



The brand behind brands

Dixon Technologies (India) Limited

3rd September, 2024

To Secretary Listing Department BSE Limited Department of Corporate Services Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001	To Secretary Listing Department National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Mumbai – 400 051
Scrip Code - 540699 ISIN: INE935N01020	Scrip Code - DIXON ISIN: INE935N01020

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2023-24 which also forms part of the Annual Report FY 2023-24. Kindly take the aforesaid on your record and oblige.

The aforesaid documents are available on the website of the Company at www.dixoninfo.com .

Kindly take the aforesaid on your record and oblige.

Thanking you,

Yours faithfully,

For **DIXON TECHNOLOGIES (INDIA) LIMITED**

Ashish Kumar
Chief Legal Counsel & Group Company Secretary

Encl: as above

Annexure-IV

Business Responsibility and Sustainability Report



SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1. Corporate Identity Number (CIN) of the Company	L32101UP1993PLC066581
2. Name of the Company	Dixon Technologies (India) Limited ("Dixon")
3. Year of Incorporation	1993
4. Registered Office Address	B-14 & 15, Phase-2, District Gautam Buddha Nagar, Noida-201305, Uttar Pradesh
5. Corporate Address	Noida-201305, Uttar Pradesh
6. Email Address	investorrelations@dixoninfo.com
7. Telephone	0120-4737200
8. Website	www.dixoninfo.com
9. Financial Year Reported	1 st April, 2023 to 31 st March, 2024
10. Name of the Stock Exchanges where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11. Paid-up Capital	₹ 11,96,43,190
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ashish Kumar (Chief Legal Counsel & Group CS) Tel: 0120-4737200 Email: investorrelations@dixoninfo.com
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 in this report are made on Standalone Basis.
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing and Design	Consumer Electronics: Under the consumer electronics segment, Dixon primarily designs and manufactures LED TV and PCB.	23%
		Lighting: Company designs and manufactures lighting products like LED lights, tube lights, Indoor and Outdoor drivers.	4%
		Home Appliances: Company designs and manufactures semi and fully automatic washing machines. Under this product segment, fully ODM (Original Design Manufacturing) model is followed.	7%
		Mobile Phone & EMS division & Others: Manufactures mobile phones and the associated hearables and wearables and laptops for the globally recognized brands.	62%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Consumer Electronics	26301	23%
2	Lighting	27400	4%
3	Home Appliances	27501	7%
4	Mobile & EMS Division & Others	26305	62%

III. Operations

18. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	11	1*	12
International	0	1**	1

Note:

*Company has one office in Noida, which is also the Corporate Office of the Company in India

** Company has one International office located in China

The above units includes all owned as well as leased units under Dixon.

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	The Company sells its products in all the 28 states and 8 Union territories in the country. (The Company supplies the products to respective brand owners who further sell the products in the markets to the end customers)
International (No. of Countries)	The Company services in over 10 countries across the globe.

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

0.10%

c. Types of customers

Dixon Technologies (India) Limited is one of the largest home grown design- focused and solutions Company engaged in manufacturing products in the consumer durables, lighting and mobile phones markets in India. Their diversified product portfolio includes (i) consumer electronics like LED TVs; (ii) home appliances like washing machines; (iii) lighting products like LED bulbs and tubelights, downlighters; (iv) mobile phones; and (v) CCTV & DVRs (vi) Wearables (vii) Refrigerators. Dixon also provides solutions in reverse logistics i.e. repair and refurbishment services of LED TV panels. Dixon, a prominent player in the electronics manufacturing and design industry, has established unparalleled market dominance over the years. Operating on a B2B business model, Dixon offers a diverse range of products. These offerings have been categorized by product type.

- 1. Consumer Electronics:** The major customers in this segment are Xiaomi, Samsung, Hisense, VU, Nokia, Panasonic, Lloyd, Flipkart, Acer etc.
- 2. Lighting Products:** The major customers in this segment are Reliance, RR Kabel, Signify, Wipro, Bajaj, Orient, Polycab, Luminous, Crompton.
- 3. Home Appliances:** The major customers in this segment are Samsung, BSH, Godrej, Volt-Beko, Panasonic, Reliance, Croma etc.
- 4. Mobile Phones, EMS & Others:** The major customers in this segment include Motorola, Nokia, Reliance, Xiaomi, Airtel etc.

IV. Employees

20. Details as at the end of Financial Year:

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)	1,522	1,446	95%	76	5%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	1,522	1,446	95%	76	5%
WORKERS						
4.	Permanent (F)	171	162	95%	9	5%
5.	Other than Permanent (G)	5,956	3,985	67%	1,971	33%
6.	Total workers (F+G)	6,127	4,147	67.68%	1,980	32.31%

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	Nil	0	Nil
2.	Other than Permanent (E)	0	0	Nil	0	Nil
3.	Total differently abled employees (D+E)	0	0	Nil	0	Nil
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	Nil	0	Nil
5.	Other than Permanent (G)	0	0	Nil	0	Nil
6.	Total differently abled workers (F+G)	0	0	Nil	0	Nil

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel*	2	0	0%

*Excluding Board of Directors

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

Throughout the fiscal year 2023-24, the Company has implemented a wide range of training initiatives designed to bolster both job-specific performance and holistic development. These initiatives encompass technical and functional training modules that are meticulously tailored to hone industry-specific skills, thereby ensuring that employees remain at the forefront of technological advancements.

In addition to this, the Company has instituted behavioural, futuristic, managerial, and leadership programs. These programs are actively designed to cultivate a culture of collaboration, enhance problem-solving abilities, and foster leadership skills.

These comprehensive training programs are strategically aligned with the Company's objectives, promoting a culture of continuous learning, innovation, and excellence throughout the organisation. It is with immense pride that the Company announces its recognition as a "Great Place to Work" in India for the third consecutive year.

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	13%	19%	18%	25%	20%	14%	19%	15%
Permanent Workers	9%	0.00%	9%	13%	8%	11%	13%	4%	11%

Note: This includes employees/workmen who have retired during the year.

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Dixon Global Private Limited	Subsidiary	100%	No
2	Padget Electronics Private Limited	Subsidiary	100%	No
3	AIL Dixon Technologies Private Limited	Joint Venture	50%	No
4	Dixon Electro Appliances Private Limited	Subsidiary	51%	No
5	Dixon Electro Manufacturing Private Limited	Subsidiary	100%	No
6	Dixon Technologies Solutions Private Limited	Subsidiary	100%	No
7	Rexxam Dixon Electronics Private Limited	Joint Venture	40%	No
8	Califonix Tech and Manufacturing Private Limited	Joint Venture	50%	No
9	Dixtel Communications Private Limited	Subsidiary	100%	No
10	Dixon Infotech Private Limited	Subsidiary	100%	No
11	Dixtel Infocom Private Limited	Subsidiary	100%	No

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes, CSR provisions are applicable as per Section 135 of the Companies Act, 2013. The Company has a dedicated CSR Policy focused on People and Planet and lays down the approach towards community development in water conservation, health and hygiene, skill development, education, social advancement, gender equality, empowerment of women, ensuring environmental sustainability and rural development projects. The CSR Policy, as approved by the Board of Directors, is available on the Company's website at <https://www.dixoninfo.com/json/dixon/codes-policy/Corporate-Social-Responsibility-Policy.pdf>

(ii) **Turnover (in ₹ Lacs):** ₹ 6,41,140

(iii) **Net worth (in ₹ Lacs):** ₹ 1,39,430

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	<p>Yes</p> <p>Under Investor relations at www.dixoninfo.com</p> <p>Dixon has maintained positive community relations throughout the fiscal year, with no registered grievances from the involved communities. The Company's core objective is to enhance the well-being of the communities in which it operates. To achieve this, Dixon actively executes Corporate Social Responsibility (CSR) projects and engages with community members through initiatives such as Focus Group Discussions (GDs) and individual interactions. Additionally, community members are encouraged to reach out to the Chief Human Resource Officer if they encounter any concerns.</p>	0	0	N.A.	0	0	N.A.
Investors (other than shareholders)	Not applicable as the Company does not have any investors other than shareholders (e.g. preference shareholders or debenture shareholders)	0	0	N.A.	0	0	N.A.
Shareholders	<p>Yes</p> <p>Under Investor relations at https://www.dixoninfo.com/investor-relation.php</p> <p>Throughout the fiscal year, Dixon received a total of 34 shareholder complaints, each of which was promptly and effectively resolved. The Company follows a structured process for handling shareholder grievances. As part of this process, an Annual General Meeting (AGM) is held on an annual basis, providing shareholders with an annual platform to discuss any issues or queries they may have.</p> <p>At shareholder gatherings, attendees have the opportunity to voice their concerns, and Dixon ensures prompt and appropriate actions to address and resolve these matters. Moreover, the investor relations team is dedicated to addressing shareholder queries and issues. Shareholders also have the option to directly communicate their inquiries and complaints to the Chief Financial Officer (CFO) or the Chief Legal Counsel and Group CS for swift resolution.</p>	33	0	N.A.	13	0	N.A.

