



Business Responsibility and Sustainability Report (BRSR)

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The sugar industry is intrinsically dependent on natural resources and rural ecosystems, which necessitates a measured and responsible approach to business operations. At Dwarikesh Sugar Industries Limited (DSIL), we recognise that long-term value creation is closely linked to the manner in which we manage environmental, social, and governance considerations. Accordingly, our operations are guided by a structured approach to responsible business conduct, with sustained focus on environmental stewardship, employee and community well-being, and robust governance practices. These aspects are embedded within our operational and decision-making frameworks, reflecting the importance we place on conducting business with discipline, accountability, and integrity.

Environmental

Responsible environmental stewardship remains central to our operations, given the sector's dependence on natural resources and its interface with agricultural ecosystems. Our approach is guided by the need to optimise resource utilisation, minimise environmental impact, and embed circularity across processes. During the year, we continued to strengthen our environmental management practices across energy, emissions, waste, and water, aligning operational efficiency with sustainable outcomes.

Energy Management

Additionally, process by-products such as spent wash are utilised through incineration systems to generate energy, further enhancing resource efficiency within operations. These efforts are complemented by energy efficiency measures such as the use of LED lighting across facilities, deployment of IE3-grade energy-efficient motors, and optimisation of operations through Variable Frequency Drives (VFDs) and Distributed Control Systems (DCS). Together, these integrated systems have supported reduction in overall energy consumption, reflecting continued optimisation of energy use. Our focus remains on improving energy efficiency through process improvements and maximising the utilisation of internally generated renewable resources.

Emission Management

Managing emissions is a key priority, particularly in operations involving process heating and distillation. We have established systems for capturing carbon dioxide from distillery operations, which is processed, purified, and supplied as liquid CO₂ for commercial applications. This approach not only reduces emissions but also enables value creation from process outputs. In parallel, we maintain a structured approach to monitoring greenhouse

gas emissions across Scope 1, Scope 2, and Scope 3, ensuring visibility into our emission profile. Air emissions are regularly monitored in accordance with regulatory standards, supported by appropriate control systems such as flue gas treatment mechanisms. These measures collectively enable us to manage emissions in a controlled and compliant manner.

Waste Management and Circularity

Our operations are designed to minimise waste generation while maximising the productive use of by-products. Key outputs from the sugar manufacturing process are systematically reintegrated into the value chain. Bagasse is utilised for cogeneration, molasses serves as a feedstock for ethanol production, and press mud is made available to farmers as a nutrient-rich soil conditioner. In addition, plastic waste is managed in line with Extended Producer Responsibility requirements, with recycling and recovery undertaken through authorised channels. There has been an 18.38% reduction in waste generation during the year, reflecting progress in waste minimisation and operational efficiency. Our focus remains on strengthening circular practices and reducing reliance on disposal-intensive methods.

Water Management

Water management continues to be a critical focus area, given the nature of our operations. We have implemented Zero Liquid Discharge systems across distillery units, supported by Condensate Polishing Units, enabling the complete treatment and reuse of wastewater. Treated water is utilised within plant operations as well as for agricultural purposes, thereby reducing dependence on freshwater sources. Our water management practices are aligned with applicable regulatory requirements, with continuous monitoring of effluent quality and compliance with prescribed standards. These measures support responsible water usage while mitigating potential environmental impact.

Social

Our approach to social responsibility is anchored in recognising the interdependence between our business, our people, and the communities and ecosystems in which we operate. We engage with a diverse set of stakeholders, including employees, workers, value chain partners, and local communities, and seek to create a work environment and engagement model that supports well-being, inclusivity, and long-term development.

Human Capital Management

Our employees and workers form the foundation of our operations, and we remain focused on strengthening their capabilities and supporting their professional growth. Periodic training and development programmes are conducted to enhance technical skills, improve operational efficiency, and build awareness on safety and regulatory aspects. We also undertake structured performance evaluation processes to align individual objectives with organisational priorities, while providing opportunities for career progression. We provide benefits related to health, parental support, and retirement benefits, ensuring that the workforce is supported across different stages of employment.

Health and Safety

Ensuring the health and safety of our employees and workers remains a priority. We have implemented comprehensive Occupational Health and Safety Management Systems that cover all operational aspects, supported by defined procedures for risk identification and mitigation. Regular training sessions and awareness programmes are conducted to reinforce safe practices and minimise operational risks. These sustained efforts have resulted in zero safety-related incidents during the year, reflecting a strong safety culture across our operations.

Human Rights

We continue to uphold principles of fairness, dignity, and equal opportunity across our operations. Our policies and practices are designed to prevent discrimination and promote an inclusive work environment. Efforts have also been made to facilitate accessibility across our premises, enabling ease of movement for differently abled individuals. During FY 2025-26, there were no reported incidents of human rights violations, reflecting the effectiveness of our systems and awareness efforts in this area.

Value Chain Partners and Community

Our engagement extends beyond our own operations to include farmers and communities that are integral to our value chain. Sugarcane, being our primary raw material, is sourced entirely from local farmers, and we work closely with them through training and awareness programmes focused on sustainable agricultural practices and responsible conduct. At the community level, our initiatives are directed toward areas such as health, education, and environmental improvement, with a focus on addressing local needs and supporting the upliftment of marginalised and vulnerable groups. These interventions are designed to create meaningful and sustained impact, while strengthening our relationships with the communities in which we operate.



Governance

Strong governance and ethical conduct are fundamental to how we operate at DSIL. We place significant emphasis on integrity, transparency, and accountability, recognising that disciplined governance practices are essential to sustaining stakeholder trust and ensuring long-term value creation.

Our governance framework is supported by a comprehensive set of policies aligned with the principles of the National Guidelines on Responsible Business Conduct (NGRBC), alongside diverse and independent Board of Directors that provides effective oversight. We have established structured internal controls and grievance redressal mechanisms for all stakeholders, enabling transparent communication and timely resolution of concerns, and ensuring that our operations continue to be conducted in a responsible and accountable manner.

This Business Responsibility and Sustainability Report presents our disclosures on sustainability performance with integrity, fairness, and transparency, enabling stakeholders to make informed decisions. The report outlines our policies and performance across the principles specified under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, covering key environmental, social, and governance aspects. Our approach remains aligned with the United Nations Sustainable Development Goals, reflecting our continued effort to integrate responsible practices within our overall business framework.

Vijay S Banka
Managing Director

SECTION A: GENERAL DISCLOSURE



I. Details of the listed entity

Dwarikesh Sugar Industries Limited (DSIL) is a well-established player in India's sugar sector. Established in 1993, the Company is headquartered at Dwarikesh Nagar in Bijnor, Uttar Pradesh, with its corporate office located in Nariman Point, Mumbai. DSIL began operations in 1995 with a focus on manufacturing and sale of sugar and industrial alcohol, along with generating and selling power produced from bagasse, a by-product of sugar manufacturing.

The Company operates three sugar mills and two distillery units in Uttar Pradesh. These facilities have a combined sugarcane crushing capacity of 21,500 tons per day. In addition, DSIL has an installed co-generation capacity of 94 MW, leveraging bagasse to produce renewable energy.

DSIL operates with a strong focus on sustainability by leveraging bagasse-based co-generation and ethanol production, thereby contributing to renewable energy generation and supporting India's biofuel initiatives.

Over the years, DSIL expanded its product portfolio to include ethanol and industrial alcohol. It has an ethanol production capacity of 337.5 KL per day. These products play a significant role in the Government of India's Ethanol Blending Programme (EBP), which promotes ethanol as a biofuel alternative to fossil fuels. By supporting this programme, DSIL contributes to reducing greenhouse gas emissions and advancing sustainable development.

1.	Corporate Identity Number (CIN) of the Listed Entity	L15421UP1993PLC018642
2.	Name of the Listed Entity	Dwarikesh Sugar Industries Limited
3.	Year of Incorporation	1993
4.	Registered office address	Dwarikesh Nagar, Bijnor, Uttar Pradesh- 246762
5.	Corporate address	511, Maker Chambers - V, 221, Nariman Point, Mumbai - 400021
6.	E-mail	investors@dwarikesh.com
7.	Telephone	022-22832468
8.	Website	www.dwarikesh.com
9.	Financial year for which reporting is being done	1 st April 2025 to 31 st March 2026
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11.	Paid-up Capital	INR 1,853.01 Lakhs
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Shri B. J. Maheshwari (Managing Director and Company Secretary-cum-Chief Compliance Officer) Tel: 022 22042945 email: bjmaheshwari@dwarikesh.com
13.	Reporting boundary	The disclosures made under this report are on a Standalone basis for Dwarikesh Sugar Industries Limited.
14.	Name of assessment or assurance provider	Not Applicable
15.	Type of assessment of assurance obtained.	Not Applicable



II. Products/Services

16. 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.	Sugar Processing, Generation of Power, and Molasses	Sugar production is carried out using a highly regulated sugarcane processing system, while power is generated through a co generation model.	75.52
2.	Manufacturing distillery products and allied outputs	Production and supply of industrial alcohol, , and liquid CO ₂	24.48

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1.	Sugar Processing and Generation of Power	10721	75.52
2.	Manufacturing distillery products and allied outputs	11019	24.48

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	3	3	6
2.	International	Nil	Nil	Nil

Note: Currently, Dwarikesh do not have any international operations.

19. Markets served by the entity

a. Number of locations

S. No.	Description of Main Activity	Number
1.	National (Number of states)	As of March31,2026,the Company has its presence across all states and union territories of India
2.	International (Number of countries)	Our international sugar sales are facilitated through third party merchant exporters, rather than being managed directly by us.

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

Nil

c. A brief on types of customers

DSIL offers a diverse product range that reaches customers through multiple channels, including direct sales, business-to-business (B2B) arrangements, and business-to-consumer (B2C) platforms. Our product portfolio includes sugar, molasses, renewable power, ethanol, liquid carbon dioxide, and by-products such as press mud and bagasse.

- Sugar:** Supplies are routed to various distribution agencies as well as e-commerce platforms, enabling access for customers across the country.
- Molasses:** Molasses produced at the mills is supplied to distillery units in Uttar Pradesh, where it is used as a raw material for manufacturing country liquor and other Industrial applications.
- Co-generation (Power):** Electricity generated from bagasse-based co-generation is partly utilised internally, while the surplus is supplied to the Uttar Pradesh Power Corporation Limited (UPPCL). This is enabled through a long-term Power Purchase Agreement (PPA), supporting the regional electricity requirement.

- d. **Ethanol:** Ethanol, which is used as a cleaner fuel alternative to conventional fossil fuels, is supplied to Oil Marketing Companies (OMCs). It is blended with petrol under the Government of India's Ethanol Blending Programme (EBP). This contributes to reducing dependence on fossil fuels and lowering greenhouse gas emissions.
- e. **Liquid Carbon Dioxide:** During distillery operations, carbon dioxide emissions are captured, purified using CO₂ scrubbers, and stored in cylinders. The liquid CO₂ is then provided to an authorised third-party agency for applications in food and beverage processing, chemical production, and welding applications.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	470	454	96.60	16	3.40
2.	Other than permanent (E)	Nil	Nil	NA	Nil	NA
3.	Total employees (D+E)	470	454	96.60	16	3.40
	Workers					
4.	Permanent (F)	985	984	99.90	1	0.10
5.	Other than permanent (G)	1,139	1,138	99.91	1	0.09
6.	Total workers (F+G)	2,124	2,122	99.91	2	0.09

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1.	Permanent (D)	Nil	Nil	NA	Nil	NA
2.	Other than permanent (E)	Nil	Nil	NA	Nil	NA
3.	Total Differently abled employees (D+E)	Nil	Nil	NA	Nil	NA
	Differently abled Workers					
4.	Permanent (F)	Nil	Nil	NA	Nil	NA
5.	Other than permanent (G)	Nil	Nil	NA	Nil	NA
6.	Total Differently abled workers (F+G)	Nil	Nil	NA	Nil	NA

21. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Permanent (D)	8	2	25
Other than permanent (E)	1	0	0

22. Turnover rate for permanent employees and workers

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	9.57	Nil	9.57	9.00	Nil	9.00	12.00	Nil	12.00
Permanent workers	5.07	Nil	5.07	5.00	Nil	5.00	7.60	Nil	7.60



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

23. 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)
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At present, we do not have any subsidiary, associate, or joint venture entities.

