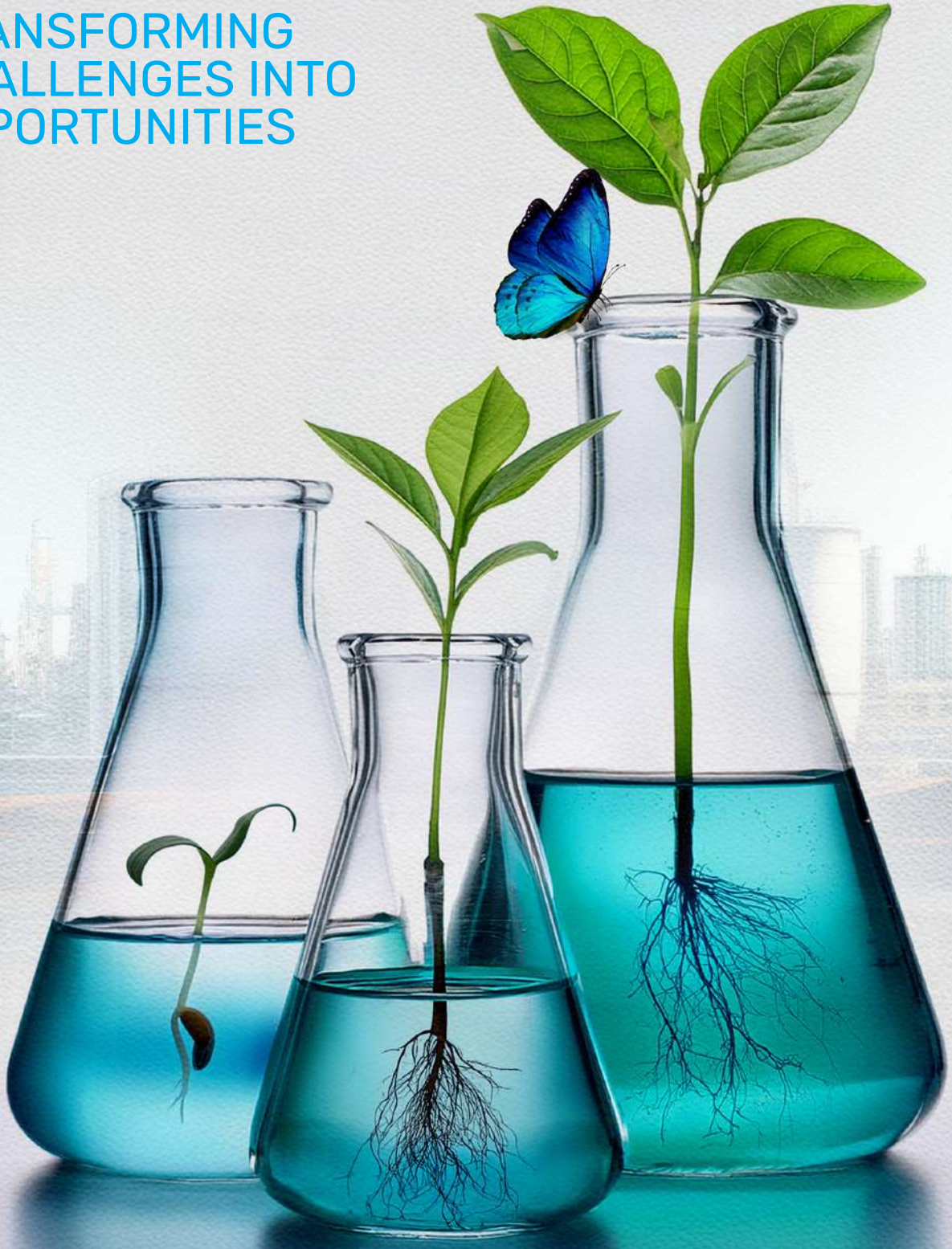
DEEPAK
RESPONSIBLE CHEMISTRY

RESPONSIBLE GROWTH

TRANSFORMING CHALLENGES INTO OPPORTUNITIES



DEEPAK NITRITE LIMITED

1st SUSTAINABILITY REPORT

2023-24

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Corporate Overview

About the Report

The scope and boundary of this Report differs from the Annual Report of Deepak Nitrite Limited ('DNL' or 'the Company') for FY 2023-24. This Report covers the operations of Deepak Nitrite Limited and its wholly owned subsidiary, Deepak Phenolics Limited (collectively referred to as 'Deepak'), unless otherwise specified.

Our sustainability reporting encompasses a holistic approach that integrates economic, environmental and social indicators into our operational framework. It outlines Deepak's strategic initiatives aimed at advancing sustainability goals. This includes a focus on resource efficiency, where efforts are directed towards minimising waste, optimising energy use and adopting technologies that reduce environmental footprint.

We have reported the information outlined in this Report for the period from April 1, 2023, to March 31, 2024, with reference to the GRI Standards. The Report has been prepared considering the Reporting Principles, Universal Standards and Topic Standards specified in the GRI Standards. In addition to aligning our report with GRI Standards, we have also mapped disclosures with Chemicals Sustainability Accounting Standards (SASB Sector Specific Standards). Our approach aligns with the disclosure requirements of these frameworks. Deepak ensured a consistent method for consolidating data across all disclosures within the Sustainability Report. This involved aggregating values from all plants within the Report's scope and boundary. A materiality assessment was performed to identify key sustainability topics relevant to Deepak. Our consolidation principles are consistently applied to maintain uniformity in reporting both financial and non-financial information.

We have adopted a thorough approach in consolidating information and have considered appropriate adjustments for minority interests wherever found relevant.





External Assurance

This Sustainability Report is externally assured by TÜV SÜD, an independent third-party assurance provider. This assurance was conducted in accordance with the ISAE 3000 (International Standard on Assurance Engagements) criteria, which is a widely accepted standard for providing assurance on non-financial information. The limited assurance provided by TÜV SÜD covers non-financial indicators and select qualitative information disclosed in this Report. The scope and findings of the assurance are detailed in the assurance statement issued by TÜV SÜD, as annexed to this Report.

Forward-Looking Statements

This report includes forward-looking statements regarding anticipated future events that could impact Deepak's operations. These statements inherently involve assumptions and are subject to inherent risks and uncertainties. Caution is advised when interpreting these assumptions, predictions and statements, as they may not accurately reflect future outcomes. Actual results and events may differ significantly from those anticipated in the forward-looking statements. Deepak is under no obligation to update these statements to reflect changes in events or circumstances after the publication of this Report.