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes, then provide web link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes at www.dixoninfo.com Dixon Corporation received no employee or worker complaints during the fiscal year. The Company prioritizes employee well-being through various initiatives, including Employee Engagement Programs, regular Satisfaction Surveys, and comprehensive Training & Development Programs.	0	0	N.A.	0	0	N.A.
Customers	Yes at https://www.dixoninfo.com/contact.php The Company follows a business-to-business (B2B) model, engaging with clients through personalized interactions, meetings, feedback surveys, and evaluations of product deliveries. Any customer queries or concerns are promptly addressed by the purchase and sales team.	0	0	N.A.	0	0	N.A.
Value Chain Partners	Yes at https://www.dixoninfo.com/contact.php Throughout the fiscal year, Dixon's value chain partners expressed no concerns. The Company actively nurtures relationships with its partners through on-site visits, personalized interactions, and surveys. The dedicated purchase and sales team promptly addresses any partner queries, while regular reviews and feedback mechanisms facilitate effective information exchange.	0	0	N.A.	0	0	N.A.

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Human Capital Development	Opportunity	In the fast-paced world of the electronics industry, the Company recognizes its human capital as a crucial asset. Amidst the flux of technological advancements, the adaptability and relevance of the Company hinge on its skilled workforce. This proficient team is instrumental in driving sustainable growth.	The Company is well-prepared to address this without risk, given its implementation of diverse employee-centric initiatives, including skill development, training, and various engagement programs.	Positive Implications: Prioritizing the development of human capital can lead to positive financial results for the organisation. By investing in

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			<p>The Company's strategic blueprint encompasses both immediate and long-term initiatives. Short-term measures include induction programmes, skill enhancement, on-the-job training, and technical instructions. The long-term vision culminates in a state-of-the-art Centre of Excellence (COE) that fosters both theoretical and practical learning.</p> <p>The implementation of these skilling and engagement programs not only promotes comprehensive employee development but also ensures their retention. The Company takes pride in its Great Place to Work (GWP) certification, held for the past three years. This accolade underscores the remarkable organisational culture upheld by its employees and serves as a testament to the Company's core values of trust, fairness, respect, and camaraderie – the essence of a great workplace.</p>		<p>initiatives that promote employee well-being, offering competitive salaries, and providing benefits, the Company can cultivate a strong relationship with its employees.</p>
2	Health and safety	Risk	<p>In the realm of the workplace, the Company places paramount importance on the well-being of its workforce. Given its operations in the electronics manufacturing sector, the safety of its employees is a critical concern.</p>	<p>The Company's dedication to preserving workforce health and safety is evident in its record of zero accidents and LTIFR incidents in its operations.</p> <p>The Company adopts a structured approach, striving for a workplace devoid of injuries and fatalities. It adheres to the 5S methodology, proactively addressing and preventing health emergencies.</p> <p>To counter potential hazards, employees are equipped with suitable safety gear within the factories. For example, in the lighting manufacturing unit, employees are provided with specialized goggles to protect their eyes from high-intensity lights.</p> <p>The Company's commitment to safety is further reinforced through a distinct occupational health and safety policy. This policy underscores the Company's dedication to creating a safe and healthy work environment for its employees.</p>	<p>Positive Implications:</p> <p>Ensuring the health and safety of employees positively impacts the Company. Investing in Health and Safety to create a safe and healthy workplace promotes well being of employees and reduces risk of accidents and improves productivity. In case of any accidents, corrective actions are taken in the spot to avoid any future mishaps.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Energy Management and Emission Reduction	Opportunity	<p>The Company, acknowledging the significant role of greenhouse gas emissions in exacerbating climate change risks, has conscientiously implemented a range of measures to reduce its global greenhouse gas footprint.</p> <p>In essence, the Company's actions reflect a steadfast commitment to environmental stewardship, demonstrating its role as a responsible corporate citizen in the face of global climate challenges.</p>	<p>Since Company has been undertaking several initiatives to curb greenhouse gas emissions from its operations, it is less likely to pose any risk to the Company.</p> <p>Key among these initiatives is the transition to renewable energy sources. This is exemplified by the installation of solar panels to meet energy needs, and the switch to more eco-friendly fuels, such as the replacement of High-Speed Diesel (HSD) with Piped Natural Gas (PNG).</p> <p>Moreover, the Company regularly measures its greenhouse gas emissions against international standards, specifically ISO 14064 Part 1 and ISO 14064 Part 2. This commitment to sustainability is further extended to improving energy efficiency through similar strategies.</p>	<p>Positive Implications:</p> <p>Investing in emerging climate technologies may initially be expensive, yet the long-term returns promise significant economic, social, and environmental benefits.</p>
4	Waste management	Opportunity	<p>Waste management is a critical issue for the Company. The improper handling of waste could lead to legal consequences, financial penalties, and damage to the Company's reputation.</p> <p>A significant portion of the waste generated by the Company's operations is electronic waste (e-waste), which poses substantial risks. Inadequate management of this waste could result in environmental pollution, threatening the health and safety of humans and other living organisms.</p> <p>In essence, the Company is acutely aware of the importance of effective waste management and is committed to implementing robust strategies to mitigate the potential hazards associated with waste, particularly e-waste. This commitment underscores the Company's dedication to environmental stewardship and the well-being of all life forms.</p>	<p>Dixon Technologies (India) Limited takes a proactive approach to waste management. In partnership with authorized third-party vendors approved by Pollution Control Boards, the Company ensures the safe disposal of all waste, including e-waste and plastic waste.</p> <p>The process begins with careful segregation at the source. For example, in the manufacturing facilities, designated bins are used for separate waste collection. The segregated waste is then recycled or safely disposed of by authorized waste collectors.</p>	<p>Negative Implications:</p> <p>Although partnering with a government-certified recycler may incur costs, the resulting environmental and social advantages far outweigh these expenditures</p>

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				<p>In the mobile manufacturing division, no waste from the production process remains with the Company. All materials, including packaging waste, are returned to the client, who is then responsible for proper disposal. This approach underscores Dixon Technologies' commitment to environmental responsibility and sustainable business practices.</p>	
5	Product Design and Innovation	Opportunity	<p>In the dynamic landscape of the electronics industry, new technologies continually emerge and existing ones becomes obsolete. This constant flux significantly transforms not only this sector but others as well.</p> <p>To keep pace with these evolving needs, it is crucial to take proactive steps. These include consistently innovating product design and manufacturing processes to ensure they remain cutting-edge.</p> <p>In line with this principle, Dixon has made considerable investments to bolster its Research and Development capabilities. This strategic move aims to enhance the Company's design and operational processes, thereby positioning Dixon at the forefront of industry innovation. This commitment underscores Dixon's dedication to staying ahead of the curve in a rapidly changing industry landscape.</p>	<p>Company has state-of-the-art R&D facilities which have been working tirelessly on innovative technologies for better efficiency and performance of the design and manufacturing processes.</p>	<p>Positive Implications: Embracing new technologies will enhance product performance and efficiency, leading to increased customer trust and satisfaction. This could translate into positive revenue growth. However, an initial investment is required to facilitate this process.</p>
6	Corporate Governance	Opportunity	<p>The Company acknowledges the critical importance of robust corporate governance. Neglecting this aspect can lead to regulatory non-compliance, resulting in penalties, fines, and reputational damage.</p> <p>The Company is aware that inadequate corporate governance practices can expose it to legal and financial risks. To counteract these vulnerabilities, the Company has established a strong corporate governance framework. This ensures strict adherence to all relevant regulatory requirements.</p>	<p>Company's policies and good corporate governance practices will help to build a good reputation of the Company in the market.</p> <p>Company's goal is that it will continue to ensure best-of the corporate governance practices in its business operations.</p>	<p>Positive Implications: This will lead to favorable financial outcomes for the Company, enhance its reputation for compliance in the marketplace, and foster trust among shareholders."</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Moreover, the Company has formalized various policies, reinforcing its commitment to maintaining and promoting solid corporate governance practices.</p> <p>To stay abreast of the latest laws, rules, regulations, and amendments, the Company utilizes an in-house compliance management tool, Lex Comply. This tool is instrumental in helping the Company navigate the complex regulatory landscape effectively and efficiently.</p>		
7	Community development	Opportunity	<p>The Company is deeply committed to fostering positive and enduring relationships with the communities within its operational sphere. It is actively engaged in numerous Corporate Social Responsibility (CSR) initiatives, with a particular focus on promoting education, enhancing the well-being of senior citizens, eradicating poverty, and providing essential healthcare facilities to the community.</p> <p>The Company's regular interaction with the community not only strengthens relationships but also establishes a profound connection with them. This engagement is instrumental in creating a long-term impact, significantly contributing to the socio-economic well-being of the community. The Company's dedication to these initiatives underscores its commitment to social responsibility and community development.</p>	<p>Through its CSR activities, Company has been trying to address some of the major issues being faced by the community people. It results into promoting equitable growth/development of the community closely linked with the Company's operations.</p>	<p>Positive Implications:</p> <p>Extensive community initiatives can enhance the Company's image, thereby positively influencing its financial standing. It can also help in creating long term value for both stakeholder and shareholder.</p>
8	Supply chain management	Risk	<p>In today's globalized world, the supply chain has evolved into a complex and expansive network. A multitude of factors come into play to ensure a robust and disruption-free supply chain. These include geopolitical influences, logistical considerations, the quality, accessibility, and availability of materials, among others.</p> <p>Therefore, it is of paramount importance to establish an effective supply chain management system. This system is not only crucial for the ongoing operations of the business but also plays a vital role in ensuring the business's resilience in emergency situations. A well-managed supply chain can help the business navigate through unforeseen challenges, thereby contributing to its long-term sustainability.</p>	<p>The Company recognizes the significance of establishing an efficient supply chain management system, understanding that an uninterrupted and seamless supply chain is crucial for sustaining business operations.</p>	<p>Negative Implications:</p> <p>Disruptions in the supply chain can result in increased costs and loss of revenue. Non-compliances on the part of the Company can attract penalties.</p>

