creation journey. The Company defines stakeholders as individuals, groups, or institutions impacted by our business activities. Engaging with stakeholders enables the Company to share the vision and purpose, while also incorporating their concerns into the decision-making processes. The Company employs a systematic approach to identifying stakeholders, including those impacted by the Company's products and services. Here's a structured approach to identifying these stakeholders:

- Define Stakeholder Criteria
- Conduct Stakeholder Mapping
- Analyze Stakeholder needs and expectation
- Evaluate Stakeholder Influence and Impact
- Consultation and Feedback
- Document and Communicate
- Integrate into Strategy

2. **List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

S. No.	Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meeting, 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	Customers	No	Customer meets, Social Media, Electronic communication such as WhatsApp and Emails	Quarterly and need basis	Updates about various schemes, Complaint Resolution and Query Clarification
2	Shareholders/ Investors	No	Email/Website/newspaper/ Investor Relations/Webpage/ Annual General Meeting (AGM)/ Quarterly condensed financial Statements & Annual report	Quarterly/ Annual/Need basis	▪ Financial and Operational ▪ Performance ▪ Business updates ▪ Corporate Governance and Ethical practices ▪ Timely disclosures and regulatory compliance
3	Vendors	No	Email and Meetings	Need basis	Feedback from market, Operational Lapses, Adherence to processes, Accounts, Supply Planning
4	Government agencies, regulatory bodies and local authorities Government agencies, regulatory bodies and local authorities	No	▪ Disclosures and filings for compliance reporting ▪ Meetings with authorities for permissions/approvals	As and when required	Government and regulatory bodies are vital for ensuring compliance with laws and regulations, fostering transparency, and running business operations smoothly. Key areas of interest: ▪ Compliance monitoring and reporting ▪ Policies ▪ Regulations related to Product Safety and Quality ▪ Labour-related Regulations ▪ Environmental, Social, and Governance (ESG) issues related to the manufacturing industry

S. No.	Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meeting, 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
5	Employees (on roll and contractual workforce)	No	Email and Meetings and Electronic Communications	Need basis	DICABS strives to enable its human capital to maximise its true potential as they are the backbone of our organisation; driving innovation, productivity and ultimately, our Success. Key areas of interest: ▪ Trainings and Skill Upgradation ▪ Career Development ▪ Long Service Awards ▪ Diversity and equal opportunity ▪ Performance management ▪ Employee relationships ▪ Wellness & Safety ▪ Policy and Process Changes ▪ Employee Benefits ▪ Leave announcements. ▪ Rewards and recognition ▪ Organisational culture/ workplace, and ▪ Grievances redressal ▪ Company's growth plans & performance ▪ Annual Budget / Operating Plan ▪ Birthday Celebrations ▪ Plantation In Factory premises ▪ Sports Activities ▪ Work Anniversary

Leadership Indicators

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

   Stakeholder consultation is a crucial aspect of our company's approach to identifying and addressing environmental and social issues. Through active engagement with stakeholders, we pinpoint areas with significant environmental and social impacts. The insights gained from these consultations are reviewed and discussed with senior leadership and the board, forming the foundation of our Environmental, Social, and Governance (ESG) strategy. Our sustainability and community initiatives are shaped by these interactions, ensuring that our strategies are aligned with stakeholder expectations and address key concerns effectively.

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

   Yes. The Company engaged with various stakeholders to identify and manage DICABS material issues. We engage with our internal and external stakeholders on sustainability issues by way of surveys and training, encouraging employee participation and feedback. The Company conducts knowledge sharing events and training programs and sustainability topics for its stakeholders including employees. These sessions foster deliberations, evaluations, discussions and serve as basis for review/amendments to the various policies, codes and procedures adopted by the Company based on stakeholder inputs. The company is also committed to capacitating its value chain partners in building resilient and sustainable business enterprises.

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

   The Company regularly engage itself with the marginalized stakeholder group in the vicinity to address their health issues, measures for prevention of exploitation of villagers, etc.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	195	195	100%	151	151	100%
Other than Permanent	59	59	100%	25	25	100%
Total Employees	254	254	100%	176	176	100%
Workers						
Permanent	0	0	N/A	0	0	N/A
Other than Permanent	1200	1200	100%	789	789	100%
Total Workers	1200	1200	100%	789	789	100%

2 (a).Details of minimum wages paid to employees and Employees, in the following format: Current Financial Year

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal Minimum Wage	To	More than MinimumWage		Total(D)	Equal Minimum Wage	To	More than MinimumWage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	195	0	0	195	100%	151	0	0	151	100%
Male	181	0	0	181	100%	142	0	0	142	100%
Female	14	0	0	14	100%	9	0	0	9	100%
Other than Permanent	59	0	0	59	100%	25	0	0	25	100%
Male	46	0	0	46	100%	21	0	0	21	100%
Female	13	0	0	13	100%	4	0	0	4	100%
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	1200	450	37.50%	750	62.50%	789	510	64.64%	279	35.36%
Male	1200	450	37.50%	750	62.50%	789	510	64.64%	279	35.36%
Female	0	0	0	0	0	0	0	0	0	0

