



Collaborative Solutions for Sustainability  
**Co-Creating Tomorrow**

# REPORT PROFILE

## Reporting frameworks

DCM Shriram has prepared its Sustainability Report for the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 in accordance with GRI Standards. The report's quality and metrics besides being in line with GRI's principles also includes the UNGC Ten Principles and UN Sustainable Development Goals (SDGs).

## Reporting boundary

The information presented in the report pertains to all units of DCM Shriram Limited that cover the business segments of Agri-Rural, Chloro-Vinyl, Sugar, Cement, Fertilizers and other Value Added Business operations in India. The data points for the report have been sourced from the respective business units (excluding overseas units) located in Uttar Pradesh (Ajhapur, Rupapur, Hariawan, and Loni), Gujarat (Bharuch), Rajasthan (Kota and Bhiwadi), Telangana (Hyderabad), Tamil Nadu (Chennai) and Odisha (Bhubaneswar). The reporting boundary also does not include associate companies, joint ventures, and subsidiaries over which the Company has no operational control. As per the applicability, the report provides an explanation of all involved calculations and underlying assumptions for the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.

## Reports accessibility

DCM Shriram is been publishing its sustainability report since the last 5 years. The current and all the previous reports are available on our website at <https://www.dcmshriram.com/sustainability/sustainability-reports>. This report reflects our unwavering intent to work on the material topics we have identified to create value for all the stakeholders. It talks about our performance and strategy to reduce our carbon footprint, promote socially inclusive growth and highlights the highest level of ethics and governance that the Company subscribes to. Our sustainability report has been externally assured by an independent third-party assurance provider – Ernst & Young Associates LLP, based on the International Standard on Assurance Engagements (ISAE) 3000 (Revised) – limited assurance criteria. The assurance statement can be found on page 98.

This report is in addition to the Annual Report FY23-24 which depicts the consolidated financial statements for the entities covered. This and previous reports is accessible on the website at <https://www.dcmshriram.com/investors/annual-report>.

We welcome our readers' valuable feedback to further enrich the quality of our report. We encourage you to share your views and insights with [sustainability@dcmshriram.com](mailto:sustainability@dcmshriram.com)





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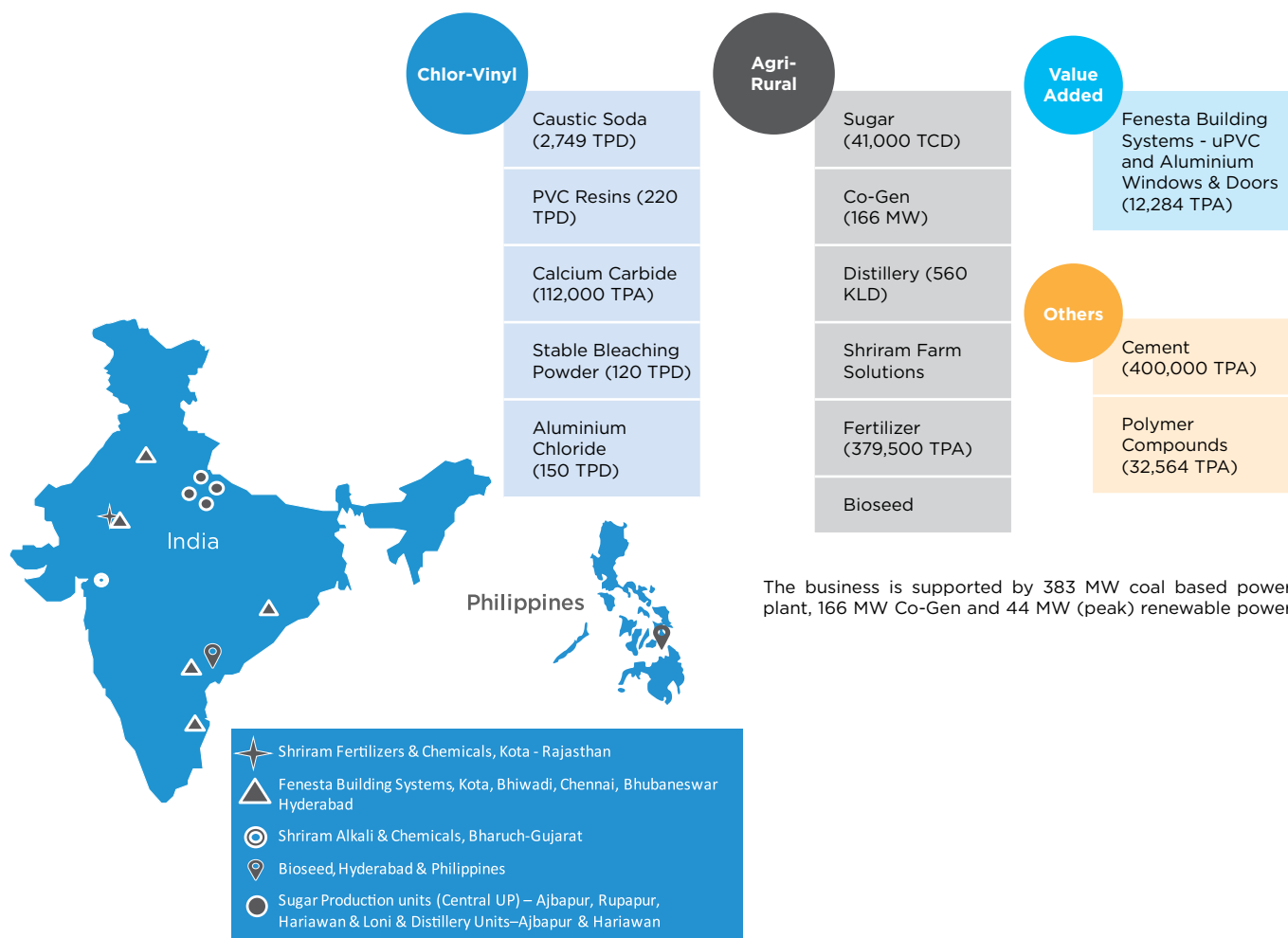


## COMPANY PROFILE

DCM Shriram is a leading business conglomerate with interests in several sectors and has an annual turnover of 11431.29 crores. DCM Shriram, a spin-off from the trifurcation of the reputed erstwhile DCM Group in 1990 and is managed by Mr. Ajay S. Shriram, Chairman & Senior Managing Director, Mr. Vikram S. Shriram, Vice Chairman & Managing Director and Mr. Ajit. S. Shriram, Joint Managing Director along with a highly professional executive team.

In the last few years, DCM Shriram has grown immensely by acquiring other businesses and expanding into diverse sectors of the economy; the company has had an average CAGR of 11% of top-line growth over the last two decades. The company is forward looking and has introduced several relevant and conscious global requirements as a part of its strategic growth. This includes climate change, digitization, data analysis, and the demand for making more green choices. DCM Shriram has well-defined processes in all its manufacturing facilities. Continuous improvements are made through global benchmarking, Total Quality Management (TQM), Total Productive Maintenance (TPM) etc. There is a strong and proactive focus on environment, health and safety which has led some of our facilities to international recognition such as Environment Management Systems Certification and British Safety Council Sword of Honour.

## Our Businesses



## Our Values

### Our Vision

Vibrant Growth with Trust,  
Energised Employees &  
Delighted Customers

### Our Mission

To build a world class  
organisation, a learning  
organisation to excel and win in  
all its endeavours

#### **I** **NTEGRITY**

Uphold ethical standards.  
Be socially responsible. Deliver on promises.

#### **A** **GILITY**

Act with speed.  
Adapt continuously. Deliver results.

#### **C** **USTOMER-CENTRICITY**

Listen to customers.  
Build long lasting relationships.

#### **T** **EAM WORK**

Foster collaborative working.  
Promote meritocracy.  
Practice empathy & humility.

#### **O** **PENNESS**

Encourage diverse views.  
Build external orientation

#### **N** **EWNESS**

Be innovative.  
Be Creative.





## CHAIRMAN AND VICE CHAIRMAN MESSAGE



Mr. Ajay S. Shriram, Chairman & Senior Managing Director and Mr. Vikram S. Shriram, Vice Chairman & Managing Director

**We are pleased to present our fifth Sustainability Report for year 2023-24, along with the Annual Report of the company. As in the previous years, this report has been prepared in accordance with the GRI Standards and has been externally verified by Ernst and Young Associates LLP.**

During the year the company continued to work towards integrating environmental, social and governance (ESG) principles into all our operations across the value chain. In our internal initiatives as well as throughout our engagement with communities, biodiversity has been imbedded as an important principle. This year a policy on Biodiversity was adopted to reiterate our commitment for preventing loss of Biodiversity and protecting the

ecosystem. We are committed towards contributing to the country's national targets for achieving United Nations' Sustainable Development Goals (SDGs), and our operations are aligned accordingly. As a result, our contribution towards sustainability is reflected in the efforts towards enhancing health and safety, plus limiting any adverse environmental impact of our products and services.

The company has strengthened business strategies to minimise the impact of Climate Change, ensure Health & Safety of all, safeguard biodiversity, utilise of natural resources in a sustainable manner and maintain social well-being of our stakeholders. The Company also participated in the Corporate Sustainability Assessment (CSA) by S&P Global for Dow Jones Sustainability

Index (DJSI) and was ranked amongst the top 8% most sustainable companies out of 527+ global chemical companies. We will continue to grow our businesses with sustainability as one of the key pillars.

As one of India's leading business conglomerate, we have taken several measures such as maximizing use of renewable energy in our operations, producing cement using lime sludge and fly ash, rain water harvesting and encouraging water conservation in agriculture through best practices.

The Company is cognizant of the threats imposed by the increasing water scarcity in multiple regions of the country. As part of a long-term mitigation plan, initiatives are being taken to reduce the withdrawal of groundwater and increasing ground-water recharge. This year also the Company was able to sustain 12 times water positive status. A range of water-harvesting structures have been constructed in the vicinity of all our manufacturing sites. These initiatives augmented the availability of the water round the year for the farmers and also increased soil moisture resulting in better crop yields. During the year, under the environmental sustainability initiative "Khushali Paryavaran" at Kota, the Company organized trips for farmers to witness successful water management practices. This will promote adoption of effective water conservation techniques through behavioural change, capacity building and community involvement. With this initiative, 3.9 Lakh cubic meter of additional water storage was created and 10+ villages have been enabled as water secure, impacting 20,000 people and 13,000 animals. Furthermore, taking ahead the agenda of developing a green belt around our areas of operation, the company continued tree plantation drive by planting around 89,000 new saplings during the year.

The Company stands committed to increase the mix of green energy in its overall consumption of different energy sources. This year green energy contributed 43% of the total energy consumed. Further, the increase in green energy resulted in 12% reduction of specific

GHG emission intensity (tCO<sub>2</sub>/ t production) over the previous year.

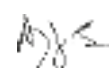
There has been a decline of 61 percent in the Lost Time Injury Frequency Rate (LTIFR) over the past year, which underscores the efficacy of the company's initiatives aimed at fostering a robust safety culture. It is a testament to the company's relentless efforts in cultivating a safety-first culture where every employee is empowered to play an active role in creating and maintaining safer workplaces.

We are pleased to share the progress made in our CSR initiatives. With a focus on holistic development and the significance of water in agriculture, we have conducted two impact assessments for our programs. This has provided us important learnings that will be incorporated as we expand the scope of our activity. Work in our focus areas of livelihood, healthcare, education and environment are being undertaken in a manner that its benefits are ongoing, rather than being restricted to a one time improvement. Overall, through CSR initiatives, an amount of INR 23.63 Crores has been spent on different projects undertaken across various states. More than 1.16 lakh people were positively impacted by various CSR initiatives during the financial year.

We would like to take this opportunity to thank all our stakeholders – members of the board, business associates, employees, suppliers, government authorities, lenders and shareholders – who have contributed to the growth of our company. With their cooperation, we are confident of maintaining the growth momentum in the coming years.



**Mr. Vikram S. Shriram**  
Vice Chairman &  
Managing Director



**Mr. Ajay S. Shriram**  
Chairman &  
Sr. Managing Director

## AWARDS, RECOGNITIONS & CERTIFICATIONS

Based on the risk levels, the Company ensures that all its operations and activities have been certified to the most appropriate applicable nationals and international certifications to ensure product quality while providing a safe environment for everyone with minimal impact on the environment.



The key certifications of the Company are listed below













Manufacturing Sites/ Business	ISO 9001	ISO 14001	ISO 45001
Kota	✓	✓	✓
Bharuch	✓	✓	✓
Ajbapur	✓	✓	✓
Hariawan	✓	✓	✓
Loni	✓	✓	✓
Rupapur	✓	✓	✓
Fenesta Business	✓	✓	✓
Bioseed Business	✓	✓	✓
SFS Business	✓	✓	✓

### Other Sector Specific Certifications

Chemicals Site at Bharuch	Responsible Care
Sugar Sites at Hariawan, Ajbapur and Loni	Bonsucro
Sugar Sites at Ajbapur, Hariawan, Loni and Rupapur	Food Safety System Certification 22000 (FSSC)





## List of Awards

-  Kota site received 17th CII Water Excellence Award 2023 for its water conservation & effluent management efforts.
-  CSR Leadership Award at the 14th Agriculture Leadership Conclave & Awards 2023 by the Agriculture Today Group.
-  Sugar Business secured the 1st Runner Up spot at the CII Global AI Summit, earning the Excellence Award for Best Use of Technology/ Product/ Solutions.
-  Sugar Unit - Loni received BBS Leadership Award 2023 for implementing & sustaining BBS culture.
-  The Corporate Law Team of DCM Shriram Ltd., received 'The Legal Compliance Team of the Year' award by ASSOCHAM.
-  Adjudged as one of the best Corporates under 'Cash Management Services' by HDFC Bank.
-  Bharuch site recognized with the Diamond Water Award and Platinum Energy Award by the Maple Green Foundation.
-  CSR Leadership Award at the 14th Agriculture Leadership Conclave & Awards 2023 by the Agriculture Today Group.
-  Sugar Business secured the 1st Runner Up spot at the CII Global AI Summit, earning the Excellence Award for Best Use of Technology/ Product/ Solutions.
-  Hariawan Site received CII Award 2023 for Best Practices in Energy Conservation
-  Shriram Bioseed has been awarded the Prestigious ABSA 2023 Award for "Company of the Year - Seeds"
-  Asia's Greatest Brands Awards 2024 by Asia One for Fenesta Business



## Other Recognitions received during FY23-24

-  The Company participated in the Corporate Sustainability Assessment (CSA) 2023 by S&P Global for Dow Jones Sustainability Index (DJSI) and ranked amongst the top 8% most sustainable companies out of 527+ global chemical companies.
-  The Company under 'Management Band' received 'B-' Rating against Global/ Asia Average 'C' Rating amongst 23000+ global companies in the CDP Climate Change Assessment 2023
-  The Company was ranked in 'Good' category under the EcoVadis Sustainability Assessment 2023.



## SUSTAINABILITY STRATEGY

**What the business world is experiencing today is an ever-evolving set of challenges posed by multiple internal and external factors. Unprecedented situations arising from extreme weather events are leading to multiple physical and operational risks. New government policies and regulations, across the world have been coming into force with a wider scope of applicability.**

Organisational resilience, the ability to adapt, and agility are the keys to becoming sustainable. Over the years, DCM Shriram has successfully navigated the challenges posed by multiple factors and evolved as a company with strong sustainability principles. Working with an approach to achieve operational excellence, the company is working towards cutting down on its carbon footprint. However, to become a sustainable Company in all aspects, DCM Shriram took a proactive approach towards environmental aspects as well. Water and waste management have been at the top of the list of priorities.

Furthermore, the Company kept people's well-being and giving back to society at the core of their sustainability strategy. The company is committed to developing a sustainable business with growth.

The intention is to make positive social impact by addressing the well-being, growth and progress of its stakeholders. By working on the different material topics, the Company tries to address all possible targets of the multiple Sustainable Development Goals (SDGs).

The Company was able to achieve a 3% reduction across specific water consumption and 12% reduction in specific GHG emissions per tonne of product as compared to previous year through a coordinated and structured set of interventions. The Company will scale up actions for climate change mitigation in the coming years. The key focus would be on the circular economy, energy efficiency, water conservation, sustainable agriculture, and biodiversity.



## ESG Philosophy

To move ahead with a wider and deeper ESG impact across our value chain, the company follows the ASCRIBE framework. Sustainability is ingrained in our ASCRIBE framework and is an essential component of our business. It is a holistic strategy for all stakeholders, including customers, suppliers, investors, employees, the societies we serve, and the planet. The company strives to address material topics in order to support inclusive economic opportunities. This would help the company foster a culture of trust, empowerment, and growth, and ensure that our people and businesses remain resilient and relevant for the future.

The framework has helped to draft best-in-class ESG policies and an implementation roadmap. The ESG principles have been infused at all levels across the organisation.



We aspire to the “**ASCRIBE**” motto on ESG to highlight what we are committed to working on, with transparent and attainable objectives.



Seven dynamic and ever-evolving fields of action serve as the foundation for the ASCRIBE framework and are the driving forces behind our sustainability strategy. We are setting clear priorities and goals for material ESG topics within our operations. Our definition of sustainability is in line with the same fundamental principles that reflect the understanding of our stakeholders.

	PROGRESS	WAY FORWARD
<b>A</b>	<ul style="list-style-type: none"> <li>• 12% reduction in specific GHG emissions per tonne of production as compared to FY23.</li> <li>• Around 43% of total direct energy is from green sources.</li> <li>• Around 30 Lacs tCO<sub>2</sub>e emission reduction through various initiatives across the business.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue procurement of 44 MW renewable power and enhance the same for Bharuch Site.</li> <li>• To enhance the use of biomass as feedstock in boilers.</li> <li>• Back Pressure Turbine installation at Bharuch Site</li> </ul>
<b>S</b>	<ul style="list-style-type: none"> <li>• Assessment of new vendors on ESG parameters and specific ESG related terms and conditions for all vendors.</li> <li>• Communication about Environment, Safety &amp; Human Rights as part of all Purchase Orders (PO)</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancing collaborations with the value chain partners to further ESG initiatives in operations while doing long term value creation.</li> </ul>
<b>C</b>	<ul style="list-style-type: none"> <li>• 100% compliance with Extended Producers' Responsibility (EPR)</li> <li>• 25% recycled-reused material to total input key raw material</li> </ul>	<ul style="list-style-type: none"> <li>• Even with the increase in production, a minimum share of 25% of recycled and reused material in the pool of total raw material to be maintained.</li> </ul>
<b>R</b>	<ul style="list-style-type: none"> <li>• Increase and maintain great confidentiality of data, and integrity of data management systems.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct internal audits on periodic basis to keep the data security systems updated.</li> </ul>
<b>I</b>	<ul style="list-style-type: none"> <li>• Increased focus on Diversity, Equity &amp; Inclusion (DEI) through business-wise targets</li> <li>• Around 1.16 Lacs beneficiaries from various community development projects</li> <li>• Increase digital learning</li> </ul>	<ul style="list-style-type: none"> <li>• DEI targets for each business</li> <li>• Strengthen the monitoring and evaluation systems for the CSR projects and conducting Impact Assessment of flagship projects which have completed at least 3 years.</li> </ul>
<b>B</b>	<ul style="list-style-type: none"> <li>• More than 2300 programmes were conducted for awareness of various ESG aspects across employee groups including BoD.</li> <li>• More than 3 lacs programmes were conducted for awareness of value chain partners</li> <li>• Life Cycle Assessment (LCA) conducted for all products manufactured at the Bharuch site and Kota Site (major products)</li> <li>• Secured place in the top 8% of global chemical companies as per the S&amp;P Global Corporate Sustainability Assessment 2023</li> <li>• Awarded 'B-' rating in CDP Climate Change Assessment 2023</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct LCA for products manufactured at other sites</li> <li>• Work towards further improving the ESG score under Corporate Sustainability Assessment by S&amp;P Global (DJSI)</li> <li>• Initiate TCFD Reporting and Scope 3 assessment for all the businesses.</li> </ul>



	PROGRESS	WAY FORWARD
E	<ul style="list-style-type: none"> <li>All sites are ISO 45001 certified</li> </ul>	<ul style="list-style-type: none"> <li>Conduct internal audits on periodic basis to improve the effectiveness of the certification</li> </ul>

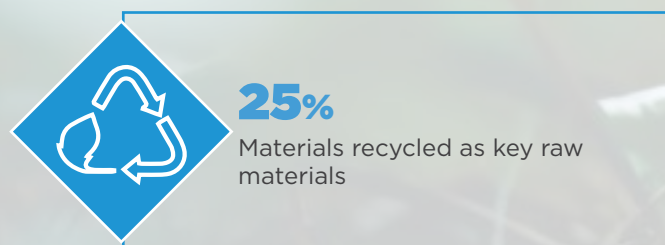
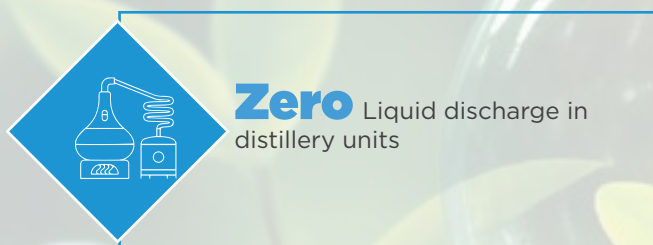
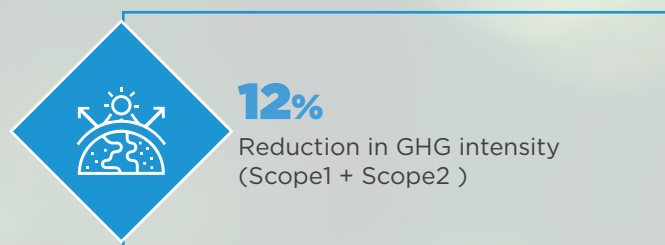
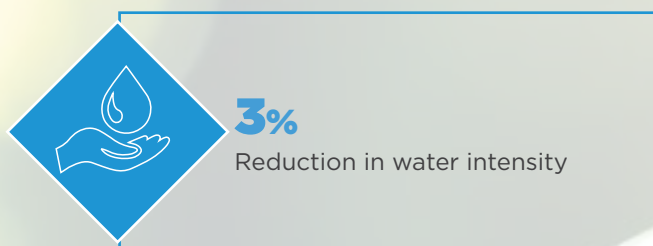
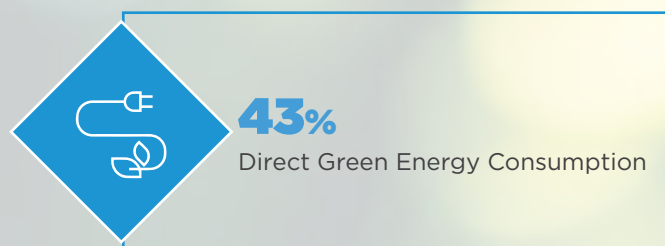
The “Climate Change 2023: Synthesis Report” released by the IPCC this year has reaffirmed that the “Pace and scale of climate action are insufficient to tackle climate change”. Further, the report has highlighted the adverse impacts that we could face in the future, some of which are related to water scarcity, food production, health and wellbeing, ecosystem, and species range shifts. DCM Shriram has always acknowledged the fact that climate change is real and for decades we have been constantly implementing initiatives to mitigate the impacts of climate change.

By making constant innovations in the products and processes across the business portfolio, DCM Shriram strives to work towards a sustainable future. In everything that we do, the way it will impact people and the planet is always taken into consideration. The nature of the products that we manufacture presents an opportunity to make a larger impact on society. We are constantly refining our products to make a positive impact.

We work towards becoming leaders in our sector by acting as responsible corporate citizen. This gets reflected in the multiple initiatives that we have taken to reduce our carbon footprint, be energy efficient, promote a circular economy, staying multiple times water positive, creating health ecosystems leading to rich biodiversity, strong EHS policy setting the highest standards in plant design, equipment selection, maintenance, and operations, and have a robust EHS Management System.



## SUSTAINABILITY **AT GLANCE**





**2.24 days** of training per  
employee per year



**INR 73 Crores**  
investment in Research and  
Development



**INR 23.63 Crores**  
Spent on CSR initiatives



**35 Million**  
Work hours



**97%**  
customer satisfaction



Achieved **5%**  
diversity in permanent employees



Positively impacted more than  
**1.16 lakhs** people




**0.085**  
LTIFR - Employees &  
Contractuals

Lost Time Injury Frequency Rate (LTIFR) is the number of reportable accidents per million person hours. A reportable accident is defined as an accident due to which the injured does not return to work within 48 hours.