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				To achieve this, the Company has implemented specific measures to avert supply chain disruptions and ensure the efficacy of its supply chain processes. These initiatives encompass prioritizing local suppliers whenever feasible and leveraging SAP technologies for inventory management. Moreover, in the mobile and laptop manufacturing sector, raw materials for the production process are provided by the customer, highlighting their responsibility in the supply chain.	
9	Climate Action	Risk	<p>The ramifications of this global phenomenon, including heatwaves, floods, and landslides, have become increasingly conspicuous, necessitating the implementation of regulatory measures.</p> <p>The electronics industry, akin to various other sectors, is susceptible to the physical and transitional impacts of climate change. Recognizing the urgency of the situation, it is imperative for companies to proactively address these challenges.</p> <p>To navigate through these complexities, the Company acknowledges the necessity to assess potential factors that could obstruct its operations. This strategic evaluation is crucial in ensuring the Company's resilience and adaptability in the face of climate change.</p>	Dixon believes that the first step towards improving where they currently stand. Therefore, Dixon has been considering conducting a climate risk assessment to clearly understand the impact of climate change on their operations. Dixon believes that this process will enable them in charting out effective mitigation strategies.	Negative Implications: In case of negligence towards climate change, the Company can face major challenges such as loss of revenue, brand value and Goodwill.
10	Human Rights	Risk	Human rights are universally inherent to every individual. The Company recognizes that the protection of these rights not only cultivates trust but also bolsters its standing among the public. On the flip side, any infringement of human rights could lead to legal consequences, potentially tarnishing the Company's reputation.	Company has been continually working to ensure the proper the compliance with the relevant statutory laws and implementation of its policies. It understands that as society is evolving at a rapid pace, it will also have to evolve its practices to be at par with the best practices and create better working environment for the people.	Negative Implications: Upholding human rights not only has positive financial implications for the Company by avoiding legal

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			<p>Driven by its core values, commitment, and adherence to legal obligations, the Company has taken commendable steps to safeguard human rights. It has formulated and enforced a range of policies, directing all associated individuals to uphold dignity, respect, and avoid any actions that could be perceived as harassment.</p> <p>Moreover, the Company unequivocally prohibits any involvement with child labour and forced labour within its operations. This prohibition is clearly stipulated in business agreements and contracts, highlighting the Company's dedication to fostering ethical practices across its supply chain. This commitment reflects the Company's proactive approach in upholding human rights and maintaining ethical conduct.</p>		penalties, but also enhances productivity through improved working conditions. Furthermore, it contributes to a favorable market reputation.
11	Water management	Opportunity	The Company sees it as an opportunity to improve its water efficiency and minimize its water costs.	Sewage Treatment Plants (STP) have been set up, RO water which is discharged is re-used in toilets, cleaning utensils etc. and the remaining water is used for gardening purposes. In some of our units, the treated water is also released in Municipal/ governmental sewage pipelines. Rain water harvesting have also been installed at various locations of the Company. Push Punch water taps have also been installed to ensure minimum wastage.	Positive Implications Measures to reduce and conserve water would optimise water resource requirement for wider communities. This would save water needs and create enabling environment for future.
12	Customer relationship management	Opportunity	The Company holds the conviction that nurturing a robust relationship with its customers is the cornerstone for enduring business stability and expansion. This belief underscores the Company's commitment to customer-centric practices, recognizing their pivotal role in driving business success. The Company, therefore, places immense value on cultivating strong customer relationships, viewing it as an essential strategy for sustainable growth and prosperity. This approach not only enhances customer satisfaction but also contributes significantly to the Company's ongoing development.		Positive Implications: Maintaining better relationship with customers would result into positive financial implication.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Biodiversity management	Opportunity	<p>The Company recognizes biodiversity as a key asset, largely unaffected by its operations. It prides itself on the strategic placement of its factories, none of which are located within or in proximity to government-protected areas. The Company's business strategy is explicitly designed to avoid the establishment of factories in protected or world heritage sites, underscoring its commitment to preserving biodiversity. This approach results in a minimal impact on biodiversity, demonstrating the Company's dedication to environmental stewardship and sustainable practices. Thus, the Company's operations and biodiversity exist in a harmonious balance, each minimally affecting the other. This commitment not only reflects the Company's corporate responsibility but also its respect for the natural world.</p>		<p>Positive Implications</p> <p>By improving efficiency and complying with rules, regulations and guidelines and adopting biodiversity management practices, the Company can improve its financial performance and market standing.</p>
14	Data security and privacy	Risk	<p>The Company is acutely aware that improper data management can lead to substantial regulatory consequences and tarnish its reputation. In response to this, the Company has been proactive in enhancing its information technology system. A testament to this commitment is the Company's pursuit of ISO 27001 certification for its IT system. This internationally recognized standard underscores the Company's dedication to maintaining the highest level of data security and integrity. Thus, the Company not only acknowledges the potential risks associated with data mismanagement but also takes tangible steps to mitigate them, thereby safeguarding its reputation and regulatory compliance.</p>	<p>Company has formulated and implemented data privacy policy and also has been strengthening information security system. The Company has been on a regular basis monitoring their softwares and framing stringent policies for cyber security. The Company has implemented access control and IPS/IDS in firewall which reduced the risk of unwanted access and hacking.</p>	<p>This will have positive financial implications on the Company as it will prevent data breaches and other cybersecurity related risks</p>



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Weblink of the policies, if available	3TG and Conflict of Minerals Policy (P-2) Policy on Anti-Bribery & Anti-Corruption policy (P-1) Policy on Anti- Discrimination and Non-Harassment (P-5) Risk Management Policy (P-6) Policy on Determination of Materiality of Events and Information (P-1) Code of Conduct for Independent Directors (P-1) Familiarization Programme for Independent Director Corporate Social Responsibility Policy (P-8) Terms of appointment of Independent Directors Insider Trading Policy (P-1) Business Responsibility Policy Dixon Quality Policy (P-2) Dixon Environmental Policy (P-6) Code of Conduct (P-1 & P-3) Preservation of Documents and Archival Policy Related Party Transaction (RPT) Policy (P-1) Whistle Blower Policy (P-1 & P-3) Nomination and Remuneration Policy (P-5) Policy on Material Subsidiary (P-4) Policy on Board Diversity Occupational Health & Safety (OH&S) Policy (P-2 & P-3) Dixon Privacy Policy (P-9) Biodiversity Policy (P-6) Board Evaluation Policy Stakeholders Engagement Policy (P-4) Conflict of Interest Policy (P-1) Succession Planning Policy Web-link of this policies: Policies at Dixon								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes, only the Anti-bribery, Anti- corruption and Conflict of minerals policy are extended to the value chain partners as well. The scope of the policies being adopted by the Company includes employees, directors, agents, consultants, contractors and customers and all such people and institutions to which Dixon group (Dixon and its subsidiaries and Joint venture Companies is associated with).								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.									
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.									
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.									

Principle 1 Quality Management System (9001:2015), RBA (Responsible Business Alliance) VAP

Principle 2 Environmental management System (14001:2015) Energy Management System (50001:2018) ISO 9001, ISO 45001 certification

Principle 3 Occupational Health and Safety Management System (45001:2018)

Principle 5 Occupational Health and Safety Management System (45001:2018)

Principle 6 Environmental management System (14001:2015) Energy Management System (50001:2018) ISO 9001, ISO 45001 certification

Principle 9 ESD S20:20 RBA (Responsible Business Alliance) VAP, formation Security Policy is aligned with the requirements of ISO 27001.

Environment:

Energy Management and Emission Reduction

- Become carbon neutral by 2035
- Persistently reduce greenhouse gas emissions (YoY)

Waste Management

- Recycle 100% of the e-waste by 2032

Water Management

- Reduce water intensity by 5% by 2032
- Amplify rainwater harvesting capacity

Biodiversity

- Commitment to not set up plants or operational activities in World Heritage areas and IUCN category I-IV protected areas

Social:

- Zero occupational workplace fatality across all units (YoY)

Governance:

- Compliance with statutory standards on environmental parameters
- Continue to apply innovative technologies to develop new products.

Starting from the Financial Year 2023-24, the Company has initiated a formal ESG (Environmental, Social, and Governance) journey and the Company closely monitors and evaluate its performance against these targets on continuous basis.

During FY 2023-24, Dixon has aligned its operations to its ESG strategy. Dixon can now track and monitor all the material topics in the ESG domain.

Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements

The Company is pleased to share its Business Responsibility and Sustainability Report ("BRSR") for FY 2023-24. The report aims to inform stakeholders of the Company's sustainability performance. The Company is committed to sustainable growth, delivering products that meet consumer needs while minimizing environmental impact. Within its environmental management strategy, impactful measures address waste and water management challenges. Consistent monitoring and assessment have led to significant improvements in energy and water efficiency.

Furthermore, the Company actively engages stakeholders and prioritizes transparent communication to keep them informed about sustainability efforts. The BRSR provides transparency, outlining the Company's commitments and progress toward ESG objectives. This underscores the Company's unwavering dedication to sustainability and ethical business practices, guiding stakeholders on the collective journey toward a more sustainable future.