3 (a). Details of remuneration/salary/wages Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	142500	1	375000
Key Manageria Personnel	0	0	1	104216
Employees other than BoD and KMPs	227	45000	26	45000
Workers	1200	13327	0	0

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	8.46%	8.70%

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, the Company has a comprehensive process and grievance redressal mechanism for human rights outlined in its Human Rights Policy. Grievances are reviewed by the Compliance Officer and then presented to the Board for disciplinary action.

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

DICABS has established a clear internal mechanism to address human rights grievances efficiently under our 'Human Rights Policy', openly available to all stakeholders, and applicable to all employees, directors, and officers. This policy addresses a wide range of issues including sexual harassment, misuse of authority, human trafficking, workplace safety, dignity, child and forced labour, equality, anti-bullying, and harassment. DICABS believes in taking feedback from its stakeholders and also has a redressal mechanism for dealing with the grievances. The feedback and grievances reported by the employees and stakeholders are confidential and secure. Employees can report issues confidentially in writing or via mail, along with supporting documents, and the names and addresses of the witnesses, to any member of the Internal Committee in writing with the Aggrieved Woman's signature, within 3 months of occurrence of the incident of Sexual Harassment. Additionally, DICABS has set up robust policies such as the Whistle Blower Policy and the Sexual Harassment Redressal Policy to provide secure ways for stakeholders to express grievances at any time where complaints are handled by the Audit Committee of the Board.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL			NIL		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

   Dicabs is committed to a workplace free of harassment, including sexual harassment at the work place and has zero tolerance for such unacceptable conduct. We has a well defined process to address Code of Conduct violations, Human Rights, Discrimination, harassment and POSH related complaints. All things are handled very confidentially by designated committee members.

   Our Whistle Blower policy ensures the confidentiality of complaints, allowing anonymity, if desired.

9. **Do human rights requirements form part of your business agreements and contracts?**

   (Yes/No)

   No, though not explicitly all business contracts and agreements cover the statutory and governance aspects so made applicable by the statute.

10. **Assessments for the year:**

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

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

    The Company aims at educating all our workers, suppliers, and employees on societal issues. No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year, and none are pending at the end of the reporting year. To mitigate and avoid any potential risk which may arise, the company has robust policies in place. Our training programs ensure that employees are equipped with the necessary knowledge to identified risks and concerns effectively. Internal audits, assessments and ISO certifications help us remain vigilant in identifying and addressing any risks or concerns.

Leadership Indicators

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

   While we have not received any specific complaints, the organisation acknowledges the importance of addressing Human Rights as is evident through the mandatory training on topics like Code of Conduct, respecting diversity, and inclusivity at workplace. Our Whistleblowing mechanism serves as a guide in dealing with improper behavior, and we have introduced appropriate channels to all our stakeholders enabling them to report any ongoing misconduct.

   Our Human Rights Policy recognises protecting the dignity of all human beings.

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

   Exclusive human rights due diligence is not yet conducted.

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

   Ongoing efforts are going on to include enhancing our infrastructure to improve accessibility for differently-abled employees and visitors across all areas of our premises, including workspaces, restrooms, common areas, and circulation zones at all locations for differently abled individuals.

4. **Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	NIL
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

No significant impact/risks have been observed.

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:**

(Units in MJoule)

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	8,23,07,088	6,47,32,176
Total fuel consumption (E)	2,17,71,360	1,30,76,460
Energy consumption through other sources (F)	0	0
Total energy consumption (D+E+F)	10,40,78,448	7,78,08,636
Total energy consumption (A+B+C+D+E+F)	10,40,78,448	7,78,08,636
Energy intensity per rupee of turnover (Total energy consumption/Revenue from operations)	0.053519906	0.04001127
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)#	1.105721252	0.826632834
Energy intensity in terms of physical output	0	0
Energy intensity (optional) - the relevant metric may be selected by the entity	0	0

#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 for India which is 20.66. For FY 23-24, PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 was considered.

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

NO

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

NO

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not applicable, as Diamond Power Infrastructure Limited does not fall under the PAT scheme of the Government of India.

3. **Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kilolitres): Water withdrawal by source (in kilolitres)**

(units in kilolitres)

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	25034.52	17296
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	25034.52	17296.00
Total volume of water consumption (in kilolitres)	25034.52	17296
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.000012873416	0.00000155
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)#	0.000265965	0.00003203
Water intensity in terms of physical output (total water consumption in kilolitres/total production in in kilometer)	0.962572	0.3325
Water intensity (optional) - the relevant metric may be selected by the entity	0	0

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 and 2025 by International Monetary Fund for India which is 20.66 was considered.