About the Company

Deepak Nitrite Limited (referred to as 'DNL' or 'the Company') is a leading manufacturer of speciality chemicals, including intermediates and advanced chemicals that serve a wide range of industries. Our product portfolio includes Nitrites, Nitro Toluidines, Fuel Additives, Nitrosyl Sulphuric Acid, Xylidines, Oximes, Cumidines, Speciality Agrochemicals, Optical Brightening Agents, DASDA. Headquartered in Vadodara, Gujarat, DNL is having its manufacturing facilities located at Nandesari and Dahej in the State of Gujarat, Roha and Taloja, in the State of Maharashtra and Hyderabad, in the State of Telangana. The Company's wholly owned subsidiary, Deepak Phenolics Limited (referred to as 'DPL') also headquartered in Vadodara, Gujarat and having manufacturing facility at Dahej, Gujarat produces Cumene, Phenol, Acetone, Isopropyl Alcohol, Alpha Methyl Styrene.



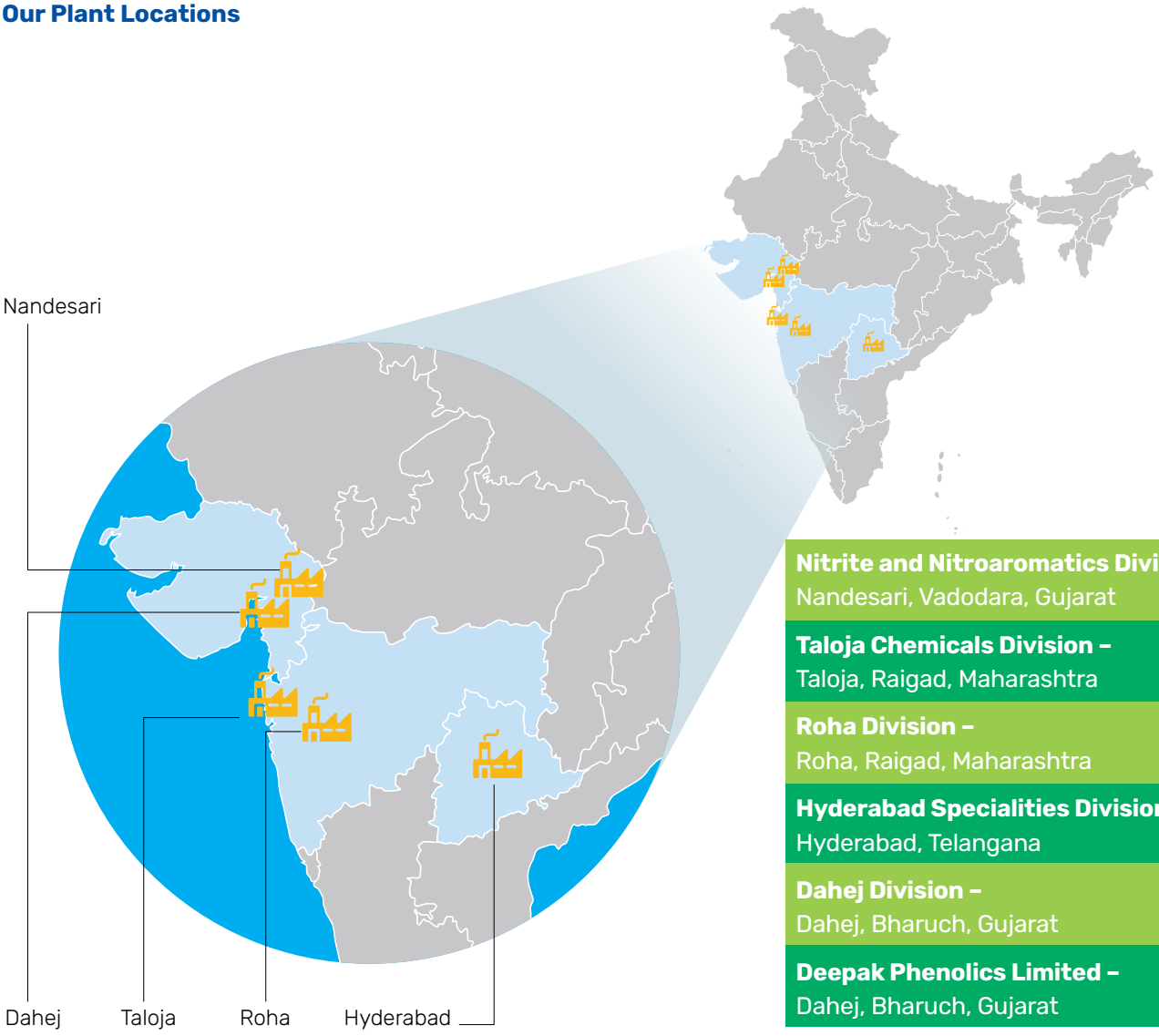
As a partner of choice for both domestic and global chemical majors, Deepak stands out as one of India's fastest-growing chemical intermediates companies, committed to Responsible Chemistry. We lead the industry in manufacturing advanced intermediates and phenolic chemicals, serving a wide range of sectors including pharmaceuticals, personal care, textile, defence, paint, laminates, plywood, auto ancillaries etc. Our relentless pursuit of excellence drives us to innovate continuously while maintaining the highest quality standards in our products.

Our portfolio includes over 34 premium products, serving more than 56 applications across various industries. We have established a market presence that engages over 1,500 customers in 45+ countries. Our distribution network consists of eight manufacturing facilities located at five strategic locations, supporting efficient operations and sustainable growth.

To mitigate risks, we maintain a large product portfolio of value-added intermediates and export to over 45 countries across six continents, balancing our import-export Revenues. Our Phenol-Acetone project further diversifies our offerings, catering to more than 10 end-use segments directly linked to India's GDP growth.

Aligning with the Government's 'Make in India' mission, our manufacturing capabilities ensure that we remain at the forefront of the chemical manufacturing industry, both in India and globally.

Our Plant Locations



Nitrite and Nitroaromatics Division – Nandesari, Vadodara, Gujarat

Taloja Chemicals Division – Taloja, Raigad, Maharashtra

Roha Division – Roha, Raigad, Maharashtra

Hyderabad Specialities Division – Hyderabad, Telangana

Dahej Division – Dahej, Bharuch, Gujarat

Deepak Phenolics Limited – Dahej, Bharuch, Gujarat

Product Portfolio

DNL is a leading producer of organic, inorganic and fine chemicals, providing customised solutions to meet diverse industry needs. Our extensive product range and market leadership make us a key player in the chemical industry.

Market Leadership
We are the market leader in India for organic intermediates, specifically Nitro Toluidines, Xylidines, Cumidines and Oximes.