Recognizing that sustainability is an ongoing process, the Company invites everyone's support in making a meaningful difference.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9										
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Atul B. Lall, Vice Chairman & Managing Director Telephone: 0120-4737200 Email: atullall@dixoninfo.com																		
9. Does the Company 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 a specified Committee i.e. ESG Committee for overseeing and implementation of the sustainability and ESG related issues/ strategies of the Company. The Committee comprises of Mr. Atul B. Lall, Vice Chairman and Managing Director as its Chairman and two Independent Directors. The other details are available at https://www.dixoninfo.com/board-committees.php .																		
10. Details of review of NGRBCs by the Company:																			
Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action					Y														
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Y														
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The Company acknowledges that while external assessments are not conducted, it maintains a rigorous internal review process. This process includes an independent audit mechanism that thoroughly examines the implementation of all key policies. By prioritizing transparency and accountability, the Company ensures that its policies are effectively executed.																		

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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.

Dixon demonstrates a robust commitment to ethical practices through its comprehensive Anti-Corruption and Anti-Bribery Policy. This policy extends beyond Dixon's personnel to include third parties associated with the Company, aligning with both domestic and international laws. Conflict of interest management is a priority, with strict guidelines for directors and senior management to avoid any activities conflicting with Dixon's interests. Additionally, the approval of Related Party Transactions (RPTs) adheres to rigorous compliance with the RPT Policy. Dixon's proactive approach, transparency, and ethical conduct position them as a responsible and forward-thinking organisation.

SDG



Essential Indicator:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	8	Familiarization programs and strategic meets are carried out by way of exhaustive presentations.	100%
Key Managerial Personnel*	4	Moreover, for Directors reference, a Director's handbook is shared with the Directors highlighting latest regulations, guidelines, rules and responsibilities of Directors.	100%
Employees other than Board of Directors and KMPs	1	All employees are required to undergo and sign off the Code of Conduct, Anti- Corruption and Anti-Bribery Policy.	100%
Workers	1	Workers are required to undergo training on the Safety and Code of Conduct on timely basis	100%

*Includes 2 Board of Directors

2. Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

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

During the FY 2023-24, No fines/ penalties have been levied on the Company

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

No non-monetary penalties have been levied on the Company

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 Company 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, Dixon has taken a firm stand against corruption by implementing a comprehensive Anti-Corruption and Anti-Bribery Policy. This policy not only applies to its employees, including the Board of Directors, but also extends to third parties such as intermediaries, consultants, and representatives who are associated with Dixon.

The policy, underscores Dixon's commitment to combat bribery and corruption. It serves as a detailed guide, outlining various forms of corruption, thereby providing clear directives for all individuals under its purview.

The website of the Company at <https://www.dixoninfo.com/codes-policies.php> .

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

	FY 2023-24	FY 2022-23
Directors		
KMPs		
Employees		
Workers		

No disciplinary action was taken against any Directors/KMPs/employees/workers by any law enforcement agency for charges of bribery/ corruption

6. Details of complaints with regard to conflict of interest

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

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

No complaints have been filed against the Board of Directors, Key Management Personnel (KMPs), Senior Management Employees, or other Company staff. Consequently, No remedial actions were needed to be taken.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	69	71

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A.	N.A.
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	N.A.	N.A.
	b. Number of dealers / distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.53%	0.49%
	b. Sales (Sales to related parties / Total Sales)	2.35%	4.97%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	98.76%	77.10%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	Nil	

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

Yes, the Company has well defined policy on Conflict of Interest under the code of conduct for directors and senior management personnel, wherein, Directors and senior management personnel are not permitted to engage in any relationship, business or activity that might be in conflict with the interests of the Company.

In case of Related Party Transactions (RPTs) as defined and identified under the Companies Act, 2013 and SEBI Listing Regulations and the RPT Policy of the Company-The Audit Committee or the Board or the shareholders on the recommendation of the Board, if required, as the case may be, shall approve the RPTs as and when they are entered into only after ensuring compliance with the RPT Policy of the Company.

Apart from the aforesaid, the Company has a Code of conduct in place which requires that the Directors, Senior Management Personnel shall abide by the policies and procedures that govern the conduct of the Company's business and should avoid using Company's property or information or their position as Director or Senior Official for personal gain and competing with the Company.

Principle 2: Business should provide goods and services in a manner that is sustainable and safe

Dixon Technologies demonstrates a strong commitment to sustainability across its operations. Although the Company lacks a formal sustainable procurement strategy, its consistent integration of sustainable sourcing principles speaks to its dedication. Dixon excels in waste management by complying with regulations and partnering with authorized recyclers for safe disposal. All manufacturing facilities operate as Zero Waste to Landfill (ZWL). The Company acknowledges Extended Producer Responsibility (EPR) and aligns waste collection with regulatory requirements. While formal Life Cycle Assessments haven't been conducted, Dixon remains steadfast in mitigating environmental impact. Despite some product categories having minimal recycled input material, Dixon's overall commitment to responsible resource usage is commendable.

SDG



Essential Indicator:

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

Segment	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	Nil	Nil	-
Capex	Nil	Nil	-

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

Dixon inherently believes in the principle of sustainable sourcing, and understands that sustainable sourcing / procurement can greatly contribute towards ensuring responsible operations of the Company. Although the Company does not have an established sustainable procurement strategy in place, it is continually undertaking measures to integrate the sustainable sourcing / procurement principle in the overall procurement strategy of the Company.

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

Not Applicable

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

<p>(a) Plastics (including packaging)</p> <p>(b) E-waste</p> <p>(c) Hazardous waste</p> <p>(d) Other waste.</p>	<p>Dixon Technologies is dedicated to enhancing waste management strategies across its facilities. The Company has robust waste management systems in place to ensure waste disposal in compliance with applicable legislations/laws. Operating on a B2B model, Dixon Technologies manufactures products for some of the leading companies in the electronics industry. During these operations, various types of waste, such as plastic and electronic waste, are generated. Dixon Technologies has established partnerships with authorized third-party recyclers, like Greeniva Recycler and other waste recyclers, to safely dispose of processing waste. However, since the Company operates in the B2B segment, the provision of reclaiming products is not applicable.</p> <p>All manufacturing facilities of Dixon Technologies are Zero Waste to Landfill (ZWL), demonstrating the Company's commitment to sustainable practices and reducing its environmental impact. It's reassuring to note that any waste generated at the factories is securely disposed of, and disposal agencies approved by Central and State Pollution Control Boards are engaged by the Company for waste disposal.</p>
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4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Dixon Technologies acknowledges the applicability of the Extended Producer Responsibility (EPR) to its operations. The Company's waste collection plan aligns seamlessly with the EPR plan that has been submitted to the Pollution Control Boards (PCB). This alignment underscores Dixon's commitment to responsible waste management and adherence to regulatory standards.

Leadership Indicators

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

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

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Nil		

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

Particulars	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable as the Company does not receive any of the products and packaging material at the end of life of products.					
E-waste						
Hazardous waste						
Other waste						
Battery waste						
Bio-medical waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	NA

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Dixon Technologies prioritizes employee well-being by providing health insurance, accident insurance, maternity benefits, and paternity benefits. Their commitment to work-life balance is evident through day care facilities. Retirement benefits include PF, gratuity, and ESI coverage. Dixon actively enhances workplace accessibility for differently-abled individuals, fostering an inclusive environment with equal opportunities and gender diversity. Adhering to ISO 45001 standards, they implement safety training and protocols, aiming for zero occupational fatalities. Employees can raise concerns through Whistle Blower Policies and POSH Committees. Dixon ensures timely statutory dues payment and collaborates with value chain partners. While specific transition programs are absent, continuous training prepares employees for post-retirement opportunities. Their culture emphasizes safety and well-being.

SDG



Essential Indicator:

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	1,446	1,446	100%	1,446	100%	N.A.	N.A.	1,446	100%	1,446	100%
Female	76	76	100%	76	100%	76	100%	N.A.	N.A.	76	100%
Total	1,522	1,522	100%	1,522	100%	76	4.99%	1,446	95%	1,522	100%
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of 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 Workers											
Male	162	162	100%	162	100%	N.A.	N.A.	162	100%	162	100%
Female	9	9	100%	9	100%	9	100%	N.A.	N.A.	9	100%
Total	171	171	100%	171	100%	9	5.26%	162	94.74%	171	100%
Other than Permanent Workers											
Male	3,985	3,985	100%	3,985	100%	N.A.	N.A.	3,985	100%	3,985	100%
Female	1,971	1,971	100%	1,971	100%	1,971	100%	N.A.	N.A.	1,971	100%
Total	5,956	5,956	100%	5,956	100%	1,971	33.09%	3,985	66.91%	5,956	100%

Note: All the permanent workers are covered under ESIC.

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

	FY 2023-24 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company	0.08%	0.04%

Dixon, prioritizes the well-being of its workforce. Through targeted initiatives, the Company promote positivity, wellness, and good health among employees and their families. By actively engaging in these efforts, Dixon demonstrates its commitment to employee care and holistic support.

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

The Company also offers provisions for PF, Gratuity and ESI to the employees and the details are provided below:

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI*	100%	100%	Y	100%	100%	Y
Others- please specify						

*Most of the workers are covered under ESI. Those who are out of ESI, have been provided medical insurance policy voluntarily.

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Dixon Technologies is committed to upholding the Rights of Persons with Disabilities Act, 2016. As of now, the Company does not have any employees or workers with disabilities. However, in a bid to ensure that individuals with disabilities can access the premises and offices with ease, the Company is diligently working on enhancing its infrastructure. This includes the construction of ramps and the installation of lifts, among other modifications. These efforts underscore the Company's dedication to inclusivity and accessibility for all.

