



10th August, 2023

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001
BSE Code: 500645

Listing Department
National Stock Exchange of India Ltd.
“Exchange Plaza”,
Bandra-Kurla Complex, Bandra (E)
Mumbai – 400 051
NSE Code: DEEPAKFERT

Dear Sir/ Madam,

Subject: Business Responsibility and Sustainability Report (BRSR) for the Financial Year ended 31st March, 2023

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), we enclose herewith Responsibility and Sustainability Report (BRSR) for the Financial Year ended 31st March, 2023.

The above information will also be available on the website of the Company at <https://www.dfpc.com/uploads/2023/07/Business-Responsibility-and-Sustainability-Report-2022-23.pdf>

You are requested to take the same on your record.

**For Deepak Fertilisers
And Petrochemicals Corporation Limited**

**Gaurav Munoli
Company Secretary**

Encl.: As above

**EXCEPTIONAL
TODAY**



EXCITING TOMORROW

**Business Responsibility & Sustainability Report
FY 2022-23**



**DEEPAK FERTILISERS
AND PETROCHEMICALS
CORPORATION LIMITED**

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Deepak Fertilisers and Petrochemicals Corporation Ltd

Business Responsibility and Sustainability Report – FY23

1. Section A: General Disclosures (All Essential Indicators)

Question A1 to A13: Details of the Listed Entity

Indicator	Question	FY23
A.1	Corporate Identity Number (CIN) of the Listed Entity	L24121MH1979PLC021360
A.2	Name of the organization	*DEEPAK FERTILISERS AND PETROCHEMICALS CORPORATION LTD
A.3	Year of incorporation	1979
A.4	Registered office address	Sai Hira, Survey No. 93, Mundhwa, Pune 411 036
A.5	Corporate address	Sai Hira, Survey No. 93, Mundhwa, Pune 411 037
A.6	E-mail	investorgrievance@dfpcl.com
A.7	Telephone	020 6645 8000
A.8	Website	https://www.dfpcl.com/
A.9	Reporting period for the information provided	01 April 2022 to 31 March 2023 (FY23)
A.10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
A.11	Paid-up Capital	Rs. 126.23 Crores
A.12	Provide the contact point for questions regarding the report or its contents	Company Secretary and Compliance Officer investorgrievance@dfpcl.com
A.13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

* Hereinafter referred to as 'DFPCL' or 'the Company'.

Question A14: Details of business activities (accounting for 90% of the turnover):

Indicator	Question		
A.14	Details of business activities (accounting for 90% of the turnover):		
S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity (FY23)
1	Manufacturing	Chemicals and chemical products	95%
2	Trade	Wholesale Trading	4%
3	Real Estate	Real estate activities with own or leased property	1%

Question A15: Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Indicator	Question			
A.15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
S. No.	Product/Service	NIC Code	% of total Turnover contributed (FY23)	
1	CNA Taloja	20213	17%	
2	CNA Dahej	20213	20%	
3	SNA Taloja	20213	6%	
4	SNA Dahej	20213	1%	
5	DNA Taloja	20213	8%	
6	DNA Dahej 60%	20213	10%	
7	DNA Dahej 61.5%	20213	1%	
8	Liq Co2	20111	1%	
9	IPA	20112	19%	
10	Propane	20111	2%	
11	IPA Trading	20112	2%	
12	Other traded chemicals	20119	2%	
13	Real Estate Activities	68100	1%	

Question A16: Number of locations where plants and/or operations/offices of the entity are situated:

Indicator	Question			
A.16	Number of locations where plants and/or operations/offices of the entity are situated:			
S. No.	Locations	No of Plants	No of Offices	Total
1	National	2	6	8
2	International	0	0	0

Question A17: Markets served by the entity:

Indicator	Question	
A.17	Markets Served by the Entity	
a	No of Locations	National (No of States) 26
		International (No of Countries) 17
b	What is the contribution of exports as a percentage of the total turnover of the entity?	0.74%
c	A brief on types of customers:	<p>IC Business: manufacturers, dealers &/ distributors. Customer segments consisting of Nitro Aromatics, Steel rolling, Drugs & Pharma, Agro-chemicals, Inks & coating, Nitration, Pigments, Dyes & Intermediates, Defense, Nitrocellulose, Derivatives, Specialty Chemicals, Beverage, Automobiles, Carbonation, Hospital industry.</p> <p>VARE: H&I Retailers, F&B and Entertainment Retailers and Co-working Space Retailers</p>

Question A18: Employees:

Indicator	Question					
A.18	Details as at the end of Financial Year:					
	a. Employees & Workers (Including Differently abled):					
S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Employees (Other than Workers)						
1	Permanent (D)	716	674	94%	42	6%
2	Other than Permanent (E)	17	11	65%	6	35%
3	Total Employees (D+E)	733	685	93%	48	7%
Workers¹						
1	Permanent (D)	198	198	100%	0	0
2	Other than Permanent (E)	0	0	NA	0	NA
3	Total Employees (D+E)	198	198	100%	0	0%

Indicator	Question					
A.18	Details as at the end of Financial Year:					
	b. Differently abled Employees and workers:					
S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Employees (Other than Workers)						
1	Permanent (D)	0	0	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	0	0	100%	0	0
Workers²						
1	Permanent (D)	2	2	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	2	2	100%	0	0

Question A19: Participation/Inclusion/Representation of Women:

Indicator	Question			
A.19	Participation/Inclusion/Representation of women			
S. No.	Women in	Total (A)	Number & % of Females	
			Number (B)	% (B/A)
1	Board of Directors	11	2	18%
2	Key Management Personnel ³	2	0	0%

Question A20: Turnover rate for Permanent Employees & Workers:

Indicator	Question									
A.20	Turnover rate for permanent employees and workers									
S. No.	Locations	FY23			FY22			FY21		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1	Permanent Employees	23%	20%	23%	13%	16%	13%	12%	13%	12%
2	Permanent Workers	4%	0%	4%	5%	0%	5%	6%	0%	6%

¹ Contract Manpower not Included.

² Contract Manpower not Included.

³ KMP's mentioned are CFO & CS. CMD is also both BoD & KMP. So, considered under BoD.

Question A21: Names of holding / subsidiary / associate companies / joint ventures:

Indicator	Question			
A.21	Names of holding / subsidiary / associate companies / joint ventures:			
S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ JV	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Mahadhan AgriTech Limited (Formerly Smartchem Technologies Limited)	Subsidiary	100.00%	No
2	Platinum Blasting Services Pty. Limited	Subsidiary	65.00%	No
3	Australian Mining Explosives Pty. Limited	Subsidiary	65.00%	No
4	Performance Chemiserve Limited	Subsidiary	94.40%	No
5	SCM Fertichem Limited	Subsidiary	100.00%	No
6	Deepak Mining Solutions Private Limited (Formerly Deepak Mining Services Private Limited)	Subsidiary	100.00%	No
7	Deepak Nitrochem Pty Limited	Subsidiary	100.00%	No
8	Mahadhan Farm Technologies Private Limited	Subsidiary	100.00%	No
9	Ishanya Brand Services Limited	Subsidiary	100.00%	No
10	Yerrowda Investments Limited	Subsidiary	85.00%	No
11	Ishanya Realty Corporation Limited	Subsidiary	100.00%	No

Question A22: CSR Details: Applicability, Turnover, Net Worth:

Indicator	Question	
A.22	CSR Details	
a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (in Rs.)	2,349.82 Crores
c	Net worth (in Rs.)	2,994.87 Crores

Question A23: Transparency and Disclosures Compliances: Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Indicator		Question						
A.23		Complaints/Grievances:						
S. No.	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY23			FY22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
1	Communities	Yes	0	0	NA	0	0	NA
2	Investors (Other than Shareholders)		Not Applicable (NA)					
3	Shareholders	Yes ⁴	37	0	NA	16	0	NA
4	Employees & Workers	Yes ⁵	0	0	NA	0	0	NA
5	Customers	Yes ⁶	15	1	Closed in FY24 ⁷	0	0	NA
6	Value Chain Partners	Yes ⁸	0	0	NA	0	0	NA
7	Others							

Question A24: Overview of the entity's material responsible business conduct issues:

Indicator		Question			
A.24		Material responsible business conduct issues			
S. No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive/negative implications)
1	Air Quality	Risk	Risk :- 1. High Baseline AQI in the Operating Locations; 2. Change in Regulations of Air Emission Norms (SO ₂ & NO _x); 3. High cost of NO _x controlling equipment	Study of existing air pollution control equipment and upgradation to be up to date with the regulations	Negative
2	Environmental Compliance	Risk	1. Frequent change of Environmental Regulations 2. Stringent Norms 3. Technology upgradation – unaffordable	Review of Regulations at draft stage & take swift action. Look for alternate affordable technologies	Negative
3	Transition Risks of Climate Change	Opportunity	N ₂ O is the one of the leading contributors of GHG Emission in DFPL. With the Carbon Credits & Carbon Trading, the future projects to reduce N ₂ O will help gain more carbon credits for sale	NA	Positive
4	Water Management	Risk	Water Availability & Regulations to decrease water discharge	Capital Projects to reduce water consumption and water discharge	Negative
5	Compliance to applicable Regulations & Standards	Risk	New Regulations related to Packaging, Data Privacy etc.	Review of Regulations at draft stage & take swift action	Negative

⁴ <https://scores.gov.in/scores/Welcome.html>

⁵ <https://www.dfpl.com/uploads/2018/12/WhistleBlowerPolicy.pdf> & Employee/Workers Grievance Policy

⁶ Customer can register through I.C portal. Product managers info is available in Company website. Customers exchange concerns if any through email platform with frontline product managers / product Head. <https://www.dfpl.com/contact>

⁷ Last complaint raised on 23/03/23, which was open at the end of the year. Complaint closed in April 2023 after visit to Customer site.

⁸ Any queries and grievances related to Value Chain Partners can be logged through the mail ids provided in the DFPL's webpage.

2. Section B: Management & Process Disclosures

Code	Principle	
P1	Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2	Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Principle 5	Businesses should respect and promote human rights
P6	Principle 6	Businesses should respect and make efforts to protect and restore the environment
P7	Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Principle 8	Businesses should promote inclusive growth and equitable development
P9	Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

Question B1 to B6: Policy & Management Processes:

Indicator	Question									
B.1 – B.6	Material responsible business conduct issues									
S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Process										
B.1.a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B.1.b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B.1.c	Web Link of the Policies, if available	https://www.dfpl.com/company-policies , https://www.dfpl.com/safety-health-environment , https://www.dfpl.com/social-responsibility As per the Company's practice some policies are uploaded on the intrant site for the information and implementation of the internal stakeholders.								
B.2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B.3	Do the enlisted policies extend to your value chain partners? (Yes/No) ⁹	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B.4	4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO9001	ISO9001 ¹⁰ ISO14001 ISO45001	ISO45001 External Safety Audits External HR Audit by E&Y		External HR Audit by E&Y	ISO14001 ISO45001			ISO9001
B.5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes (Zero Tolerance Towards Unethical Behavior)	Yes (Quality Parameters & Extended Producer Responsibility)	Yes (Safety Metrics - Fatality & TRIR People Capability Metrics)	Yes (Grievance Redressal Policy & Metrics)	Yes (Zero Tolerance towards Child Labor, Forced Labor & Harassment)	Yes (100% Environment Compliance)	Yes (Stakeholder Management Metrics)	Yes (CSR Metrics)	Yes (Quality Metrics)
B.6	Performance of the entity against the specific commitments, goals and targets along-with	P1(5) & P1(1)	P2(L4)	P3(8) & P3(11)	Section A.23	P5(6)	P6(3), P6(5), P6(8)	P7(2)	A.22	P9(3), P9(4)

⁹ Supplier Code of Conduct

¹⁰ Of the 2 manufacturing sites, one site (K1-K6) is certified for all 3 Standards. One more site (Dahej) is under the process of Certification. Applicable to all information pertaining to ISO 9001, 14001 & 18001, wherever referred in this document.

reasons in case the same are not met.

Question B7 to B9: Governance, Leadership & Oversight:

Indicator	Question
B7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

Deepak Fertilisers and Petrochemicals Corporation Limited is a responsible corporate citizen. The commitment towards the integration of ESG Factors into the business has been a key objective in our journey towards Redefining Value & Reinventing Business. The transformation towards a customer-led and solution-driven company has given DFPC the opportunity to integrate the ESG factors into the business through safeguarding the environment & people, nurturing inherent capabilities, developing safe & sustainable products, upholding human rights, improving material efficiency, alongside catering to our customer needs & market demands.

With a vision to drive Safe and Sustainable Operations, DFPC has defined strategy, policies, procedures, practices, and targets of various ESG Metrics. Over the years, the Company has been engaged relentlessly in societal uplift (rural and urban) through Ishanya Foundation (IsFon). Regulatory compliance reports are periodically shared on the DFPC website as a part of regulatory requirements and as a part of transparency and stakeholder communication. Electronic Display Boards are installed at the Gates which display various data and information pertaining to the Environment Management System. Online Continuous Emission Monitoring Systems (OCEMS) are installed as per the prevailing CPCB guidelines. Emissions data is uploaded to Central Pollution Control Board and State Pollution Control Board websites. This data is available for review by all stakeholders.

Indicator	Question
B8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Shri Madhumilan P Shinde, Occupier (Non-Executive and Non-Independent Director)

Indicator	Question
B9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes

1. CSR Committee (Refer - Board Composition & Board Meetings in Annual Report - FY23)
2. Stakeholder Relationship Committee (Refer - Board Composition & Board Meetings in Annual Report - FY23)
3. Manufacturing Operations Review Committee: (Refer - Board Composition & Board Meetings in Annual Report - FY23). A review meeting Chaired by Mr. Madhumilan. P. Shinde, Occupier (Non-Executive and Non-Independent Director), periodically reviews the performance of EHS, Social, BRSR related issues

Question B10 to B12: Details of Review & Assessment of NGRBCs by the Company:

Indicator	Question
B.10	Details of Review of NGRBCs by the Company:
Disclosure Questions	P1 P2 P3 P4 P5 P6 P7 P8 P9
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee
Performance against above policies and follow up action ¹¹	Committee 1, 7 Committee e 5 Committee e 3,4,5,7 Committee e 2 Committee e 2, 5, 6 Committee e 4, 5, 7 Committee e 5,7 Committee e 6 Committee ee 5, 7
Compliance with statutory requirements of relevance to the principles, & rectification of any non-compliances	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
Performance against above policies and follow up action	Refer - Board Composition & Board Meetings in Annual Report - FY23

¹¹ Committees: 1) Audit Committee, 2) Stakeholder Relationship Committee, 3) Nomination and Remuneration Committee, 4) Project & Funding Committee, 5) Manufacturing & Operations Review Committee, 6) CSR Committee, 7) Risk Management Committee

Compliance with statutory requirements of relevance to the principles, & rectification of any non-compliances

Refer - Board Composition & Board Meetings in Annual Report - FY23

Indicator	Question								
B.11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.:								
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Independent assessment/ evaluation of the working of its policies by an external agency	Yes (HR Audit by E&Y & IFC ESG Report)	Yes (BVQI – ISO14001 & ISO9001)	Yes (BVQI – ISO 45001 & HR Audit by E&Y & IFC ESG Report)	Yes (HR Audit by E&Y & IFC ESG Report)	Yes (HR Audit by E&Y & IFC ESG Report)	Yes (BVQI – ISO14001)	No	Yes (HR Audit by E&Y & IFC ESG Report)	Yes (HR Audit by E&Y & IFC ESG Report)

Indicator	Question								
B.12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:								
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

3. Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible. For the purpose of this BRSR report, all indicators with the question number Px.Ex are Essential Indicators & mandated to report and all indicators with question number as Px.Lx are Leadership indicators & not mandatory to report.

3.1. Principle 1: Businesses should Conduct and Govern themselves with Integrity and in a manner that is Ethical, Transparent and Accountable

Question P1.E1 (Essential): Training & awareness programmes on BRSR Principles during the financial year:

Indicator		Question		
P1.E1		Percentage coverage by training and awareness programmes on any of the Principles during the financial year:		
S. No.	Segment	Total number of trainings and awareness programs held	Topic/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
1	Board of Directors	2	POSH, Code of Conduct, ABAC, Human Rights, Company Policies, Ethics, Safety, Environment	100%
2	Key Managerial Personnel	2	POSH, Code of Conduct, ABAC, Human Rights, Company Policies, Ethics, Safety, Environment	100%
3	Employees other than BoD and KMPs	277	POSH, Code of Conduct, ABAC, Human Rights, Company Policies, Ethics, Safety, Environment	96%
4	Workers	33	POSH, Code of Conduct, ABAC, Human Rights, Company Policies, Ethics, Safety, Environment	99%
Online Modules are created for the awareness of employees on COC & POSH. A declaration of COC is taken from BOD, KMPs, Employees & Workers.				

Question P1.E2 (Essential): Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

Indicator		Question			
P1.E2		Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount			
Aspect	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding fee			Nil		
Non-Monetary					
Imprisonment			Nil		
Punishment			Nil		

Question P1.E3 (Essential): Of the instances disclosed in above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Indicator	Question
P1.E3	Of the instances disclosed in P1.E2, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.
S No	Case Details
	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

Question P1.E4 (Essential): Antibribery Policy:

Indicator	Question
P1.E4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
	ABAC is part of DFPC's Code of Conduct. Code of Conduct is Available on Intranet of the Company.

Question P1.E5 (Essential): Non-Compliances to Anti-Bribery Policy:

Indicator	Question
P1.E5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:
S No	Level
	FY23
	FY22
1	Directors
	Nil
2	KMPs
	Nil
3	Employees
	Nil
4	Workers
	Nil

Question P1.E6 & P1.E7 (Essential): Conflict of Interest

Indicator	Question
P1.E6	Details of complaints with regard to conflict of interest: BoD & KMP
S No	Level
	FY23
	FY22
	Number
	Remarks
	Number
	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors
	Nil
	Not Applicable
	Nil
	Not Applicable
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs
	Nil
	Not Applicable
	Nil
	Not Applicable

Indicator	Question
P1.E7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest
	NA

Question P1.L1 (Leadership): Awareness programmes conducted for value chain partners on any of the principles during the financial year

Indicator		Question	
P1.L1		Awareness programmes conducted for value chain partners on any of the Principles during the financial year:	
S. No.	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Whenever the Contract Manpower & Transportation Services are onboarded, they are made aware of the Safety, COC & other related aspects of DFPCL.	<ol style="list-style-type: none"> 1. Safety awareness 2. Wellness / Health awareness (including COVID) 3. Environment rules awareness 4. PSM – Contractor Control element 5. HR legal awareness - Wages, leaves, PF, Insurance, workmen compensation; Human rights, POSH, Child labor, Bonded / in voluntary labor, equal opportunities (anti-discrimination at work site), migrant labor rules 6. DFPCL - Grievance Redressal & Code of Conduct 7. DFPCL – Purchase process, bill settlement process 8. GST rules 9. Road Safety 10. Chemical Safety (raw materials) 11. Emergency Response (mock drills) 	100% of Contract Manpower onboarded; 100% of Transportation Services ¹²

Question P1.L2 (Leadership): Processes to avoid/manage Conflicts of Interest

Indicator		Question	
P1.L2		Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	

Yes

Disclosure of Interest: Every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflicts of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested.

Code of Conduct: A declaration is taken annually from the Directors under the Code of Conduct. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

¹² All Transportation Services are prescribed to hold a valid driving license and Hazardous Material Handling Licenses to enter the premises of DFPCL.

3.2. Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Question P2.E1 (Essential): Investments in technologies that minimize Environmental & Social Impacts

Indicator		Question		
P2.E1		Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.		
S No	Expenditure	FY23	FY22	Details of improvements in environmental and social impacts
1	R&D	0%	0%	NA
2	CAPEX	26%	20%	Waste Heat Recovery Equipment Energy Saving & Electrical Equipment Pollution Control Equipment

Question P2.E2 (Essential): Sustainable Sourcing

Indicator		Question	
P2.E2		Sustainable Sourcing	
		Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes ¹³
		If yes, what percentage of inputs were sourced sustainably?	74% ¹⁴

Question P2.E3 & P2.E4 (Essential): Safe Reclamation of Products & Packaging Materials & Extended Producer Responsibility

Indicator		Question	
P2.E3		Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste	
S No	Type	Process of Reclaim	
1	Plastics (Including Packaging)	To be initiated in FY24	
2	E-Waste	Not Applicable	
3	Hazardous Waste	Not Applicable	
4	Other Waste	Not Applicable	

Indicator		Question	
P2.E4		Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	
		Yes. Already received EPR Approval for our Subsidiary (STL), through which DFPCL recycled more than 1700 Tons of Plastic Waste in FY23. For DFPCL (Standalone), this is a new requirement and DFPCL is in the process of Registration of EPR Approval under Plastic Waste Management Rules.	

¹³ DFPCL is in the process of creating a framework for Sustainable Sourcing. DFPCL has announced the Supplier Code of Conduct as part of Sustainable Sourcing.

¹⁴ The Assessment was based on an Internal Survey conducted for Sustainable Sourcing, covering value of ~74% of our Suppliers. As we include more and more suppliers in the Survey, DFPCL will identify gaps and take necessary corrective actions based on Site Visits.

Question P2.L1 & P2.L2 (Leadership): Life Cycle Assessment

Indicator		Question				
P2.L1		Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?				
S. No.	NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
1	20213	Nitric Acid	64 %	Cradle to Gate	Yes	No (Report Developed in Apr'23. Report can be provided to Stakeholders based on requests to the BoD responsible for BRSR).

Indicator		Question	
P2.L2		If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.	
S No	Name of Product / Service	Description of the risk / concern	Action Taken
1	Nitric Acid	Nitrous Oxide Emission	Projects Planned to Reduce N ₂ O Emission

Question P2.L3 (Leadership): Recycled Input Materials used

Indicator		Question									
P2.L3		Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).									
S. No.	Name of Material	Units	Total quantity consumed			Quantity of recycled material consumed			% of recycled input materials		
			FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
Not Applicable: All Input Materials are Gaseous & Liquid Materials. No Raw Material Waste Generated											

Question P2.L4 (Leadership): Usage of Reclaimed Products

Indicator		Question					
P2.L4		Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:					
S No	Reclaimed Material	FY23			FY22		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
1	Plastics (including packaging)	0	0	0	0	0	0
2	E-Waste	Not Applicable					
3	Hazardous waste	Not Applicable					
4	Other waste	Not Applicable					

Question P2.L5 (Leadership): Quantity of Reclaimed Products & Packaging Material or Quantity of Products Sold

Indicator		Question									
P2.L5		Reclaimed products and their packaging materials (as percentage of products sold) for each product category									
S. No.	Name of the Product	Units	Total quantity sold			Products & their packaging materials reclaimed			% of reclaimed products and their packaging materials		
			FY23	FY22	FY21	FY23	FY22	FY21	FY23	FY22	FY21
Not Applicable: All Input Materials are Gaseous & Liquid Materials. No Raw Material Waste Generated											

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

Question P3.E1 (Essential): Well-being of Employees & Workers

Indicator	Question										
P3.E1.a	Details of measures for the well-being of employees & workers:										
	a. % of Employees Covered										
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)	No (E)	% (E/A)	No (F)	% (F/A)
Permanent Employees											
Male	674	674	100%	674	100%	NA	NA	Nil	Nil	Nil	Nil
Female	42	42	100%	42	100%	42	100%	NA	NA	Nil	Nil
Total	716	716	100%	716	100%	42	100%	Nil	Nil	Nil	Nil
Other than Permanent Employees											
Male	11	11	100%	11	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	6	6	100%	6	100%	6	100%	Nil	Nil	Nil	Nil
Total	17	17	100%	17	100%	6	100%	Nil	Nil	Nil	Nil

Indicator	Question										
P3.E1.b	Details of measures for the well-being of employees & workers:										
	b. % of Workers Covered										
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)	No (E)	% (E/A)	No (F)	% (F/A)
Permanent Workers											
Male	198	198	100%	198	100%	NA	NA	Nil	Nil	Nil	Nil
Female	0	0	0%	0	0%	NA	NA	NA	NA	Nil	Nil
Total	198	198	100%	198	100%	NA	NA	Nil	Nil	Nil	Nil
Other than Permanent Workers											
Male	0	0	0%	0	0%	Nil	Nil	Nil	Nil	Nil	Nil
Female	0	0	0%	0	0%	Nil	Nil	Nil	Nil	Nil	Nil
Total	0	0	0%	0	0%	Nil	Nil	Nil	Nil	Nil	Nil

Question P3.E2 (Essential): Retirement Benefits

Indicator	Question						
P3.E2	Details of retirement benefits, for Current FY and Previous Financial Year.						
S No	Benefits	FY23			FY22		
		No. of employees covered as a % of total employees	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI	100%	100%	Y	100%	100%	Y

Question P3.E3 (Essential): Accessibility of Workplaces

Indicator	Question
P3.E3	Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.
	No. However, certain provisions were created or are in the process to enable the differently abled people to work at DFPL.

Question P3.E7 (Essential): Employees and Workers in Union or Association

Indicator		Question					
P3.E7		Membership of employees and worker in association(s) or Unions recognized by the listed entity:					
S No	Category	FY23			FY22		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
1	Total Permanent Employees	716	0	0%	655	0	0%
2	Male	674	0	0%	613	0	0%
3	Female	42	0	0%	42	0	0%
4	Total Permanent Workers	198	198	100%	206	206	100%
5	Male	198	198	100%	206	206	100%
6	Female	0	0	NA	0	0	NA

Question P3.E8 (Essential): Trainings given to Employees and Workers

Indicator		Question									
P3.E8		Details of training given to employees and workers:									
S No	Category	FY23					FY22				
		Total	On Health & Safety Measures		On Skill Upgradation		Total	On Health & Safety Measures		On Skill Upgradation	
Employees											
1	Male	685	200	29%	308	45%	669	595	89%	485	72%
2	Female	48	5	10%	17	35%	42	25	60%	8	19%
3	Total	733	205	28%	325	44%	711	620	87%	493	69%
Workers											
4	Male	198	38	19%	77	39%	206	200	97%	181	88%
5	Female	0	0	0	0	NA	Nil	Nil	NA	Nil	Nil
6	Total	198	38	19%	77	39%	206	200	97%	181	88%

Question P3.E9 (Essential): Performance and Career Development Reviews

Indicator		Question					
P3.E9		Details of performance and career development reviews of employees and worker:					
S No	Category	FY23			FY22		
		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees							
1	Male	685	685	100%	669	669	100%
2	Female	48	48	100%	42	42	100%
3	Total	733	733	100%	711	711	100%
Workers							
4	Male	198	198	100%	206	206	100%
5	Female	Nil	Nil	Nil	Nil	Nil	Nil
6	Total	198	198	100%	206	206	100%

No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Question P3.E12 (Essential): Measures to Ensure Safe & Healthy Workplace

Indicator	Question
P3.E12	Describe the measures taken by the entity to ensure a safe and healthy work place.
	DFPCL takes guidance from the EHS&S Management Policy to develop Processes and SOPs to ensure a safe and healthy workplace. The Company is committed to continuously employing world-class Safety, Health, and Environment ('EHS') practices through benchmarking with the companies that are best in the business, Since last 4 years company has adopted Process Safety Management (PSM) system in line OSHA 3132 standard at all manufacturing sites. The Company has an integrated Safety, Health & Environment policy. Each of the units of DFPCL has adopted the Corporate EHS (Environment, Health & Safety) Policy for local regulatory requirements focusing on site-specific issues, the safety of key stakeholders, and accountability through the reporting performance.
	The Company's commitment to its safety management programs follows a top-down approach with the senior management persistently working towards establishing, demonstrating, sustaining, and improving the safety culture and incorporating the Company's core value of safety in their daily responsibilities. The employees are specially trained to tackle any potential hazards that may arise in the course of their work. Additionally, tailored periodic medical check-ups are administered to the Company's employees, based on the risk profile of their work area, to identify risks to human health. Adequate medical facilities are present at all manufacturing sites and specialized medical facilities are provided through tie-ups with other hospitals, nursing homes, etc.

Question P3.E13 (Essential): Complaints by Employees and Workers

Indicator	Question						
P3.E13	Number of Complaints on the following made by employees and workers:						
S No	Category	FY 23			FY22		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
1	Working Conditions	Nil	Nil	NA	Nil	Nil	NA
2	Health & Safety	Nil	Nil	NA	Nil	Nil	NA

Question P3.E14 (Essential): Assessment of Plants & Offices for Health, Safety and Working Conditions

Indicator	Question
P3.E14	Assessments for the year:
Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% for Manufacturing Sites & 50% for Office ¹⁶
Working Conditions	100% for Manufacturing Sites & 50% for Office ¹⁷

¹⁶ External Audits were conducted in 2 out of 2 manufacturing sites (100%) in FY23. Internal Audit was conducted in Corporate Office in FY23 and in Creativity in FY22 (thus, 50%).

¹⁷ External Audits were conducted in 2 out of 2 manufacturing sites (100%) in FY23. Internal Audit was conducted in Corporate Office in FY23 and in Creativity in FY22 (thus, 50%).

Question P3.E15 (Essential): Corrective Actions based on Assessments as per P3.E14

Indicator	Question
P3.E15	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
	All incidents are investigated by a cross-functional team. All contributing factors involved in an incident are determined through investigation, why-why analysis, root cause analysis. Corrective/preventive actions are identified and implemented to prevent a recurrence. An example of incident investigation and learning is provided below. No Significant Incidents occurred in FY23.
	Various corrective actions are taken based on the recommendations coming on External & Internal safety audits as per IS:14489 & HAZOP, QRA studies, etc., also Near-miss reporting programs. Two Safety Audits were conducted in FY 23, one in each site (Taloja & Dahej) by external agencies. No Significant risks / concerns were identified during the audits. Proactively company-initiated Fire & Explosion studies by external experts. Recommendations were categorized as per the risk rating and all High-risk related recommendations were complied with.
	EHS Education & Training for employees and contractual employees are in place, and rewards & recognition are also implemented. Classroom training, Control room awareness session and Toolbox Talks are done all through the year. Employees underwent training from 33 Safety e modules developed by DSS+ (previously Dupont). Lessons to Learn were developed and shared with all sites for horizontal learning and deployment. Safety Committees are formed at Group level, Zonal level, Plant level and all safety learnings are ensured they reach the frontline staff. The Company is heading towards adopting an advanced Risk Based Process Safety Management System in line CCPS model (World class standard) which is expected to enhance safety standards. EHS score card is implemented as an improvement tool since last 3 years. Existing Occupational Safety Management Systems are upgraded to ISO:45001 standards.

Question P3.L1 (Leadership): Extension any life insurance or any compensatory package in the event of death

Indicator	Question
P3.L1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
Employees	Yes
Workers	Yes

Question P3.L2 (Leadership): Measures undertaken to ensure that statutory dues have been deducted and deposited by the value chain partners.

Indicator	Question
P3.L2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
	The Company monitors the remittance of statutory dues by value chain partners with periodic audits. Various awareness programs are being arranged with value chain partners for statutory & company codes of conduct for the same.

Question P3.L3 (Leadership): Employees / workers having suffered high consequence work-related injury / ill-health / fatalities.

Indicator	Question
P3.L3	Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:
S No	Total no. of affected employees/ workers No. of employees/workers that are rehabilitated and placed in suitable

		employment or whose family members have been placed in suitable employment			
		FY23	FY22	FY23	FY22
1	Employees	0	0	0	0
2	Workers	0	0	0	0

Question P3.L4 (Leadership): Transition Assistance Programs

Indicator	Question
P3.L4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)
	Based on the requirement of the company in specific requirements as per the role, DFPCl has provided some roles to retired employees in as consultant role. For the Restructuring termination cases, the assistance of the Notice Period and severance of the Notice Period is provided to the employees as agreed in the offer letter.

Question P3.L5 (Leadership): Assessment of Value Chain Partners for Health, Safety and Working Conditions

Indicator	Question
P3.L5	Details on assessment of value chain partners:
Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	74% ¹⁸
Working Conditions	74% ¹⁹

Question P3.L6 (Leadership): Corrective Actions based on Assessments as per P3.L5

Indicator	Question
P3.L6	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
	The Assessment was based on an Internal Survey conducted for Sustainable Sourcing, covering value of ~74% of our Suppliers. As we include more and more suppliers in the Survey, DFPCl will identify gaps and take necessary corrective actions based on Site Visits.

¹⁸ The Assessment was based on an Internal Survey conducted for Sustainable Sourcing, covering value of ~74% of our Suppliers. As we include more and more suppliers in the Survey, DFPCl will identify gaps and take necessary corrective actions based on Site Visits.

¹⁹ The Assessment was based on an Internal Survey conducted for Sustainable Sourcing, covering value of ~74% of our Suppliers. As we include more and more suppliers in the Survey, DFPCl will identify gaps and take necessary corrective actions based on Site Visits.

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

Question P4.E1 (Essential): Identification of Key Stakeholder Groups

Indicator	Question
P4.E1	Describe the processes for identifying key stakeholder groups of the entity.
	Individual or group concerned or interested in or impacted by the activities of the businesses and vice-versa or adds value to the business chain, now or in the future are identified as key stakeholder by the Company. Based on this the key stakeholders identified by the Company are its customers, investors, lenders, government, shareholders, regulators, value chain partners, employees, and society.
	The Company understands the impact of its policies, decisions, products & services, and associated operations on the stakeholders. In line with its, practices, the Company engages with its stakeholders and strives to resolve differences with them in a just, fair, equitable, and consistent manner and if warranted takes corrective measures.
	The Company also engages with relevant stakeholders for enhancing sustainable and responsible business practices.

Question P4.E2: Stakeholder Engagement:

Indicator	Question				
P4.E2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders	No	Annual General Meeting, Email, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, annual report, quarterly results, media releases, Company website	Quarterly, Yearly & as per requirement	Share price appreciation, dividends, profitability and financial stability, growth prospectus, ESG Related, Safety Related, CSR Information
2	Employees & Workers	No	Mails, Open House (Business Heads), Open Houses (CMD's)	Monthly, Quarterly & as per requirement	Internal & External Communication of Policies, Initiatives, Channels, Practices etc. Understand grievances related to workplace, safety and employee related
3	Government	No	Partnership and industry bodies (ICC)	as per requirement	Changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement
4	Customers	No	Websites, social media	as per requirement	Safety, Legal Requirement, Human Rights Issues, Code of Conduct, DFPCL Policies and other business Related, educating new initiatives, knowledge transfer about product handling

5	Community	No	Websites, social media, CSR	as per requirement	External Communication, DFPCL's Journey, Achievements, Progress
6	Value Chain Partners	No	Website, social media	as per requirement	Safety, Legal Requirement, Human Rights Issues, Code of Conduct, DFPCL Policies and other business Related

Question P4.L1 (Leadership): Processes for consultation between stakeholders and the Board on economic, environmental, and social topics

Indicator	Question
P4.L1	Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
	The Company to the extent considered necessary and permitted by regulations ensures transparent communication and access to relevant information about its decisions that impact relevant stakeholders, keeping in mind the need to protect confidential competitive plans and information.
	Engagement with stakeholders is a continuous process, as part of DFPCL's business activities. Such engagement is generally driven by responsible business functions, with senior executives also participating based on the need of the engagement. The Board of Directors is updated from time to time for their guidance/input on such matters.

Question P4.L2 (Leadership): Stakeholder consultation is used to support the identification and management of environmental, and social topics

Indicator	Question
P4.L2	Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
	Yes, the Company engages the stakeholders as on when required for the purposes like New Projects to identify the opinions and viewpoints with respect to the Environmental and Social Topics.

Question P4.L3 (Leadership): Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Indicator	Question
P4.L3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
	The Company through its CSR policy has been focusing on Women empowerment through vocational training (skill development) livelihood Programmes, Health, and Education.
	The underlying objective for the aforesaid themes is aimed at making people self-reliant through economic and social empowerment, providing employable skills and social entrepreneurship opportunities to youth and women to ensure livelihood for economic betterment and social development of themselves and their families, instilling pride and confidence (in the target population) to take on future challenges.

3.4. Principle 5: Businesses should respect and promote human rights

Question P5.E1 (Essential): Training on Human Rights

Indicator		Question					
P5.E1		Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:					
S No	Category	FY23			FY22		
		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees							
1	Permanent	716	695	97%	655	655	100%
2	Other than permanent	17	6	35%	56	56	100%
3	Total Employees	733	701	96%	711	711	100%
Workers							
4	Permanent	198	196	99%	206	206	100%
5	Other than permanent	0	0	NA	0	0	NA
6	Total Workers	198	196	99%	206	206	100%

Question P5.E2 (Essential): Minimum Wage

Indicator		Question									
P5.E2		Details of minimum wages paid to employees and workers, in the following format:									
S No	Category	FY23					FY22				
		Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
			No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees											
1	Permanent	716	Nil	Nil	716	100%	655	Nil	Nil	655	100%
2	Male	674	Nil	Nil	674	100%	613	Nil	Nil	613	100%
3	Female	42	Nil	Nil	42	100%	42	Nil	Nil	42	100%
4	Other than permanent	17	Nil	Nil	17	100%	56	Nil	Nil	56	100%
5	Male	11	Nil	Nil	11	100%	56	Nil	Nil	56	100%
6	Female	6	Nil	Nil	6	100%	0	Nil	Nil	0	NA
Workers											
7	Permanent	198	Nil	Nil	198	100%	206	Nil	Nil	206	100%
8	Male	198	Nil	Nil	198	100%	206	Nil	Nil	206	100%
9	Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
10	Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
11	Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
12	Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Question P5.E3 (Essential): Remuneration

Indicator		Question			
P5.E3		Details of remuneration/salary/wages, in the following format			
S No	Category	Male		Female	
		Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
1	Board of Directors (BoD)	9	31.70 LPA	2	21.03 LPA
2	Key Managerial Personnel (CFO & CS)	2	280.89 LPA	0	NA

employee should be in addition to the leave he/she would be otherwise entitled to or Grant any other relief to the aggrieved employee as deemed fit by the management.

The contents of the complaint, the identity, and addresses of the aggrieved employee, respondent, and witnesses, any information related to conciliation and inquiry proceedings, recommendations of the internal committee, and the action taken by the employer shall not be published, communicated, or made known to public, press, and media.

Stipulated in the policy that 'Any employee who is a part of the investigations shall not be victimized or subject to any unfavorable treatment.'

Question P5.E8 (Essential): Human Rights as part of Business Agreements and Contracts

Indicator	Question
P5.E8	Do human rights requirements form part of your business agreements and contracts? (Yes/No)
	Yes, all contracts and agreements prescribe the clause to comply with the Law of the Land, which includes the Compliance to Human Rights. Also stipulated in the Supplier Code of Conduct that "Supplier is expected to protect the human rights of its employees and treat them with respect and dignity."

Question P5.E9 (Essential): Assessment of Plants & Offices for Human Rights Issues

Indicator	Question
P5.E9	Assessments for the year:
Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	50% ²¹
Forced / involuntary Labour	50%
Sexual harassment	50%
Discrimination at workplace	50%
Wages	50%
Others	50%

Question P5.E10 (Essential): Corrective Actions based on Assessments as per P5.E9

Indicator	Question
P5.E10	Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.
	No Significant Risks/Concerns Identified during the Audit.

Question P5.L1 (Leadership): Corrective Actions based on Human Rights Grievances

Indicator	Question
P5.L1	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Questions P5.E9 above.
	No Such Grievances on Human Rights received

Question P5.L2 (Leadership): Scope & Coverage of Human Rights Due-Diligence

Indicator	Question
P5.L2	Details of the scope and coverage of any Human rights due-diligence conducted.
	The Human Rights Due Diligence of DFPCl was conducted by E&Y, based on ILO Principles. The Audit's scope includes 100% sites of DFPCl and cover all human rights issues like HR Policies, Working Conditions, Child Labor, Forced Labor, Sexual Harassment, Discrimination at Workplace, wages etc.

²¹ Factory Inspector conducts yearly Inspection of the Manufacturing Units (Sexual Harassment, Wages, Employee Muster etc were assessed during the inspection). Internal Audits are being conducted to identify any issues. Last Audit was conducted in Feb'22 for Contract Labor.

Question P5.L3 (Leadership): Accessibility of premises/office to differently abled visitors

Indicator	Question
P5.L3	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
	Yes, most of the offices/premises are accessible

Question P5.L4 (Leadership): Assessment of Value Chain Partners for Human Rights Issues

Indicator	Question
P5.E9	Assessments for the year:
Assessment	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	74% ²²
Discrimination at workplace	74%
Child Labor	74%
Forced Labor/Involuntary Labor	74%
Wages	74%
Others – please specify	NA

Question P5.L5 (Leadership): Corrective Actions based on Assessments as per P5.L4

Indicator	Question
P5.E10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
	No Significant risks identified in terms of human rights, based on Annual Reports published by our Suppliers covering 74% of our Purchase value

²² The Assessment was based on an Internal Survey conducted for Sustainable Sourcing, covering value of ~74% of our Suppliers. As we include more and more suppliers in the Survey, DFPC will identify gaps and take necessary corrective actions based on Site Visits.

3.4.1. Principle 6: Businesses should respect and make efforts to protect and restore the Environment.

Question P6.E1 (Essential): Energy Consumption

Indicator	Question		
P6.E1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: (GJ – Giga Joules)		
	Parameter	Units	FY23
			FY22
	Total electricity consumption (A)	GJ	27744.38
	Total fuel consumption (B)	GJ	2605353.17
	Energy consumption through other sources (C)	GJ	0.00
	Total energy consumption (A+B+C)	GJ	2633097.55
	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ/Lakh Turnover	GJ/Lakh Turnover	11.21
	Energy intensity (optional) – the relevant metric may be selected by the entity	GJ/MT Product	Not Applicable
			Not Applicable
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Yes, Deloitte Haskins & Sells LLP (Deloitte)

Question P6.E2 (Essential): Perform Achieve Trade (PAT) Scheme & Applicability

Indicator	Question
P6.E2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any
	No

Question P6.E3 (Essential): Water Withdrawal & Consumption

Indicator	Question		
P6.E3	Provide details of the following disclosures related to water, in the following format:		
	Parameter	Units	FY23
			FY22
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	m3 / Kiloliters	7112
	(ii) Groundwater	m3 / Kiloliters	0
	(iii) Third party water	m3 / Kiloliters	3267983
	(iv) Seawater / desalinated water	m3 / Kiloliters	0
	(v) Others	m3 / Kiloliters	0
	Total volume of water withdrawal (i + ii + iii + iv + v)	m3 / Kiloliters	3275095
	Total volume of water consumption	m3 / Kiloliters	2747244
	Water intensity per rupee of turnover (Water consumed / turnover) - m3/ Rs. Lakh or KL/Rs. Lakh	KL/Rs. Lakhs	11.69
			12.51
	Water intensity (optional) – the relevant metric may be selected by the entity	KL/MT Product	Not Applicable
			Not Applicable
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Yes, Deloitte

Question P6.E4 (Essential): Zero Liquid Discharge

Indicator	Question
P6.E4	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
	No

Question P6.E5 (Essential): Air Emissions (Other than GHG Emission)

Indicator	Question																																
P6.E5	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:																																
	<table border="1"> <thead> <tr> <th>Parameter</th> <th>Units</th> <th>FY23</th> <th>FY22</th> </tr> </thead> <tbody> <tr> <td>NOx</td> <td>kg/year</td> <td>571647</td> <td>386327</td> </tr> <tr> <td>Sox</td> <td>kg/year</td> <td>55940</td> <td>81692</td> </tr> <tr> <td>Particulate matter (PM)</td> <td>kg/year</td> <td>12394</td> <td>13496</td> </tr> <tr> <td>Persistent organic pollutants (POP)</td> <td>kg/year</td> <td>Not Applicable</td> <td>Not Applicable</td> </tr> <tr> <td>Volatile organic compounds (VOC)</td> <td>kg/year</td> <td>Not Applicable</td> <td>Not Applicable</td> </tr> <tr> <td>Hazardous air pollutants (HAP)</td> <td>kg/year</td> <td>Not Applicable</td> <td>Not Applicable</td> </tr> <tr> <td>Others – please specify</td> <td>kg/year</td> <td>Not Applicable</td> <td>Not Applicable</td> </tr> </tbody> </table>	Parameter	Units	FY23	FY22	NOx	kg/year	571647	386327	Sox	kg/year	55940	81692	Particulate matter (PM)	kg/year	12394	13496	Persistent organic pollutants (POP)	kg/year	Not Applicable	Not Applicable	Volatile organic compounds (VOC)	kg/year	Not Applicable	Not Applicable	Hazardous air pollutants (HAP)	kg/year	Not Applicable	Not Applicable	Others – please specify	kg/year	Not Applicable	Not Applicable
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	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.																																
	Yes, Deloitte																																

Question P6.E6 (Essential): GHG (Green House Gas) Emissions (Scope 1 & 2)

Indicator	Question																				
P6.E6	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:																				
	<table border="1"> <thead> <tr> <th>Parameter</th> <th>Units</th> <th>FY23</th> <th>FY22</th> </tr> </thead> <tbody> <tr> <td>Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)</td> <td>Metric tonnes of CO2 equivalent</td> <td>665552.79</td> <td>660487.57</td> </tr> <tr> <td>Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)</td> <td>Metric tonnes of CO2 equivalent</td> <td>4036.25</td> <td>4613.15</td> </tr> <tr> <td>Total Scope 1 and Scope 2 emissions per rupee of turnover</td> <td>Tonnes of CO2/ Rs. Lakh Turnover</td> <td>2.85</td> <td>2.91</td> </tr> <tr> <td>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</td> <td>Tonnes of CO2/ MT Product</td> <td>Not Applicable</td> <td>Not Applicable</td> </tr> </tbody> </table>	Parameter	Units	FY23	FY22	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	665552.79	660487.57	Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4036.25	4613.15	Total Scope 1 and Scope 2 emissions per rupee of turnover	Tonnes of CO2/ Rs. Lakh Turnover	2.85	2.91	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Tonnes of CO2/ MT Product	Not Applicable	Not Applicable
Parameter	Units	FY23	FY22																		
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	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.																				
	Yes, Deloitte																				

Question P6.E7 (Essential): Projects to reduce GHG Emission

Indicator	Question
P6.E7	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
	<p>Taloja</p> <p>1. Installation of high efficient flare tip in IPA plant resulted in reduction of steam consumption to flare from 2.7 Ton/hr to 1.2 Ton/hr - 1612 tCO2 Reduced.</p> <p>Dahej</p> <p>1. Installation of energy efficient Cooling Tower Fan blades (MOC changed from CS to FRP & blade design changed) contributed to power saving of around 151.2 MWh/annum equivalent to savings of ₹ 10.93 Lacs. The saving will continue in future also. - 112.62 tCO2 Reduced</p>

2. Installation of Flash steam recovery system to generate steam (12 TPD) and reuse of steam condensate in Deaerator (boiler plant) resulted in savings of ₹ 57.86 Lacs. - 341.85 tCO2 Reduced

Also, Refer to Conservation of Energy Projects in Annual Report FY23 of DFPCCL

Question P6.E8 (Essential): Waste Management

Indicator	Question		
P6.E8	Provide details related to waste management by the entity, in the following format:		
	Parameter	Units	FY23
			FY22
	Total Waste generated (in MT (Metric Tonnes))		
	Plastic waste (A)	MT	0
	E-waste (B)	MT	2
	Bio-medical waste (C)	MT	0.08
	Construction and demolition waste (D)	MT	40
	Battery waste (E)	MT	1
	Radioactive waste (F)	MT	0
	Other Hazardous waste. Please specify, if any. (G)	MT	168
	Other Non-hazardous waste generated (H). Please specify, if any.	MT	7214
	Total (A+B + C + D + E + F + G + H)	MT	7425.08
	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
	Category of Waste	Units	FY23
			FY22
	(i) Recycled	MT	380
	(ii) Re-used	MT	0
	(iii) Other recovery operations	MT	6949
	Total	MT	7329
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
	Category of Waste	Units	FY23
			FY22
	(i) Incineration	MT	2
	(ii) Landfilling	MT	95
	(iii) Other Disposal Operations	MT	0
	Total	MT	97
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
			Yes, Deloitte

Question P6.E9 (Essential): Waste Management Practices

Indicator	Question
P6.E9	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.
	<p>The company has implemented waste management plan for collection, segregation & storage & disposal/recycle for hazardous & non-hazardous waste. Hazardous waste is handled as per the SOP and prescribed rules under Hazardous Waste Management Rules. The Company ensures responsible waste management practices involving 100% fly ash use and safe disposal of waste. We are under the process of registration for Extended Producer Responsibility to ensure 100% Plastic Recycling in our value chain. The Company is also working with outside partners to use its waste in other value-added products.</p> <p>In order to reduce the waste generation in the processes, company uses the 4R Principle (Reduce, Reuse, Recycle, and Recover) across its operations.</p>

Question P6.E10 (Essential): Operations in Ecologically Sensitive Areas

Indicator	Question
P6.E10	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:
S. No.	Location of operations/offices
	Type of operations
	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)
	If no, the reasons thereof and corrective action taken, if any.
Not Applicable, the sites are in notified industrial area of MIDC & GIDC	

Question P6.E11 (Essential): Environmental Impact Assessment (EIA)

Indicator	Question
P6.E11	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year
Name and brief details of project	EIA Notification No.
	Date
	Whether conducted by independent external agency (Yes / No)
	Results communicated in public domain (Yes / No)
	Relevant Web link
No EIA Studies were carried in FY23	

Question P6.E12 (Essential): Compliance with Environmental Laws & Regulations

Indicator	Question
P6.E12	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N):
	Yes
	If not, provide details of all such non-compliances, in the following format:
S. No.	Specify the law / regulation / guidelines which was not complied with
	Provide details of the non-compliance
	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts
	Corrective action taken, if any
Not Applicable	

Question P6.L1 (Leadership): Energy from Renewable and Non-Renewable Sources

Indicator	Question
P6.L1	Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format
Parameter	Units
	FY23
	FY22
From Renewable Sources	
Total electricity consumption (A)	GJ
Total fuel consumption (B)	GJ
Energy consumption through other sources (C)	GJ
Total energy consumed from renewable sources (A+B+C)	GJ
From Non-Renewable Sources	
Total electricity consumption (D)	GJ
Total fuel consumption (E)	GJ

Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	2623746.184	2458267.501
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			Yes, Deloitte

Question P6.L2 (Leadership): Water Discharge

Indicator	Question		
P6.L2	Provide details of the following disclosures related to water discharge, in the following format:		
	Parameter	Units	FY23
			FY22
	Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
(ii) Groundwater	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
(iii) Third party water	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – All Stages of Primary, Secondary & Tertiary (RO). After Treatment, water is sent to CETP operated by MIDC/GIDC for Final Treatment	m3/Kiloliter	527851	550877
(iv) Seawater / desalinated water	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
(v) Others	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
Total water discharged (in kilolitres)	m3/Kiloliter	527851	550877
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			Yes, Deloitte

Question P6.L3 (Leadership): Water Withdrawal, Consumption & Discharge in Water Stressed Areas

Indicator	Question		
P6.L3	Provide details of the following disclosures related to water, in the following format:		
	No Areas of Operations were identified as Water Stressed Areas		
	Parameter	Units	FY23
			FY22
	Water withdrawal by source (in kilolitres)		
(i) Surface water	m3 / Kiloliters	0	0
(ii) Groundwater	m3 / Kiloliters	0	0
(iii) Third party water	m3 / Kiloliters	0	0
(iv) Seawater / desalinated water	m3 / Kiloliters	0	0
(v) Others	m3 / Kiloliters	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	m3 / Kiloliters	0	0
Total volume of water consumption	m3 / Kiloliters	0	0

Water intensity per rupee of turnover (Water consumed / turnover) - m3/ Rs. Lakh or KL/Rs. Lakh	KL/Rs. Lakhs	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	KL/MT Product	Not Applicable	Not Applicable
Water discharge by destination and level of treatment (in kilolitres)			
(i) Surface water	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
(ii) Groundwater	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
(iii) Third party water	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – All Stages of Primary, Secondary & Tertiary (RO). After Treatment, water is sent to CETP operated by MIDC/GIDC for Final Treatment	m3/Kiloliter	0	0
(iv) Seawater / desalinated water	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
(v) Others	m3/Kiloliter	0	0
- No treatment	m3/Kiloliter	0	0
- With treatment – please specify level of treatment	m3/Kiloliter	0	0
Total water discharged (in kilolitres)	m3/Kiloliter	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			No

Question P6.L4 (Leadership): GHG (Green House Gas) Emissions (Scope 3)

Indicator	Question		
P6.L4	Provide details of total Scope 3 emissions & its intensity, in the following format:		
	Parameter	Units	
			FY23
			FY22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		65775.93 ²³
Total Scope 3 emissions per rupee of turnover	Tonnes of CO2/ Rs. Lakh Turnover		0.28
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Tonnes of CO2/ MT Product		Not Applicable
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			Yes, Sphera

²³ Scope 3 Emission of FY23 is based on the Report of FY22, as DFPC is in the process of Calculating Scope 3 Emission of DFPC for Category 1, Category 2, Category 10 to Category 15

²⁴ Included Categories (6/15): Category 3, Category 4, Category 5, Category 6, Category 7, Category 9

Question P6.L5 (Leadership): Significant Impacts of the Operations on the Biodiversity

Indicator	Question
P6.L5	With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
Not Applicable	

Question P6.L6 (Leadership): Specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated.

Indicator	Question		
P6.L6	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format :-		
S No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Dahej: Installation of Weak Base Anion Bed System in Demineralization Plant to Increase Output Base Regeneration	Refer Conservation of Energy & Innovations of Annual Report of DFPCL – FY23	Savings of 2160 m3/year
2	Dahej: Provided Cathodic protection system in underground Cooling water & fire hydrant line to upkeep line health and reducing water leakages from CW & fire hydrant line		Savings of 100 m3/year
3	Dahej: Provided 0.5 KL Storage tank near Tank farm to recover acid during sampling to reuse water and reduce effluent discharge		Savings of 1460 m3/year
4	Taloja: Recycling of backwash from Pressure Sand Filter and Ultrafiltration of ETP in Cooling Towers - Leading to a Savings of 180 m3/day of water		Savings of 60000 m3/Year

Question P6.L7 (Leadership): Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Indicator	Question
P6.L7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
<p>Yes, onsite, and offsite emergency preparedness plan is in place. In Chemical manufacturing unit like ours where various hazardous chemicals are handled & processes involving high pressure, temperature & flow etc. despite taking precautions and safety measures possibility of an incidence causing major damage is there. If such incidents were encountered and effectively managed by working personnel, then the potential losses will be minimized. The Onsite Emergency Response Plan is developed to provide a systematic approach. The purpose of this plan is to lay down guidelines to handle such emergencies to minimize loss and danger to workers, neighbors, our assets, environment, and others. There are 2 types of Onsite emergencies (Level 1 & 2), which include natural disasters, sabotage, and operational issues.</p> <p>In the plan, we have identified a list of hazard scenarios, based on the current operations, and their associated extent of damage. Based on these scenarios, we have prepared preventive and mitigative measures for all possible scenarios to both prevent and mitigate the hazards.</p>	

Question P6.L8 (Leadership): Significant Adverse Impact to the Environment arising from value chain.

Indicator	Question
P6.L8	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
	No Significant Impact Envisaged. All major suppliers have Environmental Performance and no Non-Compliance in the Environmental Parameters.

Question P6.L9 (Leadership): Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Indicator	Question
P6.L9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
	Based on Annual Reports published by our Suppliers covering 74% ²⁵ of our Purchase value

²⁵ The Assessment was based on an Internal Survey conducted for Sustainable Sourcing, covering value of ~74% of our Suppliers. As we include more and more suppliers in the Survey, DFPC will identify gaps and take necessary corrective actions based on Site Visits.

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

Question P7.E1 (Essential): Affiliations with trade and industry chambers/ associations

Indicator	Question
P7.E1	Affiliations with trade and industry chambers/ associations
a.	Number of affiliations with trade and industry chambers/ associations 1
b.	List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.
S No	Name of the trade and industry chambers/ associations Reach of trade and industry chambers/ associations (State/National)
1	Indian Chemical Council National

Question P7.E2 (Essential): Anti-Competitive Conduct

Indicator	Question
P7.E2	Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.
Name of authority	Brief of the case Corrective action taken
	Nil

Question P7.L1 (Leadership): Public Policy Position

Indicator	Question
P7.L1	Details of public policy positions advocated by the entity:
S. No.	Public policy advocated Method resorted for such advocacy
	Whether information available in public domain? (Yes/No) Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)
	Not Applicable Web Link, if available

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

Question P8.E1 (Essential): Social Impact Assessment

Indicator	Question
P8.E1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
Name and brief details of project	SIA Notification No.
	Date of notification
	Whether conducted by independent external agency (Yes / No)
	Results communicated in public domain (Yes / No)
	Relevant Web link
None this year (MIDC & GIDC Notified Areas) - CSR is being carried out based on Need based Assessment through Ishanya Foundation	

Question P8.E2 (Essential): Rehabilitation and Resettlement (R&R) Projects

Indicator	Question
P8.E2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
S. No.	Name of Project for which R&R is ongoing
	State
	District
	No. of Project Affected Families (PAFs)
	% of PAFs covered by R&R
	Amounts paid to PAFs in the FY (In INR)
None (MIDC & GIDC Notified Areas)	

Question P8.E3 (Essential): Community Grievance Redressal Mechanism

Indicator	Question
P8.E3	Describe the mechanisms to receive and redress grievances of the community.
The concerned people in the community submit their written grievances to the Security Personnel at the Gate of the factory. The security team passes on the grievances to the respective department or Corporate Affairs department.	