Our diverse product portfolio and strategic capabilities enable us to serve a wide range of industries effectively, upholding our commitment to innovation, sustainability and excellence in chemical manufacturing.

Advanced Intermediates

Products

- Nitrites
- Nitro Toluidines
- Fuel Additives
- Nitrosyl Sulphuric Acid
- Xylidines
- Oximes
- Cumidines
- Speciality Agrochemicals
- Optical Brightening Agents (OBA)
- DASDA

Industrial Application

- Colourants
- Dyes
- Rubber
- Paper
- Agrochemicals
- Pharmaceuticals
- Personal Care
- Water Treatment
- Glass Industries
- Textiles
- Industrial Explosives
- Fuel Additives

Phenolics

Products

- Cumene
- Phenol
- Acetone
- Alpha Methyl Styrene (AMS)
- Isopropyl Alcohol

Industrial Application

- Sanitisers
- Rubber
- Chemicals
- Paints
- Adhesives
- Laminate and Plywood
- Automotive
- Construction
- Pharmaceuticals

Deepak operates with a diverse and dynamic product portfolio, segmented into **Advanced Intermediates** and **Phenolics**, which serve a broad array of industries, including pharmaceuticals, agrochemicals, plastics, textiles, laminates, automative etc. This diversification ensures resilience against sector-specific challenges and reduces the risk of product obsolescence.

The **Advanced Intermediates** cater to high-growth sectors like dyes, pigments, agrochemicals and pharmaceuticals, while **Phenolics** segment remains a key contributor to both domestic and international markets, supplying to industries such as laminates & plywood, automative, construction and pharmaceuticals. Deepak's focus on strategic relationships has bolstered the reliability of its supply chain, optimising production and maintaining high capacity utilisation at its facilities.

Operational Resilience

Deepak's focus on operational excellence has resulted in sustained performance, even during volatile demand cycles. Despite scheduled maintenance and other challenges, the **Phenol** plant has consistently operated at high capacity, demonstrating its ability to manage both output and efficiency.

At Deepak, our **Laboratory Information Management System (LIMS)** plays a vital role in streamlining laboratory workflows, improving data accuracy, ensuring compliance and enhancing operational efficiency. This innovative solution transforms laboratory processes, data handling and collaboration, enabling us to achieve higher levels of productivity and efficiency. By integrating LIMS, we streamline operations, minimise manual errors and maintain the consistent delivery of superior-quality products to our customers.

Future Growth

Looking ahead, Deepak's strategy is centered around further integration and capacity expansion, underpinned by securing raw material supplies and investments in cutting-edge processes. The anticipated cyclical recovery in product prices, combined with Deepak's continued focus on product diversification, is expected to contribute to the sustained profitability and market leadership. By expanding its expertise and product offerings, Deepak is well-positioned to capitalise on evolving industry trends and maintain its competitive advantage in both domestic and international markets.

This strategic alignment between product innovation, operational efficiency and sustainability positions Deepak as a leader in the chemical industry, prepared to address future challenges and seize opportunities for growth.





Industry Collaborations and Memberships

- Founder member of the Indian Chemical Council's Nicer Globe
- Together for Sustainability
- The Federation of Indian Chambers of Commerce and Industry
- Indian Chemical Council
- Confederation of Indian Industry
- Federation of Gujarat Industries
- Gujarat Employees Organisation

Vision and Core Values



VISION

To become the FASTEST GROWING Indian chemical intermediates Company.

Like a tree with strong roots, Deepak has and is growing taller with fresh branches and new off-shoots to fulfill its growth aspirations. Our brand identity and corporate architecture, coupled with vision and way forward has set the right tone for the next phase of our growth, expansion and profitability.

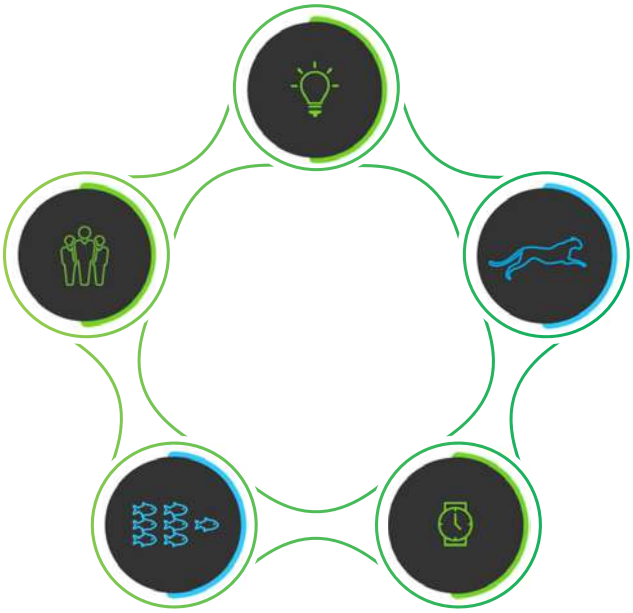


VALUES

At the heart of our brand essence is the balance between 'stability' and 'agility'. We aim to maximise growth by leveraging our heritage and ensuring consistent performance, while also driving our expansion through the agility and dynamism needed to adapt to new markets.

Innovativeness
Disruptive ideas and innovation. Driving not just product ideas but also innovation in terms of processes and employee engagement. Thus, maximising growth.

Ownership
Everyone is a leader. Everyone is team member. Everyone takes equal responsibility for the Company's growth. Where the vision becomes not just the Company goal but the individual goal as well.



Agility
Change is constant. To respond to change and deliver results rapidly. This equips the organisation to respond rapidly to this dynamic world.

Performance Driven
Deep category insights for opportunity spotting and delivering solutions. Rewarding performers across verticals, thereby setting examples for leadership.

Responsiveness
We don't just respond. We give solutions and we take responsibility. Towards, employees, customers and all other stakeholders.