**Policies** on Responsible Procurement & Biodiversity




**BRSR framework**  
in place for NGBRC (National Guidelines on Responsible Business Conduct) Principles.



**Assessment of 100%**  
of Tier 1 Value Chain Partners



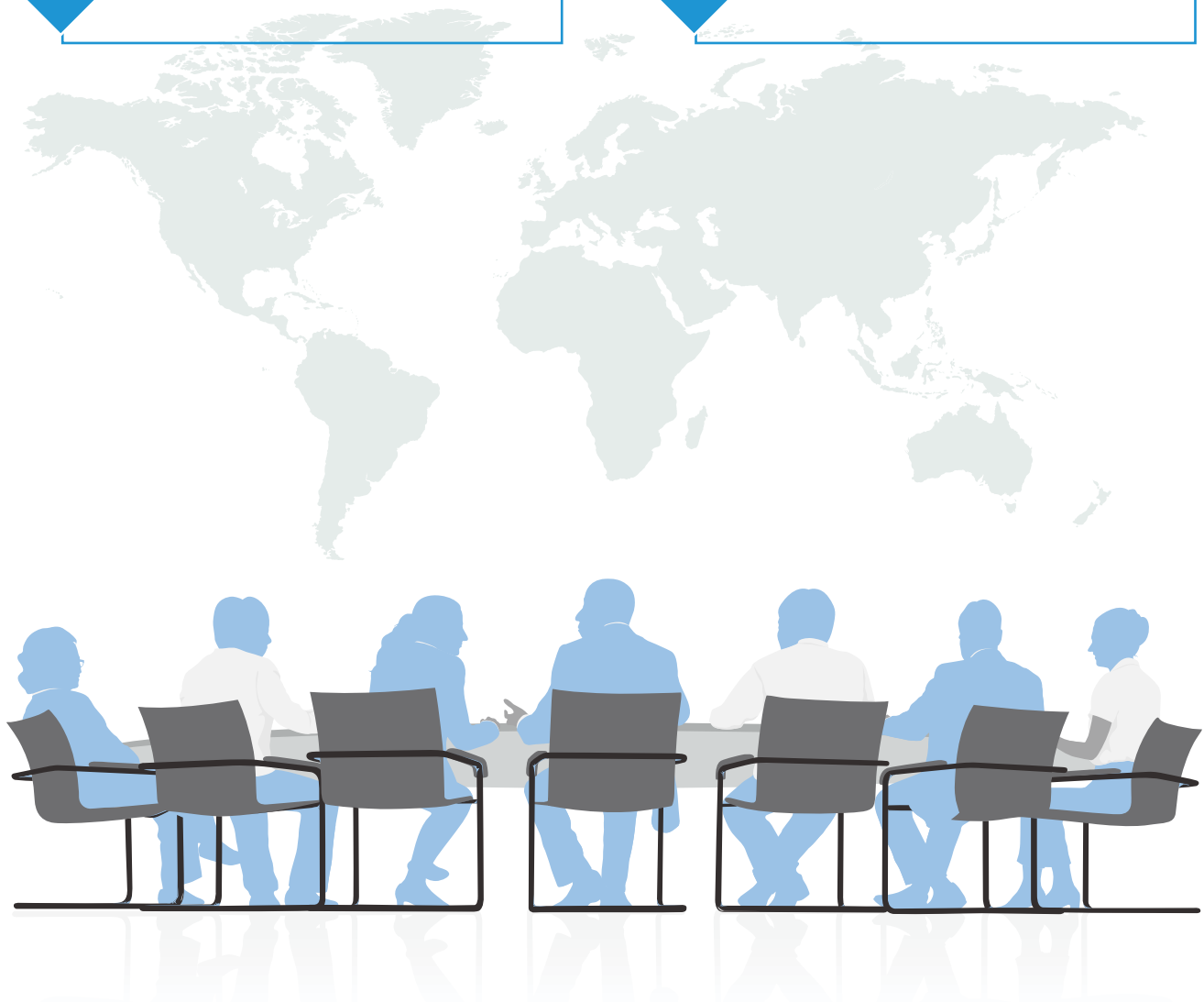
**Amongst 8% Top Global Chemical** Companies by S&P Global CSA 2023. Received ESG Score of 55/100  
(as on 23 Jan 2024)



**“B-” Rating in CDP**  
Climate Change Assessment 2023









**Complinty e-Software tool**  
Monitors, Reports and Tracks Legal Compliances





## SIX CAPITALS

CAPITALS	CATEGORY	INPUT	OUTPUT
 <p><b>Financial Capital</b> A well balanced cost effective funding mix (debt and equity) deployed for sustaining, supporting and creating value across all capitals</p>	<p><b>Material Aspect/Focus Area</b></p> <ul style="list-style-type: none"> <li>• Governance &amp; Compliance</li> <li>• Taxation</li> <li>• Economic Performance</li> </ul> <p><b>Relationship with other capitals</b></p> <ul style="list-style-type: none"> <li>• IPs and patents</li> <li>• Employee Satisfaction</li> <li>• Increased Productivity</li> <li>• Regulatory Compliance</li> </ul>	<p>Cash &amp; Cash Equivalence: <b>INR 343.22 Crores</b></p> <p>Net Worth: <b>INR 6476.33 Crores</b></p> <p>Net Debt: <b>INR 1434.23 Crores</b></p>	<p>Revenue: <b>INR 11431.29 Crores</b></p> <p>EBITDA: <b>INR 1089.22 Crores</b></p> <p>Growth in Revenue: <b>11%</b></p> <p>Current Long Term Credit rating by ICRA: <b>AA+</b></p>
 <p><b>Manufacturing Capital</b> Foundations like plants, warehousing, logistics, facilities, and actual assets in which we have contributed monetary cash flow to guarantee productive activities and create long haul returns</p>	<p><b>Material Aspects/Focus Area</b></p> <ul style="list-style-type: none"> <li>• Operational Excellence</li> <li>• Capital Investment</li> </ul> <p><b>Relationship with other capitals</b></p> <ul style="list-style-type: none"> <li>• Improved Performance</li> </ul>	<p>Domestic manufacturing facilities: <b>11</b></p> <p>Number of Offices: <b>46</b></p>	<p><b>Growth in</b></p> <ul style="list-style-type: none"> <li>• Sugar and Ethanol Business: <b>24%</b></li> <li>• Shriram Farm Solutions: <b>15%</b></li> <li>• Fenesta Business: <b>18%</b></li> </ul> <p>Decline in Chloro-Vinyl Sales: <b>31%</b> (due to decline in production prices)</p>
 <p><b>Human Capital</b> The knowledge, abilities, experience, and inspiration of our workers help us to create value and grow.</p>	<p><b>Material Aspect/Focus Area</b></p> <ul style="list-style-type: none"> <li>• Learning &amp; Development</li> <li>• Inclusion &amp; Diversity</li> <li>• Employee Well being</li> <li>• Health &amp; Safety</li> <li>• Human Rights</li> </ul> <p><b>Relationship with other capitals</b></p> <ul style="list-style-type: none"> <li>• Talent Attraction</li> <li>• Increased Revenue Generation</li> <li>• Efficiency enhancement of members</li> </ul>	<p>Permanent Employee: <b>6175</b></p> <p>Total Training hours (Permanent Employees): <b>110,801</b></p> <p>EHS Training Hours: <b>92,988</b></p> <p>Total Spend on Employee Benefits: <b>INR 984.4 Crores</b></p>	<p>LTIFR:</p> <p>Permanent employees: <b>0.09</b></p> <p>Contractual employees: <b>0.08</b></p> <p>Employee Engagement Survey: <b>97%</b></p> <p>Reportable incidents: <b>3</b></p>

CAPITALS	CATEGORY	INPUT	OUTPUT
 <p><b>Intellectual Capital</b> The knowledge, abilities, experience, and inspiration of our workers help us create value and grow.</p>	<p><b>Material Aspect/Focus Area</b></p> <ul style="list-style-type: none"> <li>Research &amp; Development</li> </ul> <p><b>Relationship with other capitals</b></p> <ul style="list-style-type: none"> <li>Customer retention through satisfaction and attraction of new customer</li> <li>Revenue from increased sale of modified or new products</li> </ul>	<p>Investment in R&amp;D: <b>INR 73 Crores</b></p> <p>Number of R&amp;D team members: <b>193</b></p>	<p>Patent Granted till date: <b>48</b></p> <p>Plant Variety Protection (PVP) registrations filed till date: <b>158</b></p> <p>Patents for Invention Granted till date: <b>4</b></p> <p>Patents for Inventions filed till date: <b>6</b></p>
 <p><b>Natural capital</b> Using both renewable and non-renewable natural resources in our operations to produce social and have a positive impact on the environment</p>	<p><b>Material Aspects/Focus Area</b></p> <ul style="list-style-type: none"> <li>GHG emission reduction</li> <li>Circularity of material and issues</li> <li>Energy Efficiency</li> <li>Water Conservation</li> <li>Biodiversity</li> </ul> <p><b>Relationship with other capitals</b></p> <ul style="list-style-type: none"> <li>Operational cost reduction</li> <li>Regulatory Compliance</li> <li>Long term value creation for stakeholders</li> </ul>	<p>Total Energy Consumption: <b>46,139 TJ</b></p> <p>Total Water Consumption: <b>13.29 Million m3</b></p> <p>Raw Material Consumed: <b>8,005,366 MT</b></p>	<p>Green Energy Consumption: <b>18,837 TJ</b></p> <p>Green energy consumption as % of total direct energy consumption: <b>43%</b></p> <p>Solar &amp; Wind Power consumed: <b>453 TJ</b></p>
 <p><b>SOCIAL &amp; RELATIONSHIP CAPITAL</b> We appreciate our supply chain partners, customers, and communities for the welfare initiatives and collaborative healthy relationship.</p>	<p><b>Material Aspects/Focus Areas</b></p> <ul style="list-style-type: none"> <li>Human Rights</li> <li>Community Welfare</li> <li>Responsible Supply Chain</li> </ul> <p><b>Relationship with other capitals</b></p> <ul style="list-style-type: none"> <li>Long term value creation for stakeholders</li> <li>Brand Reputation</li> <li>Reduced Environmental Impact</li> <li>Value creation for communities</li> </ul>	<p>CSR spent across programmes: <b>INR 23.63 Crores</b></p>	<p>Total number of beneficiaries impacted: <b>116,210 people benefited</b></p>

\*Lost Time Frequency Rate (LTIFR) is the number of reportable accidents per million person hours. A reportable accident is defined as an accident due to which the injured does not return to work within 48 hours

# STAKEHOLDER ENGAGEMENT & MATERIALITY

**DCM Shriram engages with all its stakeholders on a regular basis and seeks feedback, which helps the organization to make right decisions and prioritise actions. By acting on the inputs we receive from our stakeholders, allocation of resources gets done in a more efficient and impactful manner. The Company is committed to address what the stakeholders find material as a part of the materiality assessment exercise that it undertakes periodically.**

DCM Shriram is accountable to all its stakeholders, and establishing partnerships with them is a core element of its stakeholder engagement plan. By taking the liability and control approach, the company broadly classified the stakeholders into three groups - key stakeholders, strategic stakeholders, and external influencers.

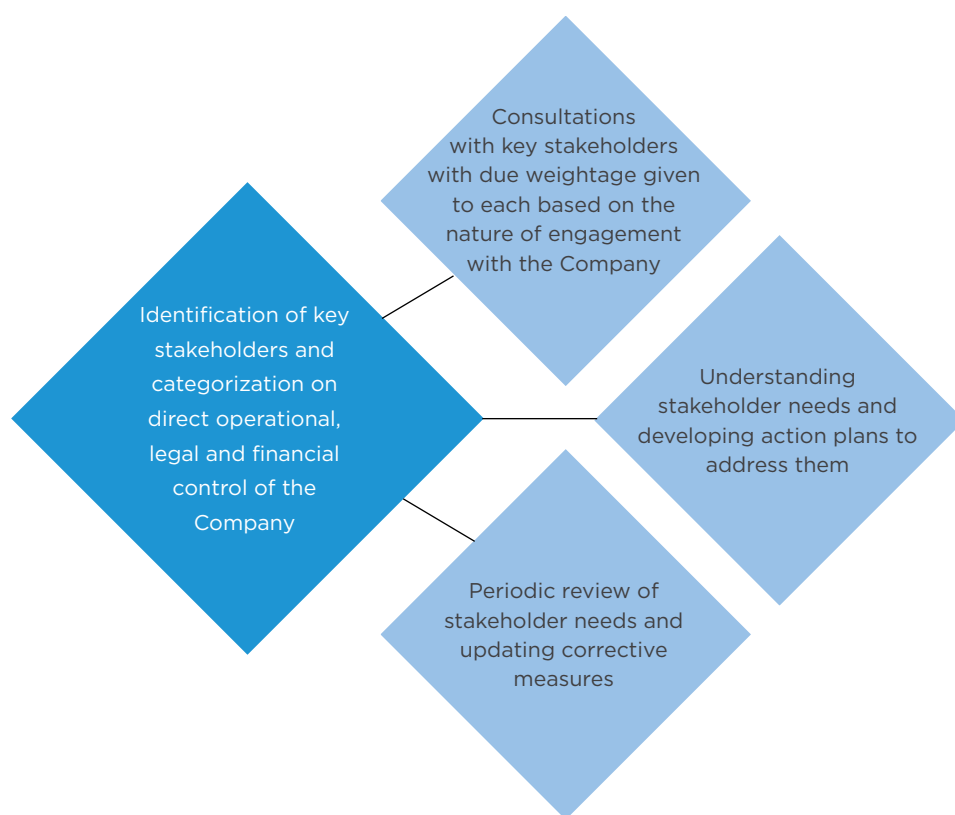
DCM Shriram has developed a structured framework to guide our continuous engagements with stakeholders. The company keeps making changes to the engagement methods to keep them more relevant and broad enough to capture their vision, feedback and suggestions for improvement.

While there is a wide variety of stakeholders, which brings in diverse perspectives, the engagement approach also has to be unique. DCM Shriram follows a customized approach for each stakeholder based

on their nature and level of influence. However, the fundamental principles of ensuring transparency in information disclosure and accountability for our actions remain at the core.



The detailed process that the company follows for the stakeholder consultation has been illustrated here:



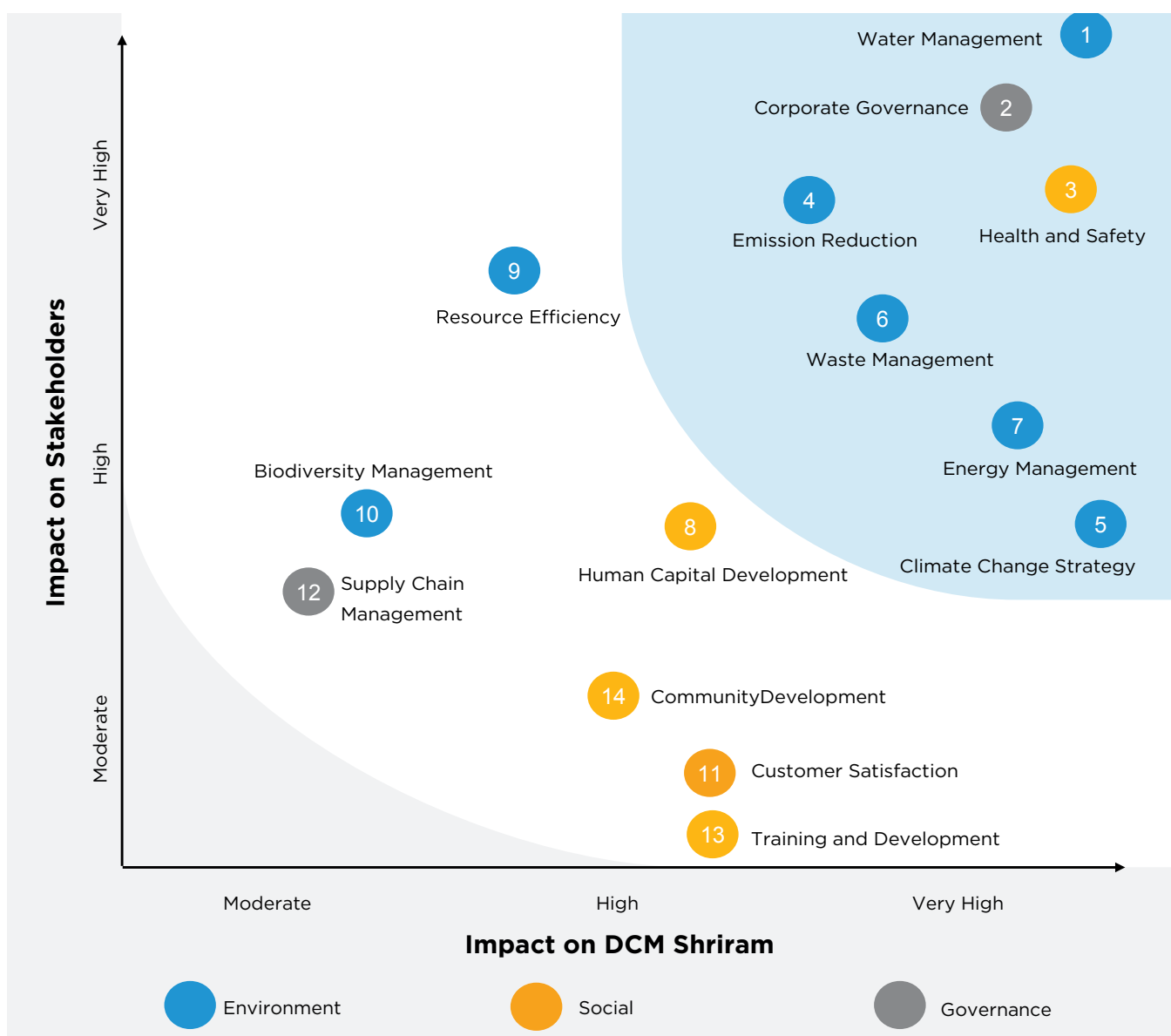
Stakeholder Group	How we engage	Frequency	Key expectations	Our actions
Employee	<ul style="list-style-type: none"> <li>Employee engagement survey</li> <li>Performance reviews</li> <li>Cultural events</li> <li>Intranet</li> <li>Committees &amp; forums on specific topics</li> <li>Newsletters</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Digitization</li> <li>Non discrimination</li> <li>Safe work environment</li> <li>Skill upgradation</li> <li>Work life balance</li> </ul>	<ul style="list-style-type: none"> <li>Continuous upgradation of digital tools</li> <li>Code of Conduct for all employees</li> <li>ISO 45001 certification and Safety Committee at all site</li> <li>Competency mapping and annual training calendar</li> <li>Regular health talks</li> <li>Flexible work hours</li> </ul>
Shareholders & Investors	<ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>Quarterly Board Meetings</li> <li>Annual Financial Report</li> <li>Emails</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Improved profitability and growth of organization</li> <li>Transparent and effective communication,</li> <li>Investor servicing</li> </ul>	<ul style="list-style-type: none"> <li>Regular Business Performance reviews</li> <li>Regular business updates communicated through website</li> <li>Dedicated investor relations cell</li> </ul>



Government & Regulatory Bodies	<ul style="list-style-type: none"> <li>• Compliance Reporting</li> <li>• Policy discussion through Industry Associations</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>• Compliance to regulatory requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Digital solution 'e-Complinty' implemented to track compliance reporting</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Customer Surveys</li> <li>• Exhibitions</li> <li>• Plant Visits</li> <li>• Market Surveys</li> </ul>	Yearly	<ul style="list-style-type: none"> <li>• Customer Satisfaction</li> <li>• Low carbon products</li> <li>• Quality</li> <li>• Product Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Increased renewable energy</li> <li>• Increased energy efficiency</li> <li>• Life Cycle Assessment conducted for key products</li> <li>• Product Safety information provided through MSDS</li> </ul>
Suppliers, Dealers & Distributors	<ul style="list-style-type: none"> <li>• Supplier Meet</li> <li>• Plant Visits</li> <li>• Exhibitions</li> </ul>	Yearly	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Business Ethics</li> <li>• ESG Awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible Procurement Policy</li> <li>• Code of Conduct for all employees</li> <li>• ESG aspects included in the supplier contract</li> <li>• ESG Awareness conducted</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>• Surveys</li> <li>• Public Hearings</li> <li>• Awareness Camps</li> <li>• Cultural Events</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>• Health &amp; Hygiene</li> <li>• Water Conservation</li> <li>• Waste Management</li> <li>• Employment</li> </ul>	<ul style="list-style-type: none"> <li>• Dedicated projects on health, education and environment management</li> <li>• Impact Assessment conducted for key projects</li> <li>• Vocational training projects implemented</li> </ul>
Farmers	<ul style="list-style-type: none"> <li>• Awareness Camps</li> <li>• Alerts through SMS or in-person field visits</li> <li>• Impact Assessments</li> </ul>	Monthly	<ul style="list-style-type: none"> <li>• Sustainable Agriculture</li> <li>• Improved Livelihood and Income</li> <li>• Access to quality agri-input materials like seeds, fertilizers etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Dedicated Call Centre for farmers</li> <li>• Meetha Sona Project implemented to improve yield and reduce environmental footprint.</li> <li>• SFS Business dedicated to service the farmers on quality agri-input materials</li> </ul>
Civil Society	<ul style="list-style-type: none"> <li>• Collaboration on various CSR Projects</li> </ul>	Yearly	<ul style="list-style-type: none"> <li>• Community Development</li> </ul>	<ul style="list-style-type: none"> <li>• Various projects implements related to healthcare, education, vocational training etc.</li> </ul>
Media	<ul style="list-style-type: none"> <li>• Press Releases</li> <li>• Financial Results</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>• Transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Website is updated regularly on key events</li> </ul>
Industry Associations	<ul style="list-style-type: none"> <li>• Seminars and Conferences</li> <li>• Close Working Groups</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>• Industry best practices</li> <li>• Policy inputs</li> </ul>	<ul style="list-style-type: none"> <li>• Senior Leaders part of the Close Working Groups for Policy Inputs</li> <li>• Regular participation in Awards, Seminars and Conferences.</li> </ul>

DCM Shriram values stakeholder opinions and preferences and makes utmost effort to ensure that these are covered as a part of the process and its reporting that strengthens its ESG strategy. Engaging with the key stakeholders is a critical factor in identifying the material topics. Through various means, we keep engaging with our stakeholders to strengthen our relationship and understand their expectations.

To further update and keep the materiality matrix relevant, we revisited the mapping this year as well, and identified the issues that were still considered material with a focus on adding any topic due to changing dynamics of the business and global risks. This exercise allowed us to assess the relevance of the material issues identified in the previous year and update the matrix for the current reporting period. For the company, revisiting the materiality matrix is an ongoing and iterative process with constant monitoring and periodic assessments.



MATERIAL TOPICS	GRI Standards Alignment	Reference in the Report	Alignment with IR Framework	SDG Alignment
Health and Safety*	GRI 403	Occupational Health & Safety	Human Capital	
Community Development	GRI 413	Community Engagement	Social & Relationship Capital	  
Emission Reduction*	GRI 305	Climate Actions	Natural Capital	
Waste Management*	GRI 306	Waste Management	Natural Capital	
Resource Efficiency	Non GRI Topic	Environmental Performance	Manufacturing Capital and Natural Capital	
Water Management*	GRI 303	Water Management	Natural Capital	
Biodiversity	GRI 304	Biodiversity	Natural Capital	
Corporate Governance*	GRI 2	Corporate Governance	Financial Capital	
Climate Change Strategy*	GRI 305	Climate Actions	Natural Capital	
Energy Management*	GRI 302	Climate Actions	Natural Capital	
Human Capital Development	GRI 405	Diversity, Equity & Inclusion (DEI)	Human Capital	
Training and development	GRI 404	Learning and Development	Intellectual Capital	
Supply Chain Management	GRI 308 & GRI 414	Supply Chain Management	Social & Relationship Capital	
Customer Satisfaction	GRI 416	Customer Engagement	Social & Relationship Capital	

\*Key Material Topics





## CORPORATE GOVERNANCE

**At DCM Shriram, our fundamental principles and values are deeply rooted in our heritage, reflecting our unwavering commitment to building a dynamic, flourishing and resilient organisation. We firmly believe that corporate governance is the cornerstone of sustained performance, and we uphold a longstanding legacy of accountable, ethical and transparent governance practises. Our Company is dedicated to upholding the values of integrity, agility, customer-centricity, teamwork, openness and innovation, with a focus on creating enduring value for both people and the planet, fostering resilient growth. Our unwavering commitment to compliance with all relevant laws and regulations is coupled with the highest ethical standards in every decision we make. We embrace our social responsibility and fulfil our promises to all stakeholders, ensuring that our actions align with our company's values. Our board of directors takes swift action and promotes resilience by empowering all stakeholders to adapt to the ever-changing business landscape. They embrace a governance approach that fosters the right culture and processes for risk management, while upholding the utmost ethics, justice and equality. The board's decision-making evolves in response to emerging business changes, always taking into consideration the needs of our customers and stakeholders, and ensuring equitable opportunities for all.**

As evidenced by our diverse and highly capable board of directors, DCM Shriram exemplifies a well-structured and independent organisation. Many of our leaders, who have played pivotal roles in the growth of our organisation, continue to contribute to our ongoing journey across various business segments. The Chairman & Senior Managing Director, Vice Chairman & Managing Director, Joint Managing Director and Deputy Managing Director lead the board at its core. Further, there is optimum mix of Independent Directors including Woman Independent Director on the Board bringing objective judgement in decision making. There is also a Whole-Time Director (EHS) and a Nominee Director of LIC which makes it a well represent Board. In addition to the Board, there are several Board level committees which perform specific roles as per their terms of reference, to bolster Corporate Governance in the organisation. The Whole-Time Director (EHS) and Senior Management Representatives have been nominated as a team to head the Business Responsibility and Sustainability Reporting initiatives and apprise the Board Members timely basis.

The board is supported by two distinct groups: The Group Management Board (GMB) and the Corporate Management Board (CMB). The GMB consists of key leaders within DCM Shriram, representing the breadth and depth of our cross-business perspectives nurturing strategy decision making. The GMB's role also include

setting the sustainability agenda of the Company and mitigating the enterprise risks. They collaborate on strategies and plans to drive the company's growth. The CMB includes the GMB members and a broader range of leaders from various functions who have collectively contributed to the development of our organisation into the prominent conglomerate it is today.

The most effective strategies for successful corporate governance have the full support of our board. To uphold our values, the Nomination, Remuneration and Compensation Committee appoints Independent Directors who serve on our Company's Board of Directors through a complex selection process that includes the introduction of experienced professionals and subject matter experts relevant to the business. The Company has a Board Diversity Policy and Remuneration Policy to guide this process. In general, the Directors are appointed with approval of shareholders for the term of 5 years. Through their extensive field experience, our functional directors guide management on operational issues, system adoption, and best practises. We are of the view that a good diversity of skills and experience forms part of the board of the company. Also, while appointing the directors, company does not discriminate against the employees on the ground of gender, religion, caste, ethnicity, etc. The person to be appointed on the board shall fulfil the appointment criteria and be qualified to be appointed to the position.