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

Dixon Technologies champions diversity and actively works to eradicate bias based on caste, creed, religion, or gender. The Company boasts a diverse workforce and ensures equal opportunities for growth and development for all its employees, in line with its Code of Conduct. A significant number of women are employed across various production lines, reflecting the Company's commitment to gender diversity. Dixon Technologies always ensures pay parity, further emphasizing its dedication to equality. While the Company does have a formal anti-discrimination and non-harassment policy, its primary objective has always been to provide equal work opportunities for all. Dixon Technologies strives to create a workplace where diversity is celebrated, inclusion is the norm, and equal employment opportunities are accessible to all, fostering innovation, creativity, and success across the Company by ensuring,

- Unbiased recruitment process,
- Diverse candidate sourcing,
- Inclusive work environment,
- Career Development,
- Regular monitoring and assessment.

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	Nil	Nil	Nil	Nil
Female (Maternity leave)	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

No maternity or paternity leave was availed during the FY 2023-24.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, Employees at Dixon can raise any concerns to their business heads or to the Chief Human Resources Officer (CHRO) of Dixon. Dixon has multiple lines of communication open for employees and workers to discuss their concerns. Dixon also has a Whistle Blower Policy/ Vigil Mechanism and POSH Committees across all the units of the Company to address any grievances and complaints
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	1,522	0	NIL	1,551	0	NIL
- Male	1,446	0	NIL	1,491	0	NIL
- Female	76	0	NIL	60	0	NIL
Total Permanent Workers	171	0	NIL	206	0	NIL
- Male	162	0	NIL	203	0	NIL
- Female	9	0	NIL	3	0	NIL

While Dixon may not have any trade association(s) or unions, Dixon acknowledges the freedom of association and collective bargaining.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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	1,446	721	49.86%	799	55.26%	1,491	0	N.A.	629	42.18%
Female	76	29	38.16%	49	64.47%	60	0	N.A.	23	38.33%
Total	1,522	750	49.28%	848	55.72%	1,551	0	N.A.	652	42.03%
Workers										
Male	4,147	4,147	100%	4,147	100%	7,353	7,353	100%	7,353	100%
Female	1,980	1,980	100%	1,980	100%	3,853	3,853	100%	3,853	100%
Total	6,127	6,127	100%	6,127	100%	11,206	11,206	100%	11,206	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,446	1,291	89.28%	1491	1,271	85.24%
Female	76	65	85.52%	60	46	76.67%
Total	1,522	1,356	89.09%	1551	1,317	84.91%
Workers						
Male	4,147	4,147	100%	7,353	7,353	100%
Female	1,980	1,980	100%	3,853	3,853	100%
Total	6,127	6,127	100%	11,206	11,206	100%

10. Health and Safety Management System:

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

Dixon Technologies has implemented an occupational health and safety management system in alignment with ISO 45001 standards across all its plant and office locations. Dixon Technologies implements comprehensive safety training programs, clear protocols, and procedures to minimize workplace risks. Dixon Technologies provides its employees with appropriate safety equipment and gear, and regular audits are conducted to ensure compliance with safety standards. Dixon Technologies fosters a culture of safety by encouraging employee engagement, feedback, and continuous improvement in its safety practices. Dixon Technologies executes regular safety audits and continuous monitoring to ensure a safe and productive work environment for all employees.

This practice not only attracts and retains talent but also ensures superior governance within Dixon Technologies. Dixon Technologies also has a dedicated Occupational Health and Safety (OHS) policy. This policy underscores Dixon Technologies' unwavering commitment to achieving zero occupational fatalities across all plant and office locations and outlines the principles to be adhered to in order to fulfil this commitment.

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

Dixon Technologies has a robust Occupational Health and Safety (OHS) framework in place, which facilitates the identification, assessment, and mitigation of risks. The Company employs a comprehensive Hazard Identification and Risk Assessment (HIRA) approach to pinpoint the risks associated with various tasks.

To identify risks, several measures are implemented, including regular workplace inspections and in-depth discussions with employees and workers to understand and identify potential risks or threats. Additionally, each branch maintains an OHS observation sheet, where any incidents are diligently recorded.

Once risks are identified, they are thoroughly analysed and evaluated to understand their severity, likelihood, nature, and scope. Based on this process, a robust control system is established to mitigate these risks.

To ensure the effectiveness of the Health and Safety management system, Dixon Technologies conducts regular audits, both internal and external. This practice underscores the Company's commitment to maintaining a safe and healthy work environment for all its employees.

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

Yes, Dixon Technologies (India) Limited has established robust processes that empower its workforce to report work-related hazards and to extricate themselves from such risks. The Company places a high emphasis on extensive training for all its employees, enabling them to identify work-related hazards effectively.

The Company has designated unit safety officers who serve as the primary point of contact for employees to report any work-related hazards and risks. These officers are tasked with resolving the issues and eliminating the risks within a stipulated timeframe. If necessary, they escalate the risks to higher management for further action.

In the Company's annual report for 2023-24, various aspects related to safety are detailed, including the number of safety-related incidents, measures taken to ensure a safe and healthy workplace, the number of complaints made by employees and workers, assessments for the year, and details of any corrective action taken or underway to address safety-related incidents are shown.

This comprehensive approach underscores Dixon Technologies' commitment to maintaining a safe and healthy work environment for its employees, thereby fostering productivity and well-being.

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

Yes, the employees of the entity have access to non-occupational medical and healthcare services.

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

Safety Incident /Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Dixon prioritizes fostering a culture of safety through ongoing efforts that focus on enhancing the well-being of its workforce. The Company conducts regular safety training sessions, workshops, and drills to equip employees with essential skills and knowledge. Open communication channels encourage feedback and prompt addressing of safety concerns, fostering a collaborative safety culture. To continuously improve safety practices, Dixon analyses incident data, conducts safety audits, and implements recommendations from internal and external reviews. Investment in advanced safety technologies and equipment further minimizes risks and enhances emergency response capabilities. Additionally, Dixon emphasizes employee well-being through wellness programs, mental health support, and work-life balance initiatives. By integrating proactive safety measures, continuous improvement strategies, and well-being initiatives, Dixon maintains a culture that prioritizes the health, safety, and overall well-being of its workforce. Dixon also has a robust EHS Management Systems in place. The Company also has relevant certifications such as ISO 9001:2015, ISO 14001:2015 & HIRA, RA and CAPA.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	100% of the plants are assessed by the Company's Internal Auditors of the Company

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.

Dixon Technologies (India) Limited has implemented a Corrective and Preventive Action (CAPA) Standard Operating Procedure (SOP) for each safety-related observation. This proactive approach ensures that any non-compliance issues identified during audits are promptly addressed and resolved at the earliest opportunity.

Moreover, the Company conducts regular safety and security audits across all its plants. This systematic review process not only helps to maintain the highest safety standards but also fosters a culture of continuous improvement within the organisation.

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).

Dixon strongly believes that good health is an essential part of life, and having a healthy workforce contributes to the productivity. To promote employee wellness, the Company organises free consultations with doctors at various units from time to time. Yes, life insurance or any compensatory package is provided through EPFO and ESIC and it is given to all employees and workers. Moreover, Dixon has its own Welfare fund which is utilised for the purpose of making payments in the event of death of any employee or workers.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company has established sufficient mechanisms to ensure that the necessary statutory dues related to its transactions with value chain partners are deducted and deposited in accordance with applicable regulations. These processes are regularly reviewed through standard audit procedures. In addition to this, the service contracts between Dixon and service provider also contains clause for necessary statutory payments like PF, ESI etc. by service provider. The Company also ensures that timely payment is made to the workers, vendors, etc. to comply with the statutory requirements.

3. Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who 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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

The organisation consistently offers programs for enhancing skills throughout the tenure of employment. These training initiatives are tailored to meet the distinct needs of each role and functional area. This approach empowers each employee to seek opportunities for employment after retirement, leveraging the skills gained during their service.

Moreover, if an employee is suitable and capable, Dixon takes into consideration his/her continued employability.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company has not yet undertaken any assessment of value chain partners.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

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

Dixon Technologies recognizes the importance of engaging with key stakeholders, including investors, employees, directors, communities, customers, suppliers, and government authorities. The Company prioritizes transparent communication to foster trust and ensure regulatory compliance. Dixon actively promotes employee engagement, well-being, and career growth through regular interactions, surveys, and training programs, creating a harmonious workplace. The Board diligently reviews stakeholder feedback on economic, environmental, and social matters, aligning with stakeholder priorities through the ESG Committee and corporate social responsibility (CSR) initiatives. Stakeholder consultations inform Dixon's materiality assessment, shaping policies and procedures. Beyond legal obligations, Dixon's CSR initiatives focus on vulnerable and marginalized groups, emphasizing education, health, and skill development.

SDG



Essential indicators

1. Describe the processes for identifying key stakeholder groups of the Company.

Dixon Technologies acknowledges the integral role of stakeholders in creating lasting value for the Company and driving business growth. As such, the Company prioritizes the identification of key stakeholders and the establishment of a solid engagement framework for regular interaction. This ongoing stakeholder engagement process fosters a strong bond and understanding between the Company and its stakeholders.

While Dixon Technologies does not adhere to a formal procedure for stakeholder identification, it utilizes a flexible approach. This method recognizes groups and entities as stakeholders if their views, actions, and opinions significantly influence the business and are considerably affected by the Company's operations.