Awards and Accolades



Deepak Nitrite Limited received a Certificate of Recognition as one of India's 500 Most Valuable Companies at Burgundy Hurun India 500



Sustainable Organisation 2023 Award received for adopting Valuable Sustainable Initiatives by the Economics Times



DPL awarded with Responsible Care logo for three years, recognizing its focus on safety, sustainability and responsible chemical management



Three awards for Health & Safety Excellence, Waste Reduction and Green Innovation in large enterprise category at National ESG Summit



DNL Hyderabad wins Gold Award at the 16th EXCEED Green Future Environment Awards 2024 for Water Management

NSC Gold Award:
We earned seven Gold Awards for safety case studies at the National Safety Convention



Deepak Nitrite Limited (Taloja) and Deepak Phenolics teams won Gold Awards at the ICQCC Conference in Thailand

SRF Award
SRF Limited honored Deepak Nitrite Limited with an award for exceptional support and meeting supply commitments



Two teams secured Excellence Awards at the National Convention on Quality Concepts (NCQC)



Deepak Phenolics Team received the Gold Award at the Quality Circle Forum of India (QCFI) Vadodara Chapter

Key Highlights for FY 2023-24



ISO9001
Certified

ISO14001
Certified

ISO45001
Certified

Responsible Care®
OUR COMMITMENT TO SUSTAINABILITY

B
2023 CDP Climate Change Score of DNL

47
2023 DJSI Score of DNL

₹ 7,682 Crores
Revenues

₹ 27.87 Crores
Total CSR spent

ZERO
instances of breach of cyber security

50,000+
Trees Planted creating green belt

12.49%
Reduction in absolute Scope 1, Scope 2 and Scope 3 Emissions

4,36,526 KL
Water recycled

₹ 22.61 Crores
Investment in Environmental Conservation Initiatives

1,80,299 kWh
Total Energy Savings

1,09,494 MT
Total Waste Recycled and Co-processed

89%
Waste Reused and Recycled

625 tCO_2e
Emission Reduction due to APC Implementation

12%
Power Savings

100
R&D Professionals Employed

64,777
Training Manhours

ZERO
Cases of Fatalities

ZERO
Cases of Discrimination, Sexual Harassment and Human Rights Violation

0.20
Lost Time Injury Frequency Rate (LTIFR)

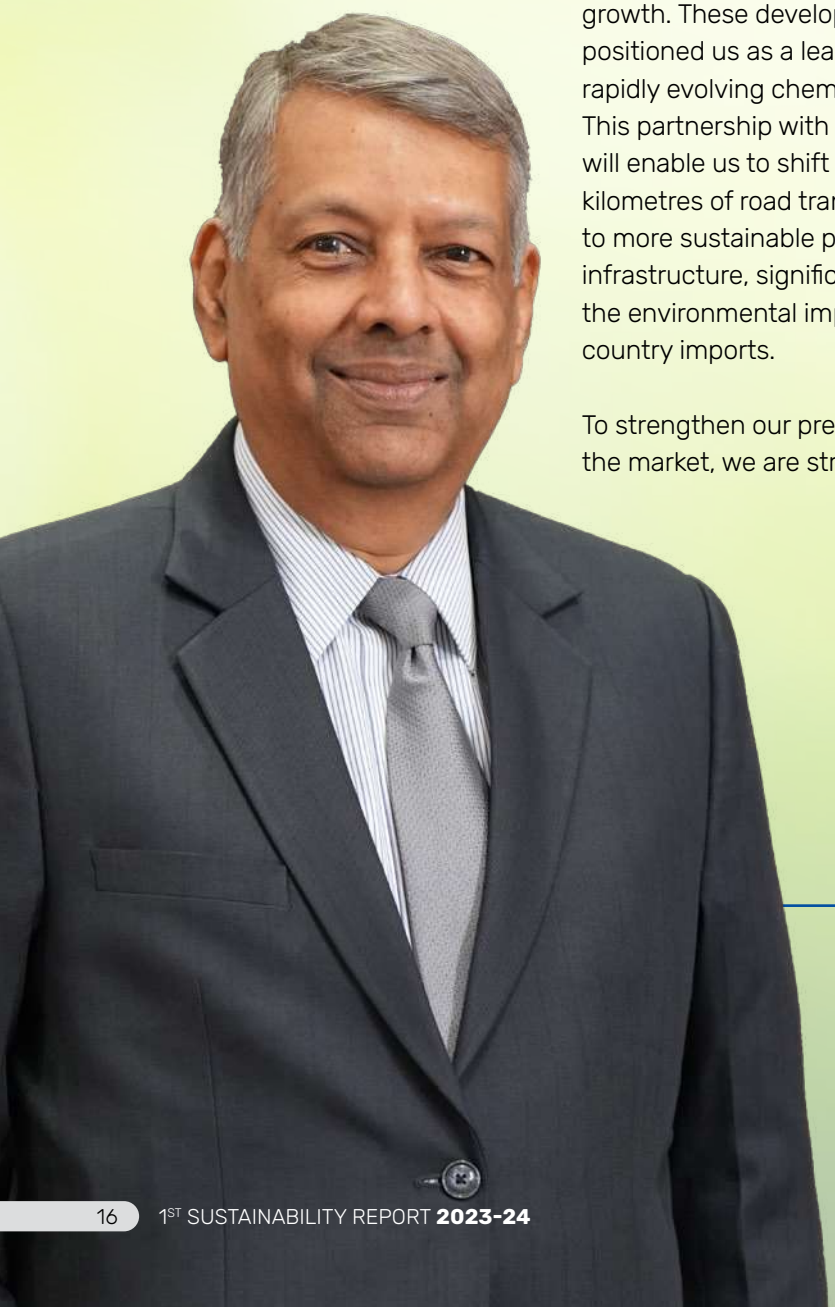
100%
Security Personnel Trained in Human Rights

1,500+
Customers Worldwide

5,241
Total Workforce

Message from the Chairman and Managing Director

Dear Stakeholders,
It is with great pride that I present to you the inaugural Sustainability Report of Deepak Nitrite Limited. FY 2023-24 has been a transformative period for us, marked by significant milestones and strategic advancements that underscore our commitment to sustainable growth and innovation.



We achieved key milestones, including signing Memorandums of Understanding (MoUs) with the Government of Gujarat and a binding Term Sheet with Petronet LNG. Our entry into fluorination has opened new avenues for growth. These developments have positioned us as a leader in India's rapidly evolving chemical industry. This partnership with Petronet LNG will enable us to shift over 1,000 kilometres of road transportation to more sustainable pipeline infrastructure, significantly reducing the environmental impact of inter-country imports.

To strengthen our presence in the market, we are strategically investing in both forward and backward integration projects. These projects are designed to enhance our product value chains and improve our resilience. By developing cutting-edge facilities, introducing new products and optimising processes, we are laying the groundwork for sustained growth. Our vision extends to a cradle-to-cradle approach in the chemical industry, where we prioritise minimising waste and designing products for full life cycles. In this growth process, we are ensuring that sustainability is never compromised and each of our projects is developed taking utmost care of ESG principles. All projects are designed considering the most energy-efficient technologies ensuring minimum carbon footprint and developing value-added products from the waste streams. We do realise that water is fast becoming a scarce resource and hence all our existing and future plants are being designed using 3R principles (Reduce, Reuse and Recycle).