VI. CSR details

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

Yes, DSIL falls within the criteria specified under Section 135 of the Companies Act, 2013, and therefore undertakes activities under its Corporate Social Responsibility framework. We carry out various CSR initiatives focused on improving the well-being of communities in its vicinity. These efforts include projects related to education, women empowerment, and skill development, aiming to enhance quality of life and support livelihood creation.

ii. If yes, Turnover – (in INR) 13,883.19 million

iii. Net worth – (in INR) 8,287.14 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, DSIL enables local communities to raise concerns through its CSR Committee or through the grievance redressal procedures established by the Company.	Nil	NA	NA	Nil	NA	NA
Investors	Yes, DSIL maintains a structured grievance redressal mechanism for addressing investor-related concerns. Investors may reach out to Shri B. J. Maheshwari, Managing Director and Company Secretary cum Chief Compliance Officer, via: Telephone: 022 22832468 / 22042945 Email: investors@dwarikesh.com	2	Nil	NA	Nil	NA	NA
	Further details are available on the Company's investor relations webpage: https://www.dwarikesh.com/investers-relation.html						

Stakeholder group from whom complaint is received Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, shareholders can also submit their queries or complaints to Shri B. J. Maheshwari, Managing Director and Company Secretary cum Chief Compliance Officer, via telephone at 022-22832468 / 22042945, fax at 022-22047288, or email at investors@dwarikesh.com. Alternatively, queries may be directed to the Registrar and Share Transfer Agents, M/s MUG Intime India Pvt. Ltd. (formerly Link Intime India Pvt. Ltd.), (Registrar & Share Transfer Agents - RTA) at: Telephone: 022 49186000-79 Fax: 022 4918 6060 Email: Investor.helpdesk@in.mpms.mufg.com	Nil	NA	NA	Nil	NA	NA
Employees and workers	Yes, the Company has an established Whistleblower Policy accessible to all employees and directors. It offers a secure channel for reporting concerns and is designed to prevent retaliation and protect individuals who raise issues in good faith. To ensure safety for women employees, Internal Complaints Committees have been constituted at all units in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. These committees are led by Ms. Priyanka G. Morarka. We have installed three boxes for feedback and concerns: ▪ Suggestion Boxes: One suggestion box has been kept near the Time Office. ▪ Grievance Box: One grievances box has been kept near the Time Office. And also, grievances can be raised directly through ▪ Direct interaction with respective department heads ▪ Phone Calls ▪ Emails: sudarshan.dn@dwarikesh.com We ensure confidentiality throughout this process.	Nil	NA	NA	Nil	NA	NA



Stakeholder group from whom complaint is received Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Customers	Yes, we act in a way that emphasises long-standing customer relationships and contributes to the development of customer trust. For many years, the Company and its employees have provided services and built significant goodwill. This goodwill is one of our most valuable assets, and all Company personnel are always reminded to work hard and maintain our reputation. Customers may raise concerns through the sales team or by using the customer care contact information provided on the product packaging.	Nil	NA	NA	Nil	NA	NA
Value Chain Partners	Yes, we prioritise strong engagement with our value chain partners and invest in people and processes to strengthen performance. We currently have vendor relationships with over 1.50 lakh farmers and are committed to addressing issues raised by our value chain partners through one-on-one counselling with immediate and satisfactory resolutions. Suggestion Box: A dedicated suggestion box has been kept at the cane department for farmers to submit grievances.	Nil	NA	NA	Nil	NA	NA
Other (please specify)	Any additional concerns from other stakeholders may be directed to the Company Secretary via email for timely response and resolution.	Nil	NA	NA	Nil	NA	NA

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

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.	Ethical Business Practices and Disclosures	Both Risk and Opportunity	Risk: - Breaches of the Code of Conduct, or incidents of corruption or bribery, can weaken business relationships and reduce stakeholder trust. - Failure to comply with applicable laws exposes the Company to legal action, which can adversely affect its reputation and overall brand strength. Opportunity: - Conducting business with transparency and integrity enhances the Company's credibility and strengthens its brand. - Strong governance and consistent compliance help safeguard stakeholder interests and reinforce confidence among customers and investors.	- Conduct regular training sessions on the Code of Conduct for employees and workers across operations. - Maintain fairness, integrity, accountability, and transparency in all business processes, and communicate these principles to internal and external stakeholders. - Ensure timely submission of compliance documents, including sugar stock disclosures, statutory reports, financial results, and the annual report.	Positive: - Upholding high standards of ethics, transparency, fairness, and accountability strengthens stakeholder trust and confidence. Negative: - Violating the Code of Conduct can hinder long-term business growth and expansion.
2.	Employee Well Being & Safety	Both Risk and Opportunity	Risk: - Inadequate safety systems, process controls, practices, and Standard Operating Procedures (SOPs), including those prescribed under health and safety management systems and Material Safety Data Sheets (MSDS), may result in workplace accidents and injuries Opportunity: - Consistent adherence to safety standards and compliance requirements enhances employee welfare and contributes to improved productivity.	- Conduct regular workplace safety training, including sessions on permit-to-work systems and incident reporting procedures. - Carry out periodic safety and fire audits, and ensure adherence to safety-related rules, regulations, and prescribed guidelines to minimise health and safety risks. - Provide appropriate Personal Protective Equipment (PPE) tailored to the nature of work, location, and associated risks. - Identify near-miss events and workplace hazards, and implement corrective actions and risk-mitigation measures accordingly.	Positive: - Effective safety measures help prevent workplace incidents, reducing medical expenses and insurance claims. - Enhances overall productivity by lowering downtime and stabilising operations. - Contributes to higher employee satisfaction and retention. Negative: - Poor safety practices, systems, or SOPs may lead to accidents and injuries - Non-compliance with health and safety laws can result in penalties, legal consequences, and reputational damage.



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 (a)	Water Management	Both Risk and Opportunity	Risk: - As an industry heavily reliant on water, any scarcity or deterioration in water quality can disrupt operations and increase operating costs. - Limited water availability may also lead to challenges involving surrounding communities and farmers. Opportunity: - Using water-efficient technologies, rainwater harvesting systems, and Zero Liquid Discharge (ZLD) practices in distilleries helps reduce the Company's dependency on external water sources and lowers water procurement and disposal costs. - Reducing the Company's overall water footprint helps address basin-level and operational water risks.	- Maintain ZLD across distilleries. - Implement water conservation measures and optimise water consumption across all operations to enhance overall water-use efficiency. - Conduct periodic water audits to detect leaks, identify conservation opportunities, and support efficient water use. - Continuously monitor water consumption to ensure efficiency aligns with industry best practices. - Support farmers in adopting water-efficient agricultural practices like drip irrigation systems, to reduce water usage while improving crop yields. - Carry out water risk assessments to determine exposure and develop suitable mitigation strategies. - Submit necessary compliance reports to regulatory authorities as required. - These efforts collectively help reduce risks related to water scarcity, quality, and compliance while improving operational efficiency and minimising environmental impact.	Positive: - Reduces the likelihood of operational disruptions by lowering dependence on freshwater sources. - Helps cut water procurement needs by enabling the reuse of treated wastewater. - Minimises the risk of water-related conflicts with local farmers and communities Negative: - Non-compliance with water-related laws and regulations may result in penalties or enforcement actions by groundwater authorities.
3 (b)	Waste Management	Both Risk and Opportunity	Risk: - Improper handling, storage, treatment, or disposal of hazardous and non-hazardous waste can result in environmental pollution. Opportunity: - Reducing the Company's waste footprint and increasing recycling and reuse efforts help lower waste disposal costs.	- Apply the 3R waste management hierarchy i.e., Reduce, Reuse, and Recycle, to strengthen circularity across operations. - Comply with Extended Producer Responsibility (EPR) requirements as outlined under the Plastic Waste Management Rules, 2016, and subsequent amendments	Positive: - Reduces expenses associated with waste disposal and mitigates environmental pollution risks. - Creates additional revenue opportunities through the sale of certain waste by-products.

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)
				Follow industry best practices for waste management within the sugar sector.	Negative: - Environmental pollution caused by improper waste disposal can result in legal and financial liabilities for the Company. - Ineffective waste management practices can negatively affect brand reputation.
4.	Regulatory Compliance	Risk	Risk: Non-compliance with statutory requirements, including Consent to Operate (CTO), CPCB guidelines, and applicable labour laws, may result in legal action by enforcement authorities, which could adversely affect the Company's reputation and operations.	- Continuously track all regulatory obligations and ensure timely fulfilment of every compliance condition. - Adopt a structured compliance framework to monitor adherence to all regulations. - Maintain and regularly update a compliance register to ensure ongoing alignment with legal requirements. - Organise awareness programmes led by industry experts to educate teams about regulatory requirements relevant to the sugar sector.	Negative: Breaches of local laws or regulatory guidelines can lead to legal proceedings by enforcement bodies, negatively impacting the Company's brand value and reputation.
5.	Sustainable Agriculture and Land use	Both Risk and Opportunity	Risk: - Land degradation and deforestation can significantly harm biodiversity and create long-term ecological challenges. Opportunity: - Adopting sustainable agricultural practices and responsible land-use methods can contribute to improved productivity and higher crop yields.	- Enhance soil health through the use of organic inputs such as enriched press-mud compost, which supports improved sugarcane yield. - Encourage the cultivation of drought-resistant and disease-resistant sugarcane varieties to promote sustainable farming practices.	Positive: Sustainable agricultural practices help improve yields and reduce farming costs, generating long-term economic value.
					Negative: Loss of biodiversity due to land degradation or deforestation can adversely affect the Company's reputation and brand value.



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)
6.	Human Rights	Risk	Risk: Failure to comply with human rights-related laws and regulations may result in stringent actions by enforcement authorities and adversely impact the Company's standing.	- Follow International Labour Organization (ILO) guidelines and conventions, which prohibit discrimination based on factors such as race, colour, age, gender, sexual orientation, gender identity or expression, ethnicity, religion, disability, family status, or social origin. - Carry out human rights due diligence to identify, assess, and address potential human rights risks across the Company's operations. - Conduct training programmes for employees and workers on human rights laws and regulatory requirements.	Negative: Non-compliance with human rights regulations can lead to enforcement actions and damage the Company's brand value and reputation.
7.	Innovation Management	Opportunity	Opportunity: - Advancing research and development provides scope for creating new and innovative products. - Enhancing process efficiency can help reduce the Company's overall environmental footprint.	- Invest in research and development initiatives to create new products and improve existing processes. - Maintain a dedicated R&D team that works on enhancing sugar recovery, developing new sugarcane varieties, and exploring diversification opportunities including biofuels and renewable energy. - Collaborate with academic institutions and research organisations to gain access to emerging technologies and industry trends. - Use R&D efforts to explore new markets and identify sustainable raw material sources that can reduce environmental impact and strengthen stakeholder perception.	Positive: - Developing innovative products can contribute to additional revenue generation. - Improving processes and systems supports cost savings and reduces environmental impact. - Innovation enhances the Company's brand value and strengthens stakeholder trust.

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)
8.	Climate Change (Energy Management Emissions)	Opportunity	Opportunity: Transitioning to renewable energy sources and cleaner fuels helps reduce carbon emissions, while energy-saving initiatives lower electricity consumption costs. Reducing the Company's environmental footprint enhances its appeal to environmentally conscious customers and investors.	- Generate renewable power by using bagasse as a feedstock, helping reduce greenhouse gas emissions. - Supply renewable electricity to the state electricity department through a banking arrangement that enables its utilisation when required. - Implement energy-efficiency measures to optimise energy use and lower the Company's environmental impact.	Positive: - Improved energy efficiency supports operational productivity. - Lowers energy costs and reduces overall environmental impact. - Helps address risks associated with climate change.
9.	Community Engagement and Social Responsibility	Opportunity	Opportunity: - Identifying community needs enables the Company to design CSR programmes that create meaningful improvements in local living conditions. - CSR initiatives help promote inclusive development by supporting marginalised and vulnerable groups. - Proactively engaging with communities helps maintain harmonious relations and avoid potential conflict.	- CSR activities are implemented through the R.R. Morarka Charitable Trust, which facilitates programme execution. - The Company identifies and undertakes need-based projects focused on areas such as health, education, and environmental improvement.	Positive: - CSR interventions support the upliftment of vulnerable groups and help improve overall community quality of life. - Strengthening community relations helps prevent conflict and contributes to long-term social stability around operations.
10.	Sustainable Packaging	Opportunity	Opportunity: - Shifting from conventional plastic to eco-friendly packaging materials such as recycled plastics or compostable alternatives supports environmental sustainability. - Adopting sustainable packaging initiatives encourages circularity and helps reduce waste-related disposal costs. - Ensuring adherence to Extended Producer Responsibility (EPR) rules and guidelines strengthens compliance and environmental performance.	- Evaluate and implement innovative eco-friendly packaging options. - Ensure that packaging waste is reused or recycled to the extent possible. - Work toward achieving zero waste to landfill by diverting waste into value-added materials such as plastic granules produced from discarded plastic bags. - Replace non-biodegradable bags with biodegradable or compostable materials.	Positive: - Helps lower waste disposal costs and supports circular economy practices. - Strengthens compliance with EPR requirements and reduces the environmental footprint associated with plastic waste.



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)
11.	Privacy and Cyber Security	Risk	Risk: - Cyber-attacks can disrupt business operations and result in the loss of confidential information. - Insufficient processes, controls, and systems for preventing, detecting, or addressing cyber threats may negatively affect the Company's reputation. - Weak privacy and security practices diminish customer trust and can impact both customer acquisition and retention, ultimately reducing market share.	- Implement an IT management system equipped with multiple layers of controls. - Ensure appropriate protection mechanisms, such as antivirus software and firewalls, are in place to safeguard information and systems. - Conduct training and awareness programmes, and strengthen endpoint and network security controls. - Continuously monitor emerging vulnerabilities and threats and adopt mitigation strategies accordingly.	Negative: Loss of confidential data can damage customer trust and strain business relationships
12.	Customer Relationship Management	Both Risk and Opportunity	Risk: - Not addressing customer issues relating to product quality, quantity, or other attributes may lead to dissatisfaction and negative feedback, which can adversely affect product sales and revenue generation. - Inadequate customer management systems can reduce trust and impact long-term brand perception. Opportunity: - Regular communication with customers and timely resolution of product-related concerns help strengthen business relationships, support business expansion, and contribute to revenue growth.	- Implement effective systems and procedures to capture and address customer feedback. - Strengthen the existing grievance-handling mechanism to ensure timely resolution of customer concerns. - Address all customer queries relating to product quality, quantity, and other attributes with transparency and responsiveness. - Deliver products that consistently meet prescribed quality expectations to build trust and maintain customer confidence.	Positive: - Enhances opportunities for business growth, increases revenue, and strengthens brand value and reputation. Negative: - Poor customer experience or negative feedback can lead to reduced product sales and lower revenue generation.
13.	Product Quality & Safety	Both Risk and Opportunity	Risk: - Any deviation from established sugar-industry quality standards may reduce product quality, leading to customer complaints, which can subsequently impact sales, revenue, and business expansion. Opportunity: - Providing consistently high-quality products strengthens customer trust and supports higher sales and revenue growth.	- Implement a robust testing mechanism to evaluate the quality of every sugar batch prior to dispatch. - Ensure that sugar quality is maintained in line with the prescribed grades and standards applicable to the sugar sector.	Positive: - Delivering high-quality products helps build customer confidence, driving increased sales, revenue generation, and business expansion. Negative: - Non-compliance with required quality standards can lead to loss of customer trust, reduced sales, and diminished revenue, while also harming brand reputation.