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

No

4. **Provide the following details related to water discharged:**

(units in kilolitres)

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment please specify level of treatment water	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment please specify level of treatment water	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment please specify level of treatment water	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment please specify level of treatment water	0	0
(v) Others	0	0
- No treatment	0	3459.20
- With treatment please specify level of treatment water	6376.07	0
Total water discharged (in kilolitres)	6376.07	3459.20

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

No

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

Zero Liquid Discharge (ZLD) is not applicable to our process. However, a 70 KLD Sewage Treatment Plant (STP) has been installed to treat domestic wastewater. The treated water is reused for gardening purposes.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	µg/m³	15.46	27.94
SOx	µg/m³	12.26	22.63
Particulate matter (PM)	µg/m³	29.24	33.12
Persistent organic pollutants (POP)	0	0	0
Volatile organic compounds (VOC)	0	0	0
Hazardous air pollutants (HAP)	0	0	0
Others - please specify	0	0	0

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

Yes

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	metric tonnes of co2 equivalent	1998.33	7316.37
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	metric tonnes of co2 equivalent	11935.581	19901.76
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	7.17	24.41
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)	-	144.82	495.29
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	0.4781	0.5232
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA		

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

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

At present, no specific projects have been implemented by the company to reduce Greenhouse Gas (GHG) emissions.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. used oil (G)	5.780 MT	8.670 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B+C+D+E+F+G+H)	5.780 MT	8.670 MT

Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000006284989473684200 00	0.0000000007773049
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations for PPP) There are no line but it is one line only, so modify accordinlgy	0.000000006284989473684200 00	0.00000001605911856
Power Parity (PPP) (Total waste generated / Revenue from operations for PPP)		
Waste intensity in terms of physical output (total waste consumption in kilolitres/total production in in kilometer)	0.000222	0
Waste intensity (optional) - the relevant metric may be selected by the entity	0	0
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	1393.195	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1393.19	**N/A**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	N/A	8.67 MT used oil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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.**

Our plant generates two categories of waste: non-hazardous and hazardous.

Non-hazardous waste does not pose a risk to human health, agriculture, or animals in the surrounding area. It includes solid or semi-solid materials that, when properly managed and disposed of, do not adversely affect the environment or public health.

Hazardous waste, on the other hand, comprises materials with physical, chemical, reactive, toxic, flammable, explosive, or corrosive properties. Such wastes may pose significant risks to human health and the environment, either independently or when in contact with other substances.

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:**

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1		Nil	

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

S. No.	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
1	The activities of the Company are reviewed as per applicable laws. The Company has not conducted any Environmental Impact Assessment during the year 2025-26					

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

    The Company comply with aforementioned laws

Leadership Indicators

1 (i). **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Name of the area**

There is no water withdrawal, consumption, and discharge in areas of water stress.

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

The Company is in process of initiating data collection to calculate Scope 3 emissions

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

-

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

The company does not have any operations/offices in/around ecologically sensitive areas as per the government of Gujarat. Hence, not applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	NA	NA	NA

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

An emergency response team has been established to effectively manage potential disasters, whether natural or accidental. The team, led by Sasidharan, VP of Administration, consists of 28 members drawn from various departments. Our resources include an ambulance, trained firefighters, and first aid responders to ensure comprehensive emergency coverage.

Areas of Focus for Emergency Response:

Fire Incidents: Addressing fires caused by flammable chemicals, oils, or electrical short circuits, particularly in panel rooms and transformer locations. Fall Incidents: Responding to accidents involving individuals falling from heights.

Transportation Accidents: Managing emergencies related to transportation incidents.

Natural Disasters: Handling emergencies arising from heavy rain, storms, floods, and earthquakes.

Onsite Emergency Plan:

We have developed a detailed onsite emergency plan that includes:

A list of key personnel and local emergency services. Protocols for internal and external communication.

A comprehensive inventory of hazardous materials, including Material Safety Data Sheets (MSDS), along with guidelines for handling related emergencies.

Annual Mock Drill Plan:

An annual mock drill plan has been established to test and refine emergency procedures. These drills are conducted periodically to ensure the effectiveness of the onsite emergency plan. Training is provided to all relevant personnel, and records of these drills and training sessions are meticulously maintained.

This proactive approach ensures that our team is well prepared to handle emergencies and minimize their impact on operations and personnel

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

   No Adverse impact to the environment

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

   No Adverse impact to the environment

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**

   5 Total Number of affiliations with trade and industry chambers/ associations are Five

1 (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.**

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bureau of Indian Standards	Both
2	IEEMA (Indian Electricals & Electronics Manufacturers Association)	Both
3	VCCI (Vadodara Chamber of Commerce & Industry)	State
4	FGI (Federation of Gujarat Industries)	State
5	The Indian Society of Heating, Refrigerating and Air Conditioning Engineers (ISHRAE)	Both

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.**

S. No.	Name of authority	Brief of the case	Corrective action taken
1	No corrective action has been taken/ or is needed regarding any issues related to anti-competitive conduct, as there have been no adverse orders from regulatory authorities.		