Deepak C. Mehta
Chairman and Managing Director

At Deepak, we believe that ethics, aesthetics and economics can coexist, guiding our path toward responsible industry leadership. For FY 2023-24, our annual emission reduction amounted to 12.49%. We also increased the use of renewable energy sources within operations to reduce reliance on fossil fuels. Additionally, we implemented advanced processes like photohalogenation and Halex fluorination to improve efficiency and reduce emissions. Our ongoing projects in Phenol-Acetone capacity expansion, along with the establishment of India's first Polycarbonate resin plant, are steps toward ensuring that we remain at the forefront of the industry.

Looking ahead, Deepak is set to increase investments in renewable energy to further our journey toward carbon neutrality. Our emphasis on waste-to-value initiatives, including the extraction of valuable by-products like acetophenone and iron, is part of our strategy to maximise resource utilisation. By integrating advanced complexes within our operations, we aim to optimise energy use across the value chain, reinforcing our drive toward minimal energy consumption and reduced environmental impact.

We are pursuing strategies to integrate backward, starting from basic building blocks and forward, by moving closer to selling performance products. This approach is not only expected to improve profit margins but also to make our product value chains more resilient. Through our ongoing capital expenditure programmes, we are creating leadership in nitration by backward integrating to produce our own Nitric Acid and Benzo-Tri-Fluoride. These steps will add sustainable resilience to our operations and reduce carbon emissions in the hard-to-address Scope 3 bucket.

Moreover, we are optimising our processes to make use of by-product hydrogen rather than using hydrogen on purpose, aligning with our goal of achieving the lowest energy and carbon footprint. These steps are critical as we move forward, not just in economic growth but in leading the industry toward more sustainable practices.

Looking ahead, Deepak is set to increase investments in renewable energy to further our journey toward carbon neutrality. Our emphasis on waste-to-value initiatives, including the extraction of valuable by-products like acetophenone and iron, is part of our strategy to maximise resource utilisation. By integrating advanced complexes within our operations, we aim to optimise energy use across the value chain, reinforcing our drive toward minimal energy consumption and reduced environmental impact.

We are also exploring new technologies that align with our sustainability vision, seeking innovations that not only improve efficiency but also advance our environmental goals. By adopting sustainable practices and future-proofing our processes, Deepak Group is well-positioned to lead in the chemical industry's shift towards greener operations. We remain focused on setting a high standard in sustainable manufacturing, driving impactful change that benefits both our business and the environment.

Together, we will continue to build a brighter, more sustainable future for Deepak.

Best Regards,
Deepak C. Mehta
Chairman and Managing Director

Message from the Executive Director and CEO, Deepak Nitrite Limited

Dear Stakeholders,

As we embark on the journey of presenting Deepak Nitrite Limited's ('DNL') first Sustainability Report, I am both honoured and excited to share our vision and achievements in the realm of enduring progress. At DNL, our commitment to sustainable development is not just a concept but a core principle that drives our business strategies and decision-making processes. Over the years, DNL has navigated numerous industry challenges with resilience, maintaining a steady focus on enhancing our performance and delivering value to our stakeholders.

> As basic and intermediate chemical manufacturers, we are keenly aware that our carbon and water reduction efforts benefit not just DNL but all our customers and the chemical industry at large. This dual responsibility humbles us and reinforces our drive.



Maulik Mehta
Executive Director and CEO
Deepak Nitrite Limited

Advancing Sustainability

As basic and intermediate chemical manufacturers, we are keenly aware that our carbon and water reduction efforts benefit not just DNL but all our customers and the chemical industry at large. This dual responsibility humbles us and reinforces our drive. Our dedication to ethical practices has been recognised through notable awards, including the 'Sustainable Organisation 2023 award' from Economic Times for adopting valuable sustainable initiatives.

In line with industry best practices, we have integrated automation and stringent plant safety standards into our operations to ensure a secure work environment and reduce the potential for errors. This approach underscores our commitment to quality and efficiency, earning the trust of our global clients.

Our dedication to excellence is evident in every aspect of our operations, from adopting green practices to creating a diverse and inclusive workplace. Our social initiatives, which focus on education, healthcare and community empowerment, further highlight our role as a conscientious corporate citizen. By aligning our actions with ethical principles and pursuing continuous improvement, we aim to create lasting value and cultivate a culture of excellence.

Establishment of Sustainability Committee

In line with our commitment, DNL established dedicated Sustainability Committee demonstrating our continuous efforts to improve energy conservation, optimise resource use and promote stakeholder welfare, seamlessly integrating these elements into our core operations. The Committee, composed of experienced members in Environment, Social and Governance (ESG), is supported by the Company Secretary. As a company that prides itself on responsible chemistry, enforcing a strategy which allows us to reduce carbon and water per kg of new product made is a non-negotiable compact with the future we envision. The Committee reviews Climate and ESG disclosures, monitors best practices and provides strategic guidance to the management. This structured approach ensures focused attention, aligning with our long-term vision of promoting environmental and social responsibility while driving business excellence.

Our Path Forward

As we move forward, DNL is positioned to thrive in the evolving chemical industry and set new benchmarks. Our vision extends beyond immediate growth to a future where innovation, responsibility and adaptability are the pillars of our success. By embedding sustainability into every facet of our operations and decision-making, we are preparing for a future challenge and shaping a future that delivers enduring value to our stakeholders, society and the environment. This is the path we are committed to, a journey where our purpose is driven by sustainable innovation, progress fuels our journey and excellence defines our legacy.

Best Regards,
Maulik Mehta
Executive Director and CEO
Deepak Nitrite Limited

As a company that prides itself on responsible chemistry, enforcing a strategy which allows us to reduce carbon and water per kg of new product made is a non-negotiable compact with the future we envision.

Message from the Director (Finance) and Group CFO, Deepak Nitrite Limited

Dear Stakeholders,

As the Group Chief Financial Officer, I am pleased to share our financial and sustainability achievements for FY 2023-24. At Deepak, we believe that financial resilience and sustainability go hand-in-hand, creating long-term value for all stakeholders. This fiscal year, we continued to deliver strong financial performance while

In line with our commitment to responsible growth, we have strategically invested ₹ 22.61 Crores in environmental conservation initiatives. These investments have allowed us to enhance our resource efficiency, reduce carbon emissions and improve waste management practices, reinforcing our leadership in sustainable operations within the chemical industry.



Sanjay Upadhyay
Director (Finance) and Group CFO
Deepak Nitrite Limited

At Deepak, we remain dedicated in balancing financial performance with sustainable development. Our continued focus on innovation, digitalisation and sustainability is key to driving profitable growth while minimising our environmental footprint. In the coming years, we look forward to building on these achievements, creating enduring value for our stakeholders and contributing positively to the environment and society.

making significant strides in embedding sustainability across our operations.