Question P8.E4 (Essential): Sourcing from MSME/Small Producers & Near by Districts

Indicator	Question
P8.E4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:
S No	Sourcing from
	FY23
	FY22
A	Directly sourced from MSMEs/ small producers
	17.1%
	4.6%
B	Sourced directly from within the district and neighboring districts²⁶
	59%
	63%

Question P8.L1 (Leadership): Actions taken to mitigate social impacts identified in Social Impact Assessment

Indicator	Question
P8.L1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 8(1) of Essential Indicators above):
	Details of negative social impact identified
	Corrective action taken
None this year (MIDC & GIDC Notified Areas)	

²⁶ Sourced within the State

Question P8.L2 (Leadership): CSR Projects in designated aspirational districts

Indicator	Question		
P8.L2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:		
S No	State	Aspirational District	Amount Spent (in INR)
		Not Applicable	

Question P8.L3 (Leadership): Procurement from Marginalized or Vulnerable Groups

Indicator	Question	
P8.L3	Procurement from Marginalized or Vulnerable Groups	
S No	Query	FY23
A	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	No ²⁷
B	From which marginalized /vulnerable groups do you procure?	None
C	What percentage of total procurement (by value) does it constitute?	0%

Question P8.L4 (Leadership): Benefits derived and shared from the intellectual properties owned or acquired by your entity, based on traditional knowledge:

Indicator	Question			
P8.L4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:			
S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Not Applicable		

Question P8.L5 (Leadership): Corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Indicator	Question	
P8.L5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.	
Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

Question P8.L6 (Leadership): CSR Projects & Beneficiaries

Indicator	Question		
P8.L6	Details of beneficiaries of CSR Projects:		
S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Wadi Project - Horticulture Plantation on half acre area (30 mango and 100 Forestry plant)	7350	100%

²⁷ As DFPC is a Chemical Manufacturing industry, procurement from Marginalized Groups for key materials & services is very challenging. However, DFPC is in the process of developing policy for the procurement of certain specified materials and services from Marginalized or Vulnerable Groups.

	-Water Resource Development; -Vegetable Cultivation; -Trail and Model Development; - Water Resource Development, Conveyance & Effective Water Usage other than wadi Participants. - Mango Nursery Development; -Farmers Capacity Building (Training/Exposure)		
	Dairy Development Project (DDP)		
2	-Support for milking cow Purchase; -Doorstep Artificial Insemination through AI Centre; -Fodder Development -Medicine and Vaccination Support; -Capacity Building of dairy farmers	1233	100%
	Aarogyam		
3	- Mobile Clinic in 21 villages at Taloja MIDC; - Health Caps - Eye Camps/Cataract Operation/Spectacle Distribution - Health awareness Programme; - Pathological diagnosis Services; - Support to to Government Health Centres i.e. Primary Health Centre, Primary Health unit, Aanganwadi - Support to Kitchen Garden Development	390	90%
	Gyanam		
4	- Digitization of classrooms; - Infrastructure Development in the Schools; - Support for furniture and Computer to Schools - Safe drinking Water facility to the Scholl Childrens - Sport Kit support to the Schools	207	100%
	Community Development and Social Welfare (CDSW)		
5	- Installation of RO plants for Dirking water facility - Execution of drinking water schemes - Installation of Children's Playing Equipment's at Common place; - Development of Common place and beatification - Donation of Computers and Furniture to the Govt. offices - Setup of Open Gym in the villages	1445	100%
	Vocational Skill Development Project (VSDP)		
6	- Vocational Skill training and placement - Sponsorships for academic fees to aspirants those are pursuing Job oriented Courses. - Basic Garment Training to the women's	146	100%
	Livelihood Enhancement through Entrepreneurship Development (LEED)		
7	- Support to Individuals towards Enhancing Entrepreneurship - Yellow Ribbon NGO & Artisans Fair - Muskaan	104	100%

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

Question P9.E1 (Essential): Mechanisms in place to receive and respond to consumer complaints.

Indicator	Question
P9.E1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
	IC Business: Customer emails complaints (though very few) to Product Manager / Logistics Manager / Product Head. Receipt / Collection of Complaint (Marketing Office); Complaint Handling (Quality Control Team & Respective Production Team of the Product); Resolution & Communication to the Customer with in next 30 days (Marketing Team); Verification of effectiveness of the solution to the customer through mail (Marketing Team). Record for future reference (Marketing Team and Quality Control Team). Customer complaints/suggestions are mapped in the I.C Dealer portal as well. https://www.dfpc.com/contact
	VARE Business: 1) Complaints come to Help desk; 2) Helpdesk executive will register complaint; 3) Assign jobs to concerned dept; 4) Close complaint once done; 5) Feedback being collected from customer online/physical; 6) Monthly Voice of Customer surveys are done in the campus to capture feedback, complaints and respond to them. https://www.creaticity.co.in/visit-us.html

Question P9.E2 (Essential): Products & Services with ESG Information

Indicator	Question
P9.E2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:
S No	Information Regarding As a percentage to total turnover
1	Environmental and social parameters relevant to the product 100%
2	Safe and responsible usage 100%
3	Recycling and/or safe disposal 100%

Question P9.E3 (Essential): Complaints made by Consumers

Indicator	Question						
P9.E3	Number of consumer complaints in respect of the following:						
S No	Category	FY23			FY22		
		Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
1	Data Privacy	Nil	Nil	NA	Nil	Nil	NA
2	Advertising	Nil	Nil	NA	Nil	Nil	NA
3	Cyber-Security	Nil	Nil	NA	Nil	Nil	NA
4	Delivery of Essential Services	Nil	Nil	NA	Nil	Nil	NA
5	Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
6	Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
7	Others (Product Related)	15	1	Closed in FY24 ²⁸	0	0	NA

²⁸ Last complaint raised on 23/03/23, which was open at the end of the year. Complaint closed in April 2023 after visit to Customer site.

Question P9.E4 (Essential): Product recalls on account of safety issues:

Indicator	Question		
P9.E4	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:		
S No	Recall	Number	As a percentage to total turnover
1	Voluntary recalls	0 ²⁹	Not Applicable
2	Forced recalls	0	Not Applicable

Question P9.E5 (Essential): Framework/ policy on cyber security and risks related to data privacy.

Indicator	Question
P9.E5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
	Under the framework of ISO 27001 DFPCL has all the policies in place and also yearly assessment is getting done by certifying agency BSI. However, DFPCL doesn't fall under Privacy law.

Question P9.E6 (Essential): Corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers.

Indicator	Question
P9.E6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.
	No Issue related to advertising, delivery of essential services; cyber security & data privacy of customer has occurred in DFPCL.

Question P9.L1 (Leadership): Channels / platforms of information on products and services

Indicator	Question
P9.L1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
	https://www.dfpl.com ; https://cororid.com/ ; https://www.chemicals.dfpl.com ; https://www.creaticity.co.in/

Question P9.L2 (Leadership): Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Indicator	Question
P9.L2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
	We conduct product field demonstrations and PowerPoint presentations to customers through V.C / seminars and by participating in Chemical exhibitions. We also conduct training sessions to our logistic partners on handling of various Chemicals - twice in a year.

²⁹ This is not applicable, as most of the customers are B2B customers.

Question P9.L3 (Leadership): Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Indicator	Question
P9.L3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Informed to customers through email / Phone calls/ WhatsApp channels etc.

Question P9.L4 (Leadership): Display of product information on the product over and above what is mandated as per local laws

Indicator	Question
P9.L4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) Yes, Our products are mostly bulk in nature. Packed products contain full information in detail as mandated. We conduct a customer survey once every 2 years.

Question P9.L5 (Leadership): Data Breaches

Indicator	Question
P9.L5	Provide the following information relating to data breaches: a. Number of instances of data breaches along-with impact b. Percentage of data breaches involving personally identifiable information of customers Till date No data breaches have happened in DFPCL.