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information availabe in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others - please specify)	Web Link, if availble
1			Not Applicable		

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

S. No.	Name and brief details of project	SIA NotificationNo.	Date ofnotification	Whether conducted by independent external agency (Yes/No)	Result communicated in public domain (Yes/ No)	Relevant Web link
	This question relates to social impact assessment as outlined under the Right to Fair Compensation and Transparency in Land acquisition, Rehabilitation and Resettlement Act, 2013. As DICABS has not initiated any new projects involving land acquisition, the requirement for conducting a social impact assessment does not apply.					

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

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

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

New borewell installation in vemar school

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	13.79%	9.58%
Directly from within India	86.01%	90.36%

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 (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 2025-26	FY 2024-25
Rural	87%	85%
Semi-urban	0	0
Urban	13%	15%
Metropolitan	0	0

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

S. No.	Details of negative social impact identified	Corrective action taken
1	Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Gujarat	The Company has undertaken CSR activities in designated aspirational districts as identified by the Government during the current financial year. The said amount was contributed to Karma Foundation for supporting street education initiatives for children residing in slum and underprivileged areas under the brand name "Prayas Street School".	₹ 6,10,000

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

DICABS is committed to responsible and sustainable procurement and supply chain practices. It provides equal opportunity to all its procurement partners and suppliers

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

Not Applicable

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

0

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	Our organisation does not hold any Intellectual Property Rights derived from Traditional Knowledge.			

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

S. No.	Name of authority	Brief of the Case	Corrective action taken
1		Not Applicable	

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Refer annual report on CSR		

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 organization has a defined system to receive and respond to consumer complaints and feedback through email, phone calls, website portals, and customer support teams. All complaints are recorded, acknowledged, and assigned to the concerned department for timely resolution. Root cause analysis and corrective actions are taken to prevent recurrence. Customer feedback is also collected regularly and reviewed by management for continuous improvement in products, services, and customer satisfaction

- Online emails Email ID: enquiry@dicabs.com

- Online service request on DICABS website: www.dicabs.com

Our customer care team promptly investigate and resolve issues. We systematically analyse customer feedback to determine recurring trends and areas for improvement.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Zero Complaints received concerning breaches of customer privacy, including complaints received from outside parties and substantiated by the organization, leaks, thefts or losses of customer data					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

   Zero incidents of non-compliance with regulations and/or concerning the health and safety impacts of products and services within the reporting period, resulting in a fine or penalty, warning, voluntary codes

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, company has in place policy on cyber security and risks related to data privacy on its**

   https://dicabs.com/wp-content/uploads/2025/11/Information-Security-ISMS-Policy.pdf

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   Not applicable, as there were no reported instances of non-compliance or penalties/regulatory action levied in respect of issues pertaining to advertising, safety regulations, marketing standards, labelling, delivery of essential services, cybersecurity, data privacy breaches, or product recalls.

7 (a). **Provide the following information relating to data breaches:**

   Number of instances of data breaches No instance of data breach occurred during the FY 2025-26

   (b). **Percentage of data breaches involving personally identifiable information of customers**

   Not Applicable

   (c). Impact, if any, of the data breaches Not Applicable

Leadership Indicators

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

   DICABS commitment to accessibility and transparency is evident through our strategic initiatives. Our corporate website's product section https://dicabs.com/products/pro-cables-intro/ provides stakeholders with comprehensive details, including catalogues and informative films. Our active engagement on social media platforms ensures stakeholders stay updated on new product launches and features. Please find the link below:

   Facebook - https://www.facebook.com/dicabsofficial

   Instagram - https://www.instagram.com/dicabs_official

   Twitter - https://x.com/dicabsofficial/status

   Linkedin - https://in.linkedin.com/company/dicabsofficial

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

   As a corporate citizen , it is crucial not only to conduct business with customers but also to educate them and raise awareness about what could benefit or harm them. Our Commitment to customer education and safety encompasses various initiatives. To further promote safety, our packaging includes clear warning labels highlighting key precautions. We supply the product manual along with all our consignment. Through these initiatives, we ensure that our customers are well informed and equipped to use our products responsibly and safely.

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

   Yes, DICABS displays product information on the product label as mandated by law and also to provide important information to consumers regarding safety, health, proper usage and appropriate precautions.

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)**

   Yes, we give a detailed technical description and directives on safety measures customers must follow to use this product. We monitor consumer sentiments to receive overall feedback on issue resolution and products/services. We also evaluate consumer experiences.