



18<sup>th</sup> August, 2025

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 31<sup>st</sup> March, 2025**

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), we enclose herewith Business Responsibility and Sustainability Report (BRSR) for the Financial Year ended 31<sup>st</sup> March, 2025.

The above information will also be available on the website of the Company at <https://www.dfpcpl.com/uploads/2025/08/Business-Responsibility-and-Sustainability-Report-2024-25.pdf>.

You are requested to take the same on your record.

**For Deepak Fertilisers  
And Petrochemicals Corporation Limited**

**Rabindra Purohit  
VP – Legal, Compliance & Company Secretary  
M. No. F4680**

Encl.: As above



DEEPAK FERTILISERS  
AND PETROCHEMICALS  
CORPORATION LIMITED

# *Strong Fundamentals*

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# *Exceptional Trajectory*



Business Responsibility &  
Sustainability Report

Financial Year 2024-25

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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### GENERAL DISCLOSURES

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L24121MH1979PLC021360
2. Name of the Listed Entity:	Deepak Fertilisers And Petrochemicals Corporation Limited ('The Company' or 'DFPCL')
3. Year of incorporation:	1979
4. Registered office address:	Sai Hira, Survey No. 93, Mundhwa, Pune 411 036
5. Corporate address:	Sai Hira, Survey No. 93, Mundhwa, Pune 411 036
6. E-mail:	investorgrievance@dfpcl.com
7. Telephone:	020 6645 8000
8. Website:	<a href="https://www.dfpcl.com/">https://www.dfpcl.com/</a>
9. Financial year for which reporting is being done:	01 April 2024 to 31 March 2025
10. Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange of India Limited, BSE Limited
11. Paid-up Capital:	₹ 126,23,78,250
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Rabindra Purohit VP - Legal, Company Secretary & Compliance Officer +912066458000 <a href="mailto:investorgrievance@dfpcl.com">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):	Consolidated (The Company i.e. DFPCL and its material subsidiaries, Mahadhan AgriTech Limited (MAL), Deepak Mining Solutions Limited (DMSL) & Performance Chemiserve Limited (PCL), hereinafter collectively referred to as 'DFPCL')
14. Whether the company has undertaken assessment or assurance of the BRSB Core?	Yes, Assurance
15. Name of assurance provider:	TUV SUD South Asia Private Limited
16. Type of assurance obtained:	Limited Assurance

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products, supply of mining chemicals, supply of NPK and Specialty Fertilisers	91.74
2	Trade	Wholesale Trading	8.03
3	Services	IPA Drumming service	0.05
4	Real Estate	Real Estate activities with owned or leased property	0.13

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Industrial Chemicals Business	20119, 20123	33.3
2	Mining Solutions Business	20119, 25113	19.7
3	Crop Nutrition Business	20129	42.9
4	Value Added Real Estate Business	68100	0.2
5	Others	-	3.8

### III. Operations

#### 19. Number of locations where plants and/or operations/offices of the entity are situated:

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

Locations	No of Plants	No of Offices	Total
National	13	2	15
International	0	0	0

#### 20. Markets served by entity:

##### a. Number of Locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	29

##### b. What is the contribution of exports as a percentage of the total turnover of the entity?:

20%

##### c. A brief on types of customers:

##### IC Business:

Manufacturers, dealers &/ distributors and 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 and Hospital Industry.

##### CNB Business:

Dealer, Retailer, and Institutional Sales

##### TAN Business:

Explosives Manufacturers, Nitrous Oxide Gas Manufacturers, Coal Mining Companies, Non-Coal Mining Companies, Dealers of Ammonium Nitrate and Quarrying Companies

##### VARE:

H&I Retailers, F&B and Entertainment Retailers and Coworking Space Retailers

### IV. Employees

#### 21. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	% (B/A)	Number (C)	% (C/A)
EMPLOYEES						
1	Permanent (A)	2071	1973	95%	98	5%
2	Other than Permanent (B)	71	69	97%	2	3%
3	Total employees (A+B)	2142	2042	95%	100	5%

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	% (B/A)	Number (C)	% (C/A)
WORKERS						
1	Permanent (C)	310	309	99.7%	1	0.3%
2	Other than Permanent (D)	2605	2514	97%	91	3%
3	Total workers (C+D)	2915	2823	97%	92	3%

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (A)	N/A	N/A	0%	N/A	0%
2	Other than Permanent (B)	N/A	N/A	0%	N/A	0%
3	Total employees (A+B)	N/A	N/A	0%	N/A	0%
DIFFERENTLY ABLED WORKERS						
1	Permanent (C)	1	1	100%	N/A	0%
2	Other than Permanent (D)	N/A	N/A	N/A	N/A	0%
3	Total workers (C+D)	1	1	100%	N/A	0%

**22. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		Number (B)	% (B/A)
Board of Directors	10	2	20%
Key Management Personnel	2 <sup>1</sup>	0	0%

<sup>1</sup> KMP – Mr. Sailesh C Mehta, Chairman & Managing Director (CMD); Mr. Subhash Anand, CFO; Mr. Rabindra Purohit, Company Secretary. However, Mr. Sailesh C Mehta is also a part of BoD for DFPCL. Thus, reported Mr. Sailesh C Mehta under Board of Directors.

**23. Turnover rate for permanent employees and workers**

**(Disclose trends for the past 3 years)**

	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.37%	13.64%	15.30%	14%	21%	15%	15%	21%	15%
Permanent Workers	6.53%	0%	6.51%	6%	0%	6%	3%	0%	3%

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

### 24. (a) 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 / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ishanya Realty Corporation Limited	Subsidiary	100%	No
2	Yerrowda Investments Limited	Subsidiary	85%	No
3	Ishanya Brand Services Limited	Subsidiary	100%	No
4	Deepak Nitrochem Pty Limited	Subsidiary	100%	No
5	SCM Fertichem Limited	Subsidiary	100%	No
6	Platinum Blasting Services (Logistics) Pty. Limited	Subsidiary	85%	No
7	Platinum Blasting Services Pty. Limited	Subsidiary	85%	No
8	Performance Chemiserve Limited	Subsidiary	100%	Yes
9	Deepak Mining Solutions Limited	Subsidiary	100%	Yes
10	Mahadhan Agritech Limited	Subsidiary	100%	Yes

## VI. CSR Details

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

Yes

### (ii) Turnover (₹ In Lakhs):

1,95,068\* (\*Standalone basis)

### (iii) Net worth (₹ In Lakhs):

3,45,952\* (\*Standalone basis)

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025			FY 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.dfpcl.com/contact">https://www.dfpcl.com/contact</a>	1	0	Closed	3	0	Closed
Investors (other than shareholders)	Not Applicable	0	0	Not Applicable	0	0	Not Applicable



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025			FY 2024		
		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
Shareholders	Yes <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	84	3	Closed post completion of Q4 2024-25	37	0	Closed
Employees and workers	Yes (Employee Grievance Policy - Internal Policy)	1	0	Closed	2	0	Closed
Customers	Yes. 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. <a href="https://www.dfpccl.com/contact">https://www.dfpccl.com/contact</a> CNB: <a href="https://mahadhanconnect.com/Dealer/Complaint/Rpt_Complaint_Deatils">https://mahadhanconnect.com/Dealer/Complaint/Rpt_Complaint_Deatils</a> TAN: Yes, <a href="https://www.an-care.com/">https://www.an-care.com/</a>	101	8	Closed post completion of Q4 2024-25	90	2	Closed in FY25
Value Chain Partners	Yes. Supplier Code of Conduct. <a href="https://www.dfpccl.com/uploads/2023/07/Supplier-Code-of-Conduct.pdf">https://www.dfpccl.com/uploads/2023/07/Supplier-Code-of-Conduct.pdf</a> Any Supplier Queries can be mailed to <a href="mailto:scoc@dfpccl.com">scoc@dfpccl.com</a> .	0	0	Not Applicable	0	0	Not Applicable
Other (please specify)	N/A	N/A	N/A	N/A	N/A	N/A	N/A



**27. Overview of the entity's material responsible business conduct issues:**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational Health & Safety	Risk	1. Chemical Industry - Potential for Process Safety Incidents, Occupational Safety Incidents 2. Potential for Process Incidents in Value Chain 3. Transportation of Hazardous Chemicals across Value Chain 4. Regulatory Outlook into Safety of Operations & Transportation	1. Implementation of Systems, Procedures, Processes to Prevent & Mitigate Incidents including Process Safety 2. Implementation of Onsite & Offsite Emergency Plans 3. Internal & External Safety Audits 4. Periodic Health Checkups 5. Audits by Experts in the respective field	Negative
2	Product Quality	Risk	1. Product Quality is directly linked to Customer Satisfaction and Competitive Advantage 2. In Commodity Market, Quality is the key to the Customer delight 3. Regulatory Requirements in Crop Nutrition Business	1. Implementation of Systems, Procedures, Processes to ensure excellent quality and compliance to regulatory standards 2. Continuous monitoring of Quality Parameters 3. Customer Portals to receive, address and resolve the Customer Complaints 4. Adherence to Standard Operating Procedures to ensure Quality 5. Supplier Audits for Health, Safety & Quality	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Business Governance & Ethics	Risk	<ol style="list-style-type: none"> <li>1. Ethics and Governance are fundamental pillars to ensure responsible and sustainable operations</li> <li>2. Advancing Ethical Conduct across the Organization</li> <li>3. Businesses free of Corruption and Bribery</li> </ol>	<ol style="list-style-type: none"> <li>1. Training to Employees on Code of Conduct every year</li> <li>2. Ensuring implementation of Whistleblower Policy and Code of Conduct across operations and supply chain</li> </ol>	Negative
4	Compliance Risk & Management	Risk	<ol style="list-style-type: none"> <li>1. Frequent change of Environmental Regulations</li> <li>2. Stringent Norms</li> <li>3. New Regulations related to Packaging, Data Privacy etc</li> </ol>	<ol style="list-style-type: none"> <li>1. Review of Regulations at draft stage &amp; take swift action</li> <li>2. Through Industry Association, DFPCL is advocating during the draft phase.</li> <li>3. Compliance Software for updating new legal regulation and activities</li> </ol>	Negative
5	Water Security & Effluent Reduction	Risk	<ol style="list-style-type: none"> <li>1. Water availability near the operations, as DFPCL's manufacturing is in clusters with other companies.</li> <li>2. Water as a shared resource between community &amp; industry</li> <li>3. Regulations to decrease water withdrawal and water discharge</li> </ol>	<ol style="list-style-type: none"> <li>1. Capital Projects to reduce water consumption</li> <li>2. Cross Functional Team to execute projects specifically to reduce water</li> <li>3. Sustainability KPI linked to Site Level Performance Award (30% Reduction in Water Withdrawal by FY28 from FY23)</li> </ol>	Negative
6	Energy Conservation	Risk	<ol style="list-style-type: none"> <li>1. DFPCL is dependent on Energy Resources like Natural Gas for both product manufacturing and energy generation. Disruptions in Natural Gas supply can impact production and cost.</li> </ol>	<ol style="list-style-type: none"> <li>1. Sustainability KPIs linked to Site Level Performance Award               <ol style="list-style-type: none"> <li>a. 10% Reduction in Specific Energy Consumption by FY28 from FY23</li> <li>b. 10% Increase in Renewable Energy Consumption by FY28 from FY23</li> </ol> </li> </ol>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			2. Regulations to increase Renewable Energy percentage by Ministry of Power	2. Periodic Energy Audits and Invest in Energy Efficiency Projects 3. Selection of Energy Efficiency technologies for future expansions	
7	Economic Performance	Opportunity	1. Future Expansions at Dahej and Gopalpur 2. Shift from Commodity Products to Specialized Products 3. Demerger and Streamlining of Businesses - Industry Chemicals under DFPCL, Fertilisers under MAL, TAN under DMSL	Not Applicable	Positive
8	Data Security & Privacy	Risk	1. IT and Cyber security - Cyber Attacks could disrupt operations / loss of confidential data / financial loss.	1. Implementation of ISO27001 and other Information Security Procedures to prevent any Cyber Attacks 2. Training and Awareness Campaign among employees through "Cyber Jagrookta"	Negative
9	Emission & Climate Change	Opportunity	1. N <sub>2</sub> O is the one of the leading contributors of GHG Emission in DFPCL. With the Carbon Credits & Carbon Trading, the future projects to reduce N <sub>2</sub> O will be an opportunity. 2. BEE launched Indian Carbon Market and the Emission Reduction Projects can be registered in the Market for Carbon Credits	Not Applicable	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Employee Wellbeing, Engagement & Retention	Opportunity	1. Implementation of various employee wellbeing policies across the organization 2. Introduction of new leaves (Paternity Leave and Bereavement Leave) in FY25 3. Adequate Transportation and Benefits provided to employees 4. Employee Engagement Surveys and Open House interactions with top management to identify grievances and needs of employees and workers	Not Applicable	Positive

## MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</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. Has the policy been approved by the Board?*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

\*DFPCL's Policies are approved either by Board or Member of Board or CEO & MD or KMP or one of the key Internal Board Leaders (E.g.: Presidents), based on the Nature, Regulatory Requirement, Applicability, Responsibility & Scope of the Policy.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
c. Web Link of the Policies, if available			<a href="https://www.dfpcl.com/company-policies">https://www.dfpcl.com/company-policies</a> <a href="https://www.dfpcl.com/safety-health-environment">https://www.dfpcl.com/safety-health-environment</a> <a href="https://www.dfpcl.com/social-responsibility">https://www.dfpcl.com/social-responsibility</a>						
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO9001	ISO9001, ISO14001, ISO45001	ISO45001, External Safety Audits, OSHA 3132, BSC	ISO9001, ISO14001, ISO45001, IFC Performance Standards	IFC Performance Standards, ISO 14001	ISO14001, ISO45001, OSHA 3132, IFC Performance Standards	ISO14001	IFC Performance Standards	ISO 9001, ISO 27001
5. Specific commitments, goals and targets set by the entity with defined time-lines, if any.	Zero Tolerance Towards Unethical Behavior	Quality Parameters & Extended Producer Responsibility	Safety Metrics – Zero Fatality & TRIR; People Capability Metrics	Grievance Redressal Policy & Metrics	Zero Tolerance towards Child Labor, Forced Labor & Harassment	100% Environment Compliance	Stakeholder Management Metrics	CSR Metrics Management Metrics	Quality Metrics

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	P1.E1, P1.E2, P1.E5	P2.L1 & P2.L4	P3.E8 & P3.E11	A.25	P5.E6	P6.E1, P6.E3, P6.E4, P6.E6, P6.E7, P6.E9	P7.E2	A.22	P9.E3

### Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>We are pleased to present our third Sustainability Report for FY25, marking a milestone in our journey towards responsible, sustainable business practices. This year, our reporting scope covers not only Consolidated basis results for Deepak Fertilizers and Petrochemicals Corporation Limited (DFPCL) but also those of our 3 material subsidiaries, which are aligning with our ESG framework and are expected to meet our minimum ESG standards within 1–2 years.</p> <p>Since our inception in 1979, DFPCL has grown into one of India's leading manufacturers of Ammonia, Iso-Propyl Alcohol (IPA), Nitric Acid, Technical Ammonium Nitrate (TAN), Fertilizers, and Liquid CO<sub>2</sub>. Our products support key sectors—agriculture, food, pharmaceuticals, healthcare, mining, and energy—contributing to UN SDGs including Zero Hunger, Good Health, Clean Energy, Innovation, and Responsible Consumption.</p> <p>Our ESG strategy, guided by the vision “Manufacturing Safe and Sustainable Products,” integrates sustainability into every aspect of our business. In our shift from commodity to specialty chemicals, we have tapped new opportunities such as Solar Grade Nitric Acid, which enhances solar cell efficiency and reduces energy losses.</p> <p>We uphold ethics, integrity, and transparency through annual training on our Code of Conduct and POSH policy, supported by our Whistleblower, Human Rights, and Grievance Redressal policies.</p> <p>Through the Ishanya Foundation (IsFon), our CSR arm, we continue to uplift communities enhancing farmer incomes, empowering self-help groups, and delivering mobile medical services supporting the vision of Atmanirbhar Bharat.</p>
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### Environmental Stewardship and Carbon Initiatives

Environmental sustainability is central to our operations. We deploy advanced pollution control systems and continuous emissions monitoring across facilities. Over 95% of waste is reused or recycled, including fly ash repurposed for cement and brick manufacturing. We have met 100% of our Extended Producer Responsibility targets, recycling all post-consumer plastic through government-authorized recyclers.

### In FY25, we introduced our Environment, Health, Safety & Sustainability (EHSS) Policy, with 5-year targets to:

- Reduce GHG emissions, water, and energy use.
- Cut overall waste generation.
- Expand green cover through afforestation.
- Increase renewable energy reliance.