## Board of Directors



**Mr. Ajay S. Shriram**  
Chairman &  
Sr. Managing Director



**Mr. Vikram S. Shriram**  
Vice Chairman &  
Managing Director



**Mr. Ajit S. Shriram**  
Joint Managing  
Director



**Mr. Aditya A. Shriram**  
Deputy Managing  
Director



**Mr. Pradeep Dinodia**  
Non-Executive  
Independent Director



**Mr. Sunil Kant Munjal**  
Non-Executive  
Independent Director



**Mr. Vimal Bhandari**  
Independent Director



**Ms. Ramni Nirula**  
Independent Director



**Mr. Pravesh Sharma**  
Independent Director



**Justice (Retd.)  
Vikramajit Sen**  
Independent Director



**Ms. Sarita Garg**  
LIC Nominee



**Mr. K.K. Sharma**  
Whole Time Director  
- EHS

## Group Management Board



**Mr. Ajay S. Shriram**  
Chairman &  
Sr. Managing Director



**Mr. Vikram S. Shriram**  
Vice Chairman &  
Managing Director



**Mr. Ajit S. Shriram**  
Joint Managing  
Director



**Mr. Aditya A. Shriram**  
Deputy Managing  
Director



**Mr. K.K. Kaul**  
Sr. Executive Director



**Mr. Roshan Lal Tamak**  
Executive Director &  
CEO - Sugar Business



**Mr. Vinoo Mehta**  
Executive Director &  
Resident Head- Kota



**Mr. Sabaleel Nandy**  
Executive Director &  
CEO - Chemicals



**Mr. Amit Agarwal**  
Executive Director &  
Group Chief Financial  
Officer



**Mr. Sandeep Girotra**  
Executive Director &  
Group Chief Human  
Resource Officer

## Corporate Management Board



**Mr. Ajay S. Shriram**  
Chairman &  
Sr. Managing Director



**Mr. Vikram S. Shriram**  
Vice Chairman &  
Managing Director



**Mr. Ajit S. Shriram**  
Joint Managing  
Director



**Mr. Aditya A. Shriram**  
Deputy Managing  
Director



**Mr. K.K. Kaul**  
Sr. Executive Director



**Mr. Roshan Lal Tamak**  
Executive Director &  
CEO - Sugar Business



**Mr. Paresh Verma**  
Executive Director  
& Chief Executive-  
Bioseed South East  
Asia & Research  
Director-BRI



**Mr. K.K. Sharma**  
Whole Time Director  
- EHS



**Mr. Vinoo Mehta**  
Executive Director &  
Resident Head- Kota



**Mr. Sanjay Chhabra**  
Executive Director  
& Business Head-  
Shriram Farm  
Solutions



**Mr. Saket Jain**  
Executive Director  
and Business Head-  
Fenesta Building  
Systems



**Mr. Sreekanth Chundi**  
Executive Director  
& Business Head,  
Shriram Bioseed  
Genetics



**Mr. Sabaleel Nandy**  
Executive Director &  
CEO - Chemicals



**Mr. Amit Agarwal**  
Executive Director &  
Group Chief Financial  
Officer



**Mr. Sandeep Girotra**  
Executive Director &  
Group Chief Human  
Resource Officer



**Mr. Ankush Kaura**  
Executive Director  
& Chief Information  
Officer



**Mr. B.M. Patel**  
President & Chief  
Operating Officer  
Chemicals Business



**Mr. Sridhar Namburi**  
President & Head-  
Internal Audit



**Mr. Sanyog Jain**  
Sr Vice President -  
Accounts & Finance &  
Dy. CFO



**Mr. Anand A. Shriram**  
Sr Vice President  
- Shriram Farm  
Solutions



**Mr. Devdatta  
Sirdeshpande**  
Country Head-  
Bioseed Philippines



**Ms. Aman Pannu**  
Vice President  
- Corporate  
Communications &  
CSR President- DCM  
Shriram Foundation



**Mr. Bineet Khurana**  
Vice President & Head  
Legal



**Mr. Pranav V. Shriram**  
Chief Digital Officer  
- Fenesta Building  
Systems



**Mr. Varun A. Shriram**  
Chief Strategy Officer  
- Sugar Business

The Board performs all functions for managing the affairs of the Company including formulation of policies, setting of business objectives and review of performance of the Company. The Board level committees, GMB and CMB have their own charters which govern their role and supporting the Board. All these bodies meet periodically and also whenever needed to discuss identified agenda. The GMB consists of Senior Executives responsible for organisation's impact on the economy, environment and people who report to the highest governance body. All critical concerns are appropriately brought to the notice of the respective governing body, from time to time.

## Committees of the Board of Directors:

### Nomination, Remuneration and Compensation Committee:

The Board of Directors has the following collective skills, expertise, competencies as required in the context of its businesses and sectors for it to function effectively:

- Industry-specific experience of chemicals, agri-rural, value-added
- Project planning, project financing, financial management, taxation and banking
- Business strategy, corporate restructuring, general management, administration
- Business operations planning, supply chain management, information technology,
- Sustainability, environment, health, safety, human resource and succession planning
- Corporate affairs, legal and regulatory and arbitration

From time to time, familiarization programmes are conducted for Directors to enhance their collective skills, expertise, competencies. Further, Senior Management Personnel who form part of CMB and GMB are provided leadership development trainings, from time to time.

The Nomination, Remuneration and Compensation Committee (NRC) has approved the criteria for evaluation of performance of Directors as detailed in the Annual Report of the Company. Further, NRC has also recommended the Manner of evaluation which has

been approved by the Board of Directors. Pursuant to the above, the detailed Performance Evaluation of the Board, its committees and individual directors is carried out annually.

The remuneration for Executive Directors, Non-executive Directors, Independent Directors and other KMPs, Senior Management Personnel and other employees of the Company is as per the Remuneration Policy of the Company which is available in public domain. The remuneration is subject to review on the basis of individual and business performance, which is done annually under the supervision of NRC and Board. Further remuneration to Directors is also subject to approval of shareholders, from time to time.

The composition of the Nomination, Remuneration and Committee as on March 31, 2024 is as under:

1	Mr. Pradeep Dinodia	Chairman
2	Mr. Ajay S. Shriram	Member
3	Mr. Vimal Bhandari	Member
4	Mr. Sunil Kant Munjal	Member

### The other Board Level Committees are given below:

- Audit Committee
- Corporate Social Responsibility Committee
- Stakeholder Relationship Committee
- Board Risk Management Committee

For more details on the composition and proceedings of the Board Level Committees please refer to the link: <https://www.dcmshriram.com/investors/financial-highlights>

## Code of Conduct:

The Company has a Code of Conduct for Board Members and Senior Management which inter-alia deals with conflict of interest. DCM Shriram's core values, such as Integrity, Customer Centricity, Openness, Agility, Teamwork, and Newness form the six pillars of our code of conduct. All our directors and senior management members adhere to the company's code of conduct. Necessary safeguards are in place as part of our corporate governance structure and the code of conduct to avoid any conflicts of interest. Required



registers are maintained to document the respective interests of all our directors with reference to conflicts of interest based on our regulatory requirements. It is mandatory for our management to also confirm that they are not engaged in any material transaction that could have a potential conflict of interest with our business. Provisions are in place for our management to take action on any incident of conflict of interest, as per our code of conduct. The Code of Conduct is available on DCM Shriram's website at the following link:

<https://www.dcmshriram.com/docs/corporate-governance/code-of-conduct/code-of-conduct-brd-memb-and-sr-mgmt-final-bm-04102014.pdf>

The Company also has Code of Conduct (CoC) for employees in line with Company's values, beliefs and culture. We are committed to providing a working environment free from any kind of discrimination and harassment. We respect the dignity of everyone involved at our workspace. With a broader scope, we are committed towards ethical business practices that not just covers the human capital i.e. employees but also the community as well. The company has the agenda of learning, development and inclusion among the human capital at the forefront. All of this could only be achieved because of the strong governance framework in place which is based on the pillars of integrity, accountability and transparency.

Code of Conduct is our guide of doing things with utmost care following ethical and equitable principles. Professionalism at the workplace means building an environment that promotes fairness and equality among colleagues, regardless of differences. Regular training programs are conducted to raise awareness on various aspects such as equal opportunity, Human Rights, Anti-Bribery, Anti-corruption, no child

labour and ESG related aspects etc. The CoC also includes structured grievance mechanism with defined responsibilities for taking up any grievance related to any aspect of CoC.

## Policy Positions And Guidelines

The Company has also formulated policies for business, sustainability and compliance of the applicable statutory provisions to strengthen its commitment to responsible business conduct. Some of the important policies formulated and adopted by the company are provided on the company website. (link: <https://www.dcmshriram.com/investors/corporate-governance-and-policies>)

The Policies are communicated to public at large through website, except internal policies for employees which are communicated to the employees. The board of directors and each stakeholder are responsible for ethical business behaviour. We are proud of our workforce for producing high-performance outcomes and ethical work practises. We have put in a lot of effort to establish a foundation of trust, integrity, transparency, and good governance. We have a lot of policies and mechanisms at DCM Shriram to make sure that our employees and everyone in our supply chain act ethically in business. The following highlights a few significant policies.

DCM Shriram ensures adherence to all applicable regulatory or statutory compliance in business operations and functions. The company has set up a vigorous compliance management process for ensuring and monitoring the conformance of these compliances. The Compliance Management Process is supported by an enterprise wide online tool.



Policy	Description
Code of Conduct (CoC)	<p>DCM Shriram's code of conduct enables the organisation to be transparent and accountable by clarifying the rules and regulations of interactions with our stakeholders, along with methods to ensure honesty and feedback. These values form the core of CoC and further elaborate upon the concept of zero-tolerance towards issues like bribery, corruption, and dishonesty. As an employer the Company ensures equal opportunity to all without any discrimination.</p> <p>All our full-time employees, contractual employees, third-party workers, and other employees are covered under CoC.</p>
Human Rights Policy	<p>DCM Shriram respects diversity and upholds a long-standing commitment to promoting equality of opportunity. The Company is committed to upholding a work environment that is free from harassment and discrimination based on race, religion, sex (including pregnancy, childbirth, and conditions related to those events), color, age, nation of origin, sexual orientation, medical condition, disability, etc.</p> <p>The following human rights are granted to each employee, to ensure a safe and secure work environment: the right to safety; the right to be heard; the right to be informed; and the right to be redressed. We further ensure that we are not using any child labor in our supply chain, and our employees and contractors have the freedom of association and the right to organize and collective bargaining.</p>
Responsible Procurement	<p>The Company is conscious on environment and believe in the ethical and fair business practices and the philosophy of 'Sustainable Development'. ESG is an integral part of our decision-making and we are committed to work with our value chain partners to adopt the same practices and in making informed decisions for responsible procurement culture across the supply chain. The Responsible Procurement Policy is implemented and adhered to by all end users and departments responsible for purchasing of materials and services.</p>
Biodiversity Policy	<p>The Company adopted the Biodiversity Policy, pursuant to the Core Values and Beliefs of the Company and being aware of our commitment to the preservation of environment, in general and the biodiversity of the ecosystems around specific sites of the Company.</p> <p>The Company therefore commits to promoting the biodiversity of the ecosystems, establishing projects sustainably and conserving, protecting and promoting the development of the natural capital.</p>



## Industry Associations

DCM Shriram is a member of multiple national and state level industry associations. Apart from the business associations, we are also a part of agriculture and chemicals focused associations. Being a market leader and having a deep understanding of the sectors, we contribute to the relevant policies and practises that have potential to make a positive impact. These associations help us to monitor risk and opportunities pertaining to a particular region or the overall sector. Additionally, DCM Shriram tries to promote the shared goals of Environment, Social and Governance (ESG) in these associations.

**DCM Shriram Ltd. is a member of the following industry associations:**



Mr. KK Sharma, Whole Time Director - EHS, DCM Shriram Ltd, was part of an insightful panel discussion on **'Sustainable & Inclusive Growth'** at the Global Economic Policy Forum 2023 held at Bharat Mandapam.

## RISK & OPPORTUNITY MANAGEMENT

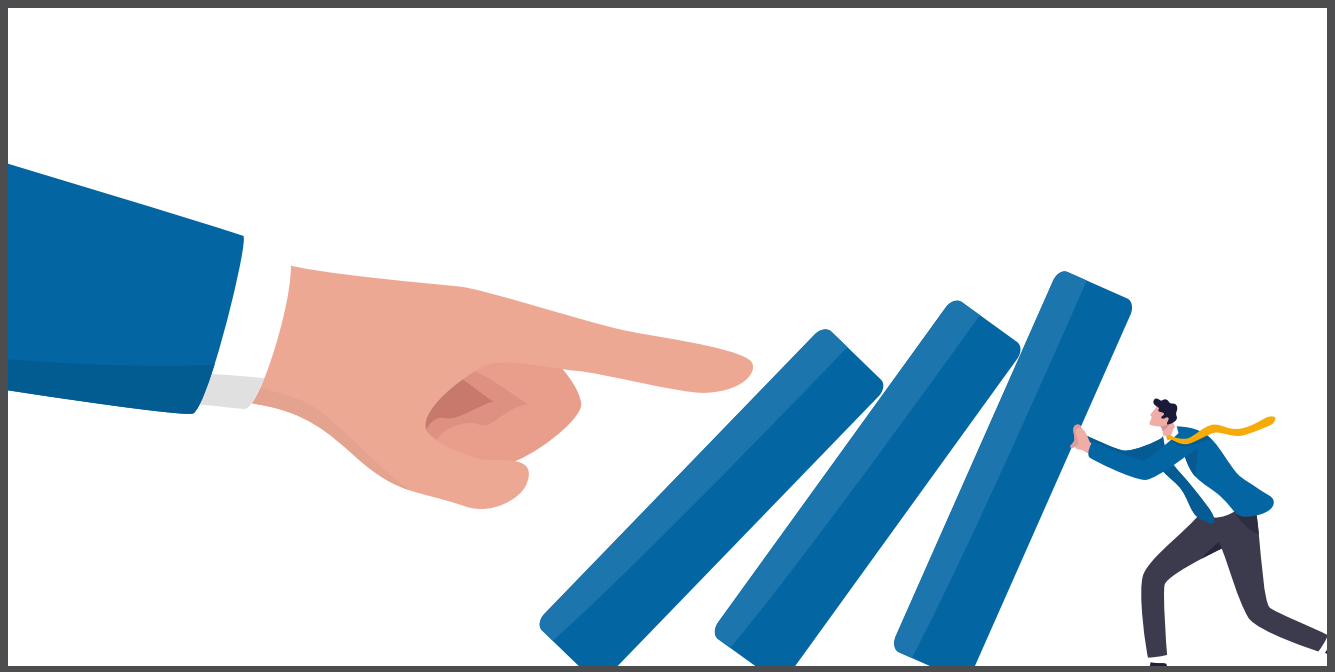
**An effective risk management structure will help in enhancing long term shareholder value and improved governance. Through various legislations, the statutory bodies in India have directed the Board of Directors / Risk Management Committee of listed entities to implement a robust risk management framework. Key regulations in this aspect are summarized below:**

Business risks are identified and updated on a half-year basis. This is a collaborative exercise between the Risk Management department and the business teams. Whilst new and contemporary risks are researched by Risk Management department through various publications and research papers, business teams identify the risks through changing business environment.

These risks are presented to the Risk Management Committee once in every six months and to the Board of Directors on an annual basis.

The Company does an evaluation of the risks and opportunities that arise due to Climate Change. The Co considers the following two broad categories of risk

- (a) **Physical Risk:** Acute Physical Risks from extreme weather events---floods, droughts, storms, fires, rains and how this can affect the Co. If the Co is safe, the Co does a study to relate how its supply chain of various business can get impacted. Based on this assessment DCM Shriram has identified and evaluated an array of supply chain partners to mitigate this risk.
- (b) **Transition Risk:** The changing consumer preference and policy frameworks there could be emerging legal, technological, reputational and market risks. At DCM Shriram, we have addressed these risks by complying to existing regulatory requirements like publishing BRSR Report as per directive from SEBI. We also have decarbonisation projects for our key manufacturing locations. We have also conducted Life Cycle Assessment (LCA) for our energy intensive products in order to mitigate future market and reputational risks.







Given the frequency and scope of activity, DCM Shriram views the executives' risk as a key factor in fostering company flexibility. Due to interdependencies at many levels, a perfect risk management system is necessary to manage the influence of the outside environment while maintaining effective and ecologically friendly operations.

In order to quickly handle both internal and external risks, the company built an integrated risk management system in January 2007. This framework, which was adopted by its board, implements an extensive Enterprise Risk Management (ERM) system that incorporates risk identification, assessment, priority, and response mechanisms for risk mitigation. Risks associated with price volatility, regulatory changes, the availability of natural resources, sustainability, community, international trade, and other issues are faced by our company. Making DCM Shriram more adaptive and dynamic is the aim of the ERM. It enhances the driving power behind those initiatives by strengthening the checks between funding and risk management activities. It also enables the strengthening of company-wide risk management and the role of the negotiating window for stakeholders in new investment projects.

A robust risk management framework enables us to proactively manage risks emanating from the internal

and external environment. The company has an integrated approach to managing the risks inherent in various dimensions of business. The Risk Management Committee comprises two executive directors who are responsible for identifying and monitoring risk levels according to various indicators and ensuring the execution of mitigation strategies if required.

The Board has constituted the Risk Management Committee (RMC), in compliance with Regulation 21 of the SEBI (LODR) Regulations, 2015.

The committee consists of one Whole Time Directors (WTD), one Independent Director and one senior employee as a member of the committee. The committee met twice during the year. The members of the committee are:

1	Mr. Vimal Bhandhari	Member	Non - Executive Independent Director
2	Mr. K. K. Sharma	Member	Executive Director
3	Mr. Roshan Lal Tamak	Member	Employee

Mr. Sameet Gambhir, Company Secretary, is the Secretary to the Committee

#	Material issue identified	Indicate whether risk or opportunity (R/O)	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Risk	Type of Risk	Mitigation Measures
1	Cyber Security   Technology / Information Security	R	Negative	Risk of data loss, information security, and privacy breach can lead to accidental exposure of confidential information, resulting in regulatory non-compliance and attracting legal liabilities.	Transitional risk	<ul style="list-style-type: none"> <li>• Robust information security controls and processes</li> <li>• A firewall with anti-virus and intrusion prevention system</li> <li>• Third-party assessments of IT infra</li> <li>• Vulnerability assessment and penetration testing (VAPT)</li> <li>• Monitoring OEM support to the system</li> <li>• Developed Information Security Management System</li> <li>• Remote access to applications through encrypted VPN</li> <li>• Employee training and awareness on cyber security</li> <li>• Automated warnings for potential phishing attacks</li> <li>• Two-way authentication access to email system.</li> </ul>
2	External Environment - Implications of Govt. Policies change in the Agriculture sector	R	Negative	Risk of potential non-compliance which can result in fines, penalties, and adverse impact on our brand reputation	Transitional Risk	<ul style="list-style-type: none"> <li>• Periodic changes in regulatory frameworks to ensure compliance</li> <li>• Working with government to ensure sustainable policies</li> </ul>

#	Material issue identified	Indicate whether risk or opportunity (R/O)	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Risk	Type of Risk	Mitigation Measures
3	Compliance Risks	R	Negative	Constant amendments to Corporate regulatory and legal landscape – Compliances becoming more onerous, stringent and complex due to frequent amendments to regulations.	Transitional Risk	<ul style="list-style-type: none"> <li>Monitoring the amendments to framework</li> <li>Providing adequate training for upskilling</li> <li>Engagement with external experts</li> <li>Monitoring on Insider Trading of shares</li> <li>Imparting regulations and amendments on Insider trading</li> <li>Online compliance tool implemented to strengthen the process.</li> </ul>
4	Natural calamities due to climate change	R	Negative	Increased frequency and severity of extreme weather events due to climate change can adversely impact our business continuity impacting parent seed production, hybrid seed production, and seed inventory for sales.	Physical Risk	<p>For Parent Seeds:</p> <ul style="list-style-type: none"> <li>Two-year rolling plan for parent seed production. Buffer stock of parent seeds maintained for monsoon uncertainties for the coming season.</li> <li>Parent seed production is carried out in different locations.</li> <li>Carrying out R&amp;D for developing seed varieties that sustain stressed weather conditions</li> </ul> <p>For Hybrid Seeds:</p> <ul style="list-style-type: none"> <li>Seeds production is spread over different climatic zones, viz. Andhra, Telangana, Karnataka and Gujarat.</li> <li>Adequate cold storage facilities tied up to store the surplus stock of seeds in a way that prolongs their life.</li> <li>Insurance coverage has been obtained for any climate-related calamities</li> </ul>

#	Material issue identified	Indicate whether risk or opportunity (R/O)	Financial implications of the risk or opportunity (Indicate positive or negative implications)	Risk	Type of Risk	Mitigation Measures
5	Health & Safety	R	Negative	Handling and transportation of some of the products may pose a Health & Safety risk to employees and other stakeholders. In Transit leakages of Chlorine and other chemicals like Stable bleaching powder (SBP) might cause fire etc. and may create a hazardous situation. Process control failures leading to chlorine leakage may create a hazardous situation at the plant.	Physical risk	<ul style="list-style-type: none"> <li>• Periodic equipment health checks and monitoring of bulk storage tanks.</li> <li>• Regular safety audits by the British Safety Council on Five Star Safety System.</li> <li>• Regular safety training sessions are conducted for employees including contract workers;</li> <li>• Health and safety risk assessments are conducted regularly at both plants and when in transit.</li> <li>• Chlorine storage and filling facility inspection and certification undertaken by CCE-approved agencies along with regular process safety audits.</li> <li>• Physical verification is conducted for each incoming and outgoing vehicle for raw materials and finished goods based on a comprehensive checklist.</li> </ul>





S. No.	Material Issue identified	Indicate whether Risk or Opportunity	Financial implication (Positive or Negative)	Details	Initiatives undertaken
1	Rising "Sustainability Risks"	Opportunity	Positive	Sustainability is embedded in the EHS policy by striving towards conserving natural resources and energy. The leadership team has set a clear direction and encourages every business to strive for and adhere to these goals. These are being incorporated in annual business plans. An MIS is in place for each site to monitor a few critical metrics that includes water consumed and effluent treated, energy consumed, wastes generated and disposed off, which are periodically reviewed by Corporate EHS.	<ul style="list-style-type: none"> <li>Projects identified for Green House Gases (GHG) reduction are under implementation.</li> <li>50 MW RE power commissioned at Bhavnagar in collaboration with ReNew Power as part of GHG reduction initiatives.</li> <li>Implemented supplier code of conduct: compliance to ethical conduct, statutes related to EHS, human rights, No child labor, Diversity etc.,</li> <li>Creating awareness about ESG among key supply chain partners.</li> </ul>

## Internal Control System and its Adequacy

The SAP S4 Hana ERP platform, which offers high-level integration of all transactions, including financial transactions and statements, is used by the company to execute its integrated risk assessments. Vital business procedures and policies are documented. For all important procedures and commercial interactions, a Risk Control Matrix (RCM) has been established. Process adherence and compliance effectiveness of the control matrix are assessed at three levels: by the Business Accounts Team, the Corporate Internal Audit Team, and the Co-sourced Internal Auditor. The statutory auditors also conduct audits on processes and internal controls in financial reporting. Internal audits are conducted on a regular basis in accordance with the audit committee's authorised plan. The audit observations are examined and monitored on a regular basis by the Corporate Office and the Audit Committee. The organisation has already deployed Governance, Risk and Compliance (GRC) (Access Control Module) for SAP access management, as well as GRC (Process Control Module), which will allow for continuous monitoring of controls while enhancing the efficacy of internal control systems





## ECONOMIC PERFORMANCE

**For a company to continue creating value and reinvigorating it periodically, a stable and strong economic foundation is necessary. After a long period of building resilience and recovery, in FY 24, the company built upon the foundation and translated its learnings into action. In this journey of growth, everyone played their part while we delivered on our commitments. This thereby establishes the linkage of DCM's robustness in its economic indicators to the strong leadership and commitments of its people for the company's growth.**

**The economic performance is evaluated on a periodic basis with the Company releasing its results every quarter. The Finance Team, led by the Chief Financial Officer (CFO), is responsible for accurately reporting all economic statistics. The consolidated revenue for FY 2023-24 was INR 11431.29 Crores.**

### DCM Shriram's Sustainability Linked Loan (SLL) from HSBC India

DCM Shriram Ltd., a diversified conglomerate with interests in sugar, fertilizers, and chemicals, recently secured a Sustainability Linked Loan (SLL) of ₹200 crores from HSBC India. This strategic financial move aims to support the company's ongoing capital expenditure program in Bharuch, Gujarat.

DCM Shriram has embarked on projects worth approximately ₹3,500 crores, predominantly within its chemical and sugar divisions. Notably, projects in the sugar business have already been commissioned, while those in the chemicals business are nearing completion.

Amit Agarwal, Executive Director & Group CFO of DCM Shriram Ltd., expressed their unwavering dedication to Environmental, Social, and Governance (ESG) objectives. This marks our Sustainability Linked Loan obtained from HSBC India. The collaboration signifies a shared commitment towards fostering sustainability and responsible business practices, further solidifying their dedication to a greener and more responsible future.



### Sustainable Finance Facility for Compressed Biogas (CBD) Project from Standard Chartered Bank, India

The Company successfully tied up another - sustainable finance facility in the form of transition finance of INR 100 Crores from Standard Chartered Bank, India to fund its 12-ton-per-day capacity Compressed Biogas (CBG) project at its Ajbapur unit in Lakhimpur Kheri district, Uttar Pradesh. This project aims to enhance environmental sustainability by utilizing organic waste to produce clean energy. It underscores our unwavering commitment to assimilating ESG principles into our business philosophy and driving positive impact while generating value for our stakeholders.



## Direct Economic Value Generated And Distributed

The economic value generated has been distributed in a manner detailed below:

Economic Value Distributed (FY24)	INR Crores
Total Expenses	10831.09
Retained Earnings – opening balance	6099.44
Retained Earnings – closing balance	6428.30
Tax Paid to Government	251.64
Dividend Paid to Shareholders	118.52
Community Investments*	23.63

\* INR 2.01 Crores has been transferred to unspent CSR account for the projects as per section 135(6) of The Companies Act. These projects are 'Ongoing Projects' as defined under the CSR Amendment Rules which are running in a continuous mode with year-on-year goals and budgets which are accounted and audited.

Being a responsible organisation, we offer our employees various benefits (table below) through our employee friendly policies, many of which are not mandated by law. In FY 2023-24, we spent INR 984.30 crores on defined employee benefit plan obligations and other retirement plans which was 10.5% higher than the previous year. The details of contribution to defined benefit plans are provided below.

Details of contribution to defined benefit scheme (FY24)	INR Crores
Salaries, wages, bonuses, gratuity, pensions, commission	881.40
Expense on employee stock purchase scheme	9.03
Contribution to Provident Fund	54.38
Staff welfare (Insurance, Maternity and Paternity leaves and other welfare measures)	39.49
Total Employee Benefits Expense	984.40

## Tax

DCM Shriram has always respected all the laws of the land and the different regulations of India and the other countries where we have our operations. With no exception, we comply with the regulations that apply to the company. Under the leadership of the Chief Financial Officer (CFO), the team keeps track of the tax positions as per which the company has to operate. There is a dedicated tax policy / tax framework that governs our commitment to deliver on the following parameters –

We endeavour to comply with the spirit as well as the letter of the tax laws and regulations in the countries of operation.

- We endeavour not to transfer value created to low-tax jurisdictions.
- We endeavour not to use tax structures without commercial substance.
- We endeavour to undertake transfer pricing using the arm's length principle.
- We endeavour not to use secrecy jurisdictions or so-called "tax havens" for tax avoidance.





Integrity is amongst the core values of DCM Shriram and the same is reflected in its tax policies as well. The Company maintains high standard of integrity in respect of tax compliance and engages with the tax authorities in good faith. The Company tries to minimise the disputes by maintaining transparency in reporting across all jurisdictions and explore advance rulings or alternate dispute resolution mechanism, wherever feasible. The Company proactively responds to the notices / queries from the tax authorities and cooperate with them in any kind of proceedings.

The Company has built a strong and healthy advocacy process. We believe in proactive and constructive dialogue with the tax authorities to support the

development of effective tax systems. The Company files representations on a regular basis in respect of important tax matters affecting the industry at large, through various industry forums. The Company is also a member of esteemed industry associations like Confederation of Indian Industry (CII).

We focus to develop cooperative and constructive relationships with all stakeholders (including tax authorities, shareholders, customers, suppliers etc.) in the jurisdictions we operate, based on mutual respect, transparency and trust. Regular stakeholder engagement, through various channels, plays an important role in defining our tax policies.