Our Revenues for FY 2023-24 reached ₹ 7,682 Crores, underpinned by strategic investments and operational excellence. Importantly, this financial success was achieved alongside a continued commitment to reduce our environmental impact. By implementing initiatives for enhanced energy efficiency, water conservation and waste reduction, we have not only improved our operational efficiencies but also supported our sustainability goals.

Notably, we achieved a 12.49% reduction in absolute Scope 1, 2 and 3 emissions of Deepak contributing to our broader sustanability aspirations.

In line with our commitment to responsible growth, we have strategically invested ₹ 22.61 Crores in environmental conservation initiatives. These investments have allowed us to enhance our resource efficiency, reduce carbon emissions and improve waste management practices, reinforcing our leadership in sustainable operations within the chemical industry.

At Deepak, we remain dedicated in balancing financial performance with sustainable development. Our continued focus on innovation, digitalisation and sustainability is key for driving profitable growth while minimising our environmental footprint. In the coming years, we look forward to build on these achievements, create enduring value for our stakeholders and contribute positively to the environment and society.

Best regards,

Sanjay Upadhyay

Director (Finance) and Group CFO

Deepak Nitrite Limited

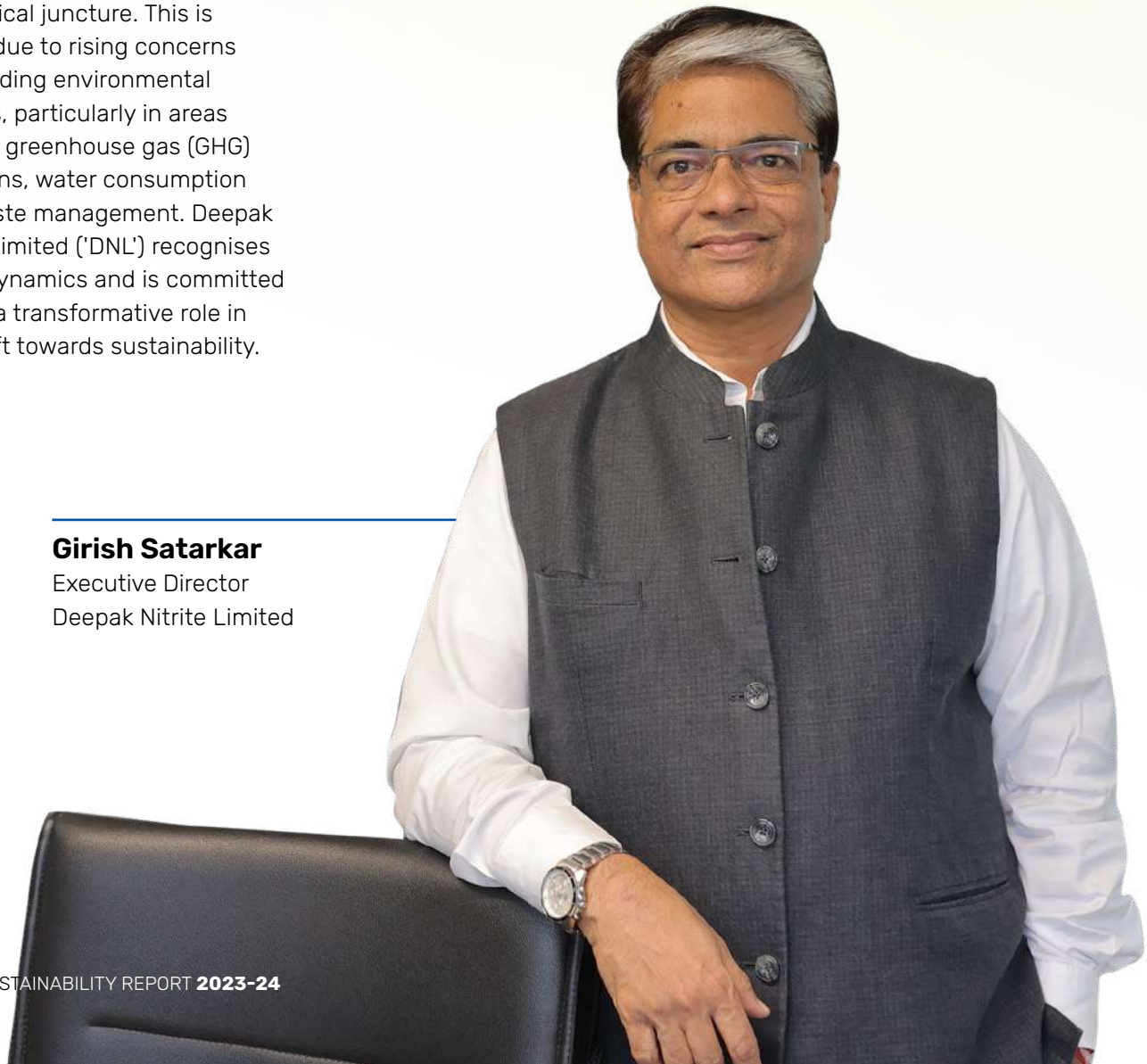
Message from the Executive Director, Deepak Nitrite Limited

Dear Stakeholders,

As we navigate the evolving sustainability landscape in India, particularly in the chemical sector, it is clear that the path forward requires not just adaptation but proactive leadership. The Indian chemical industry, a cornerstone of industrial growth, finds itself at a critical juncture. This is largely due to rising concerns surrounding environmental impacts, particularly in areas such as greenhouse gas (GHG) emissions, water consumption and waste management. Deepak Nitrite Limited ('DNL') recognises these dynamics and is committed to play a transformative role in this shift towards sustainability.

Evolving Sustainability Landscape in India's Chemical Sector

The Indian chemical industry, traditionally seen as a heavy energy and water consumer and contributor to GHG emissions, is facing increased regulatory scrutiny and stakeholder expectations. This aligns with global trends towards decarbonisation, resource efficiency and circularity. National initiatives such as the "Net Zero" commitments and enhanced environmental regulations have



Girish Satarkar
Executive Director
Deepak Nitrite Limited

reinforced the need for Indian companies to embrace a holistic approach to sustainability.

More than ever, stakeholders—including investors, customers and regulatory bodies—are demanding greater transparency and action in ESG (Environmental, Social and Governance) matters. At DNL, we see these demands not as obstacles but as opportunities to reinvent and create long-term value for our stakeholders.



We are also committed to reduce hazardous waste and improve disposal methods through better technological interventions. The integration of resource-efficient practices helps us to lower operating costs, mitigate risks and generate new revenue streams.