Consequently, Dixon Technologies identifies investors, shareholders, bankers, directors, employees, local communities, suppliers, contractors, customers, and governmental authorities as key stakeholders. The Company also maintains a Stakeholder Engagement policy, which is available on its website under 'Codes and Policies and Terms.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders/ Bankers	No	<ul style="list-style-type: none"> Annual General meeting Company's website Investor / analyst meet / calls Annual report 	Quarterly, annually and as and when required	The primary objective of Dixon Technologies is to adhere to all statutory requirements and to transparently communicate the Company's performance. This commitment not only ensures regulatory compliance but also fosters trust and confidence among all stakeholders.
Employees	No	Emails, Employee survey, Notice board, Annual performance review, website, meetings, trainings etc. Company website, Employee engagement activities	As and when required	Dixon Technologies is deeply committed to nurturing a harmonious relationship between the organisation and its employees. This symbiotic relationship is instrumental in enhancing employee well-being, boosting performance, and fostering career growth. The Company believes that this approach not only contributes to individual employee success but also propels the overall progress of the organisation.
Directors	No	Quarterly board meeting is conducted with the attendance of the directors of the Company.	As and when required	Dixon Technologies is steadfast in its mission to devise a forward-thinking, long-term strategy that serves as the Company's guiding compass. This strategy is meticulously crafted with a keen eye on the future, ensuring the Company's growth and sustainability. Regular oversight is maintained over the strategy's execution, ensuring its alignment with the Company's vision. The Company's performance is continually evaluated against this strategic roadmap, fostering a culture of accountability and excellence. This diligent approach underscores Dixon Technologies' commitment to its strategic objectives and its relentless pursuit of success.
Community	Yes	CSR Projects, Implementation and impact assessment of CSR projects	On regular basis	The objective is to enhance the social wellbeing of community members, thereby cultivating a robust bond that unites them all.
Customer & Suppliers	No	Emails, Newspaper, Advertising, websites, face-to-face meetings, phone calls and social media, Company website	As and when required	Engaging consistently with customers and suppliers, the key pillars of the business, allows for prompt resolution of their concerns, thereby fostering robust relationships. Some of the key topics and concerns are customer feedback, business development and regular audits.
Government Authorities	No	Regulatory Bodies – SEBI, Stock Exchanges, Ministry of Corporate Affairs, RoC. Through various Stock Exchange and ROC Filings, which includes intimation of events categorized under Reg 30 of SEBI LODR, other event-based compliances such as Corporate Governance Report, Filing of Financial Statements, etc.	Quarterly, half yearly and as and when required.	Purpose is to comply with the regulatory requirements.

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.

Dixon Technologies strives to grow its business while protecting nature and doing good for the community. Dixon Technologies' engagement with its broader stakeholder community is undertaken by respective functions in consultation with the Management team. Feedback from different stakeholder groups on environmental, social, or governance topics is shared with the ESG Committee of the Board. Dixon Technologies also has a CSR committee to review, monitor, and provide strategic direction to its CSR practices and social initiatives. Additionally, the Risk Management Committee at Dixon Technologies plays a crucial role in identifying risks that can potentially impact operations and developing policies and strategies to minimize these risks.

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, Dixon Technologies consistently engages in stakeholder consultations, actively seeking input from relevant parties. Dixon Technologies conducted a materiality assessment to identify and prioritize sustainability issues across its operations so that it can focus on the key issues affecting its stakeholders. A sustainability issue is material to Dixon Technologies if it is considered a principal risk or an element of a principal risk that could impact its business or performance or if its key stakeholders deem it essential. In addition, Dixon Technologies uses stakeholder insights to gauge the relative importance of each issue. Based on these valuable insights, Dixon Technologies formulates and adopts policies and procedures that align with its mission and goals. Also, the Company's governance structure ensures seamless flow of information and seeking inputs from various stakeholders ultimately ensuring that Company's ESG goals are aligned with Company's operations.

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

The organisation's commitment to community development extends beyond legal obligations. It actively assesses the evolving needs of the communities where it operates. Through strategic CSR initiatives and collaboration with local NGOs, the Company addresses key areas such as education, health, skill development, and infrastructure enhancement. Some of the key actions taken to address the concerns of vulnerable/ marginalised groups through various initiatives are specified in the Corporate Social Responsibility Annexure of the Board Report.

Principle 5: Business should respect and promote human rights

Dixon Technologies demonstrates a strong commitment to upholding human rights within its business operations. The Company has established robust mechanisms, including a Grievance Committee and a Chief Human Resource Officer, to address any human rights concerns. It encourages ethical conduct in all business activities and provides channels for individuals to lodge complaints.

The Company has a firm policy enforcement mechanism supervised by the HR Department and an Internal Committee. Dixon has a dedicated Grievance Committee and a separate Prevention of Sexual Harassment (POSH) committee to ensure swift and effective resolution of concerns.

Dixon Technologies has a zero-tolerance policy towards any form of discrimination or harassment. It provides clear guidelines on what constitutes such behaviours and has established confidential channels for reporting any incidents. The Company conducts regular training sessions to maintain a respectful and inclusive workplace.

The Company integrates human rights requirements, such as prohibitions against forced and child labour, into its business agreements and contracts. It conducts regular independent audits of its plant operations to prevent any form of child labour or malpractice.

Dixon Technologies conducts a yearly 'Great Place to work' survey and has won the award for three consecutive years. The Company's premises are designed to be accessible to all visitors, including those with different abilities, in compliance with the Rights of Persons with Disabilities Act, 2016.

In summary, Dixon Technologies is committed to promoting a safe, inclusive, and respectful workplace environment, demonstrating its core values of integrity, fairness, and respect for all individuals within the organisation. This commitment not only aligns with the Company's core values but also strengthens its organisational culture, fostering collaboration, innovation, and mutual respect across the Company.

SDG



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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	Nil	Nil	Nil	Nil	Nil	Nil
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Workers	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,446	0	N.A.	1,446	100%	1,694	0	N.A.	1,694	100%
Female	76	0	N.A.	76	100%	63	0	N.A.	63	100%
Other than Permanent										
Male	0	0	N.A.	0	N.A.	0	0	N.A.	0	N.A.
Female	0	0	N.A.	0	N.A.	0	0	N.A.	0	N.A.
Workers										
Permanent										
Male	162	0	N.A.	162	100%	203	0	N.A.	203	100%
Female	9	0	N.A.	9	100%	3	0	N.A.	3	100%
Other than Permanent										
Male	3,985	1,580	39.65%	2,405	60.35%	7,150	3,504	49%	3,646	51%
Female	1,971	1,578	80.06%	392	19.89%	3,850	1,848	48%	2,002	52%

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	7	2,53,00,000	1	14,00,000
Key Managerial Personnel (KMP)#	2	2,73,00,000	0	Nil
Employees other than BoD and KMP (Permanent)	1,442	4,27,680	76	4,56,750
Workers (Permanent)	162	2,32,248	9	2,25,215

Note: The above figures are taken on standalone basis

#KMP excludes whole time Director and Managing Director as they are included in BoD

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	4.51%	2.79%

Note: The data is for permanent employees of the Company.

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 Human resource division are tasked with addressing human rights concerns. Upholding the highest standards of Corporate Governance, the Company ensures all business activities are conducted ethically. Should any issues arise, individuals are encouraged to reach out to the relevant authority to submit a complaint, which will be promptly addressed.

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

Dixon stands firm in its commitment to uphold human rights, with a robust policy enforcement mechanism supervised by the HR Department and regularly scrutinized by an Internal Committee. The HR departments at all locations, including plants and the head-office, consistently monitor human rights considerations. Employees have unrestricted access to the DARWIN portal, allowing them to anonymously voice grievances or report potential human rights infringements.

Dixon has instituted a comprehensive process to address human rights grievances, including a dedicated Grievance Committee for swift and effective resolution of employee concerns. A separate POSH (Prevention of Sexual Harassment) committee is also in place, underscoring Dixon's meticulous attention to such sensitive issues. Furthermore, all stakeholders, including employees, workers, senior management, can report human rights concerns to their superiors or via the whistle-blower mechanism.

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

The details are provided below:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	0	All the complaints were resolved	No complaints other than those specified have been filed by employees and workers under any of the categories.		
Discrimination at workplace	0	0				
Child Labour	0	0				
Forced Labour/Involuntary Labour	0	0				
Wages	0	0				
Other Human rights related issues	0	0				

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of female employees / workers	0.10%	Nil
Complaints on POSH upheld	2	Nil

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

Dixon Technologies is dedicated to preserving a workplace free of discrimination, where all employees are accorded respect, dignity, and fairness. The Company's Anti-discrimination and Anti-harassment Policy serves as a cornerstone in upholding these principles. Key elements of policy include:

- **Zero Tolerance:** Dixon Technologies has a zero-tolerance policy towards any form of discrimination or harassment based on race, color, religion, gender, sexual orientation, age, disability, or any other protected characteristic.
- **Clear Guidelines:** Dixon Technologies' policy provides clear guidelines on what constitutes discrimination and harassment, ensuring that all employees understand their rights and responsibilities.
- **Reporting Mechanism:** Dixon Technologies has established confidential and accessible channels for employees to report any incidents of discrimination or harassment. All reports are taken seriously, investigated promptly, and appropriate action is taken based on the findings.
- **Training and Awareness:** Dixon Technologies conducts regular training sessions and awareness programs to educate employees about the importance of maintaining a respectful and inclusive workplace.
- **Accountability:** Individuals found guilty of discrimination or harassment are subject to disciplinary action, up to and including termination of employment, in accordance with Dixon Technologies' policy and applicable laws.

By implementing and enforcing its Anti-discrimination and Anti-harassment Policy, Dixon Technologies aims to create a safe, inclusive, and welcoming environment for all employees. This commitment not only aligns with Dixon Technologies' core values but also strengthens its organisational culture, fostering collaboration, innovation, and mutual respect across the Company.