## Tax Reporting

S. No	Particulars	India	Phillipines	USA	Singapore
1	Names of all the resident entities	DCM Shriram Limited and it's Indian Subsidiaries	Bioseed Research Philippines Inc	Bioseed Research USA Inc	Bioseeds Holdings Pte. Ltd
2	Primary activities	Manufacturing	Research, production, distribution, and trading of commercial hybrid seeds and other crops	Seeds and Biotechnology Research	Loans and investments in subsidiaries engaged in seeds business
3	Number of employees	5864	111	0	0
4	Revenue (INR Cr.)	12,256.39	41.35	0	2.00
5	Profit (Loss) before tax (INR Cr.)	1486.05	11.57	(0.05)	(5.58)
6	Income tax paid (INR Cr.)	326.78	5.42	0	0

The above information is for FY 22-23

## Effective Tax Rate

A comparative analysis of effective tax rate in current year vis-à-vis in last year is tabulated as under:

Particulars	FY 2023-24	FY 2022-23
Earnings before tax (INR in Cr)	698.74	1413.13
Reported taxes (INR in Cr)	251.64	502.29
Effective tax rate (in %)	36.01%	35.54 %
Cash taxes paid (INR in Cr)	196.11	328.33
Cash Tax rate (in %)	28.07%	23.23 %



# ENVIRONMENTAL PERFORMANCE

Effective environmental management is paramount in ensuring the sustainability and well-being of both present and future generations. It serves as a critical framework for preserving natural resources, mitigating pollution, and safeguarding ecosystems. By implementing sound environmental management practices, societies can minimize negative impacts on air, water, and soil quality, thereby promoting human health and ecological balance. Moreover, prudent environmental management strategies contribute to the resilience of communities in the face of climate change and other environmental challenges. Ultimately, prioritizing environmental management fosters harmony between human activities and the delicate ecosystems upon which all life depends, ensuring a healthier and more prosperous planet for generations to come.

The Company has structured approach towards reduction of environmental footprint with focus on management systems, stakeholder awareness and internal goals and targets with robust governance systems of review and audits.

Each Business Heads are responsible for reducing the environmental footprint due to their respective business operations. The Top Management reviews the environmental performance on regular basis as part of Business Reviews. The company also has

Business Responsibility Committee comprising of Whole Time Director and senior leadership to review the environmental performance and apprise the Board on time to time basis.

The Business Responsibility Committee oversees climate related issues including decarbonisation, energy efficiency, water conservation and performance metrics review. Each businesses have incorporated these metrics as part of KRAs of employees including business heads and function heads.

## Management Systems

EHS Policy covering all sites and Businesses

ISO 14001 (Environment Management System) implemented at all sites

RC 14001 (Responsible Care) implemented at Bharuch (Chemicals) site

Life Cycle Assessment as per ISO 14040/44 for products manufactured

## Environmental Goals & Targets

Environmental Goals part of KRAs of Unit Head, Business Head and Whole Time Director

Environmental Performance review at site level, Business level and Board level on regular basis

## Environmental Reporting

Monthly MIS shared with Corporate for public reporting

Internal / External audit of environmental performance

Environmental performance disclosed in Sustainability Report, BRSR, CDP, EcoVadis, CSA S&P Global etc

We are regularly monitoring the emissions from our processes and reducing their negative consequences in the best practical manner adopting latest technologies. Our strategies include investing in state-of-the-art equipment for reducing air pollution, raising plant energy efficiency and collecting energy so that it can be used again in our operations. We monitor our emissions and continue to invest in new technologies in order to make sure that we are in compliance with regional laws in the areas where we operate. There were no incidents of environmental non-compliance, which resulted in penalties for DCM Shriram in FY 2023-24.

Life Cycle Assessment (LCA) is a comprehensive method for evaluating the environmental impact of a product throughout its life cycle. It provides a systematic approach to assess the environmental aspects and potential impacts associated with all stages of a product's life, from raw material extraction, manufacturing, use, and disposal. We have earlier conducted LCA for products manufactured at Bharuch Site and during the year, we included key products manufactured at our Kota site in the LCA Study. Also, plan to carry out for products from other sites in the future.

The cradle-to-gate approach is a specific application of Life Cycle Assessment (LCA) through which we are focusing on assessing the environmental impact of a product process from the extraction of raw materials (cradle) to the factory gate. This helps us align our stakeholders with our sustainability initiatives across stages. During the reporting year, the Company has invested around INR 54 Crores CAPEX related to ESG which is around 5% of the total CAPEX spent.

## Restatement of Information

The Company has improved the disclosure on the GHG Emissions (Scope 1) as per the recommendations of the external assurance service provider. The Company has now reported GHG emissions on tCO<sub>2</sub>e basis by including CH<sub>4</sub> and N<sub>2</sub>O along with CO<sub>2</sub>. Accordingly the previous 2 years GHG emissions (Scope 1) have been revised as per data table below:

		UoM	2021-22	2022-23
Disclosed earlier	Net	tCO <sub>2</sub> e	2628860	2075150
	Biogenic	tCO <sub>2</sub> e	1671916	1732389
Updated Values	Net	tCO <sub>2</sub> e	2667972	2112420
	Biogenic	tCO <sub>2</sub> e	1672129	1732655
Variance	Net	%	-1.49%	-1.80%
	Biogenic	%	-0.01%	-0.02%

Impact: The variance observed is less than 2% in the absolute emission inventory leading to negligible impact on emission intensity reported in previous years.

## Innovation: Transforming Ideas into Impact

Value creation and market dominance depend on innovation. It makes it easier for us to create green chemistry solutions that capitalize on sustainability as a competitive advantage. With the assistance of a group of scientists and through partnerships with world-class academic and other institutions, we accomplish this goal.

The Company has own Innovation Centre located in State of Gujarat, India with scientists who are committed to advancing our industry to lead the sustainable transformation. We provide our scientists with cutting-edge research facilities, bringing together our R&D and manufacturing teams from all our sites to make this process easier. During the year, R2 technology (First of its kind in India) was installed to monitor electrolyzer performance in 850 TPD Caustic Plant at Bharuch.

To encourage innovation and incorporate technology into the business value chain, we at DCM Shriram have identified our primary focus areas. Through consistent product and service innovation that is in line with the ever-evolving aspirations of customers, we have established and maintained our leadership position. At DCM Shriram, we consider intellectual capital to be the key to unlocking the untapped potential of markets, products, and individuals.

The Company's Bioseed business is research oriented and believes in serving the farmers by providing high quality hybrid seeds with desired traits. It is a business with end to end integration which involves research, production, processing and sales. The Business has unique biotechnology-based solutions for the benefit of countries with similar climatic and soil conditions. The Mission is empowering farmers with high-yielding solutions of the future, from the right hybrids to better cultivation techniques.

The Company has our research stations in all major agro-climatic regions in Asia pacific region. The product development is not only focused on providing high yielding hybrids, but also meeting other challenges, such as pest resistance, disease tolerance, salinity and drought tolerance. The Company has got into research alliances to further strengthen its capabilities in new technologies.

The Company has 158 Plant Variety Protection (PVP) registrations filed till date out of which 48 are granted. 6 patents for Inventions in a total of 86 jurisdictions filed till date out of which 4 patents in a total of 38 jurisdictions have been granted.





#### Potassium Sulphate recovery from Distillery Unit Slop Fired Boiler Ash

In-house research and development work on recovery of Potassium Sulphate from Slop Fired Boiler Ash were successfully conducted. Subsequently plant for producing the same was installed during the reporting year. Potassium Sulphate is an excellent source of nutrition for plants. The Potassium portion of the  $K_2SO_4$  is no different than other common potash fertilizers. However, it also supplies a valuable source of S, which is sometimes deficient for plant growth. Sulphur, is required for protein synthesis and enzyme function. Hence this innovation will be very beneficial for improving the soil health.



## Materials Circularity

DCM Shriram's cement production is a sterling example of product circularity. Its cement production is an initiative primarily for waste recycle and resource conservation established with technology from Lafarge Coppee Lavalin, France. This initiative was developed in response to the challenge of disposing hydrated lime sludge (Calcium hydroxide) - a byproduct generated during production of Acetylene in the Company's chemical plant. The Company has also developed technologies to incorporate other waste and byproducts such as the sludge from water treatment plants, fly ash and waste sludge in the concrete mix. Green cement produced in the Kota plant replaces cement by 30-40 percent fly ash and 8 to 10 percent sludge from concrete mix to produce light weight concrete. The utilization of fly ash not only ensures its recyclability within our operations but also increases concrete strength, improves sulfate resistance, decreases permeability, reduces the water ratio required, and improves the workability of the concrete. Thus, DCM Shriram is ensuring environmental management in parallel to production of safe light weight concrete that can be used in applications like road-beds, filling materials which lead to sustainable applications.

### Our actions for achieving circularity:

- Investing to improve plastics recycling infrastructure
- Partnering across the value chain to bring hard-to-recycle plastic into the circular economy
- Helping communities address waste management gaps and create job opportunities
- Helping customers design for recyclability
- Growing our circular and renewable business
- Scaling advanced recycling (technologies)

### Below are the list of key raw materials:

Item	Unit	2023-24
Liquefied Natural Gas	MT	158890
Lime	MT	27702
Carbon Materials (Hard Coke/Met Coke/Pet Coke) etc.	MT	67136
Salt	MT	930909
Gypsum	MT	36876
Lime Stone (as CaO)	MT	311453
Sugarcane	MT	6472400
<b>TOTAL</b>		<b>8005366</b>

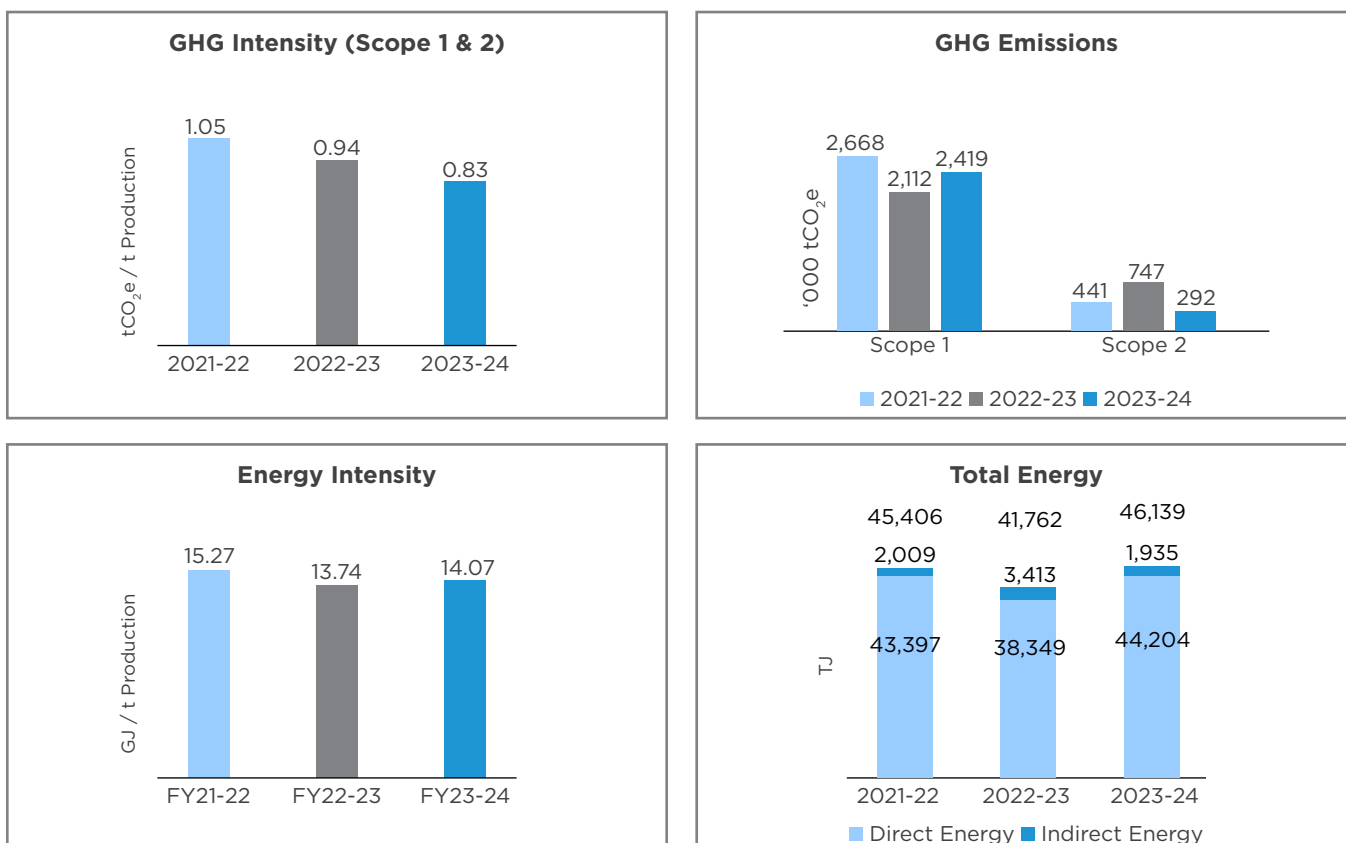
## Cement production using waste lime sludge and fly ash

One of the core sustainability principles that DCM Shriram focuses on is the circular economy. To work towards it we explored the means to utilize the different sludges and other waste products generated at one of our site in Kota in an efficient and environment friendly manner. Eventually, a cement plant was set up with technical support from Lafarge Coppee Lavalin, France. This plant helped us manufacture green cement by recycling waste and conserving resources. We replaced cement with fly ash (30-40%) and sludge (8-10%) from the concrete mix to produce a concrete that is light weight and strong. The use of fly ash helped us ensure its reuse and also increased the concrete strength, improved sulfate resistance, decreased permeability, reduced water requirements, and improved the overall workability of the concrete. Different types of sludges that have been used in this are Hydrated Lime Sludge or Calcium Hydroxide Sludge (generated during Acetylene production) and sludge (solid waste generated from wastewater treatment). This safe and environment friendly disposal of Hydrated Lime Sludge was a major challenge that was addressed through this process. This setup has helped to produce safe and light weight concrete that has multiple applications, such as roadbeds and filling materials, which lead to sustainable applications. During the year, there has been reduction in the consumption of low grade limestone used in the cement and also specific energy consumption.



## Climate Actions

Our emissions for Scopes 1 and 2 have been validated by a third party under the GHG Protocol Corporate Standard. Scope 3 emissions calculations has been estimated using the GaBI tool following ISO 14040/ 14044 Standards. Presently, Scope 3 emissions accounts for the LCA (Cradle to Gate) methodology for all products manufactured at Bharuch and Kota Sites. The Scope 3 emissions were 1,049,576 tCO<sub>2</sub>e and biogenic emissions were 2,050,421 tCO<sub>2</sub>e for the reporting year.



The reduced energy intensity during FY22-23 is attributed to increased purchase of indirect energy.

**During the year the recharge quantity of CFC 11 equivalent was 0.617 MT.** The emission of ODS are primarily from ODS-based refrigerants used in air-conditioners and chiller plants.



### Key Initiatives taken for Energy Management and Emission Reduction resulted in cumulative reduction of 29,94,125 tCO<sub>2</sub>e emissions

Use of Biomass in the energy mix at Bharuch and Kota

Contracted supply of 43.8 MW Renewable Power at Bharuch

Use of Bagasse and Slop for generating power in Sugar and Distillery units

Installed Planetary Drive at Pug mill, Magma mixer & Crystallizers at Rupapur and Ajbapur

Introduction of Anthracite Briquettes (Alternate Fuel/Reductant) in all the Carbide Furnaces at PVC plant in Kota

Installation of New efficient Helical types of Roots blowers at Fertilizer plant in Kota

Re-membraning of 3 electrolyzers with addition of 40 elements in Caustic plant at Bharuch

Replacement of conventional light fitting with LED

Ethanol Blending for Petrol

Blue Hydrogen as an alternative fuel

Urea production using agri-sourced CO<sub>2</sub>

### DCM Shriram's Renewable Energy Sourcing from ReNew Power SPV Introduction

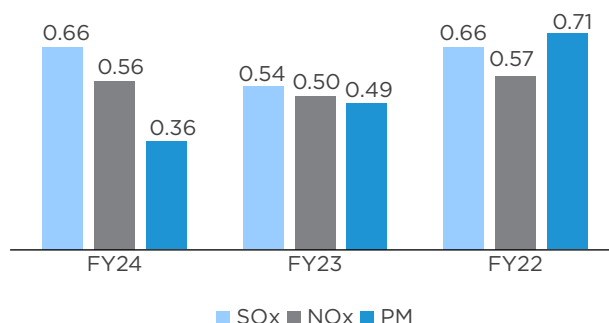
The Company has successfully initiated the sourcing of up to 43.8 MW of renewable energy (wind-solar hybrid) from its special purpose vehicle (SPV) established with ReNew Power Limited. Once fully operational, this transition is expected to mitigate approximately 225,000 tCO<sub>2</sub>e (carbon emissions) annually, contributing significantly to decarbonization and sustainability efforts.



Our Company has prepared a strategy and management plan for air quality, including control procedures for improving the internal air quality as well as air quality around our factories. The procedures contain regular air quality measurement and monitoring to ensure the quality meets the standards specified by Central Pollution Control Board. DCM Shriram also applies advanced technology, which is environmental-friendly to its business operations to prevent air pollution and maintain ambient air quality.

The decrease in SO<sub>x</sub> and NO<sub>x</sub> emissions during the FY23 is attributed to increased purchased of electricity from grid leading to low running of captive power plants as compared to other years.

**Specific Air Emissions (Kg/t Prod)**





### Green Initiatives

DCM Shriram Ltd., a diversified conglomerate operating in the sugar, fertilizers, and chemicals sectors, has positioned itself as a leader in sustainability. Through strategic initiatives, the company actively contributes to environmental conservation and responsible business practices.

#### Biofuels: Ethanol Blending Program

DCM Shriram's commitment to clean energy is evident through its participation in India's Ethanol Blending Program. The company has created a production capacity of 180 million liters of ethanol annually. This ethanol is supplied for blending with petrol, aligning perfectly with India's ambitious clean energy objectives. By reducing carbon footprints, DCM Shriram plays a crucial role in advancing sustainable energy solutions.

#### Circular Economy: Compressed Bio Gas (CBG) Project

In further pursuit of circular economy principles, DCM Shriram's Sugar business unit is embarking on an impactful endeavour. The company is setting up a 12-ton-per-day capacity Compressed Bio Gas (CBG) project at its Ajbapur unit in Lakhimpur Kheri district, Uttar Pradesh. This project aims to enhance environmental sustainability by utilizing organic waste to produce clean energy. It underscores DCM Shriram's commitment to circular economy practices.

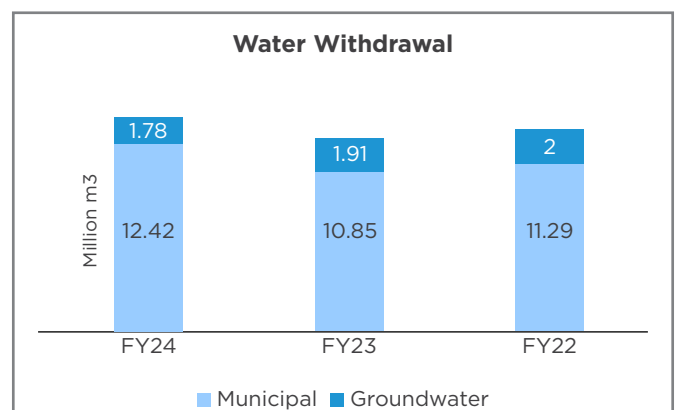


#### Global Biofuel Movement

DCM Shriram proudly supports the #GlobalBioFuelsAllianceAtG20 and India's journey towards a cleaner and more sustainable energy landscape. By integrating responsible practices into its operations, DCM Shriram demonstrates that economic growth and environmental stewardship can go hand in hand.

## WATER MANAGEMENT

Resource efficiency (water, energy and waste) targets are part of business plans that are monitored and reviewed regularly by Senior Leadership Team as part of action for Climate Change mitigation. The Company has many interventions related to water management in collaboration with ICAR - Indian Institute of Sugarcane Research and International Finance Corporation (IFC). The progress of activities has been closely monitored by scientists of ICAR-IISR and certified that the information and data obtained during the study is authentic and worth adopting in sugarcane cultivation to economize irrigation water use.



There has been reduction by 3% in the water intensity as compared to previous reporting year due to various initiatives undertaken at manufacturing location. None of the operations fall under water stress area.



In our sugar plants, the excess water from cane produced in sugar processing is utilized in plant operations and irrigation purposes thereby reducing intake of net ground water. In all our plants, sewage is separately treated in Sewage Treatment Plants and utilized for irrigation purposes to reduce the demand for freshwater intake. The treated effluent from ETP is also utilized for greenbelt and cane farm irrigation, thereby reducing the demand for ground water extraction for irrigation. 100% treated effluent from Distillery units at Ajbapur and Hariawan is recycled into the process enabling us continuing our status of Zero Liquid Discharge (ZLD). RO plant is also installed at Power Plant in Kota for

recycling of entire effluent from P-66 unit making it ZLD. During the year, we have installed a state-of-the-art RO plant for P-120 power plant recycling the entire effluent making it ZLD. Furthermore during the reporting year a state-of-the-art Effluent Treatment Plant for recycling of the effluent is under erection at our Bharuch facility which will recycle 80% of the treated effluent.

	FY22	FY23	FY24
Water discharged (Million m3)	2.12	1.73	2.41
Water Consumption (Million m3)	12.07	11.03	10.88

### AgWater Challenge

In line with addressing the confluence of water and agriculture, the Company launched 'DCM Shriram AgWater Challenge' a significant step towards ensuring water security and prosperity for approximately one million smallholder farmers. DCM Shriram Foundation, in collaboration with The/Nudge Institute's Centre for Social Innovation and the Office of the Principal Scientific Advisor (GoI), will unveil this prize challenge with a substantial investment of INR 2.6 crore. The primary objective is to promote innovation at the confluence of agriculture and efficient water utilization.



The AgWater Challenge aims to inspire and engage leading AgTech entrepreneurs and social impact innovators to devise scalable solutions within India's agricultural water ecosystem. The desired outcome is to generate a transformative impact that addresses the stagnant livelihood opportunities faced by smallholder farmers. By nurturing innovative ideas and ground breaking initiatives, this challenge has the potential to revolutionize the agricultural landscape and uplift the lives of numerous farmers across the country.

## TESTIMONIAL



"The construction of Futa Talaab has ensured water security for animals of our village. Before the construction, the water stayed just for 10-15 days after monsoons. Last year after the completion of Talaab, we were surprised to see the water till Diwali. The overflowing structure in the last monsoons even helped the farmers of Sohanpura to irrigate their fields and feed their animals. Not only this, the borewells which were at 150 ft. are now running at 40-50 ft. with water visible from the top. All this is a result of groundwater recharge from the structure"

**-Nawal Raika**

## WASTE MANAGEMENT

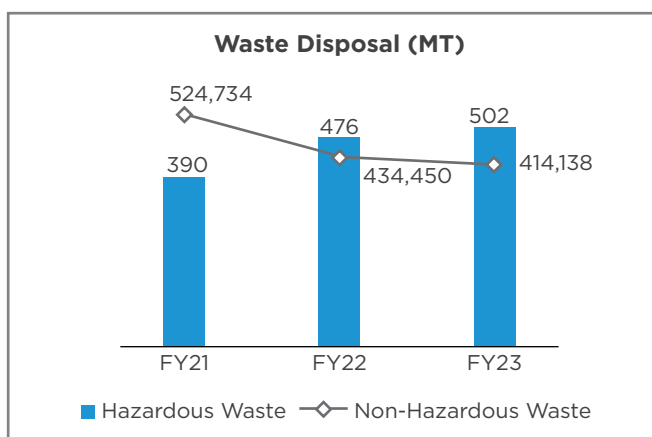
When it comes to the production of hazardous waste, the safe handling and storage of waste are the most essential steps. We handle, store, and dispose of our hazardous waste with the utmost care as a responsible business. Our manufacturing facilities are equipped with waste storage facilities to ensure that waste is disposed of properly and to eliminate any threats to the environment or the health of our workers. We ensure adherence to all pertinent regulatory standards for the handling and disposal of hazardous waste.

Additionally, we dispose of all hazardous waste generated by following established procedures. Disposal to CPCB and SPCB authorised waste processors and recyclers and a very small amount going to landfills (around 8%) - these are our methods of disposal. Our waste has reduced somewhere near ~5% since FY 2022-23.

Reducing waste is the main focus of our environmental management plan. In place of the linear economy of “take, make, and dispose,” we wish to transition to a circular economy with efficient waste management strategies. We are continuously striving to attaining circularity throughout our value chain by working to reduce the use of virgin resources, starting with the procurement of raw materials.

	FY22	FY23	FY24
<b>Hazardous Waste</b>			
Waste diverted from disposal (MT)	390	476	502
Waste directed to disposal (MT)	0	0	0
<b>Non-Hazardous Waste</b>			
Waste diverted from disposal (MT)	506,361	402,422	381,941
Waste directed to disposal (MT)	18,373	32,034	32,197

Additionally the Company disposed 11.34 MT and 1239 numbers of e-waste and 3.09 MT and 229 numbers of Battery waste during the reporting year



### Carbonation of Sludge

In the process of Acetylene production from Calcium Carbide, Calcium Hydroxide sludge is generated which contains 8-10% solids and rest 90-92% is water. Part of this sludge is pumped to the Cement Plant where it is decanted in the decanter and Solid content increases up to 14-15%. Underflow from the decanter is utilized in the Cement Process. This lower usage of sludge is due to higher moisture from the decanter as sludge is difficult to settle. The rest of the material is stored in the Lagoons. Complete usage of the sludge is not possible as maintaining the moisture is quite difficult.

After carrying out various experiments for the process improvement, a breakthrough was achieved during in-house Experiments for ‘Carbonation of Sludge’ using flue gases from a kiln stack. The CO<sub>2</sub> gas present in flue gases when passed through the sludge converts Calcium Hydroxide to Calcium Carbonate. Calcium Carbonate being heavier than Calcium Hydroxide, settles fast and results in lower moisture from decanter. And after various tests, it has been confirmed carbonation of sludge and improvement in its settling.

Due to increased sludge usage, there is a saving in power in limestone crushing and its handling. Also now there is no more requirements for storing the sludge in lagoons.





## BIODIVERSITY

The Company is committed to promote the biodiversity of the ecosystems, establishing projects sustainably and conserving, protecting and promoting the development of the natural capital. To implement its commitment to biodiversity, the Company shall be guided Biodiversity Policy, which is applied in all the businesses.

The Company has adopted the Biodiversity Policy, pursuant to the Core Values and Beliefs of the Company and being aware of our commitment to the preservation of environment, in general and the biodiversity of the ecosystems around specific sites of the Company.

In our endeavour to create green cover, we planted more than 640,000 trees of varied endemic species over the years. Since 2014, DCM Shriram has been a

signatory to the India Business & Biodiversity Initiative (IBBI). None of the operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. None of the IUCN Red List species and national conservation list species with habitats in areas affected by operations.