Our Strategic Focus Areas

Energy Efficiency and GHG Emissions Management

Energy efficiency and the reduction of GHG emissions are at the core of DNL's sustainability strategy. We have embarked on a series of initiatives aimed at optimising energy consumption across our manufacturing facilities, which include investments in renewable energy sources such as solar and wind power. We are actively exploring innovative solutions in operations to further reduce environmental impact.

Water Stewardship and Conservation

Water is a critical resource for our operations and we recognise its scarcity as both a risk and an opportunity. DNL has developed a comprehensive water management strategy that emphasises the reduction of water consumption, increased water recycling and the harvesting of rainwater. These initiatives not only reduce our freshwater dependency but also minimise our impact on local water resources. In addition, we are focused on wastewater treatment and recycling, aiming to achieve near-zero liquid discharge in some of our key facilities. This aligns with our broader goal of contributing positively to local water ecosystems and ensuring long-term water security for both our operations and surrounding communities.

Circular Economy and Waste Management

DNL is committed to adopt circular economy principles by minimising waste generation and enhancing resource efficiency. Our zero-waste-to-landfill approach has driven us to invest in innovative waste recycling and co-processing technologies. By reusing industrial by-products, we not only reduce waste but also create secondary products that contribute to the circular economy.

We are also committed to reduce hazardous waste and improve disposal methods through better technological interventions. The integration of resource-efficient practices helps us to lower operating costs, mitigate risks and generate new revenue streams.

I want to extend my gratitude to all my colleagues in DNL and relevant stakeholders for their continued support in our sustainability journey. We are excited about the future and remain focused on delivering positive impacts for the environment, society and our business. Together, we can shape a more resilient and sustainable tomorrow.

Best Regards,
Girish Satarkar
Executive Director
Deepak Nitrite Limited

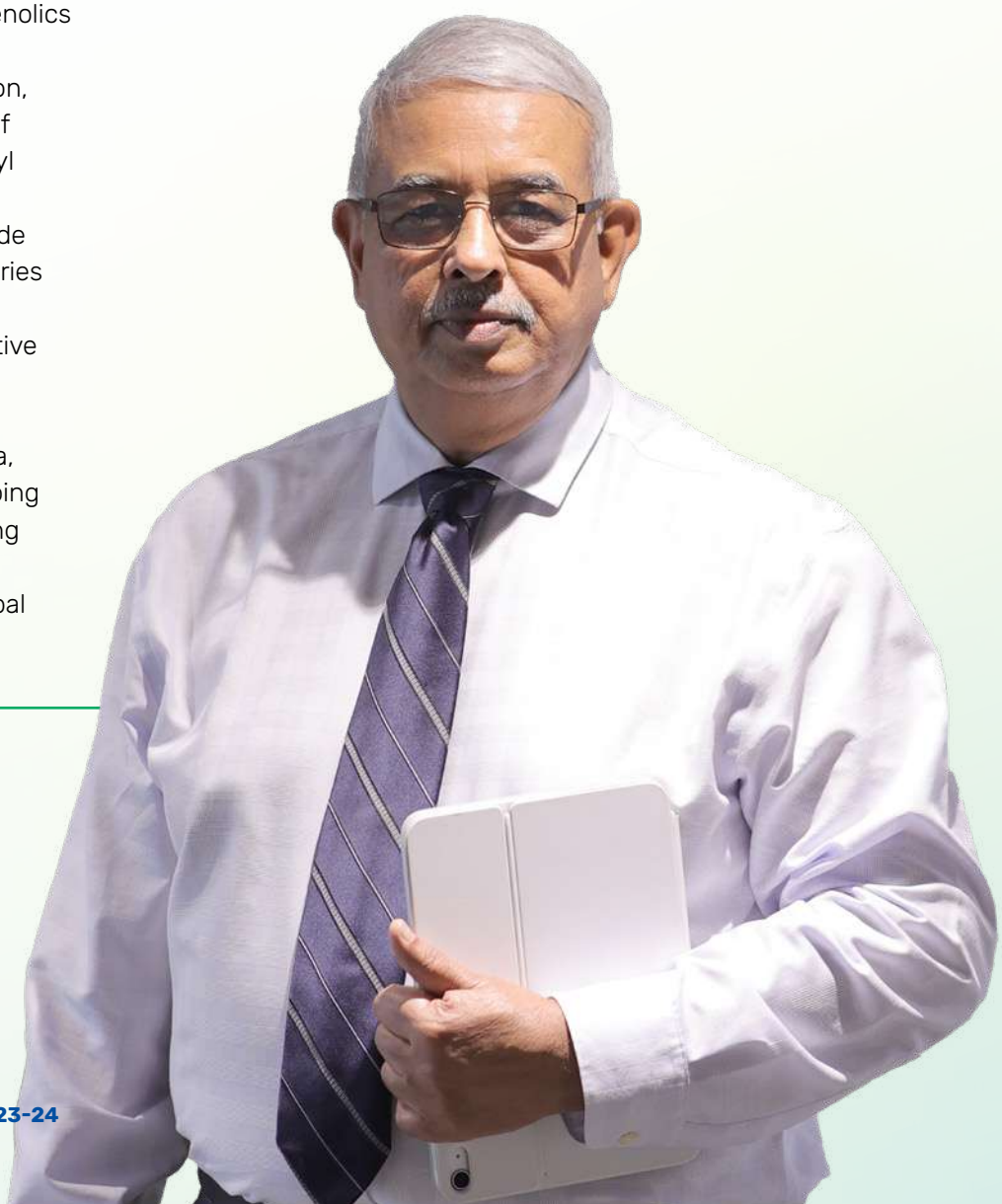
Message from the Executive Director and CEO, Deepak Phenolics Limited

Dear Stakeholders,

As the chemical industry navigates an era defined by new environmental control and sustenance measures, sustainability has become a crucial lens through which businesses evaluate their current practices and future goals. Deepak Phenolics Limited ('DPL') stands at the forefront of this transformation, especially in the production of Phenol, Acetone and Isopropyl Alcohol (IPA)—chemicals that are vital raw materials to a wide variety of downstream industries such as pharma, plywood, laminate, pesticides, automotive ancillaries, etc.

The chemical industry in India, including our own, is undergoing rapid shifts driven by changing regulatory requirements, market expectations and global

The chemical industry in India, including our own, is undergoing rapid shifts driven by changing regulatory requirements, market expectations and global sustainability trends.



Kishor Jhalaria
Executive Director and CEO,
Deepak Phenolics Limited

sustainability trends. Historically associated with high energy consumption and emissions, the industry is now under increased scrutiny. Governments, customers and investors alike are pushing for more responsible production processes that reduce environmental impact.