Also, Dixon Technologies prioritizes a safe and respectful workplace environment by addressing concerns related to sexual harassment or discrimination with seriousness and diligence. Dixon Technologies has established a Prevention of Sexual Harassment (POSH) committee and policy that clearly outlines prohibited behaviors, reporting procedures, and its commitment to upholding a respectful workplace for all employees. To ensure the effective implementation and adherence to this policy, Dixon Technologies has instituted a dedicated Internal Complaints Committee (ICC). This committee comprises trained members responsible for handling and investigating complaints related to sexual harassment, ensuring confidentiality, impartiality, and timely resolution in accordance with legal guidelines.

In addition to Dixon Technologies' policy and dedicated committee, the Company conducts regular awareness and training sessions on the prevention of sexual harassment and discrimination. These sessions educate employees about their rights, responsibilities, and the importance of maintaining a respectful workplace culture.

Furthermore, Dixon Technologies enforces strict disciplinary actions against any employee found guilty of engaging in sexual harassment or discrimination. These actions range from counselling and warnings to termination of employment, depending on the severity of the offense and in compliance with Dixon Technologies' policies and applicable laws. By implementing these measures, Dixon Technologies is committed to fostering a safe, inclusive, and respectful workplace environment where every employee can thrive, free from harassment and discrimination. This reflects Dixon Technologies' core values of integrity, fairness, and respect for all individuals within the organisation.

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

Yes, Dixon Technologies places paramount importance on the protection of human rights. The Company has established a Code of Conduct, which it continually encourages its supply chain partners, contractors, and customers to adhere to. As a result of this commitment, Dixon Technologies has integrated clauses related to human rights, such as prohibitions against forced and child labor, into its business agreements and contracts.

To ensure compliance and maintain its ethical standards, the Company conducts regular independent audits of its plant operations to prevent any form of child labor or malpractice. This demonstrates Dixon Technologies' unwavering commitment to upholding human rights and maintaining ethical business practices.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	N.A.

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

Not applicable as the Company has not come across any significant concerns from assessments conducted at the business units.

Leadership Indicators

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

The Company has not come across any concern requiring a change in their business processes as a result of addressing human rights grievances/complaints.

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

The Company on a yearly basis conducts 'Great Place to work' survey wherein Dixon is being assessed on various diverse parameters such as Credibility, Respect, Fairness, Pride and Camaraderie. Dixon has won Great Place to work award for continuous three years.

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

Yes, The premises of Dixon Technologies are designed to be accessible to all visitors, including those with different abilities. Dixon Technologies believes that accessibility is an essential aspect of social responsibility and is persistent in its efforts to create an inclusive environment for everyone. Measures have been taken to ensure compliance with the Rights of Persons with Disabilities Act, 2016. This includes the provision of ramps, elevators, and accessible restrooms, among other facilities. Dixon Technologies believes in inclusivity and is committed to providing a comfortable and welcoming environment for everyone.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	During the year, the Company has not conducted any assessment for it value chain partners, however, the same are being assessed on RoHS and EHS parameters.
Discrimination at workplace	
Child Labour	
Forced Labour/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 4 above.

None. As no assessment of the value chain partners were conducted during the year.

Principle 6: Business should respect and make efforts to protect and restore the environment.

The Company demonstrates a strong commitment to environmental sustainability across its operations. It has implemented robust mechanisms to manage energy consumption, with a notable increase in energy derived from renewable sources. The Company has also made significant strides in water management.

In terms of emissions, the Company has taken several steps to reduce its carbon footprint, including meticulous greenhouse gas emissions inventory, solar panel installations, transition to Piped Natural Gas (PNG), and green building certification. The Company also adheres to the Restriction of Hazardous Substances (ROHS) directive, limiting the use of six hazardous materials in the production of electronic and electrical devices.

The Company's waste management practices are anchored on the 3Rs principle: Reduce, Reuse, and Recycle, aiming to minimize waste generation. For e-waste and plastic waste, the Company partners with government-authorized recyclers, promoting responsible waste management and recycling.

Furthermore, the Company is compliant with applicable environmental laws and regulations, demonstrating its commitment to maintaining a high standard of environmental responsibility. In summary, the Company is making commendable efforts in integrating sustainability principles into its overall business strategy and operations, demonstrating its commitment to environmental stewardship.

SDG



Essential indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (TJ)	FY 2022-23 (TJ)
From renewable sources		
Total electricity consumption (A)	15.22	9.28
Total fuel consumption (B)	0.29	0
Energy consumption sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	15.51	9.28
From non-renewable sources		
Total electricity consumption (D)	88.98	88.49
Total fuel consumption (E)	14.19	10.23
Energy consumption sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	103.17	98.72

Parameter	FY 2023-24 (TJ)	FY 2022-23 (TJ)
Total energy consumed (A+B+C+D+E+F)	118.68	108
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00018	0.00015
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.32	0.34
Energy intensity in terms of physical output*	-	-

*Due to diverse products portfolio of the Company, it is not possible for the Company to compute Energy intensity in terms of physical output.

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.

No, Company has not identified any sites/facilities as designated consumers (DCs) under the Performance, Achieve and Trade (PAT). However, being a responsible Company, significant importance is given to incorporating sustainability parameters into the business strategies.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	2,99,526	68,683
(iii) Third party water	9,697	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,09,223	68,683
Total volume of water consumption (in kilolitres)	2,95,919.4	68,683
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.46	0.098
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1,056.03	224.45
Water intensity in terms of physical output*	-	-

*Due to diverse products portfolio of the Company, it is not possible for the Company to compute water intensity in terms of physical output.

Note: The Company has established a new plant at C-8, Selaqui Dehradun, in the construction of which, water consumption was more.

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:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	4,059.6	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	4,059.6	-
(iii) To Seawater	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2023-24	FY 2022-23
(iv) Sent to third-parties	9,244	Nil
- No treatment	5,980	-
- With treatment – please specify level of treatment	3,264	-
(v) Others	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	13,303.6	Nil

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 Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The Company has implemented numerous initiatives aimed at reducing water consumption and effectively managing wastewater. Despite being in the electronics manufacturing industry where water usage is minimal, the Company recognizes the significant water demand in its other operations. To address this, Sewage Treatment Plants (STPs) have been installed across various locations to treat wastewater. This treated water is then repurposed for activities such as gardening and cleaning.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NO _x	µg/m ³	29.09	80.18
SO _x	µg/m ³	16.16	35.94
Particulate matter (PM)	µg/m ³	120.40	331.01
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

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

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

The details are provided below:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	621	826
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	20,342	17,457
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/Million	0.03	0.02
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)	tCO ₂ e/Million	78.71	59.48
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-

*Due to diverse products portfolio of the Company, it is not possible for the Company to compute Scope 1 and Scope 2 Emission intensity in terms of physical output.

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

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

The Company has taken several steps to reduce its carbon footprint by integrating sustainability principles into its overall business strategy and operations. Notable initiatives include:

- Greenhouse Gas Emissions Inventory:** The Company is in the process to inventorise its greenhouse gas emissions to identify areas for improvement.
- Solar Panel Installations:** Solar panels have been installed at various locations, including plants and office facilities, to harness renewable energy.
- Transition to Piped Natural Gas (PNG):** The Company has shifted from High-Speed Diesel (HSD) consumption to cleaner PNG, contributing to reduced emissions.
- Energy-Efficient Equipment:** The Company actively employs energy-efficient equipment to minimize energy consumption.
- Fleet Upgrades:** Efforts are underway to upgrade the employee commute fleet from BS4 to BS6-compliant vehicles.

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

The required details are provided below:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	87.089	9.05
E-waste (B)	0.53	N.A.
Bio-medical waste (C)	N.A.	N.A.
Construction and demolition waste (D)	N.A.	N.A.
Battery waste (E)	N.A.	N.A.
Radioactive waste (F)	N.A.	N.A.
Other Hazardous waste. Please specify, if any. (G)	1.21	1.641
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	47.526	74.608
Total (A+B + C + D + E + F + G + H)	136.355	85.299
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00021	0.0001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.48	0.27
Waste intensity in terms of physical output*	-	-
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.018	1.288
(ii) Landfilling	Nil	1.188
(iii) Other disposal operations	136.337	82.823
Total	136.355	85.299

*Due to diverse products portfolio of the Company, it is not possible for the Company to compute waste intensity in terms of physical output.

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 establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company has instituted a comprehensive waste management system to handle waste from manufacturing and operations. This system is anchored on the 3Rs principle: Reduce, Reuse, and Recycle, aiming to minimize waste generation. A thorough process, starting with segregation at the source, enhances waste recyclability and reusability while reducing environmental contamination.

For e-waste and plastic waste, the Company partners with government-authorized recyclers, promoting responsible waste management and recycling. In the mobile and laptop sectors, production waste, except for laptop packaging, is returned to customers for proper disposal.

Moreover, the Company adheres to the Restriction of Hazardous Substances (ROHS) directive, limiting the use of six hazardous materials such as lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (Cr6), polybrominated biphenyls (PBB), and polybrominated diphenyl ether (PBDE) in the production of electronic and electrical devices.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company is dedicated to the responsible and sustainable utilization of ecological resources, with a strong commitment to preserving the planet's rich biodiversity. It takes careful measures to ensure that its operations do not have any severe or irreversible effects on biological resources or biodiversity. Consequently, the Company ensures that none of its operations or offices are situated in or around ecologically sensitive or protected areas, such as national parks or wildlife sanctuaries. All of its office locations and plants are strategically located in industrial areas. This approach reflects the Company's commitment to environmental stewardship while maintaining its operational efficiency

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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During the reporting period, no projects undertaken by the Company needed to get the Environment Impact Assessment (EIA) done.