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)
14.	Sustainable Supply Chain Management	Both Risk and Opportunity	Risk: - Non-compliance with required quality standards can lead to loss of customer trust, reduced sales, and diminished revenue, while also harming brand reputation. Opportunity: - Evaluating suppliers on ESG-related parameters enables more sustainable sourcing practices and helps prevent supply chain interruptions. - A resilient and sustainably managed supply chain ensures access to required materials even during adverse conditions.	- Implement a sustainable supply chain management framework across business operations. - Diversify the supplier base to strengthen sourcing resilience. - Conduct periodic assessments of suppliers using ESG criteria to identify risks and maintain supply chain stability.	Positive: - Helps avoid disruptions in the supply chain and enhances business resilience. Negative: - Weak procurement systems and lack of sustainable sourcing practices can hamper operations and lead to financial setbacks.



SECTION B: 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

Policy and Management processes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
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/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	Policy on Related Party Transactions – https://www.dwarikesh.com/wp-content/uploads/2026/02/Policy-on-Related-Party-Transactions-Updated.pdf Familiarisation Programme for Independent Directors – https://www.dwarikesh.com/wp-content/uploads/2026/04/Familiarisation-Programme-for-Independent-Directors-amended-20.03.2023-1.pdf Terms of Appointments of Independent Directors – https://www.dwarikesh.com/wp-content/uploads/2023/03/Terms-of-Appointments-of-Independent-Directors.pdf Corporate Social Responsibility Policy – https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Corporate-Social-Responsibility.pdf Policy on Sustainable Sourcing – https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Sustainable-Sourcing.pdf Policy on Anti-Bribery & Anti- Corruption (ABAC) – https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Anti-Bribery-Anti-Corruption-ABAC.pdf Cyber Security, Data Privacy & Protection Policy – https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Cyber-Security-Data-Privacy-Protection.pdf Policy on Human Rights – https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Human-Rights.pdf Supplier Code of Conduct – https://www.dwarikesh.com/wp-content/uploads/2024/05/Supplier-Code-of-Conduct.pdf								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy on Preservation of Documents – https://www.dwarikesh.com/wp-content/uploads/2023/03/Policy-on-Preservation-of-Documents.pdf Policy on Material Subsidiaries – https://www.dwarikesh.com/wp-content/uploads/2025/01/Policy-on-Material-Subsidiaries.pdf Policy on Directors Appointment and Remuneration – https://www.dwarikesh.com/wp-content/uploads/2023/03/Policy-on-Directors-Appointment-and-Remuneration.pdf Health, Safety & Environment Policy – https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Health-Safety-and-Environment.pdf Policy on Determination of Materiality of Events and Information – https://www.dwarikesh.com/wp-content/uploads/2025/01/Policy-on-Determination-of-Materiality-of-Events.pdf Dividend Distribution Policy – https://www.dwarikesh.com/wp-content/uploads/2026/02/Policy-on-Dividend-Distribution-Updated.pdf Vigil Mechanism / Whistle Blower Policy – https://www.dwarikesh.com/wp-content/uploads/2023/03/Whistle-Blower-Policy.pdf Archival Policy – https://www.dwarikesh.com/wp-content/uploads/2023/03/Archival-Policy.pdf Insider Trading Code of Conduct – https://www.dwarikesh.com/wp-content/uploads/2025/01/Insider-Trading-Code-of-Conduct.pdf Code for Fair Disclosure (Prohibition Of Insider Trading) – https://www.dwarikesh.com/wp-content/uploads/2023/03/prohibition_of_insider_trading.pdf Code of Conduct for Senior Management and Directors – https://www.dwarikesh.com/wp-content/uploads/2023/03/Code_of_Conduct_for_Senior_Management_and_Director.pdf Media Agreement – https://www.dwarikesh.com/wp-content/uploads/2023/03/Media-Agreement.pdf Risk Management Policy – https://www.dwarikesh.com/wp-content/uploads/2025/05/Risk-Management-Policy.pdf								
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



Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
4 Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Principle 1: The Company follows a comprehensive Code of Conduct that guides ethical behavior and supports high standards of corporate governance. Principle 2: The Company complies with the sugar grading norms issued by the National Sugar Institute and produces sugar in grades L-31, M-31, S-31, L-30 and M-30 accordingly. Principle 3: A Health, Safety and Environment Policy is in place to protect employee and worker wellbeing while ensuring a safe and secure work environment. Principle 4: A structured stakeholder identification and engagement process enables ongoing dialogue, helping safeguard stakeholder interests and support informed decision-making. Principle 5: The Whistleblower Policy promotes ethical, transparent and responsible conduct by providing a trusted channel for raising concerns. Principle 6: The Company complies with applicable environmental regulations and pollution control requirements to ensure responsible operations. Principle 7: The Company adheres to relevant legal obligations and maintains ethical and compliant business practices across all activities. Principle 8: The CSR Policy supports marginalised and vulnerable groups through initiatives focused on education, women's empowerment and skill development. Principle 9: The Company is responsible to deliver high-quality products through sustainable practices and timely operations.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our ESG related goals, targets and commitments for sustainable business operations are provided below: Environmental: 100% renewable energy is sourced for plant operations. - Achieve Zero Liquid Discharge (ZLD) by 100% treatment and reuse of wastewater in distillery plant and ETP. - Mitigate the short term and long-term water related risks through implementation of water conservation measures. - Ensure recycling and reuse of plastic waste in line with the Extended Producer Responsibility (EPR) rules and guidelines. Social: - Create positive impact & improve the quality of life of local communities by promoting social and economic development. - Ensure a safe workplace for employees and workers. - Conduct training and development programs for skill development and professional growth of employees and workers. - Assist and support sugarcane farmers for getting higher yield and productivity of sugarcane crops.								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Governance: - Ensure 9 principles of NGRBCs are covered by the relevant policies across business operations of the company. - Implementation of robust corporate governance and risk management framework ensuring transparency, integrity and accountability to run the business in a sustainable manner.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Environment: - The Company has calculated and disclosed its Scope 1, Scope 2, and Scope 3 greenhouse gas emissions. 100% of the operations are powered entirely through renewable energy sources. - Zero Liquid Discharge (ZLD) has been achieved across all distillery units through complete utilisation of treated wastewater. - Recycling, reuse, and safe disposal of waste have been successfully met in accordance with Extended Producer Responsibility (EPR) requirements. Social: - CSR initiatives undertaken by the Company in areas related to health, education, and environment. - Appropriate training and development programmes were conducted to support the professional growth and overall well being of employees and workers. - Zero safety related incidents during the reporting period. - The Company supported farmers in developing improved sugarcane varieties, contributing to enhanced crop productivity and yields. Governance: - Appropriate systems and processes have been implemented to promote transparency, integrity, and accountability across business operations - A comprehensive assessment of business risks, including operational, financial, market, and legal risks are undertaken, with suitable risk mitigation strategies put in place to address them.								
Governance, leadership, and oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Dwarikesh Sugar Industries Limited, sustainability lies at the core of our corporate values. As we address the evolving challenges of today’s business environment, we remain committed to building a sustainable future for our stakeholders and the communities we engage with.								



Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Environmental Stewardship Over the past year, we have taken notable steps to lower our environmental impact. Our efforts have centered on improving energy efficiency, reducing waste generation, and encouraging sustainable agricultural practices. Our ESG priorities include lowering fuel usage, reducing greenhouse gas emissions through energy efficient operations, and expanding the use of treated effluents to limit freshwater consumption. To strengthen emissions management, we carry out a detailed greenhouse gas (GHG) inventorisation of scope 1, 2 and 3 emissions. Through the adoption of 100% renewable energy for manufacturing and improved resource optimisation, enabled by the use of bagasse, our manufacturing units achieve lower emissions while maintaining stable and efficient operations. Furthermore, we have attained zero liquid discharge and eliminated waste sent to landfills, reinforcing our transition toward a circular operating model. Social Responsibility Our dedication to social responsibility is demonstrated through initiatives aimed at enhancing the well being of our employees and the communities in which we operate. We have introduced robust health and safety measures, offered skill building and training programs, and actively participated in community development initiatives. Our emphasis on diversity and inclusion has contributed to a fair, inclusive, and supportive workplace culture. We also collaborate closely with farmers to encourage the adoption of sustainable agricultural practices and improve their earning potential. Through our Corporate Social Responsibility (CSR) initiatives, we have positively impacted the areas of health, education, and environment for the neighboring communities. Economic Sustainability Economic sustainability remains a key pillar of our overall business approach. We continue to make strategic investments in advanced technologies and improved processes to strengthen operational efficiency and enhance product quality. These sustainable practices have supported our financial performance while enabling long term value creation for our stakeholders. Governance and Transparency We recognise that robust governance practices and transparency are essential to achieving our sustainability objectives. Our governance structure is built to maintain the highest levels of ethical behavior, integrity, and accountability. In addition, we have strengthened our reporting processes to ensure transparent, accurate, and comprehensive communication of our sustainability performance. As we move forward, we remain focused on embedding sustainability more deeply into our core business operations while ensuring full compliance with applicable laws and regulations in India. Our future efforts will be directed toward strengthening our environmental, social, and governance (ESG) initiatives, aligning our practices with global sustainability benchmarks, and fostering positive impact across our entire value chain. We take pride in the progress achieved so far and continue to be committed to creating a sustainable future for all. We encourage our stakeholders to partner with us as we work toward a more sustainable and resilient world.								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri B. J. Maheshwari (Managing Director and Company Secretary-cum-Chief Compliance Officer) Tel: 022 22042945 email: bjmaheshwari@dwarikesh.com								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, we have formed an ESG Committee chaired by an Independent Director to provide oversight on sustainability-related matters. The committee advises management on the implementation of ESG initiatives and projects and regularly reviews the Company's progress and performance against its short-term and long-term ESG targets.								

10 Details of Review of NGRBCs by the Company

Subject for Review		a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
1.	Performance against above policies and follow up action	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	We have not undertaken any independent assessments or evaluations by external organisations to date. Oversight of policy implementation across our operations is provided by different Board level Committees.								

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)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



SECTION C: Principle-wise performance disclosure

PRINCIPLE

1

Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



We conduct our business with integrity, guided by ethics, transparency, and accountability, supported by a robust governance framework to ensure responsible decision-making and protection of stakeholder interests.

Name : B. J Maheshwari

Designation : Managing Director and CS cum CCO

At Dwarikesh Sugar Industries Limited, we believe that sustainable growth is grounded in unwavering integrity and responsible conduct. We strive to uphold the highest standards of ethical behavior, transparency, and accountability across all our operations. Our approach reflects our conviction that long-term value can be created only when our decisions and actions are guided by honesty, fairness and a commitment to doing what is right.

We anchor our governance practices in our Code of Conduct, which outlines the ethical expectations for our employees, management, and business partners. This is complemented by our internal policies that reinforce responsible behavior, prevent unethical practices, and ensure compliance with applicable laws and regulations. Together, these frameworks guide us in promoting ethical leadership, strengthening internal controls and conducting our business with consistency and clarity.

We also work continuously to nurture a culture where integrity is embedded in everyday actions, concerns can be raised without fear and ethical dilemmas are addressed proactively. Through transparent communication and adherence to well-defined governance mechanisms, we seek to strengthen stakeholder trust and uphold responsible business conduct.

Performance Highlights

ESG Pillar	Achievements
Governance	100% of Board of Directors and Key Managerial Personnel are covered under trainings and awareness programmes of BRSR principles. - Zero incidents of corruption and anti-bribery. - Zero complaints with regard to conflict of interest.

Essential Indicators

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

Segment	Total number of training & 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	53	a. Corporate Governance and Compliance Code of Conduct and statutory compliance	100%
Key Managerial Personnel	12	- Regulatory updates, including POSH - Role, duties, and responsibilities of Directors, including Independent Directors - Board practices, procedures, and Board Committees under the Companies Act, 2013 and SEBI LODR Regulations b. Financial and Operational Performance - Review of financial and operational performance - Financial results and reporting framework - Internal audits, internal financial controls, and risk management systems - Disclosure and transparency through Board's and Directors' Reports c. Employee Health, Safety and Sustainability - Employee health and safety - Quality control and sustainable operations - Resource efficiency and responsible business practices d. Technical and Environmental Management - Sugarcane quality and testing processes - Boiler operations and flue gas management - Effluent treatment plants and energy conservation initiatives e. Strategic Leadership and Board Effectiveness - Strategy governance and enterprise risk management - Evaluation of Board and Director performance - Stakeholder engagement - Action planning using the Balanced Scorecard - Integrated thinking and management of culture, conflict, and collaboration	100%



Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	80	a. Safety, Health, & Emergency - Fire Safety & Emergency Evacuation Plan; Emergency Life Saving Method; First Aid and Health Awareness - Personal Protective Equipment (PPE); Crane and Lifting Safety; Safety in Chemical Handling - Electrical Safety and Protection; Electrical Safety / LOTO - Cause of Accident / Incident; Work Permit System b. Statutory and compliance training - POSH Act 2013, Prevention of Sexual Harassment at Workplace Act 2013, Legal Seminar cum Workshop as per POSH Act 2013 - Cyber Security Awareness Training; Hindi Diwas c. Welding, Mechanical, Bearings & Maintenance - Welding: Basic Application, Latest Techniques, Advancements and Troubleshooting - Bearings: Bearing & Its Accessories; Bearing & Its Accessories and Troubleshooting - Theory of Gears - Maintenance and Operation of Pumps / Compressors; Instrument Air Compressor - Generator; Turbine Controlling System	32.09
Workers	80	d. Electrical & Power Engineering - Alternator: Construction, Working Principle, Characteristics and Advantages - Diodes & Rectifiers: Working Principle and Applications - Transformer e. Boiler, Mill & Process House Operations - Boiler Operation and Fundamentals; Boiler Water Chemistry; Boiler Preservation and Auxiliary Maintenance - Mill Setting by Fibre Index Method; Modified Method of Mill Setting; Mill Capacity and Optimum Efficiency - Pan Working, Designing and Automation; Colouring Matter and Clarification Process	32.09

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
		f. Sugarcane Cultivation, Agronomy & Extension ▪ Agriculture Practices in Sugarcane; Agriculture Extension; Nursery ▪ Methods of Sugarcane Planting: Autumn Planting, Late Cane Planting, Early Autumn / Autumn Planting, Early Spring and Inter Cropping ▪ How to Increase Cane Yield; Role of Fertilisers and Time of Application; Bio Fertiliser ▪ Ratoon Management and Soil Structure ▪ Improved Cane Varieties; Varietal Development in Sugarcane ▪ Identification of Popular and Growing Cane Varieties and Differences in Co 0118, Co 5011 and Co 5009 ▪ How to Propagate Wide Row Spacing to Maintain Plot Geometry g. Pest, Insect & Disease Management ▪ Insect, Pest and Their Controls; Weed Control in Sugarcane Crop ▪ Sugarcane Diseases and Their Control: Red Rot, Wilt, Smut, GSD, Pokka Boeng ▪ Control of Red Rot and Wilt through IDM ▪ Insect Management: Top Borer and Control through IPM; Control of Pyrilla, Black Bug, Mealybug, Termite through IPM h. Cane Management, Supply & Recovery ▪ Cane Act; Cane Marketing, Cane Binding; Earthing Up, Cane Propping and Foliar Spray ▪ How to Ensure Supply of Extraneous Free Cane to the Sugar Factory Throughout the Season ▪ How to Minimise Cut to Crush Time to Improve Sugar Recovery i. Distillery, Fermentation & Environmental Management ▪ Distillery Process: Challenges, Factor Effective Parameters and Achievements ▪ Yeast Propagation and Fermentation ▪ Ethanol Production from Grain – Need of the Future ▪ ETP Process and Operation j. Technology & Up gradation ▪ New Technology and Mechanisation ▪ Technological Up gradation in the Sugar Industry	



2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2026

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Monetary					
Penalty/Fine	Principle 1	U.P. Labour & Employment Department	2,00,000	Penalty imposed due to violation of the regulation under the Factories Act 1948	No
Penalty/Fine	Principle 1	Collector & District Magistrate, Bijnor	10,000	Penalty imposed for violation of Rule 20(L) under the U.P. Sugarcane (Regulation of Supply and Purchase) Rules, 1954, vide Order No. 1045 dated November 11, 2025, issued by the Cane Commissioner, Uttar Pradesh, Lucknow.	No
Penalty/Fine	Principle 1	Collector & District Magistrate, Bijnor	6,000	Penalty imposed for non-pasting of the reflector on cane vehicle.	No
Penalty/ Fine	Principle 1	Collector & District Magistrate, Bijnor	40,000	Penalty imposed for certain minor irregularities observed at cane centers.	No
Penalty/ Fine	Principle 1	State Excise Department	5,00,000	Penalty imposed for shortage of molasses for the 2025-26 season.	No
Penalty/ Fine	Principle 1	State Excise Department	20,000	Penalty imposed for minor irregularities.	No
Settlement	NA	NA	NA	NA	NA
Compounding fee	Principle 1	UP Legal Metrology Department	49,500	Compounding fee due to minor irregularities found at Cane Centres by the Weighment Inspector.	No
Non – Monetary					
Penalty/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Note: These cases are part of our routine business operations and involve minor penalties. Therefore, they have not been published on the website.

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
NA	NA

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

Yes, DSIL has instituted an Anti-Bribery and Anti-Corruption (AB&AC) Policy that reinforces its commitment to preventing, detecting, and addressing bribery and corruption in any form across its operations. All employees, workers, value-chain partners, and third-party agencies are required to strictly comply with the AB&AC Policy as well as relevant laws, including the Prevention of Corruption Act, 1988. Any suspected violation of the policy or applicable laws must be reported to the ABAC Officer, the designated competent authority, or the Chairperson of the Audit Committee, following the procedures outlined in the Whistleblower Policy.

Following an investigation, the competent authority may impose disciplinary measures in line with statutory provisions, which may include:

- Issuing a formal apology
- Requiring counselling sessions to correct behavior
- Providing a written warning to be recorded in the employee's personnel file
- Reassigning duties or transferring the employee
- Suspension or termination of employment for confirmed violations

Business partners such as value-chain partners and third-party agencies found in breach of the policy may be subject to penalties, fines, or immediate termination of business engagement, based on the decision of the respective Business Heads.

To ensure adherence to the AB&AC Policy, the Company may conduct confidential internal or external audits to identify potential deviations. These reviews may include:

- Detection of any non-compliance with the AB&AC Policy
- Assessment of existing monitoring and control mechanisms
- Random checks of business agreements to confirm alignment with Company practices
- Due-diligence reviews carried out before entering contracts with partners or third parties

DSIL ensures that individuals who report concerns in good faith are protected from retaliation. Confidentiality is maintained throughout the reporting process, and any form of reprisal against a whistleblower is strictly prohibited.

Additionally, the Company's Code of Conduct sets the foundation for ethical, moral, and lawful business behavior, guiding directors, senior management, employees, and associated entities in their day-to-day responsibilities. Website Links:

- Anti-Bribery & Anti-Corruption Policy: <https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Anti-Bribery-Anti-Corruption-ABAC.pdf>
- Whistleblower Policy: <https://www.dwarikesh.com/wp-content/uploads/2023/03/Whistle-Blower-Policy.pdf>
- Code of Conduct: https://www.dwarikesh.com/wp-content/uploads/2023/03/Code_of_Conduct_for_Senior_Management_and_Director.pdf

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

	Segment	FY 2025-26	FY 2024-25
1.	Directors	Nil	Nil
2.	Key Managerial Personnel	Nil	Nil
3.	Employees	Nil	Nil
4.	Workers	Nil	Nil



6. Details of complaints with regard to conflict of interest

	Segment	FY 2025-26		FY 2024-25	
		Number	Remarks	Number	Remarks
1.	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
2.	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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.

No instances of corruption or conflicts of interest were identified during the period under review, and accordingly, no corrective action plans were necessary.

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

Segment	FY 2025-26	FY 2024-25
Number of days of accounts payables	7.46	13.25

Note: We have considered average accounts payable figure to estimate the number of days of accounts payables for the respective financial years

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases ¹	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	70.04	67.03
	b. Number of dealers / distributors to whom sales are made	10	10
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100	100
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases) ²	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	62.61	57.66

Note:

- The proportion of purchases from trading houses is negligible; therefore, it has not been included in the table above.
- The proportion of purchases from related party transactions is negligible; therefore, it has not been included in the table above.

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Total number of awareness programmes held Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
80	Sustainable agricultural practices, water efficiency, advanced pest management, soil health and nutrition, climate-resilient farming, road safety, fire safety, chemical safety, human rights, and ethical business conduct.	32.09

Note: During the year, the Company strengthened its engagement with value chain partners through structured awareness programmes. Sessions for farmers focused on sustainable and climate-resilient agricultural practices, water management, and soil health. Training for ethanol logistics partners covered road safety, emergency response, and safe handling practices. The Company also promoted awareness on human rights and ethical conduct across its value chain.

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, we have put in place strong internal control mechanisms and supporting policies to appropriately manage any conflicts of interest that may arise among board members. Our Code of Conduct also guides directors and senior management in recognising, disclosing, and addressing potential conflict-of-interest situations. The Code of Conduct can be accessed through the following link: https://www.dwarikesh.com/wpcontent/uploads/2023/03/Code_of_Conduct_for_Senior_Management_and_Director.pdf

PRINCIPLE

2

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



We are committed to producing safe and sustainable sugar and allied products by adopting efficient and low-carbon processes across our operations. We ensure high quality, operational safety, and responsible resource use while minimising environmental impact and meeting evolving consumer needs.

Name : Vijay S. Banka
Designation : Managing Director



At DSIL, we recognise that the way we produce and deliver our products has a direct influence on environmental quality, resource efficiency, and stakeholder well-being. We approach production with a focus on sustainability, safety and responsible resource use, integrating these considerations into the way we operate and engage across our value chain.

We place emphasis on sourcing practices that support agricultural stability and minimise environmental impacts. Our interactions with farmers, suppliers, and other partners are guided by our Sustainable Sourcing Policy and Supplier Code of Conduct (SCoC), which outline expectations on ethical behavior, safety, and environmental responsibility. These frameworks help us maintain consistency in how we manage inputs, evaluate suppliers, and support better practices across the supply chain.

Within our operations, we work to reduce resource intensity, strengthen product quality systems, and adopt measures that support safe manufacturing processes. Beyond manufacturing, we remain attentive to the broader agricultural ecosystem that supports our business. By encouraging improved farming practices, more efficient use of natural resources, and knowledge-sharing with growers, we support efforts that contribute to long-term environmental health and stable rural livelihoods.

Performance Highlights

ESG Pillar	Achievements
Environment	100% raw materials were sourced in sustainable manner. 100% achieved Extended Producer Responsibility (EPR) related targets for plastic waste management.

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.

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	Nil	-	The upgradation done to the Effluent Treatment Plant (ETP) improved water quality, reduced pollution, and protected natural water sources. It also enhanced water efficiency by allowing the reuse of treated water for utilities and irrigation. Additionally, the CO2 recovery plant in distillery operations increased its capacity to capture and purify carbon dioxide for further utilisation in commercial applications, thereby reducing the carbon footprint.
Capex	Nil	INR 24.34 million	

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

Yes, The Company has a Sustainable Sourcing Policy along with a Supplier Code of Conduct (SCoC) that outlines our expectations from suppliers and sets out clear procedures for responsibly sourcing raw materials, products, and services. Since a significant portion of our procurement is from farmers of varying scales i.e., large, medium, and small, we actively engage with them through regular awareness programmes and workshops to encourage and support the adoption of sustainable agricultural practices.

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

Yes, 100% of input raw materials were sourced sustainably.

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

The Company has established well-defined systems, standard operating procedures, and practices to ensure safe reclamation, reuse, recycling, and responsible disposal of waste in compliance with applicable regulatory requirements. Key initiatives include:

- a) **Plastics (including packaging):** Plastic waste is segregated and handed over to authorised recyclers approved by CPCB for conversion into value-added materials such as plastic granules.
- b) **E-waste:** E-waste and battery waste are collected, stored, and disposed of through authorised CPCB-approved agencies for environmentally sound recycling.
- c) **Hazardous waste:** Used oil and other hazardous waste are managed and disposed of through authorised recyclers in accordance with regulatory norms.
- d) **Other waste:**
 - Bagasse is utilised as a renewable fuel for co-generation of power.
 - Boiler ash from spent wash incineration is used as a soil-enriching material.
 - Press mud is provided to farmers as an organic fertiliser, supporting improved crop productivity and to CBG producers for generating biogas and fertilizer.

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, DSIL falls under the Brand Owners category as per the Plastic Waste Management Rules, 2016 and the EPR rules and guidelines published by the CPCB. We have obtained EPR authorisation from the CPCB and are filing periodic returns on the EPR portal as per the timeline defined by the CPCB. We have a waste collection plan which aligns with the EPR targets and action plan provided by the CPCB, and EPR obligations are fulfilled through sourcing of category II plastic credits from a CPCB-authorised plastic waste recycling agency.

LEADERSHIP INDICATORS

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

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

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

Name of Product / Service	Description of the risk / concern	Action Taken
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Not applicable, since the Company has not undertaken Life Cycle Assessments of its products.



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 2025-26	FY 2024-25
Not applicable. Sourcing of recycled or re-used input material is not relevant to our business.		

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	294.56	441.84	-	270.90	636.19
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	4.00	-	4.8	-
Other Waste	-	-	-	-	-	-

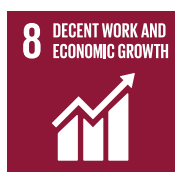
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic Waste	100%

PRINCIPLE

3

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



At DSIL, we are committed to creating a safe, inclusive, and engaging workplace that prioritises the well-being, dignity, and growth of our employees and value chain partners. We emphasise strong health and safety practices, equal opportunities, continuous skill development, and a culture of respect and fairness across all levels.

Name : B.J. Maheshwari

Designation : Managing Director and CS cum CCO

At DSIL, we recognise that our people form the core of our progress. We work toward a workplace environment that supports respect, fairness, and opportunities for growth. Our approach places value on individual perspectives and encourages an atmosphere where employees across all levels feel included and supported in pursuing their professional and personal goals.

We maintain a focus on physical, mental, and social well-being by adopting measures that cover health, safety and workplace welfare. Regular training, awareness sessions and capacity-building initiatives help strengthen knowledge and enhance safety practices across our sites. We also encourage continuous learning through leadership, technical and skill-development programs that enable our employees to grow within a structured and supportive framework.

We also support work-life balance and facilitate initiatives that contribute positively to overall employee well-being. Through these efforts, we work toward creating an environment where people can perform effectively, participate meaningfully and progress in line with their aspirations.

Performance Highlights

ESG Pillar	Achievements
Social	- Zero safety related incidents. 100% implementation of performance and career development reviews for employees and workers. 100% employees and workers are trained on health & safety practices. 100% of our facilities and offices are assessed on health & safety practices and working conditions. 100% employees and workers covered under retirement benefits – EPF and Gratuity

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	454	42	9.25	391	86.12	NA	NA	Nil	NA	Nil	NA
Female	16	9	56.25	8	50	16	100	Nil	NA	Nil	NA
Total	470	51	10.85	399	84.89	16	3.4	Nil	NA	Nil	NA
Other than Permanent Employees											
Male	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Total	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA



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	984	984	100	984	100	Nil	NA	Nil	NA	Nil	NA
Female	1	1	100	1	100	1	100	Nil	NA	Nil	NA
Total	985	985	100	985	100	1	0.10	Nil	NA	Nil	NA
Other than Permanent Workers											
Male	1,138	Nil	NA	65	5.71	Nil	NA	Nil	NA	Nil	NA
Female	1	Nil	NA	Nil	NA	1	100	Nil	NA	Nil	NA
Total	1,139	Nil	NA	65	5.71	1	0.09	Nil	NA	Nil	NA

Note:

- Accident insurance is only provided to workers and employees operating heavy machinery and who are exposed to risks related to work.
- The benefits provided to contractual workers fall under the scope of third party.
- Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -**

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.10%	0.12%

2. Details of retirement benefits for Current and Previous Financial Years

S. no.	Benefits	FY 2025-26			FY 2024-25		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
1	PF	100	100	Yes	100	100	Yes
2	Gratuity*	100	100	Yes	100	100	Yes
3	ESI	NA	NA	NA	NA	NA	NA
4	Others - please specify	NA	NA	NA	NA	NA	NA

*Gratuity is a terminal benefit which is paid the Company to the employee and the same is over and above the CTC as contractually agreed.

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

The Company is endeavouring to take necessary steps to make all its premises and offices fully accessible to differently abled employees as well as visitors, ensuring ease of movement and an inclusive environment. In the meantime, support is provided by staff to facilitate easy movement for differently abled employees and visitors. .

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

Yes. The Company's Human Rights Policy guides how we approach equity, fairness, and non-discrimination across workforce and value chain. We provide equal opportunities to all employees, including individuals who are differently abled, and support avenues for career progression and professional growth. Our remuneration practices are based on fairness and transparency, with compensation structures that reflect the nature of the role and the skills, qualifications, and experience of each individual.

We comply with all applicable laws and regulations regarding wages and benefits, and we are committed to maintaining transparency in our compensation practices.

Our human rights policy can be accessed here- <https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Human-Rights.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	NA	NA	NA	NA
Female	Nil	Nil	Nil	Nil
Total	NA	NA	NA	NA

Note: In the current financial year, none of the employees had taken maternity leave.

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

	Yes/No (If yes, then give details of the mechanism in brief) : Yes
1 Permanent Workers	- The Company has a Whistle Blower Policy that applies to all directors and employees, enabling them to report concerns or misconduct involving breaches of the Code of Conduct. These disclosures are handled through a vigil mechanism, which provides a secure reporting process overseen by the Chairman of the Audit Committee. - If a Whistle Blower believes that a conflict of interest exists between themselves and the designated Competent Authority, they may submit their protected disclosure directly to the Chairman of the Audit Committee. - The grievance redressal process ensures complete confidentiality, protecting both the identity of the Whistle Blower and the information shared. Grievances are addressed at plant locations by the site head, and at other locations by the respective human resources teams and the corporate HR department. - The Company's Whistle Blower Policy is available at https://www.dwarikesh.com/wp-content/uploads/2023/03/Whistle-Blower-Policy.pdf
2 Other than Permanent Workers	
3 Permanent Employees	
4 Other than Permanent Employees	



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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	470	205	43.62	469	205	43.71
Male	454	205	45.15	453	205	45.25
Female	16	Nil	NA	16	Nil	NA
Total Permanent Workers	985	765	77.66	1,004	763	76.00
Male	984	765	77.74	1,003	763	76.07
Female	1	Nil	NA	1	Nil	NA

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	454	454	100	196	43.17	453	453	100	295	65.12
Female	16	16	100	2	12.50	16	16	100	2	12.50
Total	470	470	100	198	42.13	469	469	100	297	63.33
Workers										
Male	984	984	100	746	75.81	1,003	1,003	100	750	74.78
Female	1	1	100	1	100	1	1	100	1	100.00
Total	985	985	100	747	75.84	1,004	1,004	100	751	74.80

Note: Trainings in skill upgradation include operational and technical excellence (Bearing Maintenance Technology, Efficient Milling Operation, Mechanical Cultivation & Harvesting of Sugarcane, Networking and Communication, etc.), safety and compliance, POSH, HIRA, JSA, Sustainability and Environmental Impact (impact of pollution on human health, bio-economy, Virtual Training Program for Technical Officers on Cane Handling, Cane Preparation and Milling, etc.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	454	454	100	453	453	100
Female	16	16	100	16	16	100
Total	470	470	100	469	469	100
Workers						
Male	984	984	100	1,003	1,003	100
Female	1	1	100	1	1	100
Total	985	985	100	1,004	1,004	100

10. Health and Safety Management System

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

Yes, our Company has implemented an Occupational Health and Safety Management System (OHSMS) that provides a structured approach to safeguarding the health and safety of employees at the workplace. The system extends across all activities, processes, and work environments.

Coverage of OHSMS:

- All Workplaces: The OHSMS applies to every work location, including offices, production units, construction areas, and other operational sites.
- All Employees: The system encompasses all categories of employees - permanent, temporary, and contractual.
- All Work Processes: It covers all work-related processes such as production, maintenance, transport, storage, and other operational functions.
- All Potential Hazards: The OHSMS includes identification and management of various hazards, including physical, chemical, biological, psychological, and other risks.
- All Legal Requirements: It ensures adherence to all applicable legal and regulatory requirements related to workplace health and safety.

Benefits of OHSMS:

- Reduced Workplace Accidents and Injuries: The system helps lower both the frequency and severity of workplace incidents.
- Improved Employee Productivity: A safe and healthy work environment enables employees to work more efficiently.
- Enhanced Employee Morale: Employees feel more satisfied and motivated when workplace safety and wellbeing are prioritised.
- Lower Employer Costs: Fewer accidents result in reduced medical, compensation, and related expenses.
- Legal Compliance: The OHSMS ensures that the Company remains aligned with statutory health and safety obligations.

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

Work-related hazards are evaluated through multiple structured methods, including Risk Assessment (RA), Hazard Identification and Risk Assessment (HIRA), plant safety inspections, Job Safety Analysis (JSA), Process Hazard Analysis (PHA), and Hazard and Operability (HAZOP) studies. The Permit to Work (PTW) system is strictly followed for any non-routine task to ensure safe execution.

The Company also has established processes for reporting unsafe acts, unsafe conditions, incidents, accidents, and near-miss events in accordance with its safety procedures. These mechanisms help in promptly identifying and eliminating hazards, particularly those associated with non-routine or high-risk activities.

In addition, various control measures and risk-assessment techniques are applied across operations, and the use of personal protective equipment (PPE) is mandatory based on the PPE requirements defined for each area.

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

Yes, we provide training to all employees and workers on process-related hazards to ensure they understand the risks present in their work environment and the controls required to manage them. Alongside this, a behavior-based safety (BBS) approach is followed to help identify and isolate process hazards effectively.

Regular plant inspections are carried out with employees from the respective work areas to document unsafe observations and recommend corrective and preventive actions to the department heads concerned. Follow-up on these recommendations ensures timely removal of hazards from the workplace.

Both scheduled internal safety audits and external safety audits conducted by government-approved auditors further strengthen process-safety compliance and overall system effectiveness.

DSIL also follows a “Work Stop Safety Policy,” which empowers employees and workers to stop work immediately if they believe a situation poses a risk to themselves, their colleagues, contractors, or the public. This reinforces a sense of responsibility and due diligence, encouraging employees to act when unsafe conditions arise and follow the prescribed hazard-control measures.



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

Our Company prioritises the health and well-being of employees and their families. DSIL operates two hospitals providing year-round emergency care, 12-hour OPD services, 24/7 emergency care, first aid, and ambulance support for employees and community living nearby. Additionally, we conduct various health activities and screenings throughout the year, including:

- **General Health Checkups:** Conducted twice a year.
- **Multi-specialty Health Camps:** Quarterly, in collaboration with esteemed hospitals.
- **Pathological Health Screenings:** Offered at discounted rates.
- **Yoga Workshops:** Held around International Yoga Day.
- **Stress Management Workshops:** Conducted periodically with external experts.

Specific initiatives for FY 2025-26 includes:

- Organised health, eye, and multispecialty camps in collaboration with esteemed hospitals located in Delhi, Moradabad, Bijnor, Bareilly, and Kashipur. No. of people benefitted: 715
- A mega health checkup camp was conducted in partnership with prominent hospitals in Bareilly and Kashipur. No. of people benefitted: 1,055
- Yoga camp for local communities. No. of people benefitted: 170
- A Blood Donation Camp was held in collaboration with the Government Blood Bank and the Indian Medical Association (IMA). No. of people benefitted: 250

11. Details of Safety related incidents

S. no.	Safety Incident/Number	Category	FY 2025-26	FY 2024-25
1.	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	1.19
		Workers	Nil	2.06
2.	Total recordable work-related injuries	Employees	Nil	1
		Workers	Nil	2
3.	No. of fatalities	Employees	Nil	Nil
		Workers	Nil	1
4.	High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
		Workers	Nil	Nil

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

Dwarikesh Sugar Industries Limited is committed to providing a safe, healthy, and dignified workplace for all employees, contract workers, and visitors across its manufacturing units and offices. The Company has established robust policies, systems, and practices to ensure occupational health, safety, and overall employee well being.

1. Occupational Health & Safety (OHS) Framework

- The Company has a comprehensive Occupational Health & Safety Policy aligned with applicable statutory requirements and industry best practices.
- Safety Management Systems are implemented across all units, with clearly defined roles and responsibilities for safety governance.
- Periodic risk assessments and hazard identification exercises are conducted to proactively identify and mitigate workplace risks.

2. Safety Committees and Governance

- Unit level Safety Committees are constituted in accordance with statutory requirements, with representation from both management and workers.
- Nominate safety champions in each section to promptly address hazards under the guidance of the safety department.
- Regular safety committee meetings are held to review incidents, near misses, and overall safety performance.
- Safety performance reviews are conducted at senior management levels to drive continuous improvement.
- Hold joint Work Committee meetings between workmen and management before and after the crushing season to identify workplace risks and implement corrective actions for the upcoming cycle.

3. Training and Awareness

- Mandatory safety induction and periodic refresher training programs are conducted for employees and contract workers.
- Specialised training is provided for high risk activities such as boiler operations, electrical maintenance, confined space entry, and working at heights.
- Regular safety drills, including fire, emergency evacuation, and disaster management drills, are conducted to enhance preparedness.
- Safety awareness is reinforced through tool box talks, safety signage, and safety campaigns.
- Celebrate Safety Week and Fire Day to strengthen awareness about fire safety and overall workplace safety among employees and workers.

4. Incident Reporting and Investigation

- A structured reporting system is in place for accidents, near misses, and unsafe conditions.
- Root cause analysis is conducted for all reportable incidents, and corrective as well as preventive actions are implemented and tracked.
- Learnings from incidents are shared across locations to prevent recurrence.

5. Health Surveillance and Medical Facilities

- Periodic health check ups are conducted for employees, including special medical examinations for personnel engaged in hazardous processes.
- On site medical facilities and first aid arrangements are available at manufacturing units.
- Preventive health initiatives, health awareness sessions, and wellness programs are organised periodically.

6. Safe Infrastructure and Personal Protective Equipment (PPE)

- The Company ensures safe plant design, adequate machine guarding, proper ventilation, sufficient illumination, and ergonomically designed workstations.
- Appropriate PPE is provided to employees and contract workers, and its use is strictly enforced.
- Regular inspection and maintenance of safety equipment, firefighting systems, and emergency response infrastructure are undertaken.
- Use automated 360-degree camera systems for real-time monitoring to assess behaviour around high-risk areas and detect unsafe movements.

7. Compliance and Audits

- The Company ensures compliance with all applicable occupational safety and health regulations.
- Internal and external safety audits, along with statutory inspections, are conducted periodically.
- Corrective action plans arising from audits are monitored and tracked to closure.
- Implement the Permit to Work (PTW) system rigorously to control and isolate hazards during non-routine or high-risk activities.

8. Employee Well being and Work Environment

- Initiatives are undertaken to promote mental well being, workplace hygiene, safe drinking water, sanitation, and clean working conditions.



- The Company encourages reporting of safety concerns without fear of retaliation and promotes a culture of shared safety responsibility.

Outcome and Ongoing Commitment

Through continuous monitoring, training, infrastructure enhancement, and leadership oversight, Dwarikesh Sugar Industries Limited strives to achieve zero harm and to continuously improve workplace health and safety standards. The Company remains firmly committed to strengthening its safety culture and safeguarding the well being of its entire workforce.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

14. Assessments for the year

ESG Pillar	% 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.

The Company follows a structured incident-investigation procedure to address all safety-related events. Once the root causes of an incident are identified, priority is given to implementing Corrective and Preventive Actions (CAPA) to ensure timely resolution and prevent recurrence. Remedial actions for identified health and safety risks are evaluated using inputs from HIRA, JSA, and HAZOP assessments. At present, there are no pending incidents that require corrective or preventive action.

LEADERSHIP INDICATORS

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

Yes, DSIL provides a Medclaim Policy recommended by the UP Sugar Mills Association (UPSMA), offering critical illness coverage to wage workers as well as employees across junior and senior executive grades.

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

100% compliance assessment is conducted for value chain partners to ensure the proper deduction and payment of statutory dues. Additionally, monthly compliance checks are performed, including verification of proof of remittance for PF, ESI, and other statutory obligations.

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:

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

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

Yes, DSIL provides structured transition-assistance programmes to help employees sustain their employability and navigate career changes effectively, including support for long-term transition and retirement planning.

5. Details on assessment of value chain partners:

ESG Pillar	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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.