At DPL, we have set the stage for reducing our carbon footprint by optimising energy use across all our facilities. Given that Phenol and Acetone production are inherently energy-intensive, we have adopted advanced technologies that allow us to minimise energy consumption without compromising product quality. This includes fully digitised manufacturing, optimised supply chain and implementation of energy-efficient schemes. We are also investing in process intensification techniques that not only reduce energy consumption but also decrease the overall environmental footprint of our chemical production processes. Together with a gradual transition towards renewable energy sources like solar power and use of renewable sources such as agri and plant-based bio-fuels, our continuous improvement efforts are directed at reducing Scope 1 and Scope 2 emissions. These efforts ensure that we contribute positively to India's overall energy transition while simultaneously enhancing operational performance.

In a resource-scarce world, water conservation is at the forefront of our sustainability strategy. Our manufacturing processes require substantial water usage, which poses both a challenge and an opportunity for improvement. We have implemented several measures to reduce water usage, including water recycling and the deployment of technologies to minimise process water requirements.

Our state-of-the-art wastewater treatment systems ensure that we significantly lower water discharge volumes and improve water quality before reuse or discharge. By adopting these practices, DPL not only safeguards freshwater resources but also contributes to the local communities by ensuring minimal impact on water ecosystems.

Sustainability cannot be achieved without innovation and DPL is at the cutting edge of sustainable technological advancements. We continue to invest in intellectual capital to identify cleaner production processes.

Sustainability cannot be achieved without innovation and DPL is at the cutting edge of sustainable technological advancements. We continue to invest in intellectual capital to identify cleaner production processes. Our focus on green chemistry principles allows us to optimise raw material usage, minimise emissions and reduce hazardous by-products.

Looking ahead, DPL is committed to scale its sustainability efforts and leading the way in responsible chemical production. We recognise that the future of the chemical industry lies in our ability to innovate, reduce environmental impacts and create value for all stakeholders. The road ahead will require us to continue our focus on energy efficiency, resource conservation and circularity. We are confident that our strong governance, innovative mindset and stakeholder-first approach will help us achieve our long-term sustainability goals.

As we progress, we encourage our stakeholders to partner with us on this journey toward a more sustainable and resilient future for DPL and the wider chemical industry in India. By working together, we have the opportunity to redefine the future of chemicals by integrating sustainability into every aspect of our operations and decision-making.

Best Regards,
Kishor Jhalaria
Executive Director and CEO
Deepak Phenolics Limited

Message from the Executive Director, Deepak Phenolics Limited

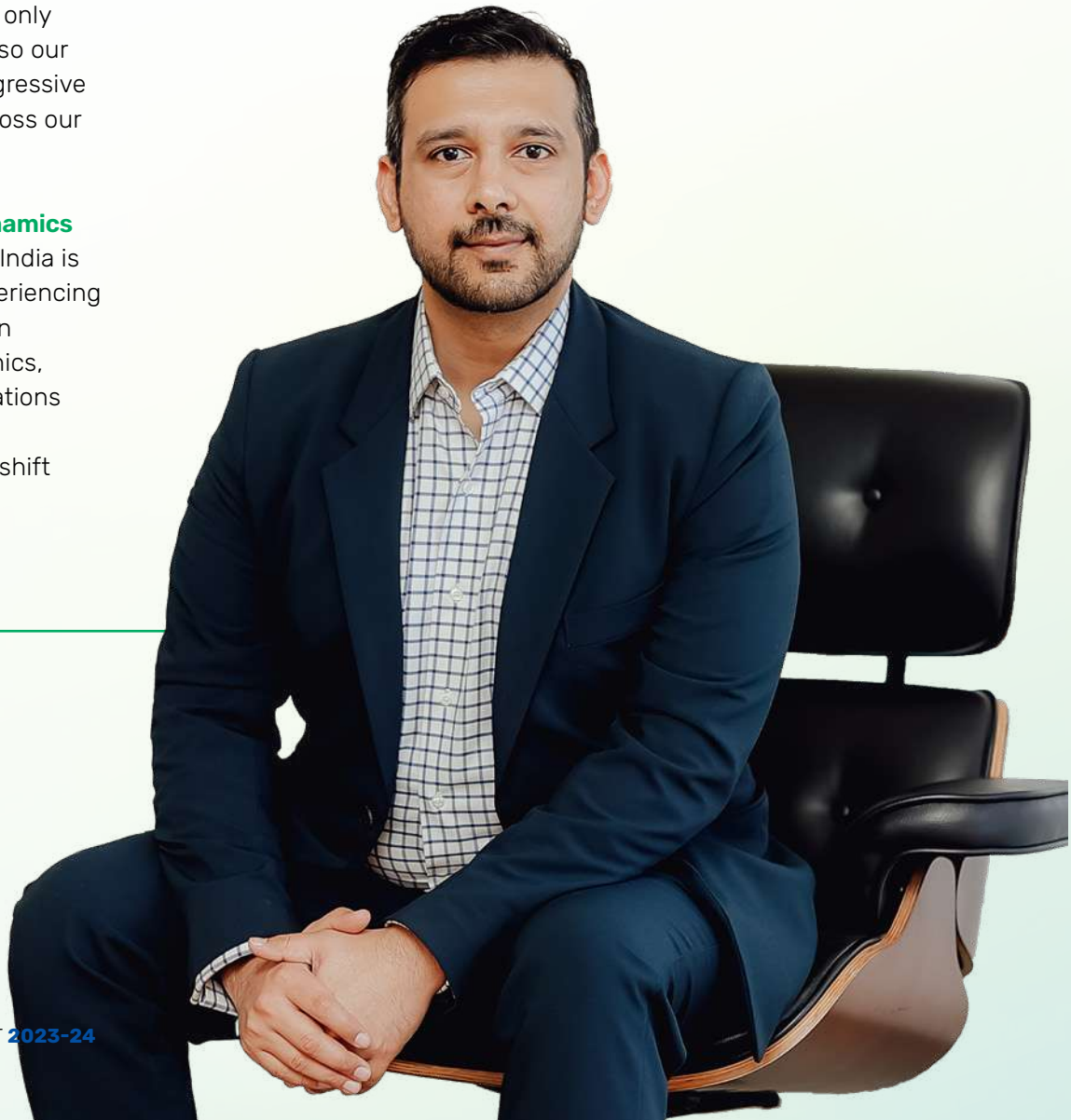
Dear Stakeholders,

Over the past year, Deepak Phenolics Limited ('DPL') has demonstrated resilience and innovation, navigating challenges with a relