

# Business Responsibility and Sustainability Report

## About DCM Nouvelle Limited

DCM Nouvelle Limited is a leading manufacturer & exporter of 100% cotton carded, combed and compact yarns in single and two- ply forms in Count Range is Ne 14s to Ne 40s. The Company has spindle capacity of 1,57,872 located at Hisar with Approx. 40000 MT of annual production.

### Overview:

DCM NOUVELLE strives to seek greater alignment between its stakeholders to generate value in the long term by delivering its promise. One Quality for all the Markets is the philosophy under which the Company operates its businesses.

## About This Report

The Listing Regulations mandate the inclusion of the BRSR as part of the Annual Report for the top 1,000 listed entities based on market capitalisation. As of March 31, 2024, your company does not fall within the top 1,000 listed entities by market capitalisation. However, the Risk Management Committee recommended to the Board that the company voluntarily adopt all essential indicators of the BRSR disclosures for the financial year 2023–24. Accordingly, the BRSR report, excluding leadership indicators, has been integrated into this 8th Annual Report.

## Section A:

### General Disclosure

#### I. Details of the listed entity

1.	<b>Corporate Identity Number:</b>	L17309DL2016PLC307204
2.	<b>Name of the Listed Entity:</b>	DCM NOUVELLE LIMITED
3.	<b>Year of Incorporation:</b>	17.10.2016
4.	<b>Registered Office Address:</b>	407, Vikrant Tower, 4 Rajendra Place, New Delhi - 110 008
5.	<b>Corporate Address:</b>	Same as above
6.	<b>E-mail:</b>	info@dcmnvl.com
7.	<b>Telephone:</b>	+91 11 4367 8490
8.	<b>Website:</b>	<a href="https://www.dcmnvl.com/">https://www.dcmnvl.com/</a>
9.	<b>Date of start of Financial Year</b>	Start Date End Date
	Financial Year	01.04.2023 31.03.2024
	Previous Year	01.04.2022 31.03.2023
	Prior To Previous Year	01.04.2021 31.03.2022
10.	<b>Name of the Stock Exchange(s) where shares are listed:</b>	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	<b>Paid-up Capital:</b>	18,67,77,490/-
12.	<b>Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report</b>	Mr. Mohd Sagir Company Secretary & Compliance officer <a href="mailto:info@dcmnvl.com">info@dcmnvl.com</a> 011 4367 8490
13.	<b>Reporting boundary-Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity AND all the entities which form a part of its consolidated financial statements, taken together).</b>	The disclosure under this report is made on a standalone basis.
14.	<b>Whether the Company has undertaken reasonable assurance of the BRSR Core ?</b>	Not Applicable



## II. Products and Services:

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

Sr. No.	Description of the Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Cotton Yarn	Manufacturing of Cotton Yarns	91%

### 16. Product/Services sold by the entity (accounting for 90% of the entity's turnover):

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1.	Cotton Yarn	131	91%

## III. Operations:

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

Location	Number of plants	Number of offices	Total
National	1-Manufacturing Plant at Hisar, Haryana.	1-Registered cum corporate office at New Delhi.	2
International	-	-	-

### 18. Markets Served by the Entity:

#### a) Number of Locations:

Location	Number
National (No. of States)	10
International (No. of Countries)	30

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

45.69%

#### c) A brief on types of customers?

DCM Nouvelle Limited is a leading manufacturer & exporter of 100% cotton carded, combed & Compact yarns in single and two-ply forms of count range Ne 12s to 40s. Our products are mostly sold through dealers and agents to the manufacturer of Textiles product mainly Towels, Hosiery and garments.

## IV. Employees:

### 19. Details as at the end of Financial Year 2023-24

#### a) Employees and Workers Employees

*Employees (including differently abled)*

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (c)	Percentage (C/A)
1	Permanent Employees	155	147	94.84	8	5.16
2	Other than Permanent Employees	-	-	-	-	-
3	Total employees (1+2)	155	147	94.84	8	5.16

**Workers (including differently abled)**

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
4	Permanent (F)	1664	1104	66.35	560	33.65
5	Other than Permanent (G)	-	-	-	-	-
6	Total employees (F+G)	1664	1104	66.35	560	33.65

**b) Differently abled Employees and Workers****Differently Abled Employees**

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
1	Permanent Employees	-	-	-	-	-
2	Other than Permanent Employees	-	-	-	-	-
3	Total employees (1+2)	-	-	-	-	-

**Differently Abled Workers**

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
4	Permanent Employees	-	-	-	-	-
5	Other than Permanent Employees	-	-	-	-	-
6	Total employees (1+2)	-	-	-	-	-

**20. Participation/ Inclusion/ Representation of Women**

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors (BOD)	7	1	14.29%
Key Management Personnel*	2	0	0.00%

**\*Excluding BOD****21. Turnover rate for permanent employees and workers:**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.83	44.44	74.27	14.03	0.70	14.73	11.17	0	11.17
Permanent Workers	69.09	30.91	100	62.98	29.03	92.01	55.98	25.73	81.71



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

### 22. Names of holding/ subsidiary/ associate companies/ joint ventures

S. No.	Name of the holding / subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	DCM Nouvelle Specialty Chemicals Limited	Subsidiary	81.39%	No

### VI. CSR Details:

23. (i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii). Turnover (in ₹)	1080.88 Cr
(iii). Net Worth (in ₹)	321.92 Cr

### VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide weblink for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	5	0	-
Employees and workers	Yes	145	2	-	-	-	-
Customers	Yes	-	-	-	109	5	-
Value Chain Partners	Yes	0	0	-	0	0	-

Though the Company does not have a formal grievance redressal policy/ies, there are detailed procedures in place for addressing the grievances across different stakeholders.

Details of the grievance redressal mechanism are elucidated below:

#### Investors and Shareholders:

The Company has designated an exclusive e-mail id info@dcmnvl.com, to enable investors and shareholders to register their grievances, if any. Other mechanisms to receive the grievances are physical letters to the registered office address, e-mails to the Registrar and Transfer Agent (RTA), Skyline Financial Services Private Limited on their designated email id info@skylinerta.com, physical letters or telephone call or physical visit to RTA, designated grievance redressal facilitation platform of SEBI SCORES, from Stock Exchanges i.e. BSE & NSE through their online portals, letters received from Registrar of Companies (ROC) and complaints received on Smart ODR Portals of BSE and NSE. Each email received is responded to wherever the details are readily available with the Company.

All grievances received by RTA are forwarded to the Company and the Company replies accordingly. The Company regularly monitors & maintains Report to ensure that timelines are properly followed for closure of queries/complaints received. Complaints received through stock exchanges, regulators, ROC are monitored and the responses are uploaded on the respective regulators portal. The Company regularly checks the status of closure of these complaints. On a quarterly basis, the Company submits a report to Stock Exchanges providing details of complaints received and redressed. These details also placed with the Board on a quarterly basis, for their information.

**Value chain partners** can avail the grievance redressal mechanism through various channels, including an email address, a shared service helpdesk, and the Whistle Blower Policy. **1) Refer link**

The grievance redressal mechanism for employees and workers, community and customers are explained in Principle 3, 8 and 9 respectively.

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

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

Sr. 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.	Corporate Governance & Conduct	R	Good corporate governance is essential for DCM Nouvelle. Risks in this area can harm our reputation, damage trust with stakeholders, and disrupt our business.	Periodical internal reviews, audit and presentations on changes introduced by regulators.	Negative
2.	Health and Safety	R	Health and safety for our employees and workers is very important to us. By identifying risks and putting measures in place to reduce them, we help keep our employees safe and confident.	We offer regular health and safety training to all employees and workers to promote a safety culture and ensure a safe working environment.	Negative
3.	Labour Management	R/O	As a manufacturing organization, compliance to labour management and labour laws is critical.	The Company ensures complete compliance with all the applicable labour rules and regulations.	Negative/ Positive
4.	Human Capital Development	O	Offer training and programs to improve employees' skills through job-specific training, soft skills development, and sabbaticals. This will boost performance and help create an innovative and empowered workforce.	NA	Positive



Sr. 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)
5.	CSR	O	As a part of the Company's commitment to society, comprehensive interventions are undertaken in education and healthcare.	NA	Positive
6.	Responsible Supply Chain	R/O	Our supply chain consists of local suppliers, with a significant part of our raw materials being supplied by Domestic suppliers.	Our organization has built long-term relationships with key raw material suppliers, many of whom follow good practices for sustainability. We also have a thorough due-diligence process in place before entering into any long-term contracts with suppliers or logistics partners.	Negative/ Positive
7.	Enhancement of Renewable Power	O	Using renewable clean power helps reduce CO2 emissions and lowers the company's power costs.	NA	Positive
8.	Responsible Investment	O	Investment approach that recognizes the generation of long-term sustainable returns and is dependent on stable, well-functioning and well-governed social, environmental, and economic systems	NA	Positive
9.	Business Ethics	R	-	Whistle blower policy and its deployment. The Company has a whistle blower policy for its employees, vendors and channel partners.	Negative