We have not assessed the health and safety conditions of our value chain partners. However, DSIL has established comprehensive safety policies and procedures, which are adhered to by all stakeholders, including value chain partners.

PRINCIPLE

4

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



We are committed to engaging with our stakeholders in a transparent, ethical, and inclusive manner. Through continuous dialogue and collaboration, we strive to address their concerns, build trust, and create sustainable long-term value for all.

Name : Vijay S. Banka
Designation : Managing Director



At DSIL, we recognise that our operations are closely connected with a diverse group of stakeholders, including communities, farmers, employees, customers, suppliers, industry associations and regulatory bodies. We engage with these groups through structured interactions that enable us to understand their expectations, gather insights and address matters relevant to our business and its wider impact.

We follow a multi-stakeholder approach that helps us identify groups that are directly or indirectly influenced by our activities. Through meetings, forums, consultations and outreach initiatives, we maintain regular communication and create avenues for two-way dialogue. This approach supports transparency, strengthens trust and helps us refine our decisions based on the evolving needs and perspectives shared by our stakeholders.

Our internal codes and policies guide the way we interact with different stakeholder groups, reinforcing fairness, clarity and ethical conduct. We also reach out to vulnerable segments within our ecosystem through welfare initiatives and development programs that focus on long-term social and economic progress. These efforts help us maintain a balanced view of stakeholder priorities and integrate responsible practices across our operations.

Performance Highlights

ESG Pillar	Achievements
Social	▪ Identification and continuous engagement with stakeholders

ESSENTIAL INDICATORS

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

DSIL has a structured stakeholder identification process that aligns with the nature of its business operations. Stakeholders are identified and mapped based on their level of influence, impact, and importance to the Company's long-term sustainable growth. A prioritisation matrix is used to determine which stakeholder groups require greater focus. Continuous engagement helps the Company understand stakeholder expectations, address concerns, and maintain strong relationships. The stakeholder identification framework consists of four key steps: identification, prioritisation, review, and engagement.

a. Stakeholder Identification

- Stakeholders are identified and prioritised based on their level of impact on, and influence over, business expansion and revenue generation.
- Stakeholder engagement and decision making are carried out in alignment with the Company's long term sustainable growth objectives.

b. Prioritisation:

- A structured matrix is developed to prioritise stakeholders by ranking them from highest to lowest importance.
- A tailored engagement plan is prepared to address the specific concerns, needs, and expectations of each stakeholder group.

c. Review Process:

- Stakeholder identification and prioritisation are reviewed on a regular basis, taking into account regulatory developments, business operations, and service changes to ensure continued focus on key stakeholders.

d. Engagement:

- Stakeholders are engaged on an ongoing basis to understand their needs and assess their relevance.

Our stakeholders identified through the stakeholder identification process are provided below:

- Communities:** Maintaining positive relationships with local communities is essential for long-term growth. The Company undertakes CSR initiatives in areas such as education, women's empowerment, agriculture, skill development, environmental sustainability, healthcare, and social awareness to support marginalised and vulnerable groups.
- Farmers:** Farmers supply the sugarcane that forms the primary raw material for DSIL's operations. Ongoing engagement helps ensure reliable supply, supports sustainable farming practices, and fosters long-term partnerships.
- Employees:** Employees play a crucial role in delivering sustainable operations and improving productivity and performance. Their engagement and commitment are integral to achieving the Company's long-term objectives.

- iv. Community Health Centers:** These centers support the Company's community-based healthcare initiatives and serve as key partners in implementing CSR projects related to health and wellbeing.
- v. Technology Vendors:** The Company works closely with technology vendors to evaluate the need for system upgrades, introduce new technologies, and respond effectively to changing business conditions.
- vi. Customers:** Customers are vital to revenue generation, sales performance, and overall business growth. Their satisfaction and engagement directly influence the Company's success.
- vii. Regulators:** Regulatory bodies ensure that the Company complies with applicable laws, guidelines, and reporting requirements. Adhering to these expectations helps prevent compliance-related risks and ensures smooth operations.

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
Communities	Yes	Community meetings	As required	▪ Improving Infrastructure ▪ Bringing Quality Education Within Reach ▪ Providing Relief to the Needy
Farmers*	Yes	▪ E-Mitra app ▪ IVR calling ▪ Messages	As required	▪ Training on Agricultural Practices ▪ Distribution of Pesticides at Subsidised Prices ▪ Provision of Soil Testing
Employees	No	▪ Notice Board ▪ Engagement initiatives ▪ WhatsApp ▪ Verbal communication ▪ Emails	As required	▪ Training and Development ▪ General Discussions ▪ Briefings
Community health centers (CHC)	No	Phone/WhatsApp /Face to Face meeting	As required	▪ Current Vaccination ▪ Investigation ▪ Health Care
Technology Vendors	No	Email	As required	▪ System Upgradation ▪ Routine Check-Up
Customers	No	▪ Physical meetings ▪ Emails ▪ Customer satisfaction survey	As required	Redressal of grievances
Regulators	No	As per the necessary means	As required	Compliance check

*The procurement of entire sugarcane for the respective financial years is carried out from small producers (farmers) from within the district and neighbouring districts.



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.

Stakeholders identified through the engagement plan are consulted whenever required on economic, environmental, and social matters. Their inputs are collected through various channels, including in-person meetings, virtual discussions, emails, surveys, and phone interactions. Feedback gathered from these engagements is shared with the Board through the CSR Committee, enabling informed decision-making and follow-through on stakeholder needs.

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. A structured materiality assessment was conducted to determine the Company's key ESG material issues, drawing on insights from stakeholder surveys, relevant sustainability frameworks, and sector specific considerations. Input was obtained through tailored engagement exercises involving both internal and external stakeholders, ensuring a broad and balanced viewpoint. The outcomes of this assessment were used to define ESG priorities, which have been integrated into the Company's sustainability strategy.

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

We engage with vulnerable and marginalised sections of society through a structured and inclusive approach supported by dedicated teams and committees that oversee CSR and community oriented initiatives. This approach facilitates meaningful and sustained engagement with local communities and key stakeholder groups. Our engagement primarily covers the following areas:

- Community outreach and CSR initiatives focused on education, healthcare, basic infrastructure development, and livelihood enhancement in nearby communities.
- Healthcare and welfare initiatives aimed at supporting women, children, and other needy individuals in surrounding areas.
- Formal engagement and feedback mechanisms, including a grievance redressal system, to promote continuous dialogue and ensure timely and effective resolution of concerns raised by community members and stakeholders.

As sugarcane is the primary raw material for our operations, farmers represent a significant vulnerable and priority stakeholder group. We extend support to farmers through a variety of initiatives intended to address their economic and agricultural challenges, including:

- Organising seminars and awareness programs on modern agricultural practices
- Supplying pesticides and fertilisers either free of cost or at subsidized rates
- Conducting satellite based assessments to monitor the health and progress of sugarcane crops
- Facilitating access to financial support through bank issued credit cards
- Installing deep submersible pumps to enhance irrigation facilities
- Ensuring timely payment to farmers for sugarcane supplied
- Providing subsidized agrochemicals through Kisan Sewa Kendras established at plant locations
- Assisting farmers with bank linked loans offered at competitive interest rates
- Establishing free, well equipped soil testing facilities at factory premises to support soil health and productivity
- Encouraging the adoption of advanced pest management practices

Our continued engagement with farmers and local communities has helped foster strong, trust based relationships, strengthening our reputation for credibility, integrity, loyalty, and goodwill. These values continue to guide and support our sustainability initiatives across all aspects of our operations.

PRINCIPLE

5

Businesses should respect and promote human rights



We are committed to upholding and promoting human rights across our operations and value chain. We ensure that all individuals are treated with dignity, fairness, and respect, embedding these principles into our workplace practices and business relationships.

Name : Priyanka G. Morarka

Designation : Whole Time Director

At DSIL, we recognise human rights as a fundamental element of responsible business conduct. Our approach is grounded in treating every individual connected to our operations with fairness, respect and dignity. These principles guide the way we engage with employees, workers across our value chain, suppliers, contractors and communities.

Our Human Rights Policy outlines expectations related to equality, freedom of expression, non-discrimination and safe working conditions. We incorporate these principles into our daily operations and introduce awareness initiatives that help employees understand and apply them in their roles. Through structured programs and capacity-building sessions, we work toward strengthening understanding of human rights across different parts of our workforce.

We maintain a workplace environment that supports equal opportunities and encourages constructive interactions. Harassment, discriminatory behavior or improper treatment are addressed through defined processes, helping us maintain a respectful and safe atmosphere. For workers engaged through contractors or service providers, we apply internal standards that reinforce ethical conduct and responsible labor practices.

Our interactions with suppliers and partners also integrate human rights considerations, guided by our internal codes and policies. By promoting transparency and responsible behavior across our value chain, we reinforce practices that support the well-being of individuals associated with our business.

Performance Highlights

ESG Pillar	Achievements
Social	100% of permanent employees and permanent workers paid more than minimum wages. - Zero complaints on human rights aspects from employees and workers. 100% of our sites and offices are assessed for human rights aspects.



ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	470	63	13.40	469	187	39.87
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
Total employees	470	63	13.40	469	187	39.87
Workers						
Permanent	985	Nil	NA	1,004	7	0.70
Other than permanent	1,139	Nil	NA	1,365	2	0.15
Total workers	2,124	Nil	NA	2,369	9	0.38

Note: POSH training was provided to employees. Moving forward, we are endeavouring to ensure that 100% of our workforce participates in these training courses.

2. Details of minimum wages paid to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent	470	Nil	NA	470	100	469	Nil	NA	469	100
Male	454	Nil	NA	454	100	453	Nil	NA	453	100
Female	16	Nil	NA	16	100	16	Nil	NA	16	100
Other than permanent	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
Male	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
Workers										
Permanent	985	Nil	NA	985	100	1,004	Nil	NA	1,004	100
Male	984	Nil	NA	984	100	1,003	Nil	NA	1,003	100
Female	1	Nil	NA	1	100	1	Nil	NA	1	100
Other than permanent	1,139	1,025	89.99	114	10.01	1,365	1,080	79.12	285	20.88
Male	1,138	1,025	90.07	113	9.93	1,364	1,080	79.18	284	20.82
Female	1	Nil	NA	1	100	1	Nil	NA	1	100

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR lakhs)
Board of Directors (BoD)	6	224.39	2	63.01
Key Managerial Personnel	1	60.63	0	0
Employees other than BoD and KMP	423	34.69	15	24.03
Workers	329	8.42	0	0

Note

- The median remuneration herein above is derived as a simple average annual salary of the remuneration paid to the lowest & highest paid employees in each group.
- Remuneration figures for all the employees include salary, taxable allowances, Bonus, Ex-gratia, Leave encashment, commission & value of perquisites as per Income tax rules.
- Sitting fees paid to Independent Directors are not considered in the above table.
- The above table does not include seasonal employees as they are employed for few months in a year

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	0.08%	0.09%

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. Human rights concerns arising from the Company's operations are addressed through clearly defined internal mechanisms. The Human Resources function serves as the central coordinating body for receiving, reviewing, and addressing any such issues. Employees are provided with formal channels to raise concerns, including reporting potential Code of Conduct violations in accordance with the provisions of the Company's Whistleblower Policy.

In addition, the Company has established a Grievance Redressal Committee to address and resolve grievances raised by team members in a systematic and fair manner. The committee comprises Mr. S.S. Arya and Mr. Sudarshan Singh Shekhawat, with the respective Head of Department and Section In charge being involved wherever the grievance pertains specifically to a particular department or section. This mechanism ensures that concerns are examined at appropriate levels and resolved in a timely and effective manner.

Further, Internal Complaints Committees (ICCs) have been constituted across all locations in compliance with applicable statutory requirements under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Oversight of the ICC framework is provided by Ms. Priyanka G. Morarka, Whole Time Director and President – Corporate Affairs, who is responsible for monitoring matters related to workplace conduct across all business units. No cases have been reported to the ICC during the past three financial years.

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

Yes, the Company has established a structured mechanism to address human rights related grievances through a Grievance Redressal Committee comprising senior members of the management team. Grievances are placed before the committee and addressed through one to one and face to face discussions, enabling a better understanding of the concerns raised by team members. The Company follows a defined procedure to assess the seriousness of each matter and, where required, initiates an internal enquiry to ensure fair and appropriate resolution. The Company places high value on its employees and ensures that concerns are addressed effectively, so that no grievance remains unresolved.



All employees and workers are encouraged to report any matter involving breach of dignity, unfair treatment, criticism, or any situation that may constitute a human rights concern. Complaints are reviewed based on their nature and gravity, and suitable actions are determined accordingly.

To further strengthen this framework, the Company has constituted several statutory and functional committees to address specific areas and departmental matters, including the Works Committee, Estate Committee, Safety Committee, Canteen Committee, and Anti Sexual Harassment Committee. These committees operate within a structured grievance handling framework and collectively support the maintenance of a respectful, safe, and equitable work environment across all Company locations.

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

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

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

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

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

DSIL has established a Prevention of Sexual Harassment at Workplace (POSH) Policy to prohibit, prevent, and address incidents of sexual harassment. The policy outlines the procedures for filing and resolving complaints and aims to ensure a safe and respectful work environment for all.

The POSH Policy applies to all individuals associated with DSIL, including employees across all locations, advisors, retainers, consultants, associates, workers, contract staff, and trainees, whether working on Company premises or off-site while on assignment. Its applicability also extends to visitors and external stakeholders such as suppliers and contractors.

To manage and resolve complaints of sexual harassment, the Company has constituted Internal Committees at the Corporate Office in Mumbai, the Delhi office, and at each operating unit (DN, DP, and DD). These committees are responsible for receiving complaints, conducting inquiries, and ensuring that all cases are handled in accordance with the POSH Policy.

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

Yes, we expect all suppliers, vendors, and contractors to uphold the same ethical standards that guide our own operations. They are required to respect fundamental human rights principles, including the prohibition of child labor, forced labor, and all forms of discrimination. Our procurement practices emphasise fairness and transparency, and we encourage all partners in our value chain to adopt responsible human rights practices across their activities.

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced Labour/ 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

We have not found significant risks/concerns arising from the human-rights related assessments.

LEADERSHIP INDICATORS

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

No human-rights related grievances or complaints were received during the reporting period. Nevertheless, the Company continues to maintain a robust internal grievance-redressal mechanism, including a Grievance Redressal Committee, a Whistleblower mechanism, and an Internal Complaints Committee (ICC), to address any concerns should they arise.

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

We have not conducted human rights related due diligence.

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, all our premises and offices are fully accessible to differently abled employees as well as visitors. Each of our three units is equipped with barrier-free entry, accessible restrooms and ramps to ensure ease of access and mobility throughout our facilities.

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	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

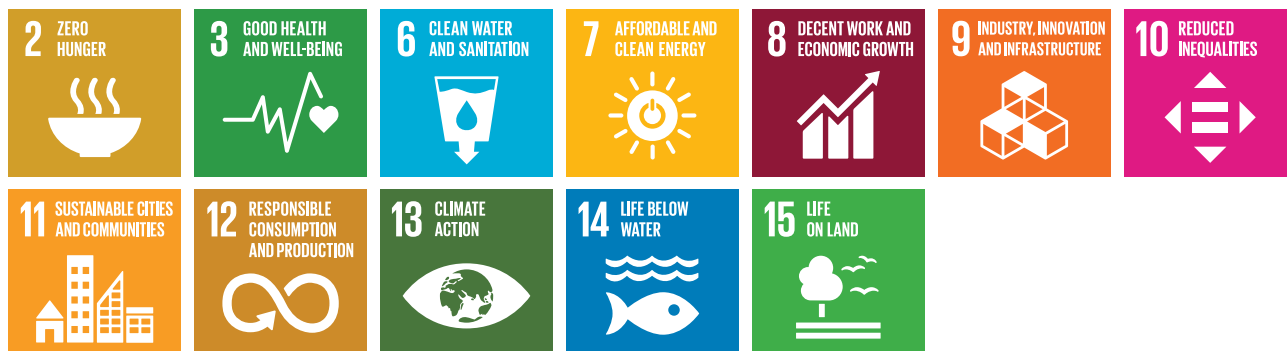
Business operations continued smoothly during the reporting period, with no significant disruptions identified. Accordingly, no corrective actions were deemed necessary.



PRINCIPLE

6

Businesses should respect and make efforts to protect and restore the environment



At Dwarikesh, we are committed to protecting and conserving the environment by integrating sustainable practices across our value chain, from cane sourcing to sugar production. We focus on efficient resource use, reducing emissions, and supporting sustainable agriculture to contribute to a cleaner and more resilient future.

Name : Salil Swaroop Arya

*Designation : Senior Executive Vice President
(Corporate) & Group Compliance Officer*

At DSIL, we recognise the importance of operating in a manner that supports environmental protection and long-term ecological balance. Our approach places emphasis on responsible resource use, efficient processes and practices that reduce the environmental impacts of our operations. We incorporate environmental considerations into the way we manage energy, water, waste and emissions, enabling us to align our operations with broader sustainability expectations.

Across our facilities, we continue to explore ways to enhance resource efficiency and transition toward cleaner production pathways. Measures related to energy conservation, process optimization, water recovery and waste management help us use resources more responsibly. We also apply systems that promote recycling, reuse and improved material handling, supporting our progress toward circularity in relevant areas of our operations.

Performance Highlights

ESG Pillar	Achievements
Environment	100% plant operations are carried out on renewable energy - Zero Liquid Discharge (ZLD) achieved at all distillery facilities. 18.38% reduction in waste generation in FY 2025-26 compared to FY 2024-25.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (GJ)	3,84,198	3,81,586
Total fuel consumption (B) (GJ)	62,01,570	62,78,078
Energy consumption through other sources (C) (GJ)	Nil	Nil
Total energy consumed from renewable sources (A+B+C) (GJ)	65,85,769	66,59,664

Parameter	FY 2025-26	FY 2024-25
From non-renewable sources		
Total electricity consumption (D)	243	288
Total fuel consumption (E)	5,379	3,988
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	5,622	4,276
Total energy consumed (A+B+C+D+E+F)	65,91,391	66,63,940
Energy intensity per rupee of turnover (Total energy consumed / Revenue in INR lakhs from operations)	47.02	49.25
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	956.31	1,017.41
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*Purchasing Power Parity (PPP) is an economic theory and method used to compare the relative value of currencies and the cost of living between countries. PPP has been considered as 20.66 and 20.34 for financial years 2024-25 and 2025-26 respectively.

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

No assessment/evaluation/assurance has been carried out by an external agency.

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

Not applicable. Our sites are not designated as designated consumers under the Government of India's Performance, Achieve, and Trade (PAT) scheme. Accordingly, no targets have been prescribed, and there are no compliance requirements under this framework.

3. Provide details of the following disclosures related to water

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	8,39,431	8,36,882
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	8,39,431	8,36,882
Total volume of water consumption (in kiloliters)	8,39,431	8,36,882
Water intensity per rupee of turnover (Total water consumption / Revenue in INR lakhs from operations)	5.99	6.18
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	121.79	127.77
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, Water audit and assessment has been carried out by an external agency i.e. IIT Roorkee.



4. Provide the following details related to water discharged

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	4,02,847	5,06,173
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	4,02,847	5,06,173

As the Zero Liquid Discharge (ZLD) mechanism established at all distillery facilities, we have considered only the sugar plants to estimate the total water discharged.

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

Yes, Water audit and assessment has been carried out by an external agency i.e. IIT Roorkee.

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

Yes, DSIL has installed a Condensate Polishing Unit (CPU) and a Multi-Effect Evaporator (MEE) with a slop-fired boiler at its distillery units in Dwarikesh Nagar and Dwarikesh Dham. These systems improve the quality of treated wastewater and enable the facilities to operate with Zero Liquid Discharge (ZLD). As a result, all treated wastewater generated from the effluent treatment plants is fully recycled and reused within plant operations and related activities.

6. Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2025-26	FY 2024-25
1. Sugar Unit, Dwarikesh Nagar			
NOx	mg/nm3	-	-
SOx	mg/nm3	-	-
Particulate matter (PM)	mg/nm3	63.80	65.60
Persistent organic pollutants (POP)	mg/nm3	-	-
Volatile organic compounds (VOC)	mg/nm3	-	-
Hazardous air pollutants (HAP)	mg/nm3	-	-
Others – Carbon Monoxide	mg/nm3	0.16	0.15
2. Sugar Unit, Dwarikesh Dham			
NOx	mg/nm3	-	-
SOx	mg/nm3	-	-
Particulate matter (PM)	mg/nm3	64.40	64.90
Others – Carbon Monoxide	mg/nm3	0.14	0.12

Parameter	Please specify unit	FY 2025-26	FY 2024-25
3. Sugar Unit, Dwarikesh Puram			
NOx	mg/nm3		-
SOx	mg/nm3		-
Particulate matter (PM)	mg/nm3	60.90	61.40
Others – Carbon Monoxide	mg/nm3	0.15	0.15
4. Distillery Unit, Dwarikesh Nagar			
NOx	mg/nm3	73.20	74.2
SOx	mg/nm3	27.10	27.4
Particulate matter (PM)	mg/nm3	31.90	32.8
Others – Carbon Monoxide	mg/nm3	0.24	0.24
5. Distillery Unit, Dwarikesh Dham			
NOx	mg/nm3	82.1	83.2
SOx	mg/nm3	43.1	43.6
Particulate matter (PM)	mg/nm3	22.3	22.6
Others – Carbon Monoxide	mg/nm3	0.26	0.27

Note: There are no Persistent Organic Pollutants (POP), Volatile organic pollutants (VOC) and Hazardous Air Pollutants (HAP) emitted from the operations of the Company.

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

Yes, the above-mentioned figures are evaluated by ITS Testing Laboratory Private Limited.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ eq	775	768
Total Scope 2 emissions** (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ eq	49	58
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue in INR lakhs from operations)	(tCO ₂ eq/ Rupee Lakhs)	0.0059	0.0067
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)		0.119	0.126
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note:

- Scope 1 Emissions are from Dwarikesh Nagar, Dwarikesh Dham, Dwarikesh Puram which depicts the extent of greenhouse gas emissions that are emitted through the Company owned assets.
- Scope 2 Emissions are from our corporate offices at various locations in Delhi, Maharashtra, and Uttar Pradesh which captures the greenhouse gas emissions through purchased electricity.



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

No assessment/evaluation/assurance has been carried out by an external agency.

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

Yes, DSIL have undertaken several initiatives to reduce greenhouse gas emissions:

- Flue Gas Treatment Systems: Our facilities are equipped with advanced flue gas treatment systems, including bag filters and electrostatic precipitators, to effectively minimise greenhouse gas pollutants from stack emissions.
- Renewable Energy Utilisation: 100% of our plant operations are powered by renewable energy, significantly reducing our Scope 2 carbon emissions.
- Carbon dioxide generated from distillery operations is captured and sold for commercial applications.
- Scope 3 Carbon Emission Inventory: We have developed a comprehensive Scope 3 carbon emission inventory to identify and address emission hotspots across our value chain, enabling targeted reduction efforts.

9. Provide details related to waste management by the entity

Parameter	Total Waste generated (in MT)	
	FY 2025-26	FY 2024-25
Plastic waste (A)	736.40	903
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste- Used oil (G)	4.00	4.09
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
Total (A+B + C + D + E + F + G + H)	740.40	907.09
Waste intensity per rupee of turnover (Total waste generated / Revenue in INR lakhs from operations)	0.005	0.007
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.107	0.138
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	Total Waste generated (in MT)	
	FY 2025-26	FY 2024-25
(i) Recycled	294.56	270.90
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	294.56	270.90

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	Total Waste generated (in MT)	
	FY 2025-26	FY 2024-25
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	445.84	636.19
Total	445.84	636.19

Note: During the reporting period, 445.84 metric tons of waste was permanently disposed of through safe and environmentally sound methods, in alignment with recognised best practices and regulatory compliance requirements

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

No assessment/evaluation/assurance has been carried out by an external agency.

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.

DSIL fully complies with pollution control board norms and does not use hazardous or toxic chemicals in any of its products or services. The only hazardous waste generated is used oil from operations, and 100% of this waste is recycled through authorised waste-management agencies.

In addition to hazardous waste handling, the Company has a comprehensive waste-management plan supported by detailed SOPs to ensure the safe handling, storage, transportation, processing, and disposal of all non-hazardous waste. Key initiatives include:

- **Bagasse Waste:** Used for renewable energy generation through co-processing.
- **Plastic Waste:** Recycled, reused, and disposed of in line with Extended Producer Responsibility (EPR) guidelines.
- **Ash Utilisation:** Applied in farm fields to enhance soil porosity and water retention.
- **Sludge Management:** Dried and used as an organic fertiliser substitute.
- **Press Mud:** Utilised as biofertiliser, improving sugarcane yield.

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

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.
No, we do not have offices/plants located in any of the ecologically sensitive areas			

12. Details 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
In the current financial year, there were no environmental impact assessments conducted.					



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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes. The Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

LEADERSHIP INDICATORS

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

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

- (i) Name of the area: Not Applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption, and discharge: Not Applicable

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) To Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	-	-
Total volume of water consumption (in kiloliters)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

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

No independent assessment/ evaluation/assurance has been carried out by an external agency

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	95,470	93,750
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*Scope 3 emissions was reported for the first time in FY 2024-25.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	We have installed Multi Effect Evaporator (MEE) plants at our distillery facility. These plants enable us to recycle and reuse spent wash as fuel in our boilers, promoting sustainability and efficient resource utilization.	Through a multi-stage evaporation process, we transform distillery spent wash into a concentrated slop. This concentrated material is then used as fuel in our boilers, effectively generating energy.	50% of the fuel replaced with the concentrated slop. Reduces carbon footprint of the company. Avoids wastewater disposal costs.
2.	We have installed flue gas treatment systems that include bag filters and an electrostatic precipitator. These systems help to significantly reduce air pollution by capturing and filtering out harmful particles from the emissions.	By installing multi-stage flue gas treatment systems, we effectively reduce air pollution. These systems are designed to capture and filter out harmful particles, ensuring cleaner emissions.	Reduces the environmental footprint and air pollution from operations.
3.	We treat and reuse the wastewater generated from our sugar plant operations. This process helps us conserve water and minimise environmental impact by recycling the wastewater for various uses within the plant.	The wastewater produced by our sugar plant operations is treated in an effluent treatment plant to ensure it meets permissible standards. The treated water is then repurposed for various uses, including utility activities, horticulture development, and agricultural applications.	Reduces the dependency on fresh water. Minimises wastewater disposal costs. Achieved Zero Liquid Discharge (ZLD) in distilleries



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	We have implemented a process to remove sulphates from the overflow water in our spray ponds and cooling towers. This involves treating the water to reduce sulphate levels, ensuring it meets environmental standards and minimises any potential negative impact on the surrounding ecosystem.	In our sugar units, cold water is essential for creating a vacuum. During the clarification of sugar syrup with SO ₂ gas, some sulphates dissolve into this water. When surplus water is discharged from spray ponds or cooling towers, it can pose environmental concerns. To address this, we have implemented effective treatment technology to remove sulphates from the water, ensuring it meets environmental standards.	Water quality parameters are under the permissible limits mentioned by the pollution control boards.
5.	We have installed LED lights across all our facilities.	LED lighting has been installed across all facilities to replace conventional lighting systems. These lights consume significantly less electricity and have a longer operational life, improving overall energy efficiency within plant operations.	Reduces electricity consumption and energy costs. Lower overall carbon footprint due to decreased power demand.
6.	We have implemented IE3 energy-efficient motors throughout our plants.	IE3-grade high-efficiency motors have been deployed throughout the plants to enhance electrical energy performance. These motors provide superior efficiency compared to standard motors, particularly in continuous and heavy-duty applications.	Improves power efficiency and reduces energy losses. Reduction in operational electricity costs and environmental impact.
7.	We have integrated pan automation, Variable Frequency Drives (VFDs), and Distributed Control Systems (DCS) to enhance steam and power efficiency.	The plants are equipped with pan automation, Variable Frequency Drives (VFDs), and Distributed Control Systems (DCS). These systems optimise process control, regulate equipment speed, and enhance monitoring accuracy, resulting in improved steam and power management.	Enhances steam efficiency and reduces power consumption. Improves process stability, operational efficiency, and lowers energy-related emissions.