### We also:

- Completed Scope III GHG emissions estimation with external experts, advancing carbon accounting.
- Conducted solar energy potential mapping across sites; evaluation is underway.
- Signed a 10-year carbon credit monetization agreement with a US-based partner for N<sub>2</sub>O abatement projects.
- Sustainable Value Chain.
- We implemented a Supplier Code of Conduct, ensuring partners meet our ESG standards. Compliance is confirmed before orders are placed.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<ul style="list-style-type: none"> <li>Collaborating with customers, we co-developed Pickbrite, a nitric acid-based stainless-steel pickling solution that reduces hazardous chemical use while boosting efficiency.</li> <li>We launched Purosolv—a benzene-free IPA for pharmaceuticals—ensuring purity and safety while eliminating hazardous impurities.</li> <li>Our new Ammonia Plant at Taloja improves self-reliance, reduces GHG emissions by eliminating long-distance transport, and creates local employment.</li> <li>Our operations retain ISO 9001, ISO 14001, ISO 45001, and ISO 27001 certifications, underscoring our commitment to quality, safety, environment, and information security.</li> </ul> <p><b>Communication and Case Studies</b></p> <p>We shared our top five sustainability case studies via print media, showcasing achievements in:</p> <ul style="list-style-type: none"> <li>Pollution prevention and control.</li> <li>Water conservation.</li> <li>Renewable energy adoption.</li> <li>Afforestation and green belt creation.</li> </ul> <p><b>Recognition and Awards</b></p> <p>We are honoured to receive:</p> <ul style="list-style-type: none"> <li>“Sustainability Believers” – Certificate of Merit, Frost &amp; Sullivan Sustainability Awards 2024.</li> <li>Best Procurement Transformation Award 2024, 12th Procurement Excellence Summit &amp; Awards.</li> <li>Prashansa Patra, National Safety Council of India (Group B – Manufacturing).</li> <li>“Most Preferred Workplace” 2024–25, Marksmen Daily.</li> <li>First Prize – Sustainable Farmer Income Enhancement Program, 4th Sustainable Agriculture Awards by FICCI.</li> </ul> <p>DFPCL remains committed to building a resilient, responsible, and future-ready organization, creating shared value for all stakeholders.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri. M. P. Shinde, Occupier (Non-Executive and Non-Independent Director)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes</p> <ol style="list-style-type: none"> <li>CSR Committee (Refer - Board Composition &amp; Board Meetings in Annual Report - FY25)</li> <li>Stakeholders Relationship Committee (Refer - Board Composition &amp; Board Meetings in Annual Report - FY25)</li> <li>Manufacturing Operations Review Committee: (Refer - Board Composition &amp; Board Meetings in Annual Report - FY25).</li> </ol> <p>A review meeting Chaired by Mr. Madhumilan. P. Shinde, Occupier (Non-Executive and Non-Independent Director), Monthly &amp; Quarterly reviews the performance of EHS, Social, BRSR related areas across all Manufacturing Sites.</p>								

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
Performance against above policies and follow up action	Com-mittee 1, 7	Com-mittee 5	Com-mittee 1, 3,4,5,7	Com-mittee 2	Com-mittee 2, 5, 6	Com-mittee 4, 5, 7	Com-mittee 5, 7	Com-mittee 6	Com-mittee 5, 7	Refer - Board Composition & Board Meetings in Annual Report - FY25										
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-com-pliances	Com-mittee 1, 7	Com-mittee 5	Com-mittee 5	Com-mittee 2	Com-mittee 2, 5, 6	Com-mittee 4, 5, 7	Com-mittee 5, 7	Com-mittee 6	Com-mittee 5, 7	Refer - Board Composition & Board Meetings in Annual Report - FY25										

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No): Yes. If yes, provide name of the agency.\*** E, F, G A, B, C, F, G A, G E, F, G B, F, G B, C, E F, G A, D

\*Committees: 1) Audit Committee, 2) Stakeholders Relationship Committee, 3) Nomination and Remuneration Committee, 4) Project & Funding Committee, 5) Manufacturing & Operations Review Committee, 6) CSR Committee, 7) Risk Management Committee  
 #A) ISO 9001; B) ISO 14001; C) ISO 45001 & External Safety Audits; D) ISO 27001; E) Compliance Audit by EY (Internal Audit by third Party); F) Audits by Suppliers; G) Annual Reporting to IFC & ADB

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



## PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	POSH & COC	100%
Key Managerial Personnel	3	Principle 1, Principle 3, Principle 5, Principle 9	100%
Employees other than BoD and KMPs	435	All Principles <sup>2</sup>	89%
Workers	37	All Principles <sup>3</sup>	86%

<sup>2</sup> Trainings include POSH, Code of Conduct Anti Bribery & Anti Corruption, Human Rights, Company Policies, Ethics, Safety, Environment, IMS, SAP, 5S, TPM, QC, Health, Six Sigma etc.

<sup>3</sup> Trainings include POSH, Code of Conduct, Anti Bribery & Anti Corruption, Human Rights, Company Policies, Ethics, Safety, Environment, IMS, SAP, 5S, TPM, QC, Health.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			None		
Settlement			Nil		
Compounding fee	Principle 6	Regional Legal Metrology	50,000	One of the Company's subsidiary business unit has paid to Regional Legal metrology dept. towards some of the observations by the regulatory agency	No
Non-Monetary					
Imprisonment					
Punishment				None	

#### 3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

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

ABAC is part of DFPCL's Code of Conduct. Code of Conduct is Available on Intranet of the Company.

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

	FY 2025	FY 2024
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025		FY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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

Not Applicable

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

	FY 2025	FY 2024
Number of days of accounts payables	71.73	66.52

**9. Open-ness of business**

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

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	52% <sup>4</sup>	52% <sup>5</sup>
	b. Number of trading houses where purchases are made from	39	36
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	91%	90%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	57%*	53%
	b. Sales to dealers / distributors as % of total sales	3683	3349
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	14%	15%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	28 %	29%
	b. Sales (Sales to related parties / Total Sales)	19 %	23%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1 %	62 %
	d. Investments (Investments in related parties / Total Investments made)	0 %	46 %

<sup>4</sup> For FY25, Vendors covering over 91% of the Purchase Value were assessed for Manufacturer / Trader. Company is in the process of creating "Manufacturer/ Trader" tag. Includes both Domestic & International Trader Purchases.

<sup>5</sup> For FY24, Vendors covering over 90% of the Purchase Value were assessed for Manufacturer / Trader. Company is in the process of creating "Manufacturer/ Trader" tag. Includes both Domestic & International Trader Purchases.

## Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
1	Principle 1: Ethics, Transparency and Accountability	100% Suppliers
1	Principle 2: Product Life Cycle Sustainability	100% Suppliers
1	Principle 3: Employee Well-being	100% Suppliers
1	Principle 4: Stakeholder Engagement	100% Suppliers
1	Principle 5: Human Rights	100% Suppliers
1	Principle 6: Environment	100% Suppliers
1	Principle 7: Policy Advocacy	100% Suppliers
1	Principle 8: Inclusive Growth	100% Suppliers
1	Principle 9: Customer Value	100% Suppliers

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

Yes

**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 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 interest 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. 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.

## PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

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

Expenditure	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	N/A	N/A	N/A
CAPEX	N/A	N/A	N/A

#### 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?:

Yes, 48%<sup>6</sup>

<sup>6</sup> In FY24, DFPCL introduced the Supplier Code of Conduct and taking declaration from Suppliers. Supplier Code of Conduct covers all aspects of 9 Principles of BRSR. <https://www.dfpc.com/uploads/2023/07/Supplier-Code-of-Conduct.pdf>. DFPCL also implemented the policy for Sustainable Procurement & implementing full-fledged program covering critical suppliers. DFPCL is using a mix of Desk Assessments, Site Audits, Supplier Declaration to assess the Sustainability of the Suppliers.

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

Yes, Through Extended Producer Responsibility, DFPCL is buying plastic related EPR Credits.

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

Yes. DFPCL has EPR Registration for Imports as a Brand Owner. DFPCL's subsidiary MAL has registered for EPR Registration as Brand Owner and reclaimed 3290 MT of Plastic Waste from the Value Chain.

**Leadership Indicators**

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
20123	Ammonia	18.03	Cradle to Gate	Yes	No Report can be provided to Stakeholders based on receipt of requests
20123	Nitric Acid	7.59	Cradle to Gate	Yes	
20119	Isopropyl Alcohol	5.94	Cradle to Gate	Yes	
20121	NPK Fertilizer	27.02	Cradle to Gate	Yes	
20122	Technical Ammonium Nitrate	19.48	Cradle to Gate	Yes	
20121	Bensulf	0.84	Cradle to Gate	Yes	
20122	ANP Fertilizer	11.30	Cradle to Gate	Yes	

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

Name of Product / Service	Description of the risk / concern	Action Taken
Nitric Acid	Nitrous Oxide Emission	Projects Planned to Reduce N2O Emission
Ammonia	CO <sub>2</sub> Emission from Process	Liquification of CO <sub>2</sub> & Usage as a Product

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025	FY 2024
Sludges (ETP & Phos Sludge)	0.01%	0.01%

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

Reclaimed Material	FY 2025			FY 2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N/A	987	2303	0	2795.51	0
E-Waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastics (including packaging)	72%
E-waste	N/A
Hazardous waste	N/A
Other waste	N/A

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

**Essential Indicators**

**1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1973	1973	100%	1973	100%	0	0%	1973	100%	0	N/A
Female	98	98	100%	98	100%	98	100%	0	N/A	0	N/A
Total	2071	2071	100%	2071	100%	0	5%	1973	95%	0	N/A
Other than Permanent Workers											
Male	69	69	100%	69	100%	0	N/A	69	100%	0	N/A
Female	2	2	100%	2	100%	2	100%	0	N/A	0	N/A
Total	71	71	100%	71	100%	2	3%	69	97%	0	N/A

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	309	309	100%	309	100%	0	0%	309	100%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
Total	310	310	100%	310	100%	1	0.3%	309	99.7%	0	0%

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent Workers											
Male	2514	2514	100%	2514	100%	0	0%	0	0%	0	0%
Female	91	91	100%	91	100%	91	100%	0	0%	0	0%
Total	2605	2605	100%	2605	100%	91	3%	0	0%	0	0%

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

	FY 2025	FY 2024
Cost incurred on well-being measures as a % of total revenue of the company	0.1%	0.1%

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

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of employees covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of employees covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF <sup>7</sup>	100%	100%	Yes	100%	100%	Yes
Gratuity <sup>8</sup>	100%	100%	Yes	100%	100%	Yes
ESI <sup>**</sup>	100%	100%	Yes	100%	100%	Yes

<sup>7</sup>For all Employees & Workers including Contract Workers;

<sup>8</sup>For all Employees & Workers including Contract Workers;

\*National Pension Scheme & Superannuation are provided as an option to all Permanent Employees & Workers. For Non-Permanent Employees & Workers – PF & ESI are applicable 100% and ensured through Contract Labor Management System. ESI is applicable to all Workers including Contract Workers; In case of ESI is not available, Worker's Compensation is ensured for the Contract Workers and Orders are not passed without ESI or Worker Compensation.

## 3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard:

No. However, certain provisions like Lifts, Wheelchairs etc. were created to enable the differently abled people to work at DFPCL.

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

Yes, the Equal Opportunity Policy is applicable for Differently Abled People to protect them against discrimination during recruitment facilities and working conditions. <https://www.dfpccl.com/uploads/2019/02/Policy-33-Equal-Employment-opportunity-diversity-inclusion.pdf>.

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	0%	0%	0%	0%
Female	100%	100%	0%	0%
Total	100%	100%	0%	0%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes - Whistle Blower Policy, POSH Policy and Employee Grievance Redressal Policy - Informal Mechanism: Employees/Workers are expected to resolve the grievances through their immediate manager (responsible to resolve in 5 working days). Formal Mechanism: If the immediate managers fails to settle or if the grievance is related to the immediate manager, the employee/worker can file a formal complaint with Sector HR or Functional Head. After a one-on-one discussion, the HR/ Head is expected to settle or take action within 10 days. In case of discontent with the resolution, the Employee/Worker can write a concern to Grievance Committee in writing. A grievance committee is formed as per policy and the committee is expected to resolve the grievance in 10 days and submit a report on the outcome in 5 days. The recommendations are then communicated to the Sector HR/Functional Head, who will be responsible for the implementation of recommended action.
Other than Permanent Workers	Yes, The Grievance Management of Contract Employees is not addressed through Policy but is addressed through the Purchase Orders and Contract Labor Management System. DPFCL has deployed the Contract Labour Management System (CLMS) to manage all Contract Labour employed at sites. At every site, a DPFCL representative overlooks the Contract Labor related aspects and grievances as well.
Permanent Employees	Yes, Whistle Blower Policy, POSH Policy and Employee Grievance Redressal Policy - Informal Mechanism: Employees/Workers are expected to resolve the grievances through their immediate manager (responsible to resolve in 5 working days). Formal Mechanism: If the immediate managers fails to settle or if the grievance is related to the immediate manager, the employee/worker can file a formal complaint with Sector HR or Functional Head. After a one-on-one discussion, the HR/ Head is expected to settle or take action within 10 days. In case of discontent with the resolution, the Employee/Worker can write a concern to Grievance Committee in writing. A grievance committee is formed as per policy and the committee is expected to resolve the grievance in 10 days and submit a report on the outcome in 5 days. The recommendations are then communicated to the Sector HR/Functional Head, who will be responsible for the implementation of recommended action.
Other than Permanent Employees	Yes, Whistle Blower Policy, POSH Policy and Employee Grievance Redressal Policy - Informal Mechanism: Employees/Workers are expected to resolve the grievances through their immediate manager (responsible to resolve in 5 working days). Formal Mechanism: If the immediate managers fails to settle or if the grievance is related to the immediate manager, the employee/worker can file a formal complaint with Sector HR or Functional Head. After a one-on-one discussion, the HR/ Head is expected to settle or take action within 10 days. In case of discontent with the resolution, the Employee/Worker can write a concern to Grievance Committee in writing. A grievance committee is formed as per policy and the committee is expected to resolve the grievance in 10 days and submit a report on the outcome in 5 days. The recommendations are then communicated to the Sector HR/Functional Head, who will be responsible for the implementation of recommended action.

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

Category	FY 2025			FY 2024		
	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)
<b>Total Permanent Employees</b>	2071	0	0%	1943	0	0%
Male	1973	0	0%	1865	0	0%
Female	98	0	0%	78	0	0%
<b>Total Permanent Workers</b>	310	310	100%	335	335	100%
Male	309	309	100%	334	334	100%
Female	1	1	100%	1	1	100%

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

Category	FY 2025					FY 2024				
	Total	On Health & Safety Measures		On Skill Upgradation		Total	On Health & Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Employees</b>										
Male	2042	615	30%	1459	71%	1909	514	27%	1208	63%
Female	100	23	23%	59	59%	80	5	6%	45	56%
Total	2142	638	30%	1518	71%	1989	519	26%	1253	63%
<b>Workers</b>										
Male	2823	2010	71%	454	16%	2708	1872	69%	92	3%
Female	92	54	59%	7	8%	73	31	42%	15	21%
Total	2915	2064	71%	461	16%	2781	1903	68%	107	4%

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

Category	FY 2025			FY 2024		
	Total (A)	Number (B)	% (B / A)	Total (C)	Number (D)	% (D / C)
<b>Employees</b>						
Male	2042	2042	100%	1909	1909	100%
Female	100	100	100%	80	80	100%
Total	2142	2142	100%	1989	1989	100%
<b>Workers</b>						
Male	2823	309	11%	2708	334	12%
Female	92	1	1%	73	1	1%
Total	2915	310	11%	2781	335	12%



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

Yes, the Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories, and supply chain partners and ensures the protection of the environment and the health & safety of its employees, contractors, visitors, and relevant stakeholders.

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

Yes, The Company has a process for risk assessment, procedures, tools, assessment studies, and references, which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention, and business continuity. Various types of Hazards include Chemical Hazards, Physical Hazards, Biological Hazards, Ergonomic Hazards. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Qualitative Techniques like Hazard Assessment (by using methods like HAZOP, HIRA, JSA etc.), Quantitative Risk Assessment (QRA), and Management Processes - Mock drills, etc. Other Quantitative Techniques include Process Risk Analysis, Fire and Explosion Index, Chemical Exposure Index, Fault tree Analysis, Event Tree Analysis. The Company has the state of art procedures for safety management at the manufacturing sites, identifying, reporting and closing of unsafe acts, unsafe conditions and minor leaks of hazardous chemicals are of prime responsibility, and Safety SOP, JSA, and Work permit systems are in place to minimize hazards and risks. Qualitative and quantitative risk assessments are regularly reviewed, and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training, and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate. DFPCCL also implements Process Safety Management System to identify, prevent & mitigate Catastrophic accident risks.

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

Yes, As per the Safety Manual of the company, all employees & workers has specific role in preventing, identifying, mitigating and eliminating any hazards in the process: 1) All Employees and Workers are made aware of EHS Policies and supporting Frameworks; 2) All Employees and Workers are given training on Hazard Identification and Risk Assessments; 3) Encourage employees and workers to report near-miss incidents identified through various digital platforms which are analyzed from a central depository. All sites have a specific procedure for reporting work-related hazards, injuries, unsafe conditions, and unsafe acts. We have developed an online portal for registration & monitoring unsafe acts & conditions & implementing rewards and recognition to the employees including contractual workers; 4) Training and Awareness is provided to all employees and workers to prevent and mitigate hazards through Operational Controls; and 5) Employees and Workers are made aware of Emergency Preparedness and Response.

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

Yes, 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.

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

Safety Incident / Number	Category	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.18	0.17
Total recordable work-related injuries	Workers	1	1
	Employees	3	3
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

\* Including contract workforce

## 12. 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. Recently company has headed towards process safety management (PSM) in the 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.

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

Category	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Not Applicable	0	0	Not Applicable
Health & Safety	0	0	Not Applicable	0	0	Not Applicable

## 14. Assessments for the year:

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

## 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions:

All incidents are investigated by a cross-functional team. All critical factors involved in an incident are determined through root cause analysis & investigation and corrective/preventive actions are identified to prevent a recurrence. No Significant Incidents occurred in FY25. Various corrective actions are taken on the basis of recommendations coming on external & Internal safety audits as per IS:14489 & HAZOP, QRA studies, etc, also Near-miss reporting programs. Safety Audits were conducted by external agencies at all 13 locations in FY25. No Significant risks/concerns were identified during the audits. EHS Education & Training for employees and contractual employees are in place, and rewards & recognition are also implemented. Learning from incidents is further reevaluated in the toolbox talk, Weekly safety team meetings and are percolated across the operating locations of DFPCL. The Company is heading towards process safety management with 36 elements to determine the safety progress. Annual targets are set for each element. Safety management systems such as IS:45001 is implemented.

## Leadership Indicators

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

(A) Employees (Y) (B) Workers (Y)

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

The Company 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. Also, DFPCL has implemented Supplier Code of Conduct in FY24, where declarations are taken from the Suppliers to follow all statutory regulations including GST, PF, ESI etc. Any non-compliance will be addressed through the provisions of Supplier Code of Conduct.

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

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

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

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.

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

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	48% <sup>9</sup>
Working Conditions	48% <sup>10</sup>

<sup>9</sup> In FY24, DFPCL introduced the Supplier Code of Conduct and taking declaration from Suppliers. Supplier Code of Conduct covers all aspects of 9 Principles of BRSR. <https://www.dfpc.com/uploads/2023/07/Supplier-Code-of-Conduct.pdf>. DFPCL also implemented the policy for Sustainable Procurement & implementing full-fledged program covering critical suppliers. DFPCL is using a mix of Desk Assessments, Site Audits, Supplier Declaration to assess the Sustainability of the Suppliers.

<sup>10</sup> In FY24, DFPCL introduced the Supplier Code of Conduct and taking declaration from Suppliers. Supplier Code of Conduct covers all aspects of 9 Principles of BRSR. <https://www.dfpc.com/uploads/2023/07/Supplier-Code-of-Conduct.pdf>. DFPCL also implemented the policy for Sustainable Procurement & implementing full-fledged program covering critical suppliers. DFPCL is using a mix of Desk Assessments, Site Audits, Supplier Declaration to assess the Sustainability of the Suppliers.

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

No Significant Risks Identified for the Assessed Vendors

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

### Essential Indicators

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

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.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meetings; Press releases and press conferences; email advisories; in person meetings; investor conferences and analyst meet; non-deal roadshows; Stock Exchange (SE) intimations; annual report; quarterly result; Company website	<ul style="list-style-type: none"> <li>Quarterly: Financial statements; earnings call; exchange notifications; press releases and conferences</li> <li>Continuous: Investors page on the Deepak Fertilisers and Petrochemical Corp Ltd website</li> <li>Annual: Annual General Meeting; Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>To discuss the financial results on a quarterly/ half-yearly and yearly basis.</li> <li>To discuss the growth projects that the company is in the process of implementing.</li> <li>To address any questions or concerns the investors may have.</li> <li>To make investors aware of the company's strategy.</li> </ul>
Employees & Workers	No	Mails, Open House (Business Heads), Open Houses (CMD's), I Manage/I Connect (Intranet Portals), Connect Newsletter	Monthly, Quarterly & As per requirement	Internal & External Communication of Policies, Initiatives, Channels, Practices etc. Understand grievances related to work place, safety and employee.
Suppliers / Partners	No	Pragati Tool for Suppliers, Website, Social media	As per requirement	Safety, Legal Requirement, Human Rights Issues, Code of Conduct, DFPCL Policies and other business Related Matters
Government	No	Partnerships and Industry Associations	As per requirement	Changes in regulatory frameworks, skill and capacity building, employment, environmental measures, policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement
Communities	No	Websites, social media, CSR	As per requirement	External Communication, DFPCL's Journey, Achievements, Progress

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
Customers	No	Targeted Visits to the end Customers; Mails; Social Media; Website; Brochures; Newspaper; Community Meetings; National & International Exhibitions; Seminars; Calls; Customer Meet (Channel Partner Meets)- Bandhan, Pamphlates, In Person Meetings, Apps, SMS, AN Care Portal, Trade Shows	As per requirement	Product, Price, Safety, Legal Requirement, Human Rights Issues, Code of Conduct, DFPCL Policies and other business Related, Educating on new initiatives, Knowledge transfer about product handling; Mutual Business Growth; Product Trials Product & Crop Training, New Product & New Solutions Introduction

### Leadership Indicators

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

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. During FY25 – Sustainability Case Studies were published in English and in local language to reach out to various stakeholders covering wide range of subjects like Efforts towards water conservation, energy transition, plantation, adaptation of best technology etc. The Board's Guidance is sought as per the requirement on such matters.

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

Yes, the Company engages the stakeholders as and when required for the purposes like New Projects to identify the opinions and viewpoints with respect to the Environmental and Social issues.

#### 3. 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.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2025			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2071	1665	80%	1943	1640	84%
Other than permanent	71	7	10%	46	6	13%
Total Employees	2142	1672	78%	1989	1646	83%
<b>Workers</b>						
Permanent	310	62	20%	335	335	100%
Other than permanent	2605	157	6%	2446	153	6%
Total Workers	2915	219	8%	2781	488	18%

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

Category	FY 2025					FY 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent	2071	0	0%	2071	100%	1943	0	0%	1943	100%
Male	1973	0	0%	1973	100%	1865	0	0%	1865	100%
Female	98	0	0%	98	100%	78	0	0%	78	100%
Other than permanent	71	0	0%	71	100%	46	0	0%	46	100%
Male	69	0	0%	69	100%	44	0	0%	44	100%
Female	2	0	0%	2	100%	2	0	0%	2	100%
Workers										
Permanent	310	0	0%	310	100%	335	0	0%	335	100%
Male	309	0	0%	309	100%	334	0	0%	334	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Other than permanent	2605	0	0%	2605	100%	2446	0	0%	2446	100%
Male	2514	0	0%	2514	100%	2374	0	0%	2374	100%
Female	91	0	0%	91	100%	72	0	0%	72	100%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	26,00,000	2	11,13,000
Key Managerial Personnel (CFO & CS)	2	2,18,86,868	0	0
Employees other than BoD and KMP	2042	8,97,251	100	10,30,473
Workers (Permanent)	309	10,61,660	1	3,61,089
Workers (Non Permanent) <sup>11</sup>	2514	1,55,115	91	1,55,115

<sup>11</sup> Only Wages considered for Contract Workers (Wages include Basic, Dearness Allowance & Retention Allowance)

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

Category	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Gross wages paid to females as % of total wages	3.29%	2.62%

#### 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No):

Yes, For POSH Related Issues, Internal Complaints Committee is responsible for addressing these issues. The unit HR and the Unit Management Leadership Team are responsible to establish processes/systems to ensure compliance with human rights and implement the policy in true letter and spirit.

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

The unit HR and the Unit Management Leadership Team are responsible to establish processes/systems to ensure compliance with human rights and implement the policy in the true letter. The employees or workers or any other parties can raise a complaint, as per Whistle Blower Policy to report the incidents to the CMD's Office and the office will undertake necessary actions to adhere to human rights.

For issues related to Sexual Harassment, there is an Internal Complaints Committee, which receives the complaints, investigates, and take necessary steps to redress the grievances.

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

Category	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Closed	2	0	Closed
Discrimination at workplace	0	0	Not Applicable	0	0	Not Applicable
Child Labour	0	0	Not Applicable	0	0	Not Applicable
Forced Labour/Involuntary Labour	0	0	Not Applicable	0	0	Not Applicable
Wages	0	0	Not Applicable	0	0	Not Applicable
Other human rights related issues	0	0	Not Applicable	0	0	Not Applicable

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

	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	2
Complaints on POSH as a % of female employees / workers	0.5%	1.3%
Complaints on POSH upheld	1	2

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

During the Pendency of an inquiry based on the request of the aggrieved employee, the internal complaints committee as a case may recommend to the employer to transfer the aggrieved employee to any other workplace or Grant leave to the aggrieved employee up to a period of three months. The leaves granted to the aggrieved 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.

**9. 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 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."

**10. Assessments for the year:**

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

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

No Significant Risks found. All Compliances are in Place.

**Leadership Indicators**

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

No Such Grievances on Human Rights received.

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

Internal Audit on Human Rights was conducted by DFPCL in Mar 2025. The Audit's scope includes 100% sites of DFPCL and cover all human rights issues like POSH, Child Labor, Forced Labor, Labor Law & Wages, Non-Discrimination at Workplace, Freedom of Association & Employee Data Privacy.



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

Yes, most of the offices/premises are accessible.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	48% <sup>12</sup>
Discrimination at workplace	48%
Child Labor	48%
Forced Labor/Involuntary Labor	48%
Wages	48%
Others – please specify	N/A

<sup>12</sup> In FY24, DFPCL introduced the Supplier Code of Conduct and taking declaration from Suppliers. Supplier Code of Conduct covers all aspects of 9 Principles of BRSR. <https://www.dfpcpl.com/uploads/2023/07/Supplier-Code-of-Conduct.pdf>. DFPCL also implemented the policy for Sustainable Procurement & implementing full-fledged program covering critical suppliers. DFPCL is using a mix of Desk Assessments, Site Audits, Supplier Declaration to assess the Sustainability of the Suppliers.

### 5. 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 for the Assessed Vendors

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the Environment.

### Essential Indicators

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

Parameter	FY 2025		FY 2024	
	Value	Unit	Value	Unit
<b>From Renewable Sources</b>				
Total electricity consumption (A)	91033.48	Gigajoules (GJ)	92395.33	GJ
Total fuel consumption (B)	0	Gigajoules (GJ)	0	GJ
Energy consumption through other sources (C)	0	Gigajoules (GJ)	0	GJ
Total energy consumed from renewable sources (A+B+C)	91033.48	Gigajoules (GJ)	92395.33	GJ
<b>From Non-Renewable Sources</b>				
Total electricity consumption (D)	314854.27	Gigajoules (GJ)	260735.66	GJ
Total fuel consumption (E)	7262878.92	Gigajoules (GJ)	7114350.39	GJ
Energy consumption through other sources (F)	0	Gigajoules (GJ)	0	GJ
Total energy consumed from nonrenewable sources (D+E+F)	7577733.19	Gigajoules (GJ)	7375086.06	GJ
Total energy consumed (A+B+C+D+E+F)	7668766.68	Gigajoules (GJ)	7467481.39	GJ

Parameter	FY 2025		FY 2024	
	Value	Unit	Value	Unit
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	6.45	Lakh (100,000) rupees (INR Lakh)	8.61	Lakh (100,000) rupees (INR Lakh)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.29	PPP-adjusted rupee (INR (PPP))	0.38	PPP-adjusted rupee (INR (PPP))
Energy intensity in terms of physical output	2.13	GJ/MT	2.33	GJ/MT
Energy intensity (optional) – the relevant metric may be selected by the entity	2.13	GJ/MT	2.33	GJ/MT

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

**Name : TUV SUD South Asia Pvt. Ltd. (hereinafter referred to as 'TUV SUD')**

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

DFPCL's subsidiary received Target for PAT Cycle 2 (2015). All Targets set by BEE were achieved in Target Year (2018-19). DFPCL earned 1166 Energy Saving Certificates for the efforts taken to reduce the energy consumption below the target.

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

Parameter	FY 2025	FY 2024
	Current Financial Year	Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	116257.45	134095.29
(iii) Third party water	7816763.43	6790234.62
(iv) Seawater / desalinated water	0.00	0
(v) Others	0.00	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7933020.88	6924329.91
Total volume of water consumption (in kilolitres)	6937319.10	5767672.91
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	5.83	6.65
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	130.7	148.91
Water intensity in terms of physical output	1.9	1.8
Water intensity (optional) – the relevant metric may be selected by the entity	1.9	1.8

**Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Y**

**Name : TUV SUD**

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

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	995702	1156657
- No treatment	0	0
- With treatment – please specify level of treatment	995702	1156657
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	995702	1156657

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Y  
**Name :** TUV SUD

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

Yes, DFPCL's Performance Chemisense Ltd. Plant at Taloja and Panipat has introduced Zero Liquid Discharge Plant. The water is treated through Reverse Osmosis and Multi Effect Evaporator. The treated water is used again in the process. DFPCL is in the process of implementing ZLD plants at other units.

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

Parameter	Please specify unit	FY 2025	FY 2024
NOx	Metric tonnes	912.44	873.56
Sox	Metric tonnes	57.59	108.79
Particulate matter (PM)	Metric tonnes	156.99	196.98
Persistent organic pollutants (POP)	Metric tonnes	NA	N/A
Volatile organic compounds (VOC)	Metric tonnes	NA	N/A
Hazardous air pollutants (HAP)	Metric tonnes	NA	N/A
Others – please specify	N/A	N/A	N/A

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Y  
**Name :** TUV SUD

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

Parameter	Units	FY 2025	FY 2024
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2735656.29	2358486.87
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2249237.78	52383
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	N/A	4.19	2.78
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	N/A	0.19	0.12
Total Scope 1 and Scope 2 emission intensity in terms of physical output	N/A	1.38	0.75
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	N/A	1.38	0.75

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

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

- 1) RE Power Consumption - Avoiding GHG Emission of 18383.41 tCO<sub>2</sub>e;
- 2) To reduce idle power consumption by 20% In bensulf plant(K7-K8) - 117.77 tCO<sub>2</sub>e Reduction;
- 3) Variable Frequency drive installation in Primary air fan of AFBC Boiler - 34.5 tCO<sub>2</sub>e Reduction

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

Parameter	FY 2025	FY 2024 Previous
Total Waste generated (in MT (Metric Tonnes)		
Plastic waste (A)	295.21	175.0
E-waste (B)	15.84	21
Bio-medical waste (C)	0.05	0.02
Construction and demolition waste (D)	121.98	52
Battery waste (E)	1.42	3
Radioactive waste (F)	0.00	0
Other Hazardous waste. Please specify, if any. G)	5501.94	2859
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	16016.99	14012
Total (A+B + C + D + E + F + G + H)	21953	17123
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.02	0.02

Parameter	FY 2025	FY 2024 Previous
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.001	0.001
Waste intensity in terms of physical output	0.0061	0.00534
Waste intensity (optional) – the relevant metric may be selected by the entity	0.0051	0.00534
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
	FY 2025	FY 2024 Previous
Category of Waste		
(i) Recycled	2027	1402.23
(ii) Re-used	152	256
(iii) Other recovery operations	14049	12885
Total	16228	14543
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
	FY 2025	FY 2024 Previous
Category of waste	N/A	N/A
(i) Incineration	173.86	8.75
(ii) Landfilling	5552	2571
(iii) Other Disposal Operations	0	0
Total Waste Disposed	5725	2580

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

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.:**

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 complying to 100 % plastic recycling under the 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. In order to reduce the waste generation in the processes, company uses the 4R Principle (Reduce, Reuse, Recycle, and Recover) across its operations.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable, Sites are in either notified industrial area of MIDC , GIDC , HSIIDC and areas which are away from ecologically sensitive locations.			

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

Name and brief details of project	EIA Notification No	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No EIA Studies were carried in FY 25					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Complied with the requirements				

**Leadership Indicators**

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres); For each facility / plant located in areas of water stress, provide the following information:**

**(i) Name of the area:**

None

**(ii) Nature of operations:**

None

**(iii) Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2025	FY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2025	FY 2024
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):  
N.A.

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

Parameter	Units	FY 2025	FY 2024
Total Scope 3 emissions(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2114360.30	2114360.30
Total Scope 3 emissions per rupee of turnover	N/A	1.78	2.44
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	N/A	0.59	0.66

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N):  
N.A.

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

None

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

S No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Changes to Equipment	Variable Frequency drive installation in Primary air fan of AFBC Boiler	34.5
2	Changes to Equipment	To reduce idle power consumption by 20 % In Bensulf plant(K7-K8)	117.77
3	Fuel Switching	RE Power Consumption - Avoiding GHG Emission of 18383.41 tCO2e.	18383.41
4	Water Reduction	Srikakulam - Reduction in domestic consumption	9900 m3/Year Water Reduction
5	Water Reduction	Dahej - To improve from Effluent water to Usable water through improvement in UF & RO capacity & efficiency.	11000 m3/Year Water Reduction

S No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	Water Reduction	K1-K6 - COC Optimization at WNA 3 & Utility Cooling Tower - Purate Installation	906840 m3/Year Water Reduction
7	Water Reduction	K1-K6 - Utilization of ETP treated water instead of Raw water for Filter press consumption.	49500 m3/Year Water Reduction
8	Water Reduction	K1-K6 - To divert Ammonia MCC water to raw water tank instead of storm drain water. (NH3)	16500 m3/Year Water Reduction
9	Water Reduction	K1-K6 - Reduce effluent discharge of T8/T11 of IPA by recycling to CTBD make up in IPA/ WNA3,4/ Utilities.	578160 m3/Year Water Reduction
10	Water Reduction	K1-K6 - Condensate Recovery in NPK	264 m3/Year Water Reduction
11	Waste Generation Reduction	K7-K8 - Buyback of Water Treatment Chemical Drums	2 MT of Plastic Waste Disposal reduced
12	Waste Disposal Reduction	K1-K6 - Composting Trial of Canteen and Garden Waste of K1, K7-K8 & PCL	200 kg of Garden Waste Reduced
13	Plantation	Plantation across all Sites	5079 Trees in FY24-25

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

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. 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.

The Company's ERM framework includes review of IT/Cyber Risks. Cyber- attacks that may potentially disrupt the operations are addressed through backup mechanism & disaster recovery process. Email security has been enhanced by using DMARC solution.

For each manufacturing site, an Onsite & Offsite Emergency Response plan is in place. It lays down guidelines to handle emergencies to minimize loss and danger to workers, neighbors, our assets, environment, and others. A list of hazard scenarios, & their associated extent of damage has been identified in the Plan. Based on these scenarios, preventive and mitigative measures have been prepared.

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

No Significant Negative Impacts Identified

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

47.87%<sup>13</sup>

<sup>13</sup> In FY24, DFPCL introduced the Supplier Code of Conduct and taking declaration from Suppliers. Supplier Code of Conduct covers all aspects of 9 Principles of BRSR. <https://www.dfpcl.com/uploads/2023/07/Supplier-Code-of-Conduct.pdf>. DFPCL also implemented the policy for Sustainable Procurement & implementing full-fledged program covering critical suppliers. DFPCL is using a mix of Desk Assessments, Site Audits, Supplier Declaration to assess the Sustainability of the Suppliers.



**8. How many Green Credits have been generated or procured:**

**a. By the listed entity**

0

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

0

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

## Essential Indicators

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

19

**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	SAFEX INTERNATIONAL	International
2	International Zinc Association	International
3	YOUNG PRESIDENT'S ORGANISATION	International
4	Haryana State Industrial & Infrastructure Development Corp Ltd	State
5	Shopping Centres Association	National
6	CAPTIVE POWER PRODUCERS Association	National
7	CHEMEXCIL	National
8	INDIAN AMMONIUM NITRATE Manufacturers Association	National
9	International Fertilizer Association	International
10	The Fertilizer Association of India	National
11	British Safety Council	International
12	Dahej Eco Friendly Association	State
13	Dahej Industry Association	State
14	Taloja Manufacturers Association	State
15	Mahratta Chamber of Commerce, Industries and Agriculture	State
16	National Safety Council	National
17	Retailers Association of India	National
18	Indian Chemical Council	National
19	Federation of Indian Chambers of Commerce & Industry	National

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

## Leadership Indicators

### 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)	Web Link, if available
NIL					

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Results communicated in public domain (Yes / No)
During the year 24-25 the company has initiated the Social Impact Assessment study by an independent agency which is currently in progress.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil						

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

Members representing the nearby community submit their written grievances to the DFPCL officials (Security Personnel at the Gate of the factory, Corporate Affairs team and CSR teams). DFPCL also receives Community Grievances through local regulatory agencies (Pollution Control Boards) in both Formal & Informal communication channels. Based on the nature of the Grievance, the Grievances are addressed by specific departments and provide feedback after resolution.

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

	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	14%	9%
Directly from within India	69%	63%

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

Location	FY 2025	FY 2024
Rural	0.67%	0.44%
Semi-urban	4.42%	3.87%
Urban	5.06%	4.95%
Metropolitan	89.84%	90.74%

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

### 5. Jo Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
None	

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

S No	State	Aspirational District	Amount Spent (in INR)
		Nil	

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

No

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

None

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

0%

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		None		

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

Name of authority	Brief of the Case	Corrective action taken
	None	

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Dairy Service Centre (DSC): Support for Crossbreed Cows and buffalo, Artificial Insemination, Pregnancy Diagnosis, Support for calf Feed, Vaccination, Fodder Development, Exposer & Training.	314	100%
2	Agri Based Livelihood (ABL): High Density Plantation of Mango, Vegetable Cultivation, Support for WRD & Convenience, Nursery Development, Trail Plots (Vegetable & Fruits), Exposure & Training,	175	100%
3	Aarogyam: Eye Checkup camps, Cataract surgery, Support for Spectacle purchase, Skin camps, Health Awareness, Mobile Clinic, Pathology diagnosis, Nutritional food kit for TB Patients	37153	100%
4	Community Development and Social Welfare (CDSW): Open Gym, Drinking water facility, Infrastructure Development for Community use, RO unit for drinking water	4987	100%
5	Vocational Skill Development Project (VSDP): Vocational Trainings + Placement; Support for fees.	876	100%
6	Livelihood Enhancement through Entrepreneurship Development (LEED): Entrepreneurship Development, Yellow Ribbon NGO & Artisan's Fair (YRNF), Muskaan, Income Generation Programme (IGP)	3923	100%
7	Gyanam: Digital classroom, Infrastructure Development at Schools, STEM Mini Science Lab, Sports kit, Appointment of Teacher, Drinking water facilities, Career Guidance Seminars.	6986	100%

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

### Essential Indicators

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

**IC Business:** Customer emails complaints 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 within 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.dfpl.com/contact>

**CNB Business:** Channel partner himself or Sales team on their behalf, can raise complaints through Mahadhan Connect Portal. Partner can select complaint category, Product category and submit the complaint. Basis the selection the complaint reaches to the assigned RA - Resolution Authority. RA has to respond on the complaint in next 8 days, else it is auto escalated to the AA - Approval authority. Need based documents or sample can be asked from the complainant and also the field team is advised to make a visit for understanding the complaint and resolve the same. Once RA submit the resolution, it goes for approval to the AA and post approval by the AA, the same is informed to the Complainant through email. Complainant can submit the feedback immediately or before submitting any new complaint. RCA is also done for relevant complaint. Customer can also submit the feedback or suggestions in the portal, which are of a non-complaint nature.

**TAN Business:** Detailed Standard Operating Procedure is in place along with online webportal for recording customer complaints & feedback along with its due resolution. Area Managers are the first point of contact with customers for raising complaints post which Area Manager records the complaint in the online webportal. Marketing Technical team upon receipt of complaint routes the same to the respective manufacturing stakeholder. Based on the severity of the complaint, joint site-visit

#### 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>.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	53.1 %
Safe and responsible usage	
Recycling and/or safe disposal	N/A

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

Category	FY 2025			FY 2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	N/A	N/A	N/A	N/A
Advertising	N/A	N/A	N/A	N/A	N/A	N/A
Cyber-Security	N/A	N/A	N/A	N/A	N/A	N/A
Delivery of Essential Services	N/A	N/A	N/A	N/A	N/A	N/A
Restrictive Trade Practices	N/A	N/A	N/A	N/A	N/A	N/A
Unfair Trade Practices	N/A	N/A	N/A	N/A	N/A	N/A
Other	101	8	All Complaints Closed in the next financial year	90	2	All Complaints Closed in the next financial year

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

Recall	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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

Under the framework of ISO 27001, DFPCL has all the policies in place. The framework and policies are being audited on yearly basis by certifying agency BSI. Certificate Issued on: 30-01-2025.

Validity of the Certificate: 18-02-2028. <https://www.dfpcl.com/uploads/2024/03/ISO-27001.pdf>.

Yes, DFPCL has completed Risk identification, DPIA for all privacy data. Policies are in place.

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

No complaints from any customer on privacy breaches.

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches:**

0

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

0

**c. Impact, if any, of the data breaches:**

Not Applicable

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

<https://www.dfpcl.com>; <https://cororid.com/>; <https://www.chemicals.dfpcl.com>; <https://www.creaticity.co.in/>; <https://mahadhan.co.in/product-portfolio/>; <https://www.an-care.com/>.

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

We conduct product field demonstration and by powerpoint presentation to customers thru V.C / seminars and by participating in Industry exhibitions. We also conduct training sessions to our logistic partners on handling of various Chemicals - twice in a year.

**3. 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.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No):**

**IC Business:** Products are mostly bulk in nature. Packed products contains full info in detail as mandated. We conduct customer survey once in every 2 years.

**For TAN & CNB Business:** Not Applicable: Product Information is governed by Government Rules.

## INDEPENDENT ASSURANCE STATEMENT

### Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153124654**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Deepak Fertilisers and Petrochemicals Corp Ltd, Survey No. 93, Ghorpadi Rd, Sai Hira, Mundhwa IN - 411036 Pune** to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') of **Deepak Fertilisers and Petrochemicals Corp Ltd**, (hereinafter "Company") for the period from **01/04/2024 to 31/03/2025**.

The verification was carried out according to the steps and methods described below.

### Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

### Reporting standard/framework

The disclosures have been prepared by **Deepak Fertilisers and Petrochemicals Corp Ltd**, in reference to:

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) '**2024-25**' as listed below

Limited level of assurance for the rest non-financial quantitative disclosures in BRSR (Ref: Annexure II of SEBI circular) for –

No.	BRSR Indicator	Description of Indicator
1	Section A – 20(a)	Employees and workers (including differently abled)
2	Section A – 20b	Differently abled Employees and workers
3	Section A – 21	Participation/Inclusion/Representation of women in BoD/ KMP
4	Section A – 22	Turnover rate for permanent employees and workers
5	Section A – 25	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct
6	Principle 1 – E1	Percentage coverage by training and awareness programmes on any of the principles during the financial year
7	Principle 1 – E2	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
8	Principle 1 – E5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.
9	Principle 1 – E8	Number of days of accounts payable (Accounts payable *365) / Cost of goods/services procured

9	Principle 1 – E 9 a	Concentration of purchases done with trading houses, dealers, and related parties; Loans and advances & investments with related parties a. Purchases from trading houses as % of total purchases b. Number of trading houses where purchases are made from c. Purchases from top 10 trading houses as % of total purchases from trading houses
10	Principle 1 – E 9 b	Trading houses, dealers, and related parties; Loans and advances & investments with related parties a. Sales to dealers / distributors as % of total sales b. Number of dealers / distributors to whom sales are made c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors
11	Principle 1 – E 9 c	Share of RPTs (as respective %age) in - · Purchases · Sales · Loans & advances · Investments
12	Principle 2 – E 1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.
13	Principle 2 – E2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?
14	Principle 3 – E1	Details of measures for the well-being of employees and workers
15	Principle 3 – E1 C	Details of measures for the well-being of employees: b. Details of measures for the well-being of Employees & Workers: Health Insurance, Accident Insurance, Maternity Benefits, Paternity Benefits, Day Care Facilities
16	Principle 3 – E2	Details of retirement benefits, for Current Financial Year (excluding amounts deducted and deposited with the authority)
17	Principle 3 – E5	Return to work and Retention rates of permanent employees and workers that took parental leave
18	Principle 3 – E 7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:
19	Principle 3 – E 8	Details of training given to employees and workers: On Health & Safety; Skill Upgradation
20	Principle 3 – E9	Details of performance and career development reviews of employees and workers
21	Principle 3 – E 11	Details of safety related incidents, in the following format: LTIFR, TRI, Fatality, High Consequence Incidents, Permanent Disabilities
22	Principle 3 – E13	Number of Complaints on working conditions & Health safety made by employees and workers

23	Principle 3 – E 14	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties): For Health & Safety Practices; Working Conditions
24	Principle 5 – E1	Number of Employees and workers who have been provided training on human rights issues and policies of the entity
25	Principle 5 – E2	Details of minimum wages paid to employees and workers
26	Principle 5 – E 3	Details of remuneration/salary/wages, in the following format: Median Salaries: BoD, KMP, Employees, Workers
27	Principle 5 – E 3 B	Gross wages paid to females as % of wages paid
28	Principle 5 – E6	Number of Complaints on (Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues) made by employees and workers
29	Principle 5 - E 7	Complaints On POSH (Total, Per Female %, Complaints on POSH Upheld
30	Principle 5 – E 10	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties) - Child Labour, Forced Labour, Sexual Harassment, Discrimination at Workplace, Wages etc.
31	Principle 6 – E1	Details of total energy consumption (in Joules or multiples) and energy intensity
32	Principle 6 – E3	Details of disclosures related to water
33	Principle 6 – E4	Details related to water discharged
34	Principle 6 – E6	Details of air emissions (other than GHG emissions) by the entity
35	Principle 6 – E7	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity.
36	Principle 6 – E9	Details related to waste management by the entity.
37	Principle 6 – E 13	Applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:
38	Principle 7 – E 1	Number of affiliations with trade and industry chambers/ associations b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.
39	Principle 8 – E 4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India



40	Principle 8 E 5	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost
41	Principle 9 E 2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: (EHS, Safe Usage, Recycling & Safe Disposal)
42	Principle 9 E 3	Number of consumer complaints in respect of the following: Data Privacy, Advertising, Cyber-Security, Delivery of Essential Services, Restrictive Trade Practices, Unfair Trade Practices
43	Principle 9 E 4	Details of instances of product recalls on account of safety issues: Voluntary Recalls; Forced Recalls
44	Principle 9 – E 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events

Section A: General Disclosures- 20-a, b, 21, 22, 25

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

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

### Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

### Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

#### Level of Assurance

Limited Level of assurance for the rest non-financial quantitative disclosures of BRSR report (Ref: Annexure II of SEBI circular).

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
1	<b>Deepak Fertilisers and Petrochemicals Corp Ltd.</b>	K1 – K6, Deepak Fertilisers and Petrochemicals Corp Ltd. Plot K1, MIDC Industrial Area, Taloja A.V. Maharashtra, India – 410 208.
2		Deepak Fertilisers limited, D-II/7A, Dahej Industrial Estate, Village Rahiyad, Bharuch, Gujarat, India – 392 130.
3		Creaticity - DFPCL Corporate Office Sai Hira, Survey No. 93, Ghorpadi Rd, Mundhwa, Pune, Maharashtra
4		DFPCL Corporate Office, Sai Hira, Survey No. 93, Ghorpadi Rd, Mundhwa, Pune, Maharashtra
5		K7- K8 Deepak Fertilisers and Petrochemicals K-8, Midc Industrial Area, Taloja, Raigad, Navi Mumbai, Maharashtra, India 410208
6		Mahadhan Agritech Ltd. Plot-47, HSIIDC, Plastic Park, Refinery Road, Panipat Haryana
7		Mahadhan Agritech Ltd. Warehouse C/O R H Shinde , S.No 577 , Opp . Bhumkar Petrol Pump , Opp . SISCO Company at Post - Koregaon-Bhima , Taluka Shirur , Pune
8		Mahadhan Agritech Limited, Warehouse C/O. SEJOG WAREHOUSING CO PVT LTD GUT NO 745/2 JADHAVI VASTI , NEAR NEWASKAR PETROL PUMP , PUNE - NAGAR ROAD , A/P - WAGHOLI , TALIKA HAVELI - DIST PUNE
9		Mahadhan Agritech Limited Plot no.1, JNPT Tankfarm Area, Nhava Sheva, Navi Mumbai – 400 707, Dist.- Raigad (MS).
10		Mahadhan Agritech Ltd. ( Formerly - Smartchem Technologies Limited ) Ponnada, Andhra Pradesh, India – 532005.
11		Performance Chemiserve Limited Plant E-31, MIDC Industrial Area,Taloja-410208, Dist.- Raigad (Maharashtra)

## Conclusion

### Limited Level of Assurance- BRSR Reporting Format

On the basis of the assessment procedures carried out from **19/05/2025 to 25/06/2025**, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected indicators have not been prepared, in all material aspects, in accordance with the Reporting Criteria.

## Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the “scope of the engagement”. Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

## Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

**Independence and competence of the verifier**

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Date – Mumbai, 26/06/2025

  
**30th June 2025**

Name – Rahul Kale

General Manager- Verification, Validation and Audit  
Management System Assurance



Name – Prabhu Gurav

Verification Team Leader, TÜV SÜD  
Management System Assurance



**Industrial / Pharma  
Chemicals**



**Mining Chemicals**



**Crop Nutrition**



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AND PETROCHEMICALS  
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