## Section B:

### Management and Process Disclosures

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>1. Policy and management processes</b>									
a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, each principle and its core elements are covered by one or more policies of the Company								
b. Has the policy been approved by the Board? (Yes/No)	Yes, the policies are approved by the Board/Board Committee as applicable								
c. Web Link of the Policies, if available	<a href="https://www.dcmnvl.com/policies-and-code.html">https://www.dcmnvl.com/policies-and-code.html</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Most of the policies are implemented through procedures which are either incorporated in the policies or available as separate documents/SOPs/processes.								
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes,								
<b>4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	ISO 9000, BCI YARNS, Better Cotton for All, Global Organics textile Standard (GOTS) OEKO TEX STANDARDS 100, Importer - Exporter Code (IEC)								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	DCM Nouvelle has identified ESG key focus areas and has set ESG targets internally which are monitored and acted upon continuously.								
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	Our sustainability strategy is closely aligned with the UN SDGs to contribute towards meaningful change around the world.								
<b>Governance, leadership, and oversight</b>									
<b>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)</b>	At DCM Nouvelle, we take our responsibilities to society seriously. We believe that including environmental, social, and governance (ESG) principles in how we do business is crucial. It helps us become stronger, fosters a positive company culture, and creates lasting value for everyone involved. Our sustainability plan looks at current trends and how our actions affect people we work with. Right now,  We're focusing on key areas like climate change, energy, safety, innovation, governance, ethics, and integrity. These priorities will shape how we operate in the future. Also, we're making progress in various ESG aspects by improving policies, systems, turning plans into action, keeping a close eye on our efforts, and helping our team grow through different methods.								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	The Company has constituted Risk management Committee and appointed Mr. Hemant Bharat Ram, Managing Director as Chief Risk Officer of the Company, to oversee the implementation of the policies.								
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).</b>	Yes, the Company's Risk Management Committee is responsible for decision making on sustainability related issues. For details of the composition, role, and terms of reference, please refer to Annexure 'B' to the Board Report of the Annual Report FY 2023-24.								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>10. Details of Review of NGRBCs by the Company:</b>									
Performance against above policies and follow up action	Yes								
Frequency (Annually / Half yearly / Quarterly / Any other - please specify)	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliance	Compliance Report regarding all applicable laws is placed before the Board on quarterly basis.								
<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	The Company conducts internal periodic review of the policies that are evaluated by the functional heads and approved by the leadership team.								
<b>12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:</b>	Not applicable								

### SECTION C:

#### Principle-Wise Performance Disclosure

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

##### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	04	Business, strategy, risk, ESG, visit to site/operative plants and update of laws.	100%
Key Managerial Personnel	04	During the year, the BoD of the Company has devoted time on various matters relating to issues pertaining to business, governance, IT issues, risk management, Policies, and procedures implementations.	100%
Employees other than BoD and KMPs	29	The company organizes various training sessions both online and offline conducted by internal or external experts throughout the year. These sessions cover important topics like safety, code of conduct, prevention of sexual harassment, cybersecurity, diversity and inclusion, and sustainability for all employees. Additionally, employees receive job-specific training tailored to their roles, focusing on areas such as behavioral skills, leadership development, and project management as needed	100%
Workers	20	The workforce undergoes numerous trainings which include but not limited to, health and safety, equipment operation, handling of tools and material, behaviour-based safety, first aid, and others.	43.34%



**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings with regulators/ law enforcement agencies/ judicial institutions in FY24 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

	NGRBC Principle	Name of the regulatory/ enforcement authority/ judicial institutions	Amount (INR)	Brief of case	Has an appeal been preferred? (Yes or NO)
<b>Monetary</b>					
Penalty/Fine					
Settlement		No Cases reported during the Year			
Compounding fee					
<b>Non - Monetary</b>					
Imprisonment		No Cases reported during the Year			
Punishment					

**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.**

No cases have been reported during FY 2023-24

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

Yes. The Company has adopted an 'Anti Bribery Policy' in line with legal and statutory framework on anti-bribery and anti-corruption legislation prevalent in India. The policy encompasses all permanent and temporary employees, subsidiaries, joint venture partners, associate companies, third parties associated with the Company to abstain from engaging in any form of bribery or corruption. It reflects the Company's commitment to maintain the highest ethical standards and undertake fair business practices.