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

We maintain a comprehensive disaster management and onsite emergency plan across all business units. In the event of a disruption, a structured risk-mitigation approach is activated, supported by standard operating procedures, clearly defined roles and responsibilities, and action plans designed to ensure a prompt and coordinated response. These plans address common operational risks and focus on managing emergencies, minimising impact, and restoring operations safely and efficiently. They also include measures to prevent injuries, enable rapid relief and rescue efforts, and facilitate a smooth return to normal operations.

Regular training and awareness sessions are conducted for employees and workers on emergency signaling, roles and expectations during a crisis, designated assembly points, medical support arrangements, and Material Safety Data Sheets (MSDS).

Our emergency preparedness framework outlines detailed procedures for responding to, resuming, and restoring operations following a disaster, ensuring timely and responsible recovery. In addition, each unit holds the required manufacturing license and statutory approvals necessary for uninterrupted business operations.

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?

We have not undertaken formal value-chain assessments to evaluate environmental impacts. However, we continue to engage with and support our value-chain partners by promoting awareness of best practices aimed at preventing environmental pollution and managing associated environmental risks.

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

Nil

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

By the organization	We have not generated or procured any green credits in FY 2025-26.
By the top ten value chain partners	We have not yet undertaken an assessment to determine whether our value-chain partners have generated or procured any green credits.

PRINCIPLE

7

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



We engage with industry associations and regulatory bodies in a responsible and transparent manner. Our approach ensures ethical representation, regulatory compliance, and alignment with our sustainability commitments while contributing positively to industry development.

Name : Salil Swaroop Arya

Designation : Senior Executive Vice President (Corporate) & Group Compliance Officer

At DSIL, we engage with public policy forums, regulatory bodies and industry associations in a manner that is responsible, transparent and aligned with ethical business standards. Our interactions are centered on sharing sector-relevant perspectives, participating in constructive dialogues and contributing to discussions that influence the regulatory environment in which we operate.

We connect with government institutions, industry chambers, and professional bodies to exchange knowledge on matters related to agriculture, manufacturing, environmental performance, worker welfare and sectoral development. These engagements help us stay informed about evolving regulatory expectations and provide platforms to represent viewpoints that are relevant to our business and stakeholders. All such interactions follow our internal codes and policies, which guide professional conduct, legal compliance and responsible communication.



Performance Highlights

ESG Pillar	Achievements
Governance	Affiliated with 4 trade & industrial associations.

ESSENTIAL INDICATORS

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

We are associated with four trade and industry bodies in India, comprising two national level associations and two state level 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2.	Indian Sugar and Bioenergy Manufacturers Association (previously known as ISMA)	National
3.	UP Sugar Mill Association (UPSMA)	State
4.	UP Sugar Mill Co-Gen Association	State

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

Name of Authority	Brief of the case	Corrective action taken
Not Applicable. We have not received any adverse orders from regulatory authorities on anti-competitive conduct in the FY 2025-26.		

LEADERSHIP INDICATORS

1. 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	Web Link, if available
Not Applicable. We have not received any adverse orders from regulatory authorities on anti-competitive conduct in the FY 2025-26.					

PRINCIPLE

8

Businesses should promote inclusive growth and equitable development



At Dwarikesh, we believe that true progress is measured not just by business performance, but by the positive impact we create in the lives of people around us. Our commitment to inclusive growth drives us to uplift marginalised communities, empower women, and invest in education, health, and livelihoods ensuring that prosperity is shared and sustainable

Name : Priyanka G. Morarka

Designation : Whole Time Director

At DSIL, we recognise the importance of contributing to the social and economic progress of the communities connected to our operations. Our approach to inclusive growth is centered on initiatives that support education, skill enhancement, health, and community infrastructure, enabling people to access opportunities that improve their quality of life. These efforts are guided by our CSR policy and implemented through structured programs overseen by a dedicated committee.

We work with local communities, farmer groups and social institutions to identify areas where our engagement can create meaningful value. Our initiatives include activities such as supporting educational facilities, facilitating vocational training, strengthening rural infrastructure and enabling access to essential services. We also focus on programs that encourage livelihood development, particularly for women and marginalised groups, helping them build capabilities that support long-term socio-economic advancement.

In several regions, we collaborate with community collectives and self-help groups to enhance financial literacy, skill development and income-generation opportunities. These engagements foster greater self-reliance and encourage participatory development models. By maintaining regular dialogue with community stakeholders, we are able to align our efforts with local needs and contribute to measurable improvements in social well-being.

Performance Highlights

ESG Pillar	Achievements
Governance	51% input material by value sourced from MSMEs & small producers. 88.82% of the total wages paid to employees and workers deployed in the rural areas.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in FY 2025-26

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	Relevant Web link
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Not applicable. The projects undertaken by DSIL do not require a Social Impact Assessment (SIA) under the applicable laws.



2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

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 2025-26 (in INR)
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For FY 2025-26, we did not undertake any projects that require rehabilitation and resettlement (R&R) under the applicable laws, and therefore this is not applicable.

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

Yes, we have established a mechanism to address community grievances, including a dedicated helpline. Our CSR team regularly engages with local communities to assess their needs and implement appropriate initiatives. Any unresolved concerns can be escalated by community members via email to the CSR Committee for timely response and resolution.

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

Parameter	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	51%	54.78%
Directly from within India	100%	100%

Note: The procurement of entire sugarcane for the respective financial years is carried out from small producers (farmers) from within the district and neighbouring districts.

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 following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural	88.82%	88.99%
Semi-urban	Nil	Nil
Urban	0.09%	0.09%
Metropolitan	11.08%	10.92%

Note: Figures for the previous year have been regrouped and/or restated wherever necessary to ensure consistency with the current year's disclosures.

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
As we have not carried out social impact assessments, no corrective measures have been implemented to address potential adverse impacts.	

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

S. no	State	Aspirational District	Amount Spent (in INR)
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None of our CSR initiatives are implemented in aspirational districts.

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

Yes, we have a Sustainable Sourcing Policy that emphasises responsible sourcing and social equity. We prioritise procuring materials and services from local communities. Since our operations primarily rely on sugarcane, we source 100% of our sugarcane from local communities, including marginalised and vulnerable groups.

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

100% of sugarcane is sourced from local farmers.

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

100% of our procurement is from local farmers from within the districts or neighboring districts.

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
Not Applicable. In the financial year FY 2025-26, we did not own or acquire any intellectual properties.				

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
Not applicable. Since there were no intellectual property activities during the financial year FY 2025-26, none were recorded or reported.		

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.	Infrastructure Development at Government College in Nawalgarh	800	100
2.	Organised health checkup, eye checkup, multi-specialty health camps in collaboration with reputed Hospitals located at Delhi, Moradabad, Bijnor, Bareilly, Kashipur	715	100
3.	Mega health checkup camp organised for employees and nearby local communities in collaboration with reputed hospitals located at Bareilly, Kashipur	1,055	100
4.	Yoga Camp organised for local communities	170	100
5.	Blood Donation camp organised in collaboration with Government Blood bank and Indian Medical Association	250	100
Total		2,990	100

Note: Weblink of CSR policy is available at <https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Corporate-Social-Responsibility.pdf>



PRINCIPLE

9

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



We are committed to delivering safe, high-quality sugar and ethanol products in a responsible and efficient manner. Through sustainable practices and continuous innovation, we aim to meet evolving customer expectations while minimising environmental impact. We also maintain structured feedback mechanisms to address customer needs and enhance satisfaction.

Name : Sunil Kumar Goel

Designation : Chief Financial Officer

At DSIL, we recognise that our customers expect products that are safe, reliable and aligned with their evolving needs. We focus on delivering value through responsible manufacturing practices, consistent quality and transparent communication. Our product portfolio, which includes sugar, ethanol and renewable-energy-linked outputs, is developed and supplied through processes that incorporate safety, efficiency and sustainability considerations.

We maintain an active dialogue with our customers to understand their requirements and gather insights that help us refine our offerings. Through direct interactions, feedback mechanisms and customer-facing programs, we assess customer expectations. These interactions support continuous improvement and help us strengthen customer satisfaction across segments.

Our customer interface also incorporates measures related to data responsibility and information security. We handle personal and operational data with care, guided by internal policies that outline safe data management practices. To support these efforts, we use established digital systems and monitoring tools that help safeguard our operations from unauthorized access and maintain the integrity of information entrusted to us.

Performance Highlights

ESG Pillar	Achievements
Social	▪ Zero voluntary recalls & forced recalls.
Governance	▪ Zero instances of product recalls on the account of safety issues. ▪ Zero incidents of data breaches.

ESSENTIAL INDICATORS

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

We have a structured grievance-handling system in place, supported by a customer helpline for complaints and feedback. Our sales teams and distributors also maintain regular engagement with customers through in-person meetings and focused group discussions to proactively identify opportunities for improving our products and services.

We encourage customers, sugarcane farmers, and value-chain partners to actively use our grievance-redressal channels and processes, ensuring that their concerns are addressed promptly and effectively.

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

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

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	NA	NA	Nil	NA	NA
Advertising	Nil	NA	NA	Nil	NA	NA
Cyber-security	Nil	NA	NA	Nil	NA	NA
Delivery of essential services	Nil	NA	NA	Nil	NA	NA
Restrictive trade practices	Nil	NA	NA	Nil	NA	NA
Unfair trade practices	Nil	NA	NA	Nil	NA	NA
Others	Nil	NA	NA	Nil	NA	NA

Note: We have not received any consumer complaints in the last three consecutive financial years

4. Details of instances of product recalls on accounts of safety issues

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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

Yes, the Company has instituted a comprehensive Cyber Security, Data Privacy, and Protection Policy, supported by a robust framework designed to safeguard its digital infrastructure, business operations, and organisational reputation. The policy is applicable to all employees, contractors, consultants, vendors, and third party entities who access DSIL's networks, systems, or data, irrespective of their work location or the type of device used. Further information regarding the policy is available on the Company's website at:

<https://www.dwarikesh.com/wp-content/uploads/2024/05/Policy-on-Cyber-Security-Data-Privacy-Protection.pdf>

The Company's systems and procedures are structured to proactively defend against cyber risks through a combination of preventive controls, risk management practices, and continuous employee awareness initiatives. The policy defines multiple safeguards, including access authentication measures, protocols to ensure data and system integrity, guidelines for IT device usage and email access, endpoint and network security controls, social media access norms, website filtering mechanisms, and defined procedures for the management of security incidents.

Implementation of cyber security and data privacy measures is based on three core elements.

- Risk assessments are carried out to identify potential threats, vulnerabilities, and risks impacting the Company's assets and operations.
- Risk mitigation measures are implemented by deploying appropriate controls, safeguards, and countermeasures to reduce identified risks and limit their impact.
- An incident response framework is maintained through established incident response and business continuity plans, which outline procedures for identifying, responding to, containing, and recovering from cybersecurity incidents. The business continuity plan is tested annually at DSIL.



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

Not applicable. During this period, we did not experience any incidents related to cybersecurity, data privacy, product recalls, or regulatory actions, and therefore no corrective measures were required.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil. There are no reported instances of data breaches in the financial year FY 2025-26.

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

There are no instances of data breaches involving personally identifiable information of customers in the financial year FY 2025-26.

c. Impact, if any, of the data breaches

Not Applicable, as there are no reported data breaches in the financial year FY 2025-26.

LEADERSHIP INDICATORS

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

Our company website offers comprehensive information about our products and services under the “Products” section, accessible at - <https://www.dwarikesh.com/>. In addition, our offerings are available through various e-commerce platforms and social media channels. We also release brochures and catalogues from time to time to share detailed insights into our product range.

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

We ensure that customers have access to all essential information required for the safe and responsible use of our products. Each product package clearly specifies details such as grade, standards, quality parameters, and other key information. For any further queries, customers may reach out to us at sales.dn@dwarikesh.com or contact the helpline number printed on the product packaging.

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

We have a robust system for identifying and managing potential risks that may affect the continuity of our essential services. If such risks materialise, we promptly notify our customers through multiple channels, including updates on our website and direct communication from our sales teams and distributors. This ensures that customers are informed in advance and can take appropriate steps to minimise any potential impact. We also review and update our contingency plans regularly to remain prepared for unexpected business disruptions.

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)

No, we do not display product information over and above what is mandated, however, we strictly comply with all applicable laws and regulatory requirements when presenting product-related information. All product packaging is clearly labelled in accordance with relevant BIS standards.

Yes, we regularly conduct consumer surveys across India to gather feedback on our key products and services across all business operations.

Concluding remarks:

Through this report, we present a comprehensive view of our approach to responsible business conduct and our progress across key environmental, social, and governance parameters during FY 2025-26. The disclosures reflect our continued effort to strengthen systems, enhance transparency, and integrate sustainability considerations into our core operations. As expectations around responsible business practices continue to evolve, we remain focused on building resilience, improving performance, and creating long-term value for all our stakeholders.