The Company has also conducted biodiversity risk assessment for its key manufacturing locations through an external agencies and the rainwater harvesting pond at some sites provides habitat to more than 100 bird species and one can have sightings of migratory and rare birds like Eurasian Marsh Harrier, Eurasian Spoonbill, Osprey, Black-headed Ibis, Black-tailed Godwit, Painted stork, Common pochard, Greater Painted Snipe.



## SUSTAINABLE AGRICULTURE

The growing population, economic growth, and changing diet behaviour across the globe have increased the demand for food, water, and energy. The nexus between these three for current and future generations becomes the most critical aspect of sustainability. The complex linkages between the domains of food, water, and energy require a suitably integrated approach. DCM Shriram adheres to the Bonsucro Standard for producing sugar sustainably. DCM Shriram adopts various initiatives to address the issue and help its industry value chain achieve sustainable agricultural practises.

Our company is dedicated to creating awareness among farmers about the efficient utilisation of water through the adoption of best agricultural practises, non-chemical pest control methods, and the promotion of bio-compost usage. These efforts not only contribute to higher productivity and water conservation but also enhance soil fertility while safeguarding the environment from unnecessary chemical usage. By prioritising these initiatives, we aim to provide better returns to the farming community while ensuring sustainable agricultural practises. We are also educating farmers and trade partners through various extension programmes on sustainable agriculture and its critical role in addressing the ever-growing demand for food and nutritional security in the country. These training programmes regularly educate farmers on water

usage reduction techniques like trash mulching, trench planting, press mud application, laser land levelling and bio-control measures for controlling pests and diseases in the sugarcane crop.

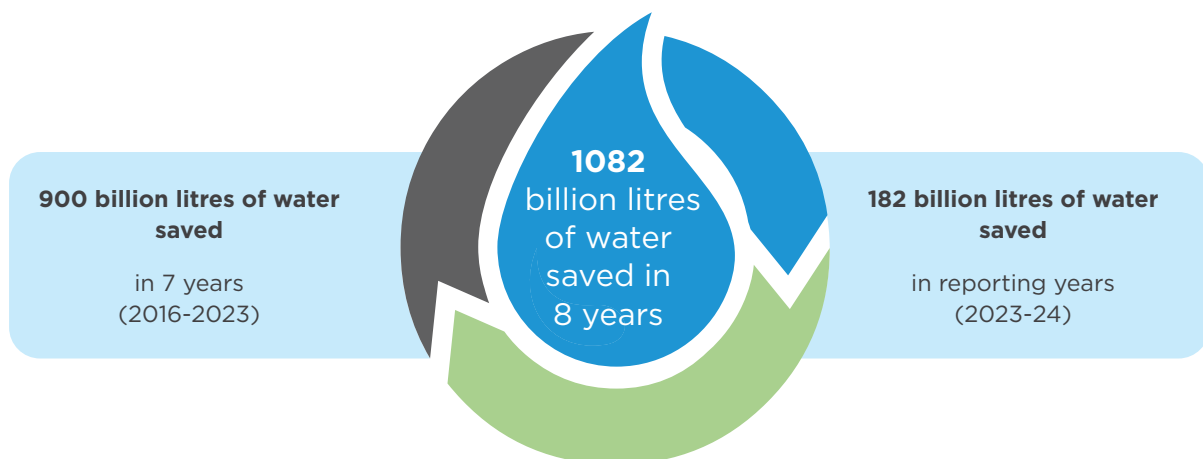
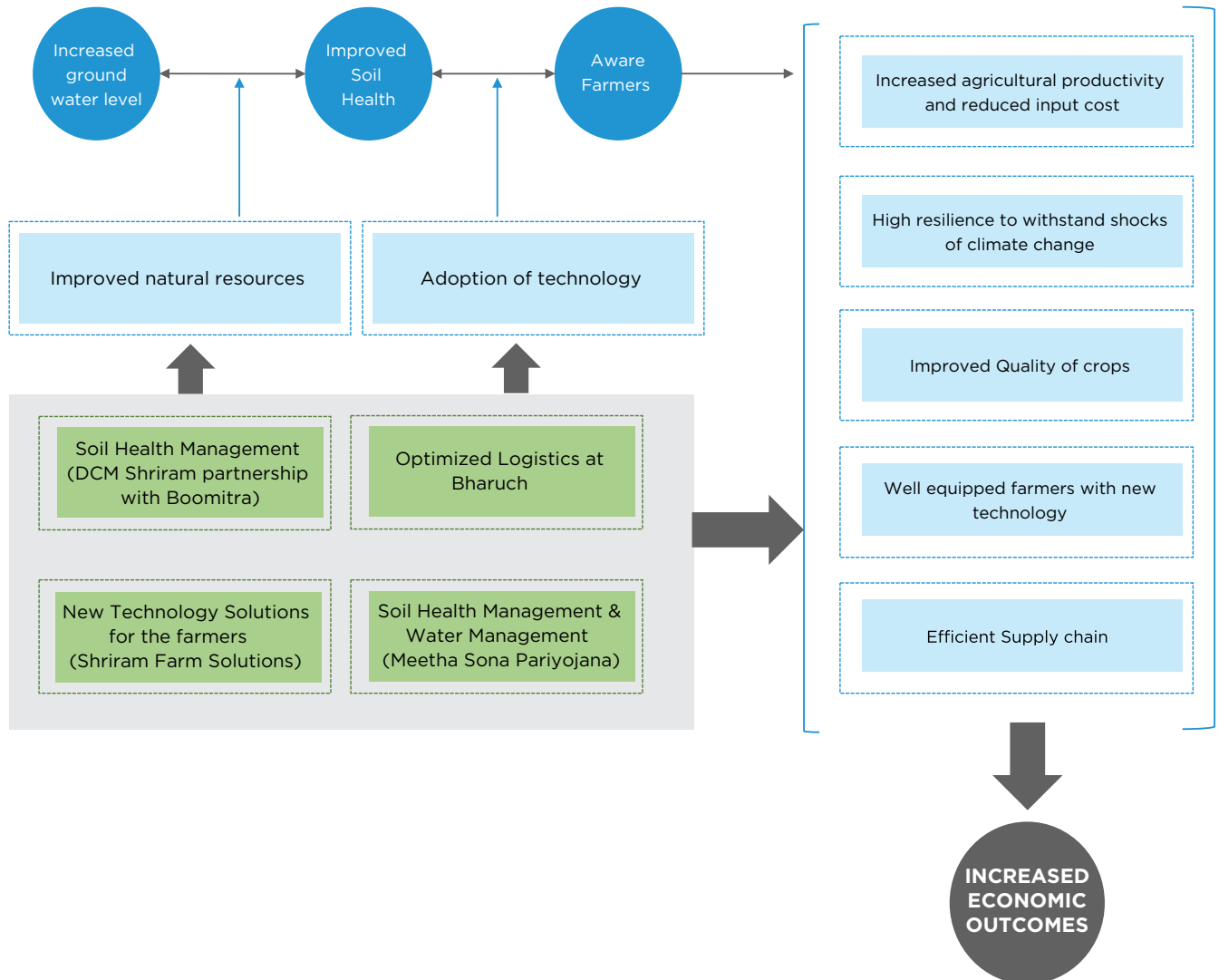
We are also pursuing partnerships in the Precision Farming and Digital Agriculture space for our farmers simultaneously to enable them to minimize wastage, reduce the carbon footprint efficiently. The DCM Shriram Farm Solutions team also works in more than 10,000 villages to identify the needs of farmers and recommend the correct products for their crops. We also engage in pond rejuvenation and convert disused dug wells on farms into groundwater recharge structures. This initiative has been layered with an agri-skilling programme that aims to maximise the utilisation of water for the croplands, titled 'Per drop more crop'.

Listed below are some of the major initiatives and programmes taken to create opportunities for sustainable agriculture:

- Shriram Farm Solutions - Sustainable Technology Innovation
- Meetha Sona Pariyojana - Sustainable Sugarcane Production



### Illustrative Value Map for collaborative impacts of initiatives taken by DCM Shriram





**Bioseed's collaboration with Arya.ag for Data Driven Insights**

Bioseed, the hybrid seed business of DCM Shriram Ltd., has partnered with grain commerce platform Arya.ag to leverage satellite surveillance and AI technology for enhancing agricultural practices. Using Arya.ag's satellite product, Prakshep, and AI solution, VaMa, the collaboration captures real-time data on crop growth and environmental conditions, providing actionable insights for informed decision-making. This partnership aims to optimize crop yields and ensure seed performance across diverse agroclimatic zones, promoting sustainability and resilience. By offering tailored agricultural practices, Bioseed empowers farmers to adapt to climate challenges and make data-driven decisions regarding irrigation, pest and soil management.









## SOCIAL PERFORMANCE

As far as we might be concerned, common liberties are non-debatable, and we perceive the significant job we can play in the security of these privileges. This strategy is ingrained in all of our activities and relationships for the sake of our reputation and ability to operate. This covers our extensive value chain partners as well. We are focused on providing safe operations with respect to Human Rights of our employees, project/ contract workers, suppliers, transport service providers, local communities and those impacted by our activities.

To ensure that our commitments in this area are well informed, we communicate with our stakeholders at every level of our operations. Wherever we operate, we strive to adhere to Group Values, as well as to meet or exceed the international standards. We try to proactively forestall and address any impact we might have on individuals we work with, or collaborate with. Our adherence to the UN Global Compact (UNGC) principles is outlined in our Human Rights Policy. Due diligence, employee and stakeholder engagement,

diversity and equal opportunities forced and child labor, and other important topics are covered. We adhere to human rights and awareness laws and regulations.

Business Heads are responsible for social performance of the respective businesses with business HR Heads functionally supporting each business. Regular reviews at Business, Corporate and Board Level are conducted on regular basis

### Management Systems

EHS Policy signed by Top Management covering all sites and Businesses

ISO 14001 (Environment Management System) implemented at all sites

RC 14001 (Responsible Care) implemented at Bharuch (Chemicals) site

Life Cycle Assessment as per ISO 14040/44 for products manufactured

### Social Goals & Targets

Social Goals part of Unit Head, Business Head and Whole Time Director KRAs

Social Performance review at site level, Business level and Board level on regular basis

### Social Reporting

Monthly MIS shared with Corporate for public reporting

Digital tools in place for HR related data management

Internal / External audit of social performance

Social performance disclosure in Sustainability Report, BRSR, CDP, EcoVadis, CSA S&P Global etc

## Diversity, Equity & Inclusion

WIDE (We are Inclusive, Diverse and Equitable) is our vision for Diversity, Equity, and Inclusion (DEI), to create a thriving workplace that embraces the power of diversity and fosters an environment where everyone feels respected, valued, and empowered. We firmly believe that by embracing diversity and ensuring equity and inclusion, we can build a sustainable future for our business.

We recognize that true diversity and inclusion go beyond just numbers and statistics. It is about creating an environment that welcomes diverse perspectives, ideas, and experiences, regardless of gender, background, or any other characteristic.

We have set tangible targets for ourselves internally

We have planned numerous initiatives under the Four Pillars of Our DEI Strategy:

- 1. Recruitment:** We strive to attract and retain the right talent by implementing inclusive hiring practices. Our journey begins with a commitment to fostering diversity from the very outset. We're not just hiring; we're cultivating a culture of inclusivity. Our hiring managers underwent intensive workshops, geared towards unearthing and dismantling biases in our hiring process. We've designated specific roles for diverse talent and are tapping into campus programs to widen our net. Collaboration with DEI hiring experts is a cornerstone of our strategy. The Company regularly monitors key KPIs related to the hiring including the average hiring cost which was INR 26,482 and positions filled with internal job posting which was around 56% during the FY23-24

and are dedicated to achieving them. Our commitment to DEI is unwavering, and we are confident that our efforts will yield positive outcomes for our employees, our business, and the communities we serve. We have set a target of 5% Gender diversity in officer category employees by FY 2023-24, which has been achieved. Now we are envisaging to increase this further in the coming years.

Every business unit has taken a proactive step by instituting a dedicated Business DEI Council. Moreover, at the group level, a Group DEI Council has been set up to further support and guide these initiatives.

The Group DEI Council will regularly connect with Business DEI Councils to review their initiatives and progress.



**2. Retention:** Building a workplace where every individual thrives is paramount. Gender sensitization sessions have been conducted for leaders and their teams, fostering an environment of respect and understanding. Safety guidelines and post-office-hour travel support communicate our dedication to employee well-being. And there's more in the pipeline as we're revisiting our current policies.



**3. Rising:** Our commitment to talent development knows no bounds. Initiatives like the Women Development Forum, She-Leads, launched on International Women's Day 2024, are propelling our employees forward. We're not just talking about diversity; we're actively investing in the growth and advancement of all our team members.



**4. Reinforcing:** Communication is the glue that binds our DEI efforts. Regular check-ins with our women employees ensure their voices are heard. We're transparent about our DEI initiatives, and progress, fostering a sense of ownership and accountability across the organization.







To create a thriving organizational culture that embraces the power of diversity and fosters an environment where everyone feels respected, valued and empowered, DCM Shriram envisioned and launched its WIDE initiative. To ensure this, a Group Diversity Council has been constituted, which comprises top management to ensure active collaboration with various businesses within the conglomerate to drive the DEI initiatives.

It is only through embracing diversity and ensuring equity and inclusion can an organization build a sustainable future. The initiative focuses on creating an environment that welcomes diverse perspectives, ideas, and experiences, regardless of gender, background, or any other characteristic.

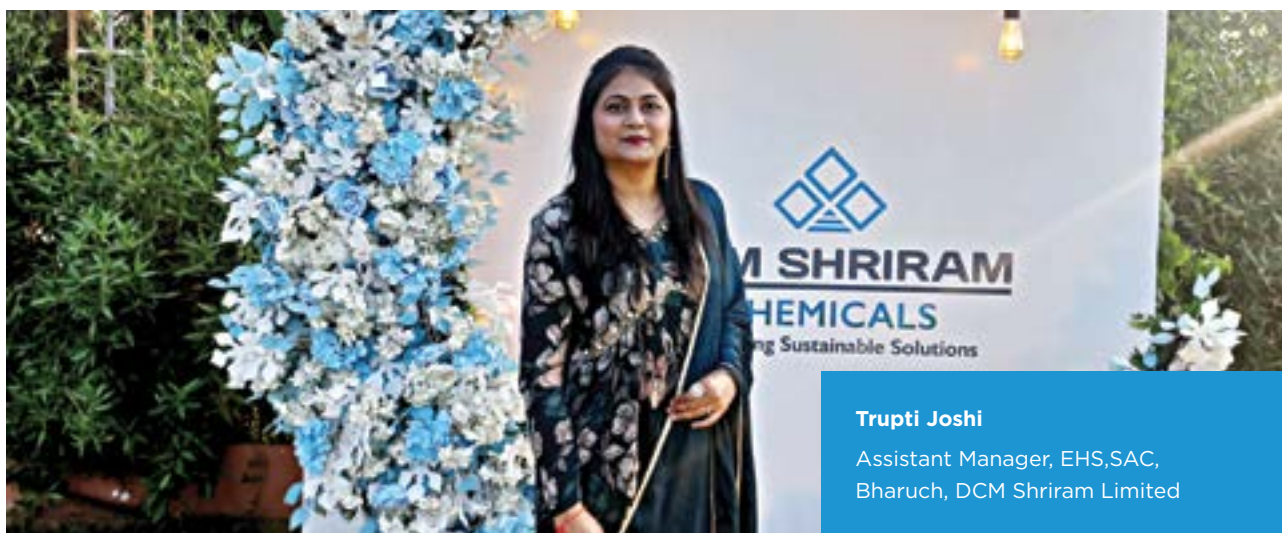
Early in her career, Khushboo Kotadia assumed independent roles and collaborated with diverse cross-functional teams, enhancing her management skills and gaining valuable troubleshooting experience from various CAPEX projects. Despite the unfair stigmas women face in on-site industry roles, she navigated the male-dominated environment with resilience, building confidence by showcasing her expertise and delivering results. Her advocacy for inclusivity emphasized the value of diverse perspectives, aiming to create a more supportive workplace. By challenging stereotypes and promoting gender equality, she contributed to a collaborative environment driving collective success.



**Khushboo R. Kotadia**

Executive Electrical, SAC, Bharuch,  
DCM Shriram Limited

The journey of an Environmental Health and Safety (EHS) professional often begins with challenges, especially for women in male-dominated industries. This case study explores the experiences of Ms. Trupti Joshi, an EHS expert who defied stereotypes, championed inclusivity, and contributed to a healthier workforce. Starting as a Graduate Engineer Trainee in a pesticide company, she faced initial skepticism but used it as motivation to establish herself as a seasoned EHS professional. Her mission was to create an inclusive safety culture through people engagement, continuous improvement, and metrics. She navigated technical, legal, and social aspects of the role, aligning with the ESG trend and fostering growth. Her story underscores the importance of respect and teamwork in achieving shared objectives and highlights the evolving EHS landscape with increased female participation and diversity.



**Trupti Joshi**

Assistant Manager, EHS,SAC,  
Bharuch, DCM Shriram Limited

Pooja Madan vividly recalls her journey beginning in 2005 when she joined DCM Shriram Ltd. after impressively speaking in favor of watching daily soaps during a CA campus interview, a stance that set her apart. Despite the challenges of long-distance communication while dating and undergoing extensive training at Kota, Bharuch, and sugar factories, Pooja's determination led to her marriage in 2007. Facing biases and stereotypes, especially around maternity leave in a male-dominated finance and accounts sector, she found crucial support from her reporting manager and senior management. Pooja believes in standing strong against biases and encourages women to embrace challenges and learning opportunities.

Her second pregnancy marked a significant change, with an evolved company culture and a clearer work path set by her manager. Demonstrating her capabilities despite a six-month break, Pooja rejoined work and was promoted within a year. A proponent of continuous growth, she values DCM Shriram's focus on employee development through training, mentoring, and an open-door culture. Pooja urges women to leverage these opportunities and support each other, affirming that "real queens fix each other's crowns."



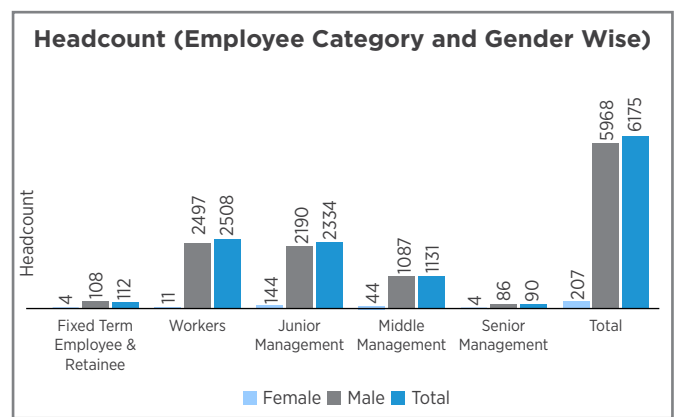
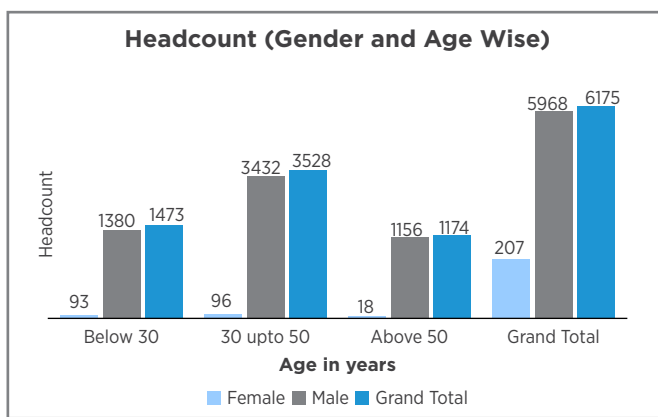
**Pooja Madan**

AGM, Accounts & Finance,  
Fenesta

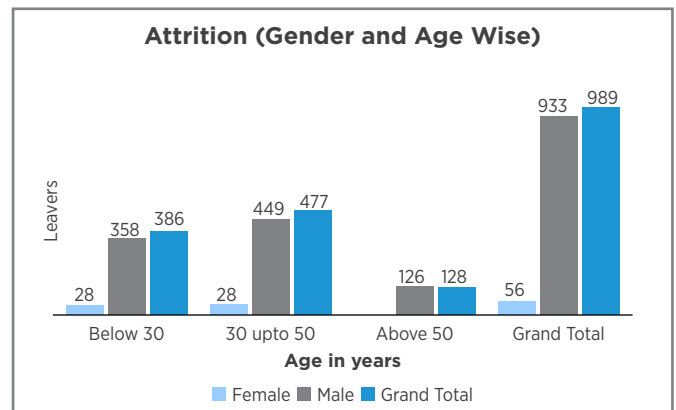
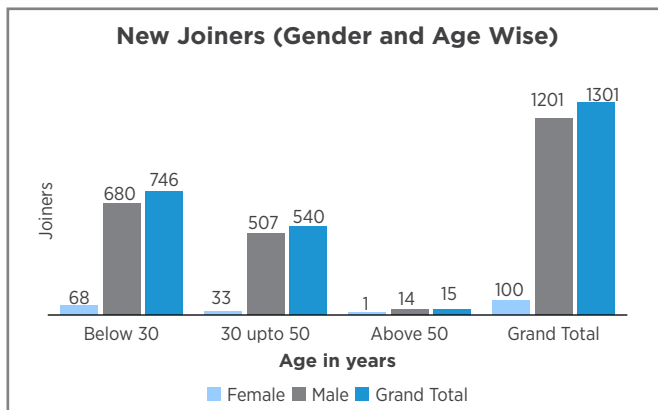
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## Employment



The employee related numbers include non-payroll employees





### The Fenesta Open National Tennis Championship

The Fenesta Open National Tennis Championship also known as Fenesta Open is a prestigious tennis tournament organized by DCM Shriram Ltd., held annually since 1998. The tournament serves as a platform for India's budding tennis talent to showcase their skills and compete at the national level. Over the years, promising players like Rohan Bopanna, Sania Mirza, Yuki Bhambri, and others have participated, with successful participants going on to play in higher-level tournaments both in India and abroad. Notably, the Fenesta Open is unique as it covers Men, Ladies, Boys, and Girls categories across various age groups. DCM Shriram's commitment to promoting sports and nurturing talent underscores the tournament's significance.



Some interesting facts about the Fenesta Open National Tennis Championship:

- It is the largest domestic tennis tournament.
- The tournament has its own website: Fenesta Open Tennis.
- IT is extensively used for registration, sign-in, and draws.
- A souvenir is published to commemorate the event

### Shriram Jayanti

Shriram Jayanti serves as a tribute to our founder, Sir Shri Ram, a visionary and pioneer of the Indian industry.

In keeping with the times, the event continued its hybrid approach, with cultural performances recorded live at the Shri Ram Centre for Performing Arts and broadcasted virtually. The addresses from the Managing Directors emphasized the company's core values, encouraging everyone to follow the path of Humility, Simplicity, Integrity, and Customer Centricity, which were fundamental principles in Sir Shri Ram's life and business.

The event included the recognition of Long Service awardees who have dedicated 10, 15, 20, 30, and 40 years of service to the organization.

A delightful Cultural Event featured our in-house band talent, treating the audience to some of their favorite melodies. The evening took a creative turn with a theme-based play titled "Boss ki Daawat," brilliantly enacted by our employees and their family members. To top it all, an upbeat fusion dance performance by employees and their family members added to the festivities.

Preparations for this event began a month in advance, and the dedication and hard work demonstrated by all participants perfectly embodied our core values of TEAMWORK and AGILITY.





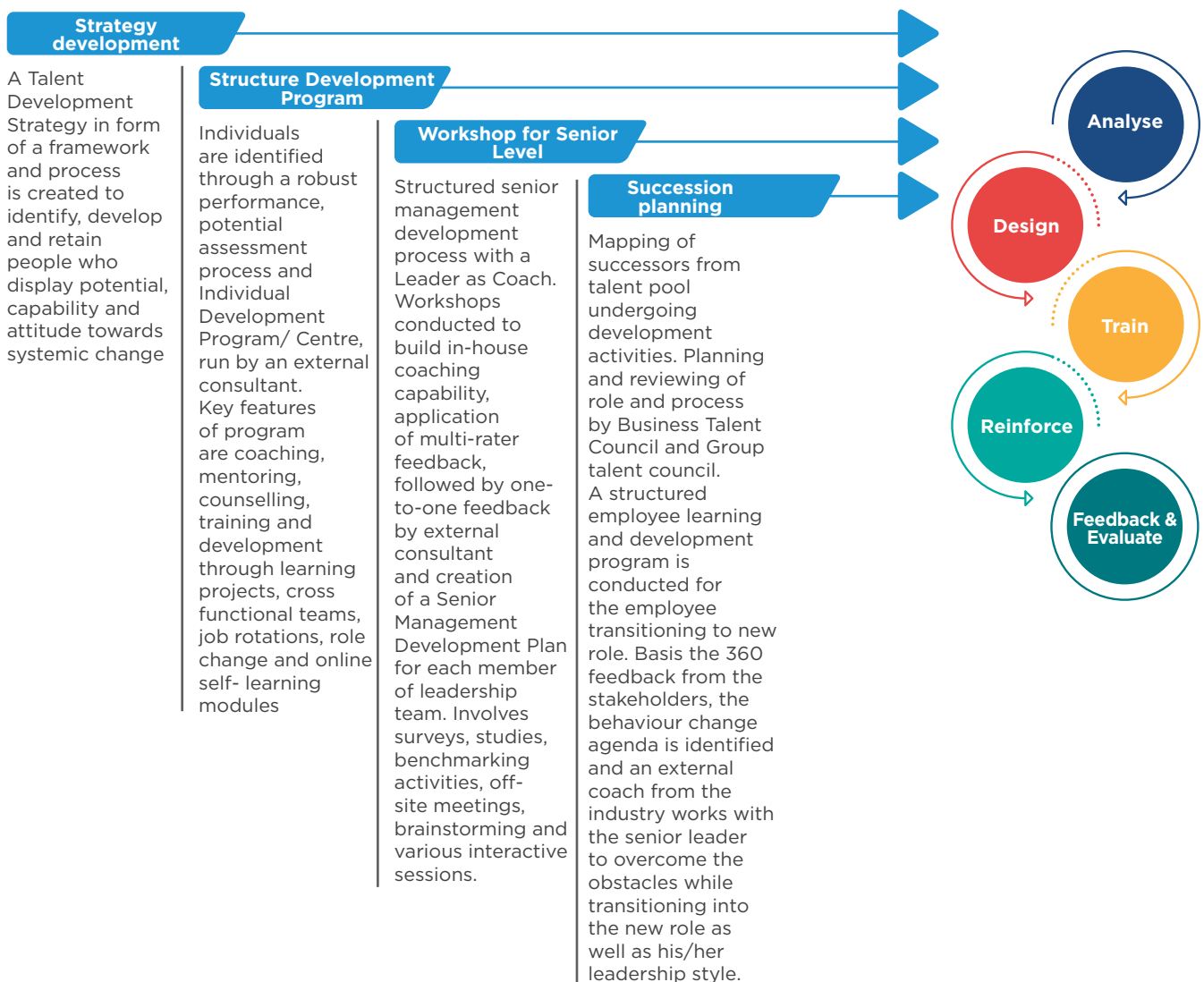
## Learning and Development

DCM Shriram has diligently established a culture of continuous learning, innovation, and collaboration by providing its employees with exceptional learning and development support. This support is essential for enhancing employee capabilities and ensuring a competitive advantage. Simultaneously, it will assist workers with understanding their full potential. Through on-the-job assignments and an environment that empowers and supports, we place an emphasis on providing hands-on learning opportunities. The Company has a well-organized annual training plan that closely aligns with our organisation's guiding values. DCM Shriram encourages employees to self-nominate for various online courses that provide a diversity of topics and increase learning chances far beyond our learning curriculum in order to foster learning flexibility.

Best-in-class learning and development assistance is provided to employees in the form of a mix of classroom, online, and in-person coaching, mentoring, and training, to encourage learning at any time and from any location. Our employees are coached and mentored by in-house experts based on their professional requirements. Furthermore, our company undertakes these training programmes in collaboration with well-known institutions and industry specialists in order to

mould our workers' leadership and strategic competencies. Learning curricular that are globally benchmarked are taught, and practical lessons in the form of business-critical application projects are used to supplement them. The Company has also tie-ups with International Universities for Executive Management Programs for the Leadership Development. This approach guaranteed that interests in learning and improvement are applied and polished to convey better business results.

The Company provides many benefits to full time employees including Provident Fund, Voluntary Provident Fund, Gratuity, National Pension Scheme, Medical Insurance, Subsidised medical facilities at in-house clinic, Block Personal Accident Policy etc. The Company also provides all necessary assistance to employees on maternity leaves and none of the employees in any business who went on maternity leave in the past two financial years has left post maternity break or a period of 12 months after maternity break. No male employee availed parental leave during the reporting year. The Company has a process to provide necessary support for any operational changes that are made which includes adequate support for smooth transition of any employee to any other location/ site.



## Talent attraction and retention

To build sustainability of talent, we follow a robust Talent and Leadership Development process called OLP (Organization & Leadership Process) at the corporate and business levels. This process helps build a talent pipeline/leadership bench strength for the identified critical roles against current and emerging priorities/roles/strategies. Individual Development Plans (IDPs) for leaders mapped as successors are created to enable successors. The talent council, consisting of an organization-level leadership team, reviews the progress of each individual's growth journey. Employees are encouraged to pursue their journey of individual growth and development with the help of business leaders, managers and the HR team.

Our Early In Career (EIC) program is a testament to our commitment to nurturing talent. We recruit the best and brightest from India's top universities and provide them with a unique opportunity to develop their skills and take on high-impact roles within our organization. Through structured learning, role rotation, and on-the-job training, our EIC hires gain a holistic understanding of our business and develop the skills they need to succeed. Placed in high-impact positions, they have the chance to use their functional prowess and team management skills to solve problems, deliver operational excellence, and support our company in achieving its strategic objectives.

We prioritize our employees' professional growth and development by providing them with valuable opportunities to collaborate with our senior leadership on strategic projects and assignments. Through mentorship programs, our employees

gain valuable insights and knowledge from experienced leaders. Our remuneration strategy is designed to align with performance, market competitiveness, and long-term goals, ensuring that employees are duly recognized and rewarded for their contributions, fostering loyalty and exceptional performance.

We actively support our employees who transition to new roles considering their aspiration & organizational priorities in mind. We regularly audit our structure to adjust them to evolving business landscape and integrate global best practices. We trust in supporting ability and establishing a climate where everybody can perform to their maximum capacity. Our employees can achieve excellence due to our inclusive workplace and clearly defined roles. Being true to our culture and values has always been a priority for our organization.

Keeping the learning and development of our employees always at the forefront, we launched a series of development programs for employees across levels. The Company had spent around INR 12,000 per Full Time Employee (FTE) during the reporting year. The learning programs were identified after detailed discussions with business leaders, keeping DCM Shriram's Values & business priorities in mind. These discussions provided insights into the needs, learning objectives, and critical competencies required for its employees to excel in their roles and deliver the organization's priorities. This process identified key competencies crucial at DCM Shriram, reflecting the company's forward-thinking approach.



## Program overview



- Emerging leader development Program, ELDP: focuses on developing new /first-time people managers
  - Leader development program, LDP: to develop managers with a few years of experience
  - Senior Managers Integration Program called ACT (Accelerating Change Together) workshop to integrate newly hired senior leaders into the organization
  - Human resources development forum, HRDF: to strengthen functional capabilities of the HR team
  - People Managers Forums, PMF: to elevate the management skills of people managers by focusing on areas like Emotional Intelligence/ Storytelling/ Growth Mindset/ Influencing without authority/giving & receiving feedback
  - Own your development: Enable Management Trainees to acquire competencies for higher-level roles
  - Self-paced learning through online learning platform- Udemy.
- The above is also in line with our HR strategy focused on 3 pillars:
- Drive Growth
  - Build Capability (Leadership development and building managerial capability)
  - Culture/Enhance organization effectiveness



Accelerating Change Together (ACT) Workshop at DCM Shriram Ltd.

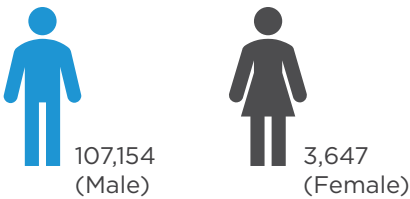
Introduction

DCM Shriram Ltd. organized the Accelerating Change Together (ACT) workshop to onboard and induct new senior management, fostering integration, pride, and relationship-building. The workshop included sessions on leadership expectations, exploring innovative strategies, and preparing for future success. A fireside chat with experienced leaders provided insights and discussions on leadership challenges. Emphasizing the company's core values, new leaders learned to embody these principles in their work. The workshop concluded with a focus on organizational transformation, equipping participants to drive change and adapt to market dynamics. The ACT workshop successfully aligned new leaders with company values, empowering them to contribute to DCM Shriram Ltd.'s growth and transformation.



DCM Shriram Permanent Employees Training Hours In 2023-2024

Total training hours



Average training hour per employee per year





## HUMAN RIGHTS

We are maintaining positive, meaningful relationships with communities to positively contribute to the communities where we operate. We are committed to advancing responsible labour practices. We treat our personnel with respect and dignity. We endeavour to provide an environment free from discrimination, harassment and violence. Our employment policies adhere to all applicable domestic laws and are consistent with nationally accepted labour standards. The Company also has Human Rights Policy and Code of Conduct which includes Freedom of association and collective bargaining, Non-discrimination, No forced labour, No Child Labour, Equal Opportunity Employment as key aspects while conducting business.

We respect the human rights of our workforce and nearby communities, while maintaining the safety and security of our personnel, assets and operations. We want our workplace to be an inclusive and diverse environment. This includes removing systemic and programmatic barriers to workplace participation and progression so individuals can fully contribute and pursue their potential. We value safety above all else and believe it is everyone's shared responsibility. The training calendar includes regular training on human rights policy across all levels including security personnels.

We champion the physical, psychological and social wellbeing of our employees and communities. Engaging with communities is an important part of our approach

to managing human rights and providing access to rectify, or remedy, a situation.

We have human rights assessment and due diligence processes in place. While any expansion or acquisition of new operations the Company ensures due diligence related to concerned labour laws and ethical business practices. None of the operations poses human rights risks to our stakeholders. Our Stakeholder engagement is company's primary database for:

- documenting and reporting on consultation activities, legal requirements and commitments
- recording stakeholder engagement activities to better understand interests and concerns
- supporting institutional memory and other internal processes (e.g., grievances, complaints).

The Company respects the rights of indigenous people and Our CSR Team works with our communities and local bodies to support the indigenous people of the area. There was no incident of violations involving rights of indigenous people during the reporting year. We provide and facilitate access to remedies related to any grievance including human rights through the Grievance Redressal Policy and Whistle Blower Policy which are available to employees, contractors and the public. All reports are taken seriously and are investigated for necessary corrective and preventive measures.



## OCCUPATIONAL HEALTH & SAFETY

Management of Occupational Health & Safety (OHS) issues is extremely important for the company's overall corporate strategy. We provide necessary support and encouragement to our employees to abide by safety protocols and standards.

We are pacing towards management of all our operations in an exemplary manner such as targeting Zero Accidents, so that we not only conform to minimum health, safety and environment mandate but also establish a benchmark in going above and beyond the statutory compliances and pertinent standards.

We follow strict adherence to the policies and procedures for ensuring the health and safety of our employees. We have an established EHS function at all sites that facilitates implementation of all policies and protocols effectively. During the year, we have implemented ISO 14001 and occupational health and safety standard ISO 45001 at our Bioseed site.

During the year, we maintained our existing integrated management system to ensure EHS risks are well mitigated. We firmly believe that safety has to be deeply embedded as an integral part of all the line management functions rather than being the sole domain of the safety function.

The Corporate EHS team monitors the safety performance of all locations. The safety performance



is measured for leading and lagging indicators. Each location has a safety committee which has been constituted as per the guidelines of the Factories Act/rules. Regular meetings of the safety committee include representation of plant's senior management. Monthly departmental safety committees are also conducted at various sites to ensure participation of work force in our safety management practices. Adequate trainings are imparted to all the employees to motivate participation and achieve excellence in all aspects of safety.

Business Heads are responsible for OHS performance of the respective businesses with site EHS Heads functionally supporting each business. Regular reviews at Business, Corporate and Board Level are conducted on regular basis.

### Management Systems

EHS Policy signed by Top Management covering all sites and Businesses

ISO 45001 (Occupational Health & Safety Management System) implemented at all sites

Responsible Care (RC) for major chemical products

5 Star Rating and Sword of Honour from British Safety Council for key manufacturing sites

### Safety Goals & Targets

Safety Goals part of Unit Head, Business Head and Whole Time Director KRAs

Safety Performance review at site level, Business level and Board level on regular basis

### Safety Reporting

Monthly MIS shared with Corporate for public reporting

Digital tools in place for Behaviour Based Safety (BBS) management

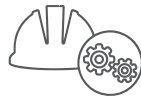
Internal / External audit of Safety performance

Safety performance disclosure in Sustainability Report, BRSR, CDP, EcoVadis, CSA S&P Global etc



### The practice of standards and drills

- Occupational Health and Safety standards ISO 45001 certification at all the sites.
- Conducting frequent audits and mock drills to ensure compliance with standards.



### Safety Management

- Safety tours by senior leadership teams
- Safety tool talks are conducted at all sites at regular intervals.
- Each location has a safety committee that reviews safety performance regularly.



### Monitoring

- Departmental safety committee meetings are held on a monthly basis at various locations to ensure employee participation
- All employees are provided with training on the required safety modules.



### Reporting

During FY23-24, following were the lead indicators

- 14,253 Safety observations
- 73 EHS reviews and Committee meetings
- 92,998 hours of EHS training

Lagging indicators:

- LTIFR: 0.09 incidents/ Mn work hours
- 3 reportable incidents
- Zero Process Safety Incident

The importance of professional health and safety education is regularly emphasised. Throughout our company, various training and demonstration techniques are used to prevent any incidence of safety hazards. The fact that safety guidelines are displayed in our plants also raises staff awareness. Our lagging indicators are the Lost Day Rate (LDR) and the Lost Time Injury Frequency Rate (LTIFR).

With the objectives established, it is critical to have a system that can gather information from around the organisation, assist with knowledge management and guarantee that actions are delivered across units. An EHS MIS is in place to consolidate data on a monthly basis for all the manufacturing sites and share the learnings from various incidents reported to prevent the recurrence of such incidents by taking necessary corrective and preventive actions.

#### Our Actions toward Safety:

Integrated Environment, Health & Safety (EHS) Policy adopted by the company best describes the actions that influence workplace decisions and guide EHS actions. During the year, EHS policy was revised including the focus on ESG integration in business activities and sustainable procurement.

- Zero harm to people
  - o Interdependent safety culture
  - o EHS improvements across businesses
- Zero harm to assets
  - o Long-term Asset Management (LAMP) SOPs, maintenance and routine inspection
- Zero harm to the Environment
  - o Eliminate adverse impacts on the community and environment
  - o Sustainable workflows and technologies
- Safety risks are evaluated, managed and reviewed regularly, and safety processes are improved with the help of trained functional teams.
- Incidents are reported, investigated and lessons learned are shared across The Board for corrective and preventive actions.

### Occupational health services

To prevent occupational disease at the primary stage, employees' medical check-up is ensured at regular interval. We have Occupational Health Centres (OHCs) across all our manufacturing sites duly equipped with required facilities and experienced medical staff. These OHCs help employees to access quality medical care and wellness while at work. Specific hazard exposure based medical check-up is in place to identify the symptoms in the early stage and accordingly corrective and preventive actions implemented.

### Promotion of worker health

Regular Health Talks on Dietetics and Nutrition are conducted for the employees, providing a comprehensive discussion on healthy living and dietary patterns in all the weathers. The talk also holds a session on Postural awareness at workplace, to educate the employees about preventative measures regarding the bodily impacts of wrong posture and continuous sitting. During the year, awareness sessions on CPR were organised at the Corporate office and also in Businesses Head Office at Gurgaon.

Regular wellness programs in partnership with external organisations are organized for the employees and contractual staff at various manufacturing sites. The program used cutting-edge non-invasive tech with

testing that took 3-5 minutes requiring no blood/urine samples and the results/wellness index were immediately shared. The employees/workers were even provided with diagnostic and consultation sessions and the reports or the health updates were received regularly via mail or WhatsApp.

With a target of zero accidents, Companywide drive on awareness on prevention of incidents/ accidents is carried out regularly at all levels to engage employees through their active participation.

The importance of professional health and safety education is regularly emphasised. Throughout our company, various training and demonstration techniques are used to prevent any incidence of safety hazards. Boost preparedness is intended to provide knowledge on security and well-being to our employees. The fact that safety guidelines are displayed in our plants also raises staff awareness. Our lagging indicators are the Lost Day Rate (LDR) and the Lost Time Injury Frequency Rate (LTIFR).

An EHS MIS is in place to consolidate data on a monthly basis for all the manufacturing sites and share the learnings from various incidents reported to prevent the recurrence of such incidents by taking necessary corrective and preventive actions.





### Training on occupational health and safety

Employee health and safety are always top priorities for our organization. We encourage continuous learning and skill development among our employees, with training needs identified through collaboration between employees, line managers, and the HR function. Our permanent employees, including women and those with disabilities, undergo training during induction and periodically through classroom or web-based modules to upgrade their skills. We also organize special courses as needed. Contractors are required to provide skill and safety training to their employees before assigning them to company projects.

We provide safety training to contract workers when necessary, in addition to their induction training on safety. We are delivering targeted interventions and training to employees in order to improve competency, behaviour, and safety. We have employed Cross-Functional Teams (CFTs) and joint management personnel committees with active participation from top management and employees for site-level Occupational Health and Safety (OHS) concerns. We have carried out a few remarkable initiatives to advance safety culture among employees and workers including:

- Process Safety and Risk Management (PSRM) at manufacturing sites, on-the-ground boots, a safety

plan at all sites, and a safety hour at the R&D centre placement

- Contractor employee certification for key trades
- Maintaining the ongoing safety improvement programs
- Putting PSRM into place at all locations – Using lead indicators via PSI to measure systematic improvements
- Strengthening training modules for key trades that are associated with high-risk activities
- Expanding the use of digitalisation, IoT and AI in safety management.

At our plants, we conduct safety assessments, evaluate plant conditions, and perform job safety analyses. We prioritise safety training in defensive driving, behaviour-based safety, first aid, and safety inspection protocols. Mock drills are regularly conducted to enhance employee awareness and emergency preparedness. All necessary safety procedures, material safety data sheets, and local emergency plans are available in the local language at each operating site.



Indicator	Unit	Permanent Employee	Contractual Employee
Total Workforce	Number	6,175	7,699
Total Man Hours	Hours	10,575,934	24,654,933
Fatality	Number	1	1
Lost Day Rate*	Loss of Days per million person hours	567	248
Lost Time Injury Frequency Rate (LTIFR)**	Number of reportable incidents per million person hours worked	0.09	0.08
Process Safety Events	Numbers	0	0

\*Lost Day Rate (LDR) is the number of person days lost for every million person hours

\*\* Lost Time Injury Frequency Rate (LTIFR) is the number of reportable accidents per million person hours. A reportable accident is defined as an accident due to which the injured does not return to work within 48 hours

During the year, two unfortunate fatal incidents occurred while carrying out maintenance activities. All these incidents were thoroughly investigated by a cross functional team to suggest CAPA based on detailed Root Cause Analysis. We are committed to ensure implementation of all suggested actions along with raised awareness among all the key stakeholders to prevent similar incidents.

There has been a decline of 61 percent in the Lost Time Injury Frequency Rate (LTIFR) over the past year underscores the efficacy of the company's initiatives aimed at fostering a robust safety culture. It is a testament to the company's relentless efforts in cultivating a

safety-first culture where every employee is empowered to play an active role in creating and maintaining safer workplaces. Furthermore, the company has instituted regular safety audits and inspections to assess compliance with safety protocols and identify areas for improvement. By soliciting feedback from frontline workers and incorporating their insights into safety protocols, the company continuously demonstrates a genuine commitment to listening to and valuing the perspectives of its employees. Safety remains our top priority and we need to keep focus ensuring safety and well-being of everyone.





## COMMUNITY ENGAGEMENT

At DCM Shriram, the Company's social responsibility journey is rooted in its heritage, business strategy, and commitment to society. The CSR flagship program is implemented through its philanthropic arm, DCM Shriram Foundation, focusing on holistic development at the intersection of Water and Agriculture with a vision to improve the socio-economic conditions of Indian farmers. The CSR initiatives are aligned to UN Sustainable Development Goals (SDGs) which is implemented as an Integrated Development model in the states of Uttar Pradesh, Rajasthan, and Gujarat.

To ensure that we comprehend the distinct priorities of our global communities, we build relationships with local communities. Through our involvement, we focus on providing long-term socioeconomic benefits, such as health, education, social support, and empowerment.

The well-being and prosperity of the communities in which we operate are intertwined with the success of our business. Driven by our obligation to social obligation, we have set up self-supporting endeavors for local area advancement programs lined up with UN SDGs. These businesses are improving the quality of life in the community and having a long-lasting positive effect on economic and social indicators.

### Corporate Social Responsibility (CSR)

For our CSR projects, we also conduct behavior change programs within the community. We keep in touch with the communities that surround our plants through our efficient process of community consultation. We keep our communities informed about project progress and collaborate closely with them throughout the project's

lifecycle to design and implement projects that meet the needs of our communities.

In FY 2023-24, INR 23.63 Crores were spent on CSR and INR 2.01 Crores set off for next financial year to uplift communities'.

The monitoring and evaluation of CSR activities, as well as the utilization of CSR expenditures, have undergone significant modifications because of the new CSR Rules, which were announced in January 2021 by the Ministry of Corporate Affairs. The new CSR regulations have emphasized increased accountability for CSR projects with compliance requirements and an emphasis on impact assessments. DCM Shriram has collaborated with reputable organizations to carry out the impact assessment of the CSR projects, adapting to the new compliance requirements.

### AN OVERVIEW OF THE COMPANY'S CSR POLICY

DCM Shriram is dedicated to expanding its role in making a real difference in the lives of the communities in its service areas. The Company adheres to Schedule VII of Section 135 of the Companies Act of 2013, and its strategy focuses on long-term programs that are in line with community needs and national priorities. Our CSR programs are also defined in line with the Sustainable Development Goals (SDGs). Using an Integrated Development Model, the CSR programs are implemented in the communities surrounding our manufacturing facilities. We work in the Uttar Pradesh districts of Hardoi and Lakhimpur, Rajasthan's Kota district, and Gujarat's Bharuch district. Our CSR programs' focus areas are in line with the Company's policy.



## The Company's Thematic CSR Areas:



**Preventive  
Healthcare &  
Sanitation**



**Education,  
Vocational Skills  
& Livelihood**






**Environmental  
Sustainability**




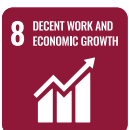




**Rural  
Development**

### Brief overview of the Companies CSR Program

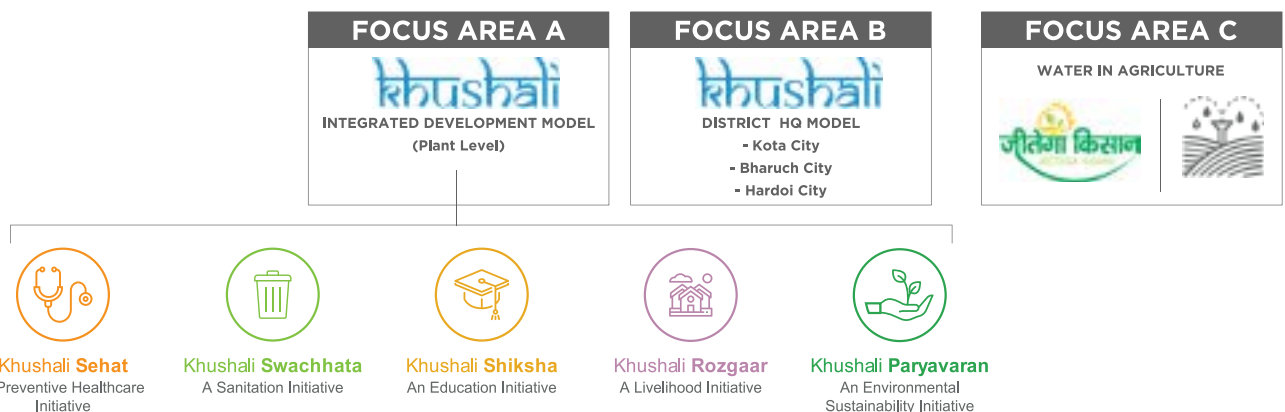
S.NO.	CSR PROGRAMS	SDGs COVERED	GLOBAL TARGETS
1.	<b>Preventive Healthcare Initiative</b> <ul style="list-style-type: none"> <li>Khushali Sehat program covering pregnant, lactating mothers and adolescent girls</li> <li>Promotes overall health of the community by conducting health camps</li> </ul>		<p>3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births</p> <p>3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live 1,000 live births</p> <p>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</p>
2.	<b>Sanitation Initiative</b> <ul style="list-style-type: none"> <li>Khushali Swachhata Program- promoting cleanliness and sanitation In the rural region</li> </ul>		<p>6.2 By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations</p> <p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p>
3.	<b>Education Initiative</b> <ul style="list-style-type: none"> <li>Khushali Shiksha program with the aim to improve the foundational language and numeracy learning outcomes of children in standards first to fifth under RTE.</li> </ul>		<p>4.1 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and preprimary education so that they are ready for primary education</p> <p>4. A Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, nonviolent, inclusive and effective learning environments for all</p>



S.NO.	CSR PROGRAMS	SDGs COVERED	GLOBAL TARGETS
4.	<b>Livelihood Initiative</b> <ul style="list-style-type: none"> <li>Jeetega Kisaan program for farmers to skill them on best practices and emerging agri-technology to improve yield while addressing water scarcity</li> <li>Khushali Rozgaar program for creating livelihood opportunities for women and youth</li> </ul>	   	<p>1.2 by 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions</p> <p>1.4 by 2030 ensure that all men and women, particularly the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership, and control over land and other forms of property, inheritance, natural resources, appropriate new technology, and financial services including microfinance</p> <p>2.1 by 2030 end hunger and ensure access by all people, in particular the poor and people in vulnerable situations including infants, to safe, nutritious and sufficient food all year round</p> <p>2.2 End all forms of malnutrition, including achieving targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons</p> <p>2.3 by 2030 double the agricultural productivity and the incomes of small-scale food producers, particularly women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment</p>
5.	<b>Rural Development Initiative</b> <ul style="list-style-type: none"> <li>Infrastructure development in the rural areas to improve the quality of life</li> </ul>	 	<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p>

### CSR PROGRAM APPROACH @ DCM SHRIRAM LTD.

DCM Shriram Ltd undertakes its CSR activities through its Philanthropic arm DCM Shriram Foundation with key focus areas of:

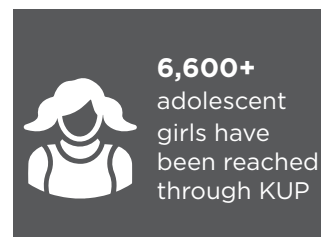
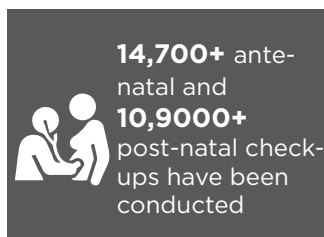
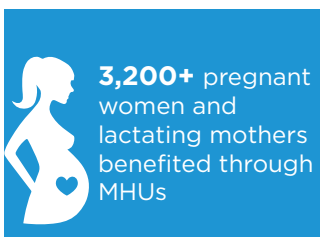




## Preventive Healthcare & Sanitation

### Healthcare Program

It is a flagship program to promote health and well-being of the people by running the community level awareness, preventive and curative healthcare program. All the health initiatives in run under the umbrella program Khushali Sehat.



INITIATIVES	OUTCOME OF THE INITIATIVES
Conducting door step services of quality anti natal and post natal check- ups of pregnant and lactating women to identify and refer high risk pregnancy.	Improved awareness and access to reproductive healthcare and overall healthcare
Conduct awareness sessions over nutrition, vaccination and immunization, menstrual health hygiene and institutional deliveries.	Improved knowledge levels over nutrition, vaccination and immunization, menstrual health hygiene and institutional deliveries.
Organised eye camps to screen eye-related issues like low eyesight or cataract issue and take remedial actions for prevention	Improve eye health
Organised health screening and consultation camp to provide overall medical screening and consultation services to employees and their families	Promote disease-free lifestyle
Menstrual Hygiene Day celebration- provided training and created awareness on maintaining menstrual hygiene in collaboration with CHC- Pasgawan	Promote maintenance of menstrual hygiene
International Nurse Day celebration- workshop was conducted in villages on high-risk pregnancy	Promote healthy pregnancy
Kishori Utkarsh Pahal conducts awareness campaign for adolescent girls on multiple topics like menstrual hygiene, overall reproductive health, leadership development etc.	Overall personality and leadership development of women/girls

### Khushali Sehat

#### Overview

Khushali Sehat is the Company's flagship CSR program and is aligned with SDG 3- Good health and well-being. The program primarily focusses on Mother and Child Health aiming for near zero infant and maternal mortality. This is implemented by providing CHCs and



PHCs with infrastructure support, nutrition, family planning, MHM, and vaccinations. However, there are other initiatives also undertaken as a part of the program which aims at enhancing the overall quality of life. The initiatives cover conducting awareness campaign, health camps, etc. The women healthcare program, specifically is undertaken in alignment with other Government schemes such as PMMVY (Pradhan Mantri Matru Vandana Yojana), JSY (Janani Suraksha Yojana), RKSK (Rashtriya Kishor Swasthya Karyakram), ICDS (Integrated Child Development Scheme).

To create multiple touchpoints with the beneficiaries, DCM Shriram Foundation has launched a Mobile Health Unit (MHU) initiative in collaboration with the respective Health Departments. This provides a range of preventive, promotive, diagnostic, and referral-based information focused on improving maternal and child health by identifying and reducing the number of high-risk pregnancies. The overall objective of this intervention is to provide these services and enable referrals with

focus on improved maternal and child health outcomes amongst the unreached population specifically on High Risk Pregnancies (HRPs). Along with this, the MHU intervention allows for documentation of the process for replicability and scalability to share learning with the Health department for sustainability and scalability of the effort.

### Key Initiatives

The program follows the 3-A (Accessibility, Affordability and Availability) approach to provide a holistic health to the beneficiaries. Some of the key components of the program has been mentioned below:

- Raising awareness among pregnant and lactating mothers on maternal and child health, family planning and benefits of institutional deliveries
- Raising awareness among adolescent girls on adoption of better health & hygiene practices.
- Providing training on community health to women of the villages through Village Level Health Workers (VLWs), also called Sehat Saathis
- Launched Mobile Health Unit (MHU) to diagnose high-risk pregnancies
- Conducted health screening camp to identify undernourished population and run targeted awareness campaigns.
- Conducted eye screening including vision testing, cataract testing etc. and distribution of spectacles
- Conducted awareness program on prevention of sickle-cell anemia
- Infrastructure development for CHCs, PHCs, Subcentres, and other government health machinery. Handed over the recently renovated ICU & Orthopaedic Ward at the MBS District Hospital, Kota.
- DCM Shriram Foundation under its Khushali Sehat program in partnership with the Health Department, UP launched Mobile Health Units in Barkhani & Todarpur Blocks of Uttar Pradesh and Kota, Rajasthan with an aim to reduce Mother and Child Mortality.



### Outreach

Khushali Sehat program was launched in 2011 in Lakhimpur Kheri districts. Over the years, it has widened its outreach with implementation across 400 villages of Uttar Pradesh, 18 villages in Kota, Rajasthan, and 122 villages of Bharuch, Gujarat.

### Kishori Utkarsh Pahel

#### Overview

Kishori Utkarsh Pahel program was launched in December 2022, in Bharuch District Gujarat. It aims at empowering the young/adolescent girls by creating awareness on certain key areas of holistic development. It is a collaborative program with Bharuch District Administration.

Kishori Utkarsh Pahel is a collaborative multi stakeholder partnership program. A program initiated by the District Administration, Bharuch for empowerment of adolescent girls of Bharuch district in coordination with the Department of Education, Health and Women & Child Development Departments. DCM Shriram Foundation has been supporting this program under its CSR initiative whereas BharatCares by CSRBOX (SMEC Trust) is the implementing organization. This joint effort of all the stakeholders and departments has resulted in identifying 122 Gram Jagrut Kishoris and 10 Taluka Jagrut Kishori from the total of 4180 girls trained.

#### Key Initiatives

The program focuses on key areas which includes creating awareness on:

- Adolescent Health
- Menstrual Health Management
- Nutrition
- Knowledge and Convergence of Government Schemes
- Legal Protection and Rights of Adolescent Girls
- Leadership Development

### Outreach

The program has reached adolescent girls in Jhagadia and Ankleshwar Blocks of Bharuch District, Gujarat.



**100%** Total Waste Collection from the target universe



**90.27%** Total waste segregated at household level

## Khushali Swachhata

INITIATIVES	OUTCOME OF THE INITIATIVES
End to End waste management: Collection, Transportation, Processing, Treatment	Improved environmental quality through reduced waste accumulation around neighbourhood
100% timely route wise collection. Develop route map of tippers/e rikshaw/tri cycle for daily waste collection and to ensure HHs coverage per waste collector	Increased community engagement and awareness on waste management issues
100% processing and management of dry & wet waste. Promote MRF for dry waste initiative at centralised level to reduce waste at source/landfill sites	Better relationship between citizens, Municipality and waste generator
100% waste processing at DSWM unit and also in Home. Promote decentralized wet waste composting in wards to reduce waste at source	Economic benefits from recycling and composting initiatives through market linkage for sale of manure/dry waste

### Overview

“Khushali Swachhata” program is aligned with SDG 6- Clean Water and Sanitation. The program is aligned with Swachh Bharat Rural Mission of Government of India and aimed at ensuring cleanliness and good sanitation practices in the rural region.

The Solid Waste Management Program, aligned with the Swachh Bharat Mission – Urban, establishes decentralized units and promotes sustainable practices to enhance urban cleanliness. It includes infrastructure development, awareness campaigns for waste segregation, and capacity-building for sanitation workers. The program adopts scientific waste management methods and conducts behavior change activities to instill sustainable practices. Operational aspects involve managing wet waste through various techniques at the Decentralized Solid Waste Management unit, producing compost for soil enrichment. In summary, the program aims to drive sustainable change in waste management practices, supporting the Swachh Bharat Mission’s objectives for

urban well-being. This program is implemented in 4 wards of Hardoi District, 3 RWAs in Kota City, and 14 wards of Jhagadia Block, Bharuch District.

### Key Initiatives

- Creating awareness among the people on solid waste management practices and open defecation
- Demonstrations for waste segregation at household level . Collaborated with Nagar Palika /RWAs for Waste Collection and Waste Segregation
- Model Decentralized Solid Waste Management Units created for waste disposal system through creating compost from wet waste and linkage for dry waste

### Outreach

The program was launched in Uttar Pradesh in 2014. Over the years, the program widened its coverage to include more villages and districts in other states like Kota and Bharuch.







## Education, Vocational skills, Livelihood

### Education Skills

Khushali Shiksha – An Education Initiative: To increase the learning levels of children in foundational language and numeracy levels as per the government of India's National Initiative for Proficiency in Reading with Understanding and Numeracy (NIPUN) Bharat program.

INITIATIVES	OUTCOME OF THE INITIATIVES
Khushali Shiksha program aims at improving the foundational language and numeracy levels of students under the NIPUN Bharat goals of government of India. The initiative propagates learning at the right level (TaRL) approach to students.	<p>Better learning outcomes among the students as per NIPUN Bharat Goals.</p> <p>Motivation for kids to study</p> <p>Increasing awareness and commitment from parents for children's education</p>



**3494**

Primary School Children  
benefitted



**247**

Anganwadi Children  
engaged

### Khushali Shiksha

*"One child, one teacher, one pen and one book can change the world".*

Education enables the holistic empowerment of the individual as well as the society. It eradicates ignorance and inculcates the sense of good judgement in an individual. It is the means to growth of the individual as well as the society. India has been witnessing upward trend in terms of economy and innovation. To keep the trend moving, it is essential, that "quality"

education is provided to the people. Most importantly, the foundational learning program for each of the students should focus on inculcating curiosity and critical thinking ability among the kids. The power of questioning is quite an underestimated skill, however it is critical to ignite innovative skills among the kids.

Through its education program, known as Khushali Shiksha program, Company aims to inculcate 21st century skills among the kids such as critical thinking, problem solving, collaborative learning and



technological competence along with the teaching the curricular subjects such as language, science, maths etc. to create the holistic learning outcome among the kids. The program is launched by DCM Shriram in 2017 and is implemented with the support of Pratham Education Foundation, it is an NGO and is working towards improving the quality of education in India. The program primarily covers students attending the primary education from Class 1 to 5.

In FY 2023-24, the Khushali Shiksha program underwent significant expansion, transitioning from its primary focus solely on foundational literacy and numeracy among primary school children to encompass early childhood education as well. This expansion involved the initiation of an intervention program in Anganwadis, aimed at enhancing infrastructure, capacity building of Anganwadi Workers, provision of Teaching-Learning Materials (TLM), and other essential components. Recognizing the critical need to improve children's school readiness and foster a culture of education within families from an early age, this expansion was deemed imperative.

#### Key Initiatives

- Engage with students in Government primary schools
- Developed the concept of mother groups to teach the students of class 1 & 2.
- Organizing Mohalla level leaning camps for students of class 3-6 with the support of the volunteers
- Infrastructure development in primary schools, junior schools and Anganwadis
- Capacity building and provision of Teacher-Learning Materials (TLM) to Anganwadi Workers to better equip them

#### Outreach

The program is spread across several villages of Hardoi and Lakhimpur Kheri districts of Uttar Pradesh.





## Skilling & Livelihood Program

### Vocational and Livelihood Skills

The overall objective of the program is to provide necessary skill development training to the farmers, women and youth to generate sustainable source of income and creating profitability.

INITIATIVES	OUTCOME OF THE INITIATIVES
<p>Khushali Rozgaar is a program to educate and develop basic livelihood generating skills amongst the women and youth and empower rural artisans</p> <ul style="list-style-type: none"> <li>Establishment of Silai schools to train women on basic tailoring and stitching skills and Project Zardozi</li> <li>Set up mobile, computer and laptop repairing center and training the youth</li> <li>Support to Vivekanand Gramin Takniki Kendra for skill training in DCS Operation. Under the program Company incurs the cost to training, housing and boarding expenses of the Company. They are specifically trained to be employed in the plant/factory.</li> <li>Operationalization of Cattle Development Centers including Capacity Building, Animal Healthcare Activities, Community Support and Infrastructure Development</li> </ul>	<ul style="list-style-type: none"> <li>Skilled and self-sufficient women and youth</li> <li>Employment generation</li> <li>Improved livestock development and livelihoods through capacity building, animal health care activities, and support services.</li> </ul>



**15**  
Students trained  
through DCS  
Operator Course



Trained **292** women  
through Silai school,  
**100** through Project  
Zardozi and  
**120** through Kaushal  
Vikas Kendra



**900** artificial  
inseminations carried  
out & **144** calves  
born through the  
Cattle Development  
Program





## Vocational Skills- Khushali Rozgaar

### Overview

Skill development is a primary step towards creating a self-sufficient and, empowered and dignified life. Currently, India is witnessing its growth story and as this continues, in the times to come, there will be growing demand of the skilled labor.

DCM Shriram had launched the Khushali Rozgaar program to support the women and youth of the community to learn the basic income-generating skills so that they can earn the livelihood for themselves and lead an independent and dignified life. This program aims at empowering women and youth population by creating livelihood opportunities, developing sustainable income sources and making them financially independent. Through the program short-term vocational training is imparted to rural women and youth population. The program is aligned with SDG 5- Gender Equality and SDG 8- Decent Work and Economic Growth.

### Key Initiatives

The program includes the following initiatives

- Silai School- Stitching and tailoring related training is provided to the rural women. The duration of the program is 6 months.

- Project Zardozi- Developing the entrepreneurial qualities among the rural artisans.
- Kaushal Vikas Kendra- Started electronics (mobile, computer, laptop) repair training centre in collaboration to train youth. Enabling placements of the trained people in the companies
- DSC Operator Course- Training 15 students a year on DCS Operation in the Vivekananda Gramin Tekniki Kendra (VGTK) facility. This project is training the youth in DCS plant operation, which is a required skillset for employment in chemical plants in the future.
- Cattle Development Program- Raising awareness about the benefits of Artificial Insemination (AI) to small farmers. 2 Cattle Development Centers have been setup with a technical expert who administers the Artificial and Sorted insemination for the cattle based on the calls received from the farmers.

### Outreach

The program has wide outreach and is spread across Hardoi & Lakhimpur Kheri districts of Uttar Pradesh and Bharuch district, Gujarat.



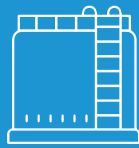




## Environmental Sustainability

The Program has been initiated with the objective to promote environmental conservation and restoration and ensure sustainable use of ecological services.

INITIATIVES	OUTCOME OF THE INITIATIVES
Khushali Paryavaran- the program specifically revolves around water conservation and ensuring the availability of sufficient water for irrigation, drinking & livestock etc.	Increased water availability for irrigation, livestock, and more
This program also conducts an extensive tree plantation drive to increase green belts across intervention areas	This helps improve environmental factors, increase biodiversity, combat climate change.



**3,15,000+ m<sup>3</sup>**  
surface storage



**65,000+**  
saplings

### Khushali Paryavaran

Khushali Paryavaran program aims at promoting environment conservation and restoration with the specific focus on water conservation. It is aligned with SDG 6- Clean Water and Sanitation. The program was conceptualized to ensure the availability of sufficient water for irrigation, drinking & livestock, reducing the depletion of ground water and for raising the socio-economic status of the nearby villagers.

DCM Shriram Foundation, a philanthropic arm of DCM Shriram Ltd, donated golf carts for visitors during the inauguration of the playground and tree plantation drive at Abheda Biological Park, Kota which was carried out in collaboration with Forest Department Officials.

### Key Initiatives

- Pond rejuvenation
- Created community-driven integrated watershed management program in partnership with Tarun Bharat Sangh.
- Constructed rainwater harvesting structures
- Created green belt around the area of its operations
- Planted saplings in community areas of Hardoi and Lakhimpur which includes planting samplings of Shisham, Kanji, Jamun, Katahal, Amla, Chitwan, Aam, Shagaun, etc.

### Outreach

The program was launched to establish an effective and efficient water management practices. It has wide outreach including multiple district of different states like Hardoi, Lakhimpur in Uttar Pradesh, Bharuch in Gujarat, Ladpura district in Kota.





## Rural Development

The program has been launched with the objective improve the quality of life in rural region by ensuring the availability of infrastructures and basic services.

INITIATIVES	OUTCOME OF THE INITIATIVES
An Integrated Rural Development Model is designed to impact every facets of rural life such as livelihoods, health, education, infrastructure and WASH interlock to push people up the development curve.	<ul style="list-style-type: none"> <li>Better infrastructure services in the village like schools, roads, healthcare services, street lights etc.</li> </ul>
Infrastructure development activities are undertaken in schools or other areas of the villages.	<ul style="list-style-type: none"> <li>Improved quality of life of the population</li> </ul>



**10,000 people**

are approximately impacted through rural development program

### Overview

Company believes that rural development is essential for the holistic growth of the Country. In India still major proportion of the population lives in rural region than in urban areas. Therefore, every development plan should cater to the demand of rural population. The objective of the program is to promote rural development and improve the overall quality of life. This program, specifically Integrated Rural development Program, is implemented in collaboration with state governments, NGOs, knowledge institutions and allied partners.

### Key Initiatives

- Designed Integrated Rural Development Model to improve the quality of life like providing safe drinking water facilities, upgradation of anganwadi, schools, Panchayat Bhawans etc.

- Infrastructure development in key community areas such as Panchayat Ghars
- Infrastructure development for health functionaries such as Primary Health Centre and Community Health Centre (PHCs, CHCs,) Subcentres, Hospitals and more
- Wall painting around Education and Kishori Utkarsh Pahel theme have been completed at Zadeshwar bridge and now all 4 sides of the bridge have been covered through theme-based paintings

### Outreach

The Integrated Rural Development Program is implemented around the area of Company's operations in Bharuch district Gujarat. In addition to this, other villages and districts are also covered under different initiatives like Fulwadi village in Gujarat.





## Water in Agriculture

Agriculture is still one of the major contributors to the Gross Domestic Product (GDP) of India and large population in the rural region is engaged in agriculture or related activities. Further, most of the farmers engaged in the agricultural activities are small and marginal farmers and thus forms a vulnerable part of the society. With the ever evolving trends in the agricultural and socio-ecological domain, it becomes essential that effective support is provided to the backbone of the society.

Company has launched Jeetega Kisaan with the vision to empower the farming community. The program has been designed keeping into consideration the major issues the farmers have been facing like deteriorating quality of land, inadequate water supply with respect to demand, changing socio-economic condition, low yields, informal credit system and resulting harassment and lack of knowledge about emerging agri-technology.

Jeetega Kisaan is led by the DCM Shriram Foundation. It is a mix of water conservation and Agri-skilling and Livelihood program which aims at educating farmers about the better practices and emerging agri-technologies to increase productivity and profitability of the program of small & marginal farmers. It is aligned with SDG 1- No Poverty and SDG 2- Zero Hunger.

### Key Initiatives

- Linking farmers with the government schemes, like it partnered with Haqdarshak and engaged with farming communities to help them get the benefits of Direct Benefit Transfer/Indirect schemes.
- Introduction of high value crops in the crop cycle to include vegetables, fruits, medicinal crops
- Training the farmers on increasing the productivity of the land by introducing high yield varieties of seeds, cash crops relevant to nearby markets, etc.
- Introducing sustainable paddy/wheat program with IFC as knowledge and ISAP as implementation partner.
- Supporting in market linkages of the crop
- Established Farmer Producer Organization (FPO) to support farmers both on input and output side
- Introduced Animal Husbandry Program with a focus on cattle development through Artificial Insemination and other services in partnership with BAIF.

### Outreach

The program was launched in 2017 in Rajasthan state. Over the years, coverage has been widened to include 82 villages in different states like Rajasthan, Uttar Pradesh and Gujarat.

Krishi Udyam Pariyojana: initiated the agri-entrepreneur to address the significant disparity in terms of agri mechanization density as compared to national averages in Hardoi & Lakhimpur districts.

Upjau Mati Pariyojana: a Soil Health Program to improve soil health and productivity in Hardoi & Lakhimpur Kheri Districts of Uttar Pradesh.

INITIATIVES	OUTCOME OF THE INITIATIVES
<p>Jeetega Kisaan is a program to skill support farmers in increasing the yield and profitability for farmers</p> <ul style="list-style-type: none"> <li>• Linkage with government schemes</li> <li>• Introduction of Animal husbandry and livestock program including artificial insemination for cattle development</li> <li>• Introduction of new farm practices like sustainable paddy/ wheat program</li> <li>• Conducting awareness sessions/workshops for farmers on new farming practices and emerging technologies</li> </ul>	<ul style="list-style-type: none"> <li>• Improved income for farmers, eradication of poverty and economic growth of rural region</li> <li>• Educated farmers</li> </ul>
<p>Krishi Udyam Pariyojana: The key objective of this initiative is to link mechanization efforts with an entrepreneurship platform, creating a symbiotic ecosystem that fosters agricultural innovation and economic growth</p>	<p>supporting Agri-Entrepreneurs (AEs) to manage mechanized services effectively, while also facilitating financing options through bank linkages. It aims to diversify farmers' income streams by integrating additional agri-initiatives like mushroom farming and dairying.</p>
<p>Soil health significantly impacts crop nutrition, yield and water consumption in irrigation. The Upjau Mati Pariyojana addresses soil organic carbon (SOC) challenges across 400 villages, where SOC levels range from 0.1% to 0.3% as against recommended 1%.</p>	<p>enhance SOC via in-situ composting using manure and crop waste. Over three years, it aims to train 10,000 lead farmers as sustainability ambassadors, promoting composting practices.</p>



**108** agri-entrepreneurs created

₹3.45 Crores revenue through mechanization

**25,300+** farmers benefited through water and agricultural programs

### Outreach

The initiative was introduced in FY 23-24 to implement effective and efficient water management practices in agricultural activities, extending its reach to districts such as Hardoi and Lakhimpur in Uttar Pradesh. We are thrilled to share insights from the recent Ecosystem Connect event held on Feb 15th, where India's AgWater & SHF ecosystem players including cohort, corporates, investors and segment champions committed to transforming the landscape of agriculture and water management were gathered. From dynamic panel discussions addressing challenges faced by agtech entrepreneurs to inspiring presentations by cohort organizations showcasing their innovative solutions, the event was a testament to collective commitment and action. Explore the highlights and join us in actively collaborating, investing, and mentoring with organizations dedicated to securing water and fostering prosperity for smallholder farmers. India and the urgency of Water Crisis a column in Forbes India by Mr Ajay S Shriram, Chairman & Sr Managing Director, DCM Shriram Ltd.

### Transforming Crop Cultivation: Advancing Water Efficient in Indian Agriculture

DCM Shriram partnered with Sattva Knowledge Institute to conduct a study aimed at raising knowledge and awareness in this field. The study proposes strategies for overcoming barriers by integrating science and data

into decision-making processes, addressing regional ecosystem needs, and fostering effective collaboration among industry stakeholders to drive water-use efficiency in agriculture through scalable innovations. This study consolidates insights from over 50 public reports and input from more than 40 sectoral experts to present three targeted recommendations for enhancing water efficiency in agriculture. These recommendations

include the establishment of a public recommendation engine contextualized to local agricultural ecosystems, the integration of scientific knowledge with on-ground implementation, establishing a water-positive framework or index for decision-making. Additionally, the study proposes the development of a model for collaborative action among industry stakeholders to promote water-use efficiency in agriculture and facilitate collective learning and advocacy. This study will serve as a cornerstone for advocacy efforts in this field, involving relevant stakeholders.

### CSR Governance

The Company has constituted Corporate Social Responsibility (CSR) Committee in compliance with Section 135 of Companies Act 2013. The committee primarily oversees the execution of Company's CSR policy and timely progress of the programs. As of 31st March 2023, Committee is composed of 6 members including 3 independent directors.





Details of CSR committee is provided as below:

S. No.	Name of the director	Designation/nature of directorship	CSR Committee	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1.	Mr. Ajay S Shriram	Vice-Chairman and Managing Director	Member	2	2
2	Mr. Vikram S Shriram	Joint Managing Director	Member	2	2
3	Mr. Ajit S Shriram	Non-Executive Independent Director	Member	2	1
4	Mr. Sunil Kant Munjal	Non-Executive Independent Director	Member	2	1
5	Justice (Retd.) Vikramajit Sen	Non-Executive Independent Director	Member	2	2
6	Mr. Pravesh Sharma	Non-Executive Independent Director	Member	2	2

The CSR committee of the Company functions under the oversight the Board of Directors. The committee is responsible for formulation, implementation and periodically reviewing the CSR policy to fulfill the Company's social and environment. It also seeks to guide the Board in formulation CSR action plans and amount of funds to be allocated to the respective program. Further, the overall implementation and monitoring of the program remains under the purview CSR committee. The overall vision of the committee that drives its actions is to integrate social and environmental objective with the

overall business strategy of the Company. In addition to this, CSR committee reviews the Business Responsibility and Sustainability Report of the Company.

Following information is hosted on the corporate website of the Company:

- The composition of CSR committee
- The annual CSR action plan/projects for fiscal year 2024, recommended by CSR committee and approved by the Board





## CUSTOMER ENGAGEMENT

We are steadfast with our customers by providing them with consistently high-quality products, excellent service, and supply security, we aim to cultivate and maintain open, trusting relationships with all stakeholders.

We aim to establish enduring relationships with our customers in order for both our and their businesses to thrive. Our clients must be aware of the stringent processes and procedures we employ in order to respond to their feedback as swiftly as feasible. Before compiling a comprehensive report, scientists from our technology centres evaluate any product-related issues that come to our attention. Before responding to a customer's dissatisfaction with our products, sales, or supply chain, we thoroughly investigate all complaints. We respond promptly and acknowledge receipt of the concern raised by customers, but we thoroughly review the matter before making a final response.

Employees from our Quality and Technical teams, plants, lab services, and customer services teams collaborate on the process. We attempt to respond to every customer complaint in a targeted and timely manner.

### Customer Relationship:

Customer centricity is one of DCM Shriram's Core Values. We place a special emphasis on listening to our customers and strive to establish long-term relationships as part of this. Through innovative solutions, DCM Shriram strives to support customers' sustainability effectively and efficiently. The customer is one of the most significant stakeholders in the business; As a result, we adopt a strategy to ensure complete customer satisfaction.

Product information and labeling receive a lot of attention as part of our focus on customer centricity. We maintain Material Safety Data Sheets (MSDSs) per current standards and adhere to global standards for labeling practises. At DCM Shriram, some of the best practises are as follows:

- As a responsible Company, we ensure that customers are provided with product information on the product label, which includes information regarding safe handling and usage instructions.

- Additionally, we have adhered to the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations of the European Union. Following REACH regulations, we have registered Sodium Hydroxide and Aluminum Chloride.
- A Safety Data Sheet (e-SDS) has been created and is being distributed to the appropriate customers to help them comprehend the potential risk posed by their use.

We are a Company that cares about its customers. We consistently draw in customers to address their issues of significant worth-added items and guarantee responsive administrations. We also make use of digital platforms to make it easy for them to connect with us. Drives like meets with senior pioneers and joint business improvement plans are embraced to cooperatively develop organisations. We made efforts to address concerns raised by customers through a variety of feedback mechanisms, resulting in a significant improvement in customer satisfaction. These efforts also help ensure a higher retention rate and maximize customer satisfaction. The Company prioritizes customer awareness and diligently ensures compliance with product and service information and labeling. We have successfully maintained a zero-incident status on non-compliance concerning product and service information, labeling, and marketing communication.

### Information Security

In an era defined by rapid technological advancement, our commitment to cyber security remains unwavering. At DCM Shriram, we recognize the critical importance of safeguarding our digital assets against evolving cyber threats, ensuring the integrity, confidentiality, and availability of our data.

The Company has effective governance for information security management. The Group Chief Information Security Officer (CISO) ensures the effectiveness of the existing systems and reports to Group Chief Information Officer (CIO) for any grievances related to the subject. The Risk Committee at the Board Level oversees the information security related risks as it is covered under the formal Enterprise Risk Management (ERM) process. Some of the key initiatives undertaken by information security team has been mentioned below:



**Our Initiatives:**

**Comprehensive Cyber Security Framework:** We have implemented a robust cyber security framework encompassing industry-leading practices and standards including ISO 27001 to mitigate risks effectively. We are also preparing our IT operations to get ISO 27001 certified in the near future.

**Continuous Monitoring and Threat Intelligence:** Our nextgen Security Operation Center (SOC) does continuous monitoring of our networks and systems, leveraging advanced threat intelligence tools to identify and respond to potential security incidents promptly.

**Employee Training and Awareness:** We prioritize employee training and awareness programs to foster a culture of cyber security consciousness across the organization. Regular training sessions and simulated phishing exercises empower our employees to recognize and mitigate cyber threats proactively.

**Partnerships and Consulting:** We collaborate with leading cyber security organizations and hold relevant discussions to ensure we are in line with industry standards and best practices.

**Achievements:**

**Zero Data Breach Incidents:** Through our proactive approach and stringent security measures, we have successfully maintained a record of zero data breach incidents, safeguarding sensitive information and maintaining trust with our key stakeholders.

**Enhanced Incident Response Capabilities:** Our investment in advanced incident response capabilities has enabled us to detect and respond to security incidents swiftly, minimizing potential impact and ensuring business continuity.