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

	Financial Year 2023-24	Financial Year 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

**6. There were no complaints received in relation to issues of conflict of interest of the Directors and KMPs during the reporting period FY 2023-24.**

**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 cases or complaints received in the above matters.



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

	Financial Year 2023-24	Financial Year 2022-23
Number of day of accounts payables	10	9

**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	Financial Year 2023-24	Financial Year 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made from	Not estimated	
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales		
	b. Number of dealers/distributors to whom sales are made	Not estimated	
	c. Sales to top 10 dealers/distributors as % of total sales to dealers /Distributors		
Share of RPTs in Material Subsidiary	a. Purchases (Purchases with related parties/ Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100	-
	d. Investments (Investments in related parties/ Total Investments made)	100	100

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

**Essential indicators**

- 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.

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

**2. a. Does the entity have procedures in place for sustainable sourcing? Yes**

At DCM Nouvelle, we work closely with numerous local suppliers, prioritizing those from our community. We choose suppliers based on open communication and clear criteria that emphasize human rights, health and safety standards, business ethics, and environmental policies. Our procurement policy places importance on sustainability practices when selecting suppliers

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

100% (including procurement of capital goods)

**3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for**

Plastics (including packaging)	No Such, Company sells all waste material to the local vendors
E-waste	
Hazardous waste and other waste.	

**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**

**Not Applicable**

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

**Essential indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	147	105	71.43	147	100	NA	NA	NA	NA	NA	NA
Female	8	8	100	8	100	8	100	NA	NA	NA	NA
Total	155	13	72.90	154	100	9	100	NA	NA	NA	NA
<b>Other than permanent employees</b>											
Male	All benefits extended to the contract workforce (workers) are in line with statutory provisions.										
Female	As a principal employer DCM Nouvelle is committed to ensuring compliance.										
Total											

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

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)
<b>Permanent workers</b>											
Male	1104	1104	100	1104	100	NA	NA	NA	NA	NA	NA
Female	560	560	100	560	100	560	100	NA	NA	NA	NA
Total	1664	1664	100	1664	100	560	100	NA	NA	NA	NA
<b>Other than permanent workers</b>											
Male	NA										
Female											
Other											

All benefits extended to the contract workforce (workers) are in line with statutory provisions. As a principal employer DCM Nouvelle is committed to ensuring compliance.



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

	Financial Year 2023-24	Financial Year 2022-23
(i) Cost incurred on well-being measures (well-being measures means well-being of employees and workers including male, female permanent and other than permanent employees and workers	<b>81,98,997</b>	<b>63,99,607</b>
(ii) Total revenue of the Company	<b>1080,87,66,153</b>	<b>864,40,80,581</b>
(iii) Cost incurred on wellbeing measures as a % of total revenue of the Company	<b>0.08%</b>	<b>0.07%</b>

**2. Details of retirement benefits for the Current FY and Previous FY**

Benefits	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	99.60	Y
Gratuity	100	100	N.A.	100	99.60	N.A.
ESI	21.29	100	Y	16.88	100	Y
Others (Superannuation)	63.22	0	Y	61.74	0	Y

**3. Accessibility of workplaces**

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

Most of the Company's permanent premises are accessible to differently abled people with wheelchairs (viz. through ramps, toilets, lifts). The Company is taking steps to provide the right infrastructure to support the needs of individuals with disabilities and preparing the remaining premises for accessibility infrastructure.

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

Yes, the Company provides equal rights to its employees and does not discriminate on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. The Company also recruits, develops, and promotes its employees solely on performance, merit, competence and potential. [Weblink](#).

**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	-	-	-	-
Female	-	-	-	-
<b>Total</b>	-	-	-	-

**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**

	<b>Yes/No (If yes, then give details of the mechanism in brief)</b>
Permanent workers	Yes, the Company has implemented an open-door approach for every employee, regardless of their position.
Other than permanent workers	It offers various platforms to its employees for sharing their grievances and concerns, including Ethics Speak up, HR Helpdesk and emails to their supervisors.
Permanent Employees	Further the company follows the Code of Conduct encouraging employees to raise concerns about Bribery, corruption, Sexual Harassment, Human rights issues, Insider trading and many more.
Other than Permanent Employees	

The Company encourages all its stakeholders to raise concerns, grievance, and alerts. The Complainant is provided adequate protection under the policies.

All employees and workers can report via below modes:

- o Through email at: [info@dcmnvl.com](mailto:info@dcmnvl.com)
- o In case of letters (protected disclosure) submitted by hand-delivery, courier or by post addressed to the Chairman of the Audit Committee at his address.

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

DCMNVL does not have any employees or worker unions or associations. However, in line with the Policy on Respect for Human Rights, Company recognises right to freedom of association.

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

Category	2023-24 (Current financial year)					2022-23 (Previous financial year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C /A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	342	80	23.39	310	90.64	374	74	19.78%	300	80.21%
Female	11	3	27.27	10	90.90	10	4	40.00	6	66.00%
<b>Total</b>	<b>353</b>	<b>83</b>	<b>23.51</b>	<b>320</b>	<b>90.65</b>	<b>384</b>	<b>78</b>	<b>20.31</b>	<b>306</b>	<b>79.69</b>
<b>Workers</b>										
Male	1109	780	70.33	698	62.93	1526	808	52.95	718	47.05
Female	564	344	60.99	346	61.34	687	364	52.98	323	47.01
<b>Total</b>	<b>1673</b>	<b>1124</b>	<b>67.18</b>	<b>1044</b>	<b>62.40</b>	<b>2213</b>	<b>1172</b>	<b>52.96</b>	<b>1041</b>	<b>47.04</b>

Training is an element for safety awareness. Health and safety training is imparted to employees as a part of the induction module at the time of joining to achieve minimum mandatory awareness related to health and safety (H&S). Constant reinforcement sessions are conducted through webinars, trainings, posters, emails, and floor meetings.

**Note: We have initiated monitoring of training data on health and safety measures from the financial year 2023-24**



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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total (A)	No. (B)	% (B/ A)	Total (D)	No.(E)	% (E / D)
<b>Employees</b>						
Male	342	114	33.33	374	128	34.22
Female	11	4	36.36	10	4	40
<b>Total</b>	<b>353</b>	<b>118</b>	<b>33.43</b>	<b>384</b>	<b>132</b>	<b>34.38</b>
<b>Workers</b>						
Male	1109	188	16.95	1526	165	10.81
Female	564	3	0.53	687	1	0.15
<b>Total</b>	<b>1673</b>	<b>191</b>	<b>11.42</b>	<b>2213</b>	<b>166</b>	<b>7.50</b>

## 10. Health and safety management system:

DCMNVL recognizes Health and Safety of its workforce as one of the key focus areas in the organization. It also recognizes that adherence to applicable legislations is a minimum start point and strives to continuously benchmark & improve the safety at offices and sites.

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

Yes, DCMNVL has an Occupational Safety management system (OSHS), which consists various Standard Operating procedures like Accident reporting & investigation, Fire reporting & investigation, Fire Drill, Emergency response, Work permit system, Internal Safety Audit, Safety Committee.

DCMNVL has a KPI System for Safety awareness, reduce accident and fire case, identify of unsafe act/condition, Safety system upgradation.

DCMNVL regularly does the third party checking of Appliance Testing (Lifting tools tackles, Air receiver, Fork lifter, EOT crane).

DCMNVL has Internal checking system of firefighting equipments - fire cylinder, hydrant, smoke detector, fire alarm, fire sensor, internal checking system of vehicles.

DCMNVL conduct inspection in every year for better control on the management system.

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

DCMNVL has internal unsafe act/conditions identification system which act on daily basis. We have internal safety audit committee. DCMNVL identify the safety issue.

### **Incident reporting by employees and workers:**

DCMNVL encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace.

### **Safety walkthroughs by the leadership and senior management:**

DCMNVL conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their risk.

Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)

Yes. The Company's workers have multiple channels to report incidents and accidents through the incident reporting system, emails, verbal reporting to supervisors and HR helpline.

Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, DCMNVL has a medical officer in-campus and corporate tie-ups with the nearest multi-specialty hospitals for any emergencies.
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**11. Details of safety related incidents, in the following format:**

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

**12. Describe the measures taken by the entity to ensure a safe and healthy work place:**

The Company undertook various measures to ensure a safe and healthy workplace which include

- Safety review with management.
- Providing Safety training programs for employees by internal and external faculty.
- Celebrate Safety Week, Environment Day.
- Safety poster display.
- Fire drill.
- Facilitating doctor on campus.
- Mandating medical check-ups for high-risk categories.

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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	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	-	-	NA	-	-	NA
Health & Safety	15	-	NA	17	-	NA

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	An internal assessment was conducted for manufacturing facilities, offices to understand potential human rights risks through Admin in charge.
Working Conditions	

**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: Not Applicable**



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

### Essential indicators

#### 1. Describe the processes for identifying key stakeholder groups of the entity-stakeholder analysis and the key stakeholders include shareholders, customers, employees, and Government.

The Company aims to balance the needs, interests, and expectations of various stakeholders with those of the business and deliver long-term value. The Company take a collaborative approach when it comes to working with both internal and external stakeholder namely employees, suppliers, dealers, customers, shareholders / investors, communities surrounding the operations and government / regulatory authorities and gives utmost importance to healthy relationship and continuous engagement with them.

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

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
Regulatory bodies	No	<ul style="list-style-type: none"> <li>Regulatory filings</li> <li>Meetings</li> <li>Emails</li> <li>Through Industry Associations</li> </ul>	As per requirement	<ul style="list-style-type: none"> <li>Compliance requirements</li> <li>Upcoming rules and regulations</li> <li>Industry representation on key Matters</li> </ul>
Shareholders	No	<ul style="list-style-type: none"> <li>Regulatory fillings</li> <li>Company website</li> <li>Quarterly publication of results</li> </ul>	As per requirement	<ul style="list-style-type: none"> <li>Financial and non-financial performance</li> <li>Corporate governance, Ethics, and value</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Periodic meetings</li> <li>Visits to supplier's facilities</li> <li>Conferences</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Business opportunities, quality, and safety of raw materials</li> <li>Materials management</li> <li>Issues faced by Company/suppliers</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Meetings</li> <li>Conferences</li> <li>Surveys to capture customer satisfaction level</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Product innovation and life-cycle efficiency</li> <li>Resolution of Customer Complaints</li> <li>Quality and Safety</li> <li>New products offerings</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Notice board</li> <li>Meetings</li> <li>Open house sessions with senior management</li> <li>Grievance mechanism</li> <li>Performance feedback</li> <li>Surveys to capture employee satisfaction level</li> <li>Focused trainings and awareness sessions</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Career growth prospects</li> <li>Learning and development programs</li> <li>Trainings Rewards and Recognition</li> <li>Occupational Health and Safety</li> <li>Grievance redressal mechanism</li> <li>Ethics and transparency</li> <li>Total Quality Management</li> <li>IT enablement &amp; digitisation</li> <li>Employee-oriented work policies</li> </ul>
Local Communities	Yes	<ul style="list-style-type: none"> <li>Community meetings</li> <li>CSR projects</li> <li>Email</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Partnership with local NGOs for servicing wider set of local communities</li> <li>Local infrastructure development, training, providing scholarships, and other necessary support</li> </ul>



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

### Essential indicators

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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	0	0	0	154	43	27.92
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>154</b>	<b>43</b>	<b>27.92</b>
<b>Workers</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total Workers</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

Human rights awareness is covered through various informal processes for the workmen. Induction is a mandatory requirement for any workmen joining at any site/location/project. Induction includes, but not limited to, topics such as wage breakup, PF deduction, health and safety, account creation for wage deposit, KYC. Additionally, there are systems in place to ensure that there is no child labour (submission of Aadhar card as proof of age), no forced labour through proof of employment (wage slip, issuance of gate pass/ID card).

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

Category	2023-24 (Current financial year)					2022-23 (Previous financial year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>155</b>	<b>0</b>	<b>0.00%</b>	<b>155</b>	<b>100.00%</b>	<b>154</b>	<b>0</b>	<b>0.00%</b>	<b>154</b>	<b>100.00%</b>
Male	147	0	0.00%	147	100.00%	148	0	0.00%	148	100.00%
Female	8	0	0.00%	8	100.00%	6	0	0.00%	6	100.00%
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	<b>1664</b>	<b>1469</b>	<b>88.28</b>	<b>195</b>	<b>11.72</b>	<b>2006</b>	<b>1835</b>	<b>91.48</b>	<b>171</b>	<b>8.52</b>
Male	1104	912	82.61	192	17.39	1380	1210	87.68	170	12.32
Female	560	557	99.46	3	00.54	626	625	99.84	1	00.16
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-



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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	2	229,13,809/-	0	-
Key Managerial Personnel	2	31,63,809/-	0	-
Employees other than BOD and KMP	195	4,32,596/-	12	289480
Workers*	2917	1,76,607/-	943	172450

**\*For the above purpose permanent employees and permanent workers are considered.**

**b. Gross wages paid to females**

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Gross wages paid to females	8,67,13,034	7,01,55,973
Total wages	31,30,15,484	25,40,21,313
Gross wages paid to females(Gross wages paid to females as % of total wages)	27.70%	27.62%

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

Yes, the Company has assigned the responsibility of addressing human rights issues or impacts to the Head of the Human Resource department.

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

The Company has dedicated industrial relation manager, who is responsible to redress grievances related to human rights.

**Open-door policy:**

The Company has an open-door policy that allows employees to raise any human rights concerns with their managers or supervisors.

**Grievance redressal mechanism:**

The Company has a grievance redressal mechanism in place that allows employees to report any human rights violations or concerns anonymously.

**Social Accountability Policy**

The Company has a Social Accountability Policy that sets out DCM Nouvelle commitment to human rights and ethical business practices.

**Helpline:**

The Company has an HR helpline that employees and workers can use to report any concerns related to human rights violations, ethical misconduct, or other issues.

**HR helpdesk:**

The Company's HR helpdesk helps employees to approach or raise any concerns related to human rights or other issues.

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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	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	01	0	NIL	0	0	NIL
Discrimination at workplace	0	0	NIL	0	0	NIL
Child Labour	0	0	NIL	0	0	NIL
Forced Labour/ Involuntary Labour	0	0	NIL	0	0	NIL
Wages	0	0	NIL	0	0	NIL
Other human rights related issues	0	0	NIL	0	0	NIL

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
ii) Female employees / workers	955	632
iii) Complaints on POSH as a % of female employees/workers	0.10%	0
iv) Complaints on POSH upheld	0	0

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

DCMNVL has established multiple mechanisms to prevent adverse consequence to the complainant. This includes POSH, Grievance Redressal mechanism and HR helpline to promote protected disclosures.

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

Yes

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Child labour</b>	The units undergo periodic audits to ensure adherence and verify compliance with the applicable standards and guidelines. Furthermore, an internal assessment was conducted for manufacturing facilities, offices to understand any potential human rights risks through the Human resource department of the Company.
<b>Forced/involuntary labour</b>	
<b>Sexual harassment</b>	
<b>Discrimination at workplace</b>	
<b>Discrimination at workplace</b>	
<b>Others - please specify</b>	



**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

No significant risks/concerns arose that required any corrective actions with respect to human rights related issues.

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

**Essential indicators**

**1. Details of total energy consumption (in joule-J) and energy intensity in the following format:**

**Whether total energy consumption and energy intensity is applicable to the company? Yes**

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Revenue from operation (in ₹)	10808766153.00	8644080581.00
<b>From renewable sources</b>		
Total electricity consumption (A)	84183.78	74510.01
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources D= (A+B+C)	84183.78	74510.01
<b>From non-renewable sources</b>		
Total electricity consumption (A)	316779.12	209639.07
Total fuel consumption (B)	51.91	247.17
Energy consumption through other sources (C)	0	0
Total energy consumed from non-renewable sources D= (A+B+C)	316831.03	209886.24
<b>Total energy consumed</b>	<b>401014.81</b>	<b>284396.25</b>
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.00004	0.00004
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical Output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)  
If yes, the name of the external agency- No

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

No, the Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	210959	186448
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	210959	186448
Total volume of water consumption (in kilolitres)	210959	186448
Water intensity per rupee of turnover (Water consumed / turnover)	0	0.024
Water intensity (optional)–the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)  
If yes, the name of the external agency- No

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

No

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

Parameter	Please specify unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

**Note:** Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)  
If yes, the name of the external agency- No



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

Parameter	unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
NOx	-	-	-
SOx	-	-	-
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity	-	-	-

**Note:** Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)  
If yes, the name of the external agency- No

**7. Does the entity have any project related to reducing Green House Gas emission?**

No, However, DCMNVL increased its renewable energy share - in FY 2023-24, our energy consumption from renewable sources stood at 74510.01 GJ with an increase of 214% as compared to FY 2022-23.