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company's operations and units comply with the applicable environmental laws and regulations and operate as per the rules, regulations and guidelines laid down by the Central and State Pollution Control Boards. Yes, the Company has adhered to all compliance requirements, and no penalties were imposed on it in the fiscal year 2023-24. This demonstrates the Company's commitment to maintaining a high standard of environmental responsibility.

Leadership Indicators

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

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

- (i) Name of the area - Nil
- (ii) Nature of operations – None
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The Company has not yet computed its scope 3 emissions.	
Total Scope 3 emissions per rupee of turnover	MT CO ₂ /Rupee turnover		
Total Scope 3 emission intensity			

Note: The Company has created a framework and is in the process of computation of Scope 3 emissions.

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

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

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	RoHS-Friendly Products	Dixon collaborates with customers to produce RoHS-friendly products.	Reduced hazardous substance content in products, contributing to environmental safety.
2	Eco Material Drive	Dixon has initiated a drive for eco-friendly materials in its supply chain.	Increased adoption of sustainable materials, reducing environmental impact.

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

The entity has a robust business continuity and disaster management plan in place, which includes comprehensive risk assessments, tailored policies, and stringent controls. Operating under a well-defined risk management policy, it continually evaluates, responds to, and monitors risks to safeguard key objectives. By employing a systematic approach, it anticipates and mitigates potential threats, ensuring the organisation's resilience. This entails thorough risk evaluation, categorization, and prioritization to allocate management attention effectively. For further details, you can visit <https://www.dixoninfo.com/json/dixon/codes-policy/risk-management-policy.pdf> to explore their comprehensive risk management framework and strategies.

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?

Dixon Technologies acknowledges the significance of reducing its environmental footprint throughout its entire value chain. The Company has established specific sustainability goals, which serve as its strategy to deliver consistent competitive performance, create long-term value for its stakeholders, and minimize environmental impact. No significant adverse impact is caused to the environment through our value chain of the Company.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

The Company has not yet conducted any environmental impact assessment of the value chain partners of the Company.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

The Company actively collaborates with prominent industry chambers and associations, advocating for best practices in policy development. Their commitment to promoting positive relationships and industry standards reflects the Company's dedication to excellence.

SDG



Essential indicators

1. a. **Number of affiliations with trade and industry chambers/associations.**

The Company is affiliated with 6 trade and industry chambers/ associations.

- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry (CII)	National
2	Electronic Industries Association of India (ELCINA)	National
3	Electric Lamp and Component Manufacturers (ELCOMA)	National
4	India Cellular & Electronics Association (ICEA)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	Consumer Electronics and Appliances Manufacturers Association (CEAMA)	National

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

Name of the authority	Brief of the case	Corrective action taken
N.A.		

Leadership Indicators

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

S. No	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Others-please specify)	Web Link, if available
1	The Company takes proactive steps to engage with industry chambers and associations, advocating for best practices in policy development.		No	N.A.	N.A.

Principle 8: Businesses should promote inclusive growth and equitable development.

The Company exemplifies a robust commitment to social responsibility through its Corporate Social Responsibility (CSR) programs. By actively engaging with communities, advocating for best practices, and supporting vulnerable groups, The Company contributes to sustainable living and positive impact. This efforts encompass education, healthcare, environmental sustainability, and skill development, reflecting their dedication to effecting positive change.

SDG



Essential Indicators

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

S. No	Name of Project for which R&R is ongoing	State	District	% of PAFs covered by R&R	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In ₹)
Not Applicable						

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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	Amount sent on R&R activities during FY 2023-24 (In ₹)
Not Applicable						

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

The organisation actively engages with the community through its CSR initiatives, aiming to address their concerns and fulfil their needs. This engagement takes various forms, including CSR projects and surveys. Through these interactions, a two-way communication channel is established. Communities can share their concerns, feedback, grievances, and needs, while the organisation informs them about the outcomes of community interventions, future plans, and how grievances are addressed.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	7%	Not mapped
Directly from Within India	31%	

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
	Current Financial Year	Previous Financial Year
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	100%	Not mapped
Metropolitan	Nil	Nil

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

For the purpose of categorisation of people employed at locations into Rural / Semi-Urban / Urban / Metropolitan, the following mechanism has been adopted along with RBI Classification System:

- Metropolitan cities considered are the nine cities, i.e. Mumbai, Pune, Delhi, Ahmedabad, Surat, Chennai, Kolkata, Bangalore and Hyderabad.
- All manufacturing locations (Plants) except (a) above are mapped under Urban locations.

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):

The Company has during FY 2023-24 undertaken Impact assessment of its CSR initiatives to assess the direct/ indirect impact of Dixon's support and ensuring that the CSR funds are utilised on track and fulfilled its objectives. No negative social impacts were identified in the social impact assessments undertaken during FY 2023-24.

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

S. No	State/ Location	Aspirational District	Amount Spent (RS.)
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During the FY 2023-24, no CSR projects were undertaken by the Company in designated aspirational districts as identified by Niti Ayog, Government of India.

3. A. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/ vulnerable groups (yes/no)?

No

B. From which marginalised/ vulnerable groups do you procure?

Not applicable.

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

Not Applicable.

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

Not applicable as the Company does not own or acquired any intellectual property rights based on traditional knowledge.

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

Not Applicable

6. Details of beneficiaries of CSR projects:

The Company is committed to operating and growing its business in a socially responsible way. Its purpose is to make sustainable living commonplace.

The Company's Corporate Social Responsibility (CSR) Policy, approved by the Board of Directors, outlines a clear agenda through which it will continue to contribute to the community at large. The Company has been actively engaged in various CSR projects involving inter-alia, water conservation, nutrition, skill development, health, hygiene, waste management and environmental sustainability. Please refer to the Company's Integrated Annual Report for more details on its CSR initiatives.

Some of the CSR projects undertaken by the Company during the FY 2023-24 and the beneficiaries therein are as under:

S. No.	CSR Projects	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Reimagining Higher Education Foundation (Plaksha)	50 Undergraduate students	100%
2	Labhya Foundation	4,86,689 Vulnerable children 30,418 Government School Teachers 4664+ Government Schools 3 states (Delhi, Uttarakhand and Tripura)	100%
3	Saint Hardyal Educational and Orphans welfare Society (SHEOWS)	60 abandoned and destitute elderly beneficiaries	100%
4	Nav Abhyan	45 Pre-Primary Children 72 Primary Students 36 Middle Level Students 20 High School Students	100%
5	Jan Madhyam	42 trainees for rehabilitation training 217 trainees for recycling 100 trainees for gardening 217 trainees for craft activities	100%
6	Purkul Youth Development Society	17 Girls and 11 boys of Class VIII and IX	100%
7	Bansividya Memorial Trust	71 Child beneficiaries	100%
8	Mahavir Foundation Trust	196 Students	100%
9	Chinmaya Organisation for Rural Development	946 Beneficiaries	100%
10	Etasha Society	302 Students	100%
11	Sapna	Youth in the age group of 11 to 18 Years (36 Trainees Enrolled)	100%
12	Latika Roy Memorial Foundation	25-30 disabled children	100%
13	Utkarsh Global Foundation	1272 villages along with 1000 underprivileged woman	100%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Dixon Technologies, operating on a B2B model, has shown a strong commitment to maintaining high standards in its operations. The Company ensures 100% turnover from products/services that adhere to environmental and social parameters, safe usage, and recycling or safe disposal.

The Company has also implemented a robust cybersecurity policy to safeguard data stored on end-user devices, reflecting its commitment to data privacy and security. There were no instances of data breaches, further emphasizing the effectiveness of their cybersecurity measures.

Information about the Company's products is readily accessible through their website, demonstrating transparency in their operations. In the event of any unforeseen disruptions, the Company has mechanisms in place to inform consumers through their website, various mass media platforms, and stock exchange announcements. This proactive approach highlights the Company's dedication to maintaining open communication channels and ensuring customer satisfaction.

Overall, Dixon Technologies' initiatives reflect a strong commitment to maintaining high operational standards, prioritizing data security, and ensuring transparency and communication with its clients.

SDG



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company does not directly engage with the end customers of its products since it works on a B2B model.

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:

Number of consumer complaints in respect of the following:	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil, no complaints have been received under any categories			Nil, no complaints have been received under any categories		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	0	N.A.

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

Yes, the Company has implemented a robust cybersecurity policy to safeguard data stored on end-user devices. This policy is accessible via the Company's Intranet, providing users with clear guidelines for secure data handling. Also, the Company has a data privacy policy which is available on the website of the Company on <https://www.dixoninfo.com/codes-policies.php>

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.

Nil, No significant concerns/complaints/penalties/regulatory actions were identified during the year.

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	Not applicable

Leadership Indicators

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

Consumers can access information about the Company's business verticals through Company's website (www.dixoninfo.com), along with a dedicated email addresses for contacting relevant department.

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

Not Applicable, As Dixon Technologies operates on a Business-to-Business (B2B) model, it doesn't directly interact with the end users of the products. The onus is on the Client to inform and educate the customers about the safe and responsible usage of products and/or services.

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

The Company does not deal with any essential services. However, in case of any unforeseen disruptions, they disseminate information through their website, various mass media platforms and stock exchange announcements.

- 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 whole? (Yes/No)**

Not Applicable as the Company does not directly deal with the end user of the products.