**Future Directions:**

As we look to the future, DCM Shriram remains steadfast in our commitment to cyber security excellence. We will continue to invest in cutting-edge technologies, strengthen our partnerships, and enhance our employee training programs to stay ahead of emerging cyber threats.

At DCM Shriram, safeguarding our digital assets is not just a priority—it's an integral part of our commitment to sustainability and responsible business practices.

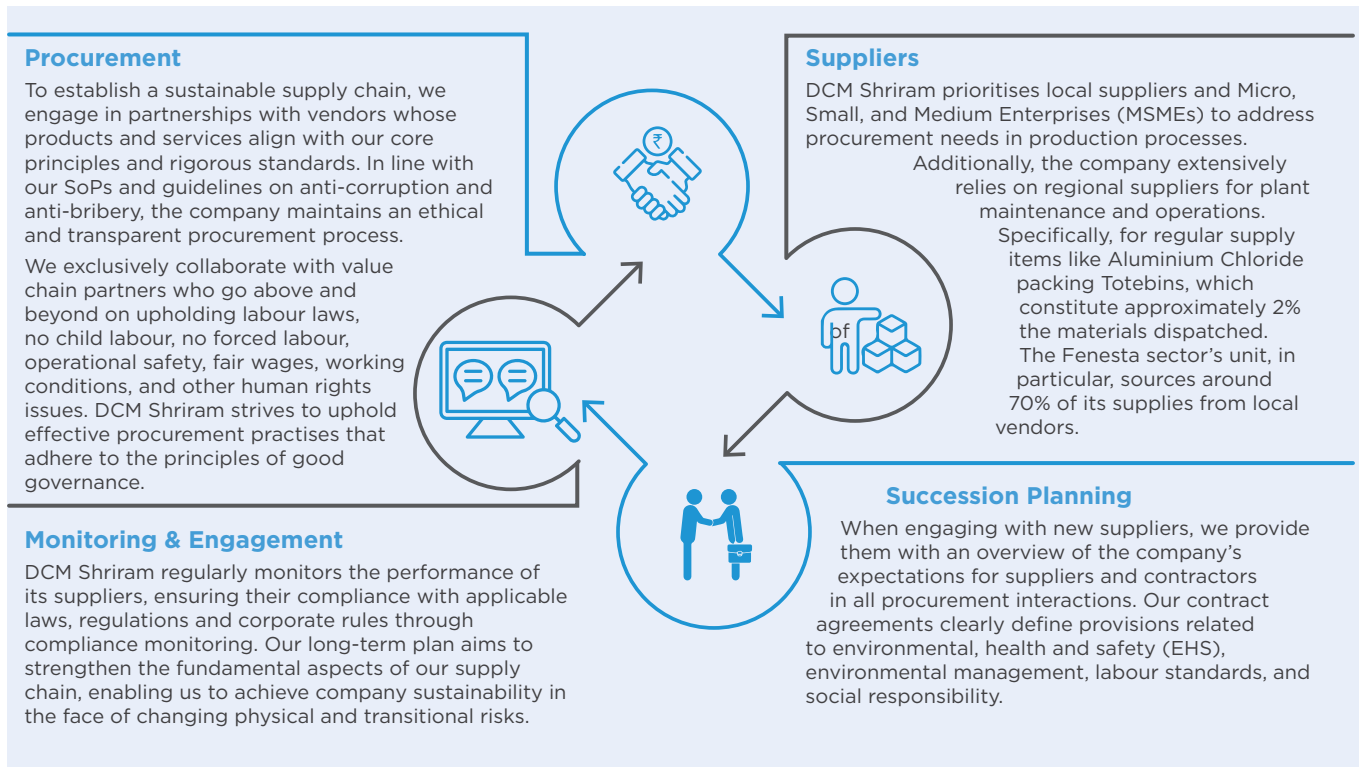
**SUPPLY CHAIN MANAGEMENT**

The supply chain strategy of DCM Shriram relies heavily on synergy with value chain participants who follow sustainable business practises. Wherever feasible, local procurement is prioritised as it encourages reducing the environmental footprint and generates local employment.

Our aim is to source environmentally friendly products and services that offer the finest combination of features in terms of value, performance, delivery, and technology. Our suppliers are crucial to our growth across the board and serve as partners in our success. In keeping with our vision and strategy, we want to make collective efforts to strengthen their capacities on environmental, social, and economic fronts in order to establish a shared value chain for all of our stakeholders.







DCM Shriram places great emphasis on collaboration with value chain stakeholders who uphold sustainability best practises in their operations. Whenever possible, the company prioritises locally available and India-based suppliers, aiming to generate revenue and employment within the ecosystem while promoting indigenous entrepreneurship and reducing the environmental impact. Procuring sustainable goods and services that offer the best combination of price, quality, delivery and technology is a key objective.

The integrity and dependability of our supply chain are the most fundamental requirements. To help our employees, business partners, and suppliers meet our standards, we have established solid internal standards and principles. Vendors, service providers, consultants, contractors, distributors, and agents are among our diverse business partners.

We are committed to corporate responsibility and hold ourselves accountable. We work to ensure that the materials used in our products are sourced ethically, and we expect our global supply chain partners to do the same. We expect our current and future suppliers to follow fundamental guidelines of social and environmental responsibility that are compliant with local law and consistent with international standards. In

addition, we request that our suppliers adhere to these guidelines and communicate them to their suppliers.

During the year, an unfortunate incident occurred when a cleaner of a truck met with fatality in a transportation incident outside a cement warehouse in Kota. The cleaner could not anticipate the sudden reversal of another adjacent parked truck whose driver also missed to see him. A detailed investigation was conducted by an expert team and recommended actions were implemented to prevent recurrence of such incidents that includes increased awareness among drivers/cleaners on road safety and defensive driving.

As part of its long-term strategy, DCM Shriram aims to strengthen key members of its supply chain, enabling the company to foster business sustainability amidst changing physical and transitional risks. New suppliers are educated on the company's expectations and are provided with a summary of the requirements in all procurement dealings. Contract agreements incorporate clauses related to Environment, Health and Safety (EHS), environment management, labour standards and Human Rights, further reinforcing DCM Shriram's commitment to sustainable practises throughout its supply chain.

Suppliers are seen as partners in the company's success and contribute significantly to its growth across all endeavors. Aligning with the company's vision and strategy, efforts are made to enhance the capacities of suppliers in environmental, social and economic aspects, creating a shared value chain for all stakeholders.

### Vocal for Local – Sustainable Society and Environment

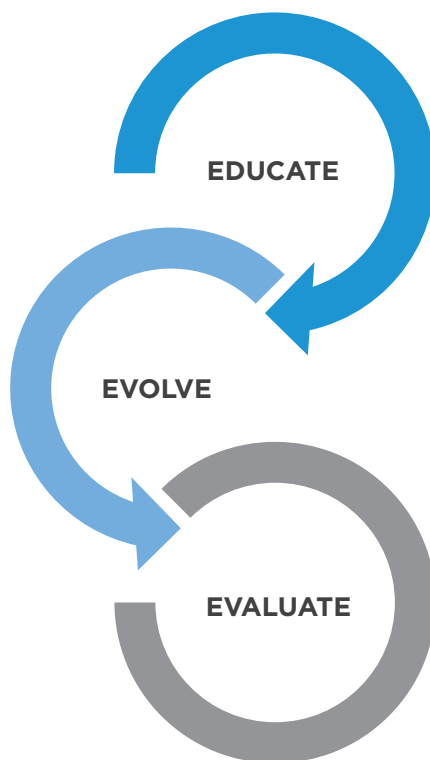
DCM Shriram Ltd. follows a business philosophy that emphasizes local opportunities, local products, and the upliftment of local communities. We believe that supporting local communities not only benefits them but also contributes to environmental sustainability in our business practises.

We prioritise procuring raw materials and services from local and small producers. In our sugar business, we actively engage with farmers to source sugarcane, the key raw material for sugar production. We undertake various initiatives to support cane development, including providing free training to farmers, promoting the use of new agricultural technologies, educating farmers on increasing yields, and supplying quality seeds, bio-pesticides and bio-manure at subsidized rates to improve soil fertility. We also work towards developing regional micro-entrepreneurs who offer customized services to farmers, such as field preparation and crop transportation.

For the transportation of ethanol to our customers, the Oil Marketing Companies (OMC), we outsource the logistics to local players, thereby supporting small local businesses. In our cement business, we source low-grade mineral limestone from nearby villages and upgrade its quality using calcium hydroxide sludge. We regularly conduct vendor development programmes to promote the skills and development of local contractors and service providers through training and community development initiatives. Across our sites, we strive to source engineering components and consumables locally from authorised distributors and dealers. We follow standardised and negotiated terms and conditions while procuring these items. By embracing a “go local” approach, we not only support local economies but also contribute to sustainability and community development in our business operations.

#### The program is split into three levels:

Engage in collaborative projects and exchange technical expertise to drive positive improvements in key performance indicators (KPIs). Publicly disclose performance metrics in alignment with relevant national and international standards, including DCM Shriram's framework.



Make suppliers aware of the framework requirement by communicating it. According to the Level 1 questionnaire, suppliers are expected to consent to following the framework and self-declare their ESG performance.





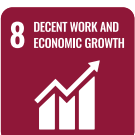




Implement a strong external auditing mechanism to evaluate risks and monitor performance in critical focus areas based on self-declarations provided in Level 1.

## UNGC TEN PRINCIPLES

UNGC Principles	Category	Descriptions	Page No
Principle 1	Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	69
Principle 2		Businesses should make sure that they are not complicit in human rights abuses	69
Principle 3	Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	12, 30, 69
Principle 4		Business should uphold the elimination of all forms of forced and compulsory labour	12, 30, 69
Principle 5		Business should uphold the effective abolition of child labour	12, 30, 69
Principle 6		Business should uphold the elimination of discrimination in respect of employment and occupation	12, 30, 69
Principle 7	Environment	Businesses should support a precautionary approach to environmental challenges	10, 35, 43-44
Principle 8		Business should undertake initiatives to promote greater environmental responsibility	44, 70
Principle 9		Businesses should encourage the development and diffusion of environmentally friendly technologies	46-49
Principle 10	Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	28-30, 93



## SDG MAPPING

Sustainable Development Goals	Initiatives/ Program Undertaken
	<p>Meetha Sona Program for improving farm productivity and enhancing income among small and marginal sugarcane farmers</p> <p>Providing direct and indirect employment opportunities in rural and urban areas in plant operations and business activities improving the quality of life</p>
	<p>Farm productivity improvement programs through farmer education</p> <p>Use of fertilisers and nutrients in increasing farm productivity</p>
	Khushali Sehat - Preventive health program for women and infants
	Supporting infrastructure in schools to improve education
	<p>School Sanitation and Health program</p> <p>STP &amp; ETP installation at all manufacturing sites for treating wastewater to ensure clean water</p>
	Various initiatives at all our facilities and offices, maintaining best EHS standards which is key to the growth of our businesses. We value human assets and believe their contribution in economic growth is paramount.
	<p>Infrastructure support in schools to promote education for all</p> <p>Equal opportunity through job creation at various sites and offices</p>
	<p>Information relating to safe handling and directions of use of products is provided to customers through product information on the product label</p> <p>Initiatives to conserve natural resources such as water and energy across the value chain of product</p>
	<p>Water conservation initiatives inside and outside the fence</p> <p>Waste recycling/reduction initiatives</p> <p>Use of biomass and solar energy as non-conventional energy sources</p> <p>Tree plantation inside and outside plant premises</p>
	<p>Partnership with implementing organizations for various CSR programs</p> <p>Collaboration and participation as active members in various government and non-government organizations and associations</p>



## LIST OF ABBREVIATIONS

BRSR: Business Responsibility and Sustainability Reporting

CHC: Community Health Centre

CII: Confederation of Indian Industry

CPU: Condensate Polishing Unit

CSR: Corporate Social Responsibility

DCS: Distributed Control System  
PHC: Primary Health Centre

EHS: Environment, Health & Safety

ERM: Enterprise Risk Management

ESG: Environmental Social and Governance

GHG: Greenhouse Gas

GRI: Global Reporting Initiative

GT: Giga Tonnes

IBBI: India Business Biodiversity Initiative

IFA: International Fertilizer Association

ISO: International Organization for Standardization

JV: Joint Venture

KLD: Kilolitres Per Day

KW: Kilowatt

LDR: Lost Day Rate

LTIR: Lost Time Injury Rate

LTIFR: Lost Time Injury Frequency Rate

MCM: Million Cubic Metre

MEE: Multi-Effect Evaporators

MSDS: Materials Safety Data Sheet

MT: Metric Tonnes

NABET: National Accreditation Board for Education

and Training

NIPUN: National Initiative for Proficiency in Reading with Understanding and Numeracy

NVG: National Voluntary Guidelines

PAT: Profit After Tax

POSH: Prevention of Sexual Harassment

PPC: Pozzolona Portland Cement

PVC: Poly Vinyl Chloride

REACH: Registration, Evaluation, Authorisation and Restriction of Chemicals

RO: Reverse Osmosis

SA: Social Accountability

SAC: Shriram Alkali & Chemicals

SAP: Systems, Applications and Products in Data Processing

SDGs: Sustainable Development Goals

SEBI: Securities and Exchange Board of India

SFC: Shriram Fertilisers and Chemicals

SSP: Single Super Phosphate

STP: Sewage Treatment Plant

TaRL: Teaching at the Right Level

TCD: Tonnes Crushed Per Day

tCO<sub>2</sub>e: Tons of Carbon Dioxide Equivalent

TJ: Terra Joules

TPA: Tonnes Per Annum

uPVC: Unplasticized Polyvinyl Chloride

VGTK: Vivekananda Gramin Tekniki Kendra

ZLD: Zero Liquid Discharge

# ASSURANCE STATEMENT



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Ground Floor, Plot no 67, Sector 44,  
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122003

Tel: +91 124 464 4000  
Fax: +91 124 464 4050  
ey.com

## Independent practitioner's assurance report

**DCM Shriram Limited**  
**Worldmark 1, 2<sup>nd</sup> Floor (West Wing)**  
**Aerocity, New Delhi-110037,**  
**India**

### *Scope*

We have been engaged by DCM Shriram Ltd. (hereafter "DCM Shriram") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on DCM Shriram's sustainability Key Performance Indicators (KPIs) as included in Annexure-1 (the "Subject Matter") contained in DCM Shriram's (the "Company's") Sustainability Report FY 2024 as of 10 June 2024 for the year ended 31<sup>st</sup> March 2024 for the period from 01<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Sustainability Report, and accordingly, we do not express a conclusion on this information.

### *Criteria applied by DCM Shriram*

In preparing the sustainability KPIs contained in the Sustainability Report FY 2023-24, DCM Shriram applied the GRI Standards of the Global Reporting Initiative (Criteria). As a result, the subject matter information may not be suitable for another purpose.

### *DCM Shriram's responsibilities*

DCM Shriram's management is responsible for selecting the Criteria, and for presenting the sustainability KPIs contained in the Sustainability Report FY 2023-24 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### *EY's responsibilities*

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)') and the terms of reference for this engagement as agreed with DCM Shriram on 29<sup>th</sup> September 2023 and its subsequent amendment dated 16<sup>th</sup> May 2024. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

### *Our independence and quality management*

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### *Description of procedures performed*

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the DCM Shriram's sustainability Key Performance Indicators (KPIs) and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Checking the standard disclosures regarding the company's material sustainability aspects contained in the Sustainability Report FY 2023-24;
- Checking of consistency of data / information within the Sustainability Report FY 2023-24;
- Carry out assurance including checking of the sample data and information reported at the following sites, with the site team and sustainability team.
  - o Kota, Rajasthan (Including Fenesta Site)
  - o Bharuch, Gujarat
  - o Hariawan (Sugar & Distillery), Uttar Pradesh
  - o Bhiwadi (Fenesta), Rajasthan
  - o Hyderabad (Bioseed)
- Execution of audit trail of selected claims and data streams to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Conducting interview of select representatives of Company's management to understand the current processes in place for collecting, collating, and reporting the subject matter as per GRI Standards, and the progress made during the reporting period.
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the criteria.
- Undertaking analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified.
- Checking the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, to be able to make comments on the completeness of reporting.

We also performed such other procedures as we considered necessary in the circumstances.


The assurance scope excludes:

- Data and information outside the defined reporting period of: 01<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Reports, Corporate Social Responsibility Reports, previous Sustainability Reports, or other sources available in the public domain.
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

#### *Conclusion*

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the sustainability KPIs contained in the Sustainability Report FY 2023-24 as of 10 June 2024, for the period from 01<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 in order for it to be in accordance with the Criteria.

For and on behalf of Ernst & Young Associates LLP



Saunak Saha  
Partner  
10 June 2024  
Gurugram, Haryana, India

**Annexure I (Subject Matter)**

S.No.	GRI	Indicators
1	GRI 302-1	Energy consumption within the organization
2	GRI 302-3	Energy Intensity
3	GRI 303-3	Water withdrawal
4	GRI 303-5	Water consumption
5	GRI 305-1	Scope-1 GHG emissions
6	GRI 305-2	Scope-2 GHG emissions
7	GRI 305-7*	Nitrogen oxides (NOx), Sulfur oxides (SOx), and other significant Air Emissions
8	GRI 306-4	Waste diverted from disposal
9	GRI 306-5	Waste directed to disposal
10	GRI 401-1	New employee hires and employee turnover
11	GRI 403-1	Occupational health and safety management system
12	GRI 403-2	Hazard identification, risk assessment, and incident investigation
13	GRI 403-5	Worker training on occupational health and safety
14	GRI 403-9	Work-related injuries
15	GRI 404-1	Average hours of training per year per employee

\* GRI 305-7 indicator was included in the amendment dated 16<sup>th</sup> May 2024



# GRI CONTENT INDEX

<b>Statement of use</b>		DCM Shriram Limited has reported in accordance with the GRI Standards for the period 1 <sup>st</sup> April 2023 to 31 <sup>st</sup> March 2024	
<b>GRI 1 used</b>		GRI 1: Foundation 2021	
<b>General Disclosures</b>		<b>Reporting Explanation/ Omission</b>	<b>Section/ Reason for Page Number</b>
<b>Disclosure</b>	<b>Disclosure Title</b>		
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
2-1	Organizational details	Company Profile	4
2-2	Entities included in the organization's sustainability reporting	Report Profile	2
2-3	Reporting period, frequency and contact point	Report Profile	2
2-4	Restatements of information	Environmental Performance	44
2-5	External assurance	Report Profile	2
2-6	Activities, value chain and other business relationships	Company Profile	4
2-7	Employees	Six Capitals	17
2-8	Workers who are not employees	Annual Report FY24 (BRSR page 24) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
2-9	Governance structure and composition	Corporate Governance	25-30
2-10	Nomination and selection of the highest governance body	Corporate Governance	25-30
2-11	Chair of the highest governance body	Corporate Governance	25-30
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	25-30
2-13	Delegation of responsibility for managing impacts	Corporate Governance	25-30
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance	25-30
2-15	Conflicts of interest	Corporate Governance	28-29
2-16	Communication of critical concerns	Corporate Governance	28-29
2-17	Collective knowledge of the highest governance body	Corporate Governance	28-29
2-18	Evaluation of the performance of the highest governance body	Corporate Governance	28-29
2-19	Remuneration policies	Corporate Governance	28-29
2-20	Process to determine remuneration	Corporate Governance	28-29
2-21	Annual total compensation ratio	Annual Report FY24 (BRSR page 42) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
2-22	Statement on sustainable development strategy	Chairman and Vice-Chairman Message	6-7
2-23	Policy commitments	Corporate Governance	29-30
2-24	Embedding policy commitments	Corporate Governance	29-30
2-25	Processes to remediate negative impacts	Risk & Opportunity Management	32-33

2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement & Materiality	19-21
2-27	Compliance with laws and regulations	Corporate Governance	29-30
2-28	Membership associations	Industry Association	31
2-29	Approach to stakeholder engagement	Stakeholder Engagement & Materiality	19-21
2-30	Collective bargaining agreements	Annual Report FY24 (BRSR page 37) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Stakeholder Engagement & Materiality	19-22
3-2	List of material topics	Stakeholder Engagement & Materiality	22-23
3-3	Management of material topics	Stakeholder Engagement & Materiality	22-23
Topic-Specific Standards			
Economic Performance			
3-3	Management of Material Topics	Economic Performance	39-40
201-1	Direct economic value generated and distributed	Economic Performance	40
201-2	Financial implications and other risks and opportunities due to climate change	Risk and Opportunity Management	35-37
201-3	Defined benefit plan obligations any other retirement plans	Economic Performance	40
201-4	Financial assistance received from governance	Annual Report FY24 page 125 <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Indirect Economic Impact			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
203-1	Infrastructure investments and services supported	Community Engagements	75-89
203-2	Significant indirect economic impacts	Community Engagements	75-89
Procurement Practises			
204-1	Proportion of spending on local suppliers	Annual Report FY24 (BRSR page 50) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Anti-Corruption			
3-3	Management of Material Topics	Corporate Governance	28-30
205-1	Operations assessed for risks related to corruption	Annual Report FY24 (BRSR page 33) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
205-2	Communication and training about anti-corruption	Corporate Governance	28-30
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption were reported in reporting year	
Anti-Competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practises	Annual Report FY24 (BRSR page 34) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	

Tax			
207-1	Approach to tax	Economic Performance	40-42
207-2	Tax governance, control, and risk management	Economic Performance	40-42
207-4	Country-by-country reporting	Economic Performance	40-42
GRI 300 Environmental Standard Series			
Materials			
301-1	Materials used by weight or volume	Material Circularity	46
301-2	Recycled input materials used	Sustainability at Glance	14
Energy			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
302-1	Energy consumption within the organization	Climate Actions	47
302-2	Energy consumption outside of the organisation	Climate Actions	47
302-3	Energy intensity	Climate Actions	47
302-4	Reduction of energy consumption	Annual Report FY24 (BRSR page 45 and 50) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
302-5	Reduction in energy requirements of products and services	Not Applicable	
Water and Effluent			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
303-1	Interactions with Water as a Shared Resource	Not Applicable	
303-2	Management of water discharge - related impacts	Water Management	49-51
303-3	Water withdrawal	Water Management	49-50
303-4	Water discharge	Water Management	49-50
303-5	Water Consumption	Water Management	49-50
Biodiversity			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	53
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity	53-56
304-3	Habitats protected or restored	Biodiversity	53-56
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity	53
Topic-Specific Standards			
Emissions			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
305-1	Direct (Scope 1) GHG Emissions	Climate Actions	47
305-2	Energy indirect (Scope 2) GHG Emissions	Climate Actions	47

305-3	Other indirect (Scope 3) GHG Emissions	Climate Actions	47
305-4	GHG emissions intensity	Climate Actions	47
305-5	Reduction of GHG emissions	Climate Actions	48
305-6	Emissions of ozone-depleting substances (ODS)	Climate Actions	47
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Climate Actions	48
Waste Management			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
306-1	Waste generation and significant waste-related impacts	Waste Management	52
306-2	Management of significant waste-related impacts	Waste Management	52
306-3	Waste generated	Waste Management	52
306-4	Waste Diverted from disposal	Waste Management	52
306-5	Waste Directed to Disposal	Waste Management	52
Supplier Environment Assessment			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
308-1	New suppliers that were screened using environmental criteria	Annual Report FY24 (BRSR page 49) <a href="https://www.dcmshriram.com/annual-reports">https://www.dcmshriram.com/annual-reports</a>	
308-2	Negative environmental impacts in the supply chain and actions taken	Annual Report FY24 (BRSR page 49) <a href="https://www.dcmshriram.com/annual-reports">https://www.dcmshriram.com/annual-reports</a>	
GRI 400 Social Standard Series			
Employment			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
401-1	New employee hires and employee turnover	Diversity, Equity & Inclusion (DEI)	63
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Learning and Development	65
401-3	Parental leave	Learning and Development	65
Topic-Specific Standards			
Occupational Health & Safety			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
403-1	Occupational health and safety management system	Occupational Health & Safety	70-71
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety	70-71
403-3	Occupational health services	Occupational Health & Safety	72
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	72
403-5	Worker training on occupational health and safety	Occupational Health & Safety	72 - 73
403-6	Promotion of worker health	Occupational Health & Safety	72



403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety	72 - 73
403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety	72 - 73
403-9	Work related injuries	Occupational Health & Safety	74
403-10	Work- related ill-health	Occupational Health & Safety	74
Training and Education			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
404-1	Average hours of training per year per employee	Learning and Development	68
404-2	Programmes for upgrading employee skills and transition assistance programmes	Talent attraction and retention	66
404-3	Percentage of employees receiving regular performance and career development reviews	Annual Report FY24 (BRSR page 38) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Topic-Specific Standards			
Diversity & Equal Opportunity			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
405-1	Diversity of governance bodies and employees	People	63
405-2	Ratio of basic salary and remuneration of women to men	Annual Report FY24 (BRSR page 41-42) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Non-discrimination			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
406-1	Incidents of discrimination and corrective actions taken	Annual Report FY24 (BRSR page 42) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Freedom of Association and Collective Bargaining			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report FY24 (BRSR page 42-43) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Child Labor			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
408-1	Operations and suppliers at significant risk for incidents of child labor	Annual Report FY24 (BRSR page 42-43) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Forced or Compulsory Labor			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report FY24 (BRSR page 42-43) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	

Security Practices			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
410-1	Security personnel trained in human rights policies or procedures	Human Rights	69
Rights of Indigenous Peoples			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
411-1	Incidents of violation involving rights of indigenous people	Human Rights	69
Topic-Specific Standards			
Local Communities			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
413-1	Operations with local community engagement, impact assessments and development programmes	Community Engagement	75-89
413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement	75-89
Supplier Social Assessment			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
414-1	New suppliers that were screened using social criteria	Annual Report FY24 (BRSR page 43) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
414-2	Negative social impacts in the supply chain and actions taken	Annual Report FY24 (BRSR page 43) <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Public Policy			
415-1	Political Contributions	Annual Report FY24 page 135 <a href="https://www.dcmshriram.com/annual_reports">https://www.dcmshriram.com/annual_reports</a>	
Customer Health & Safety			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
416-1	Assessment of the health and safety impacts of product and service categories	Customer Management	91
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incident of non-compliance concerning the health & safety impact of product and services was reported during the reporting period	
Marketing and Labeling			
3-3	Management of Material Topics	Stakeholder Engagement & Materiality	22-23
417-1	Requirements for product and service information and labeling	Customer Management	91
417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Management	91
417-3	Incidents of non-compliance concerning marketing communications	Customer Management	91
Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Management	92



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We aim to support small holder farmers to develop sustainable practices that conserve water, optimize resource utilization, and enhance agricultural productivity specifically in the geographies of Hardoi and Lakhimpur Kheri in Uttar Pradesh, Kota in Rajasthan, and Bharuch in Gujarat.

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