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
<b>Total Waste generated</b>		<b>(in metric tonnes)</b>
Plastic waste (A)	66 MT	61 MT
E-waste (B)	1 MT	0.800 MT
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.300	0.200
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>67.30 MT</b>	<b>62 MT</b>

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
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**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

Category of waste		(in metric tonnes)
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	67.30 MT	62 MT
<b>Total</b>	<b>67.30 MT</b>	<b>62 MT</b>

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

		Category of waste
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations- Sold	67.30 MT	62* MT
<b>Total</b>	<b>67 MT</b>	<b>62 MT</b>

\*We sell our Plastic waste, E-waste & Battery waste in a responsible manner to authorized dealers for recycling.

**Note:** Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)  
If yes, the name of the external agency- No

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

The company aims to minimize all types of waste by adopting Reduce-Reuse-Recycle philosophy. The company ensures that all the waste collected like Plastic Waste, Battery Waste, E-waste etc. are disposed through authorized dealers for recycle. Further, Electronic waste management is being done as per the guidelines established in E-waste Management Rules, 2016.

Further, DCMNVL being a Cotton Yarn Manufacturer, we have no such usage of hazardous and toxic chemicals in our products and processes.

**Following are the waste management practices adopted by the company:**

- To minimize the usage of paper products, the company has implemented use of reusable cups & glasses for employees to consume tea & coffee. This step has reduced waste by doing away with the need of paper products for tea/ coffee leading to less wastage.
- Encourage employees to switch to reusable water bottles to reduce plastic waste.
- We have removed dustbins from individual workstations to reduce the usage of Garbage bags.



10. If the Company 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.
NA			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable law 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
NA					

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

Yes, DCMNVL, has complied with applicable environmental law/regulations/guidelines in India.

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
NA				

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

**Essential indicators**

1. a. Number of affiliations with trade and industry chambers/ associations: 6(Six)

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1.	Confederation of India Textiles Industry (CITI)	National
2.	Northern India Textiles Mill's Association (NITMA)	National
3.	Faridabad Industries Association	National
4.	Confederation of Indian Industry (CII)	National
5.	Indian Cotton Association Ltd	National
6.	National Safety Council (NSC)	National

2. There has been **no action taken** or underway on any issues related to anti-competitive conduct by the entity, based on any adverse orders from regulatory authorities.



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

**Essential indicators**

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2023-24: **Not Applicable**
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: **Not applicable**
3. Describe the mechanisms to receive and redress grievances of the community.

The Company has a robust grievance mechanism to receive and redress complaints or any concerns raised by the community. We constantly engage with local communities through various means such as personal visits, surveys, meetings, letter etc. to understand their concerns and take appropriate actions to resolve them.

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Directly sourced from MSMEs/ small producers	68.76%	12.76%
Sourced directly from within the district and neighbouring districts	46.33%	46.67%

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

**Essential indicators**

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

Customer complaints are received through various channels including email, letters, customer complaint registers, and direct verbal communication with marketing teams. Additionally, the Company provides in house portal for gathering customer feedback. Feedback is systematically collected using structured forms on a periodic basis.

Complaints and feedback are documented according to predefined formats and handled through Standard Operating Procedures (SOPs) within the Quality Management System. Upon receipt, customer inputs are categorized and directed to the respective teams or departments responsible for resolution.

These records undergo regular reviews at different management levels, starting from marketing department teams and progressing up to the Business Head, ensuring timely actions and responses to customer concerns.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Usage recycling and/or safe disposal	



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

	2023-24 (Current financial year)		2022-23 (Previous financial year)	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	-	-	-	-
Advertising	-	-	-	-
Cyber-security	-	-	-	-
Delivery of essential services	-	-	-	-
Restrictive Trade Practices	-	-	-	-
Unfair Trade Practices	-	-	-	-
Other (Customer Complaints- Product related)	63	1	109	5

4. There have been **no instances** of product recalls (voluntary or forced) on account of safety issues during the financial year FY 2023-24.
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 'Data Privacy Policy'.**
6. There have been no occurrences on issues relating to advertising, health, safety, marketing and labelling regulations, delivery of essential services, cyber security and data privacy of customers or any product recalls for DCMNVL. All customer complaints received on various channels mentioned above (indicator 1 of this principle) are dealt with on a priority basis and resolved effectively in a time-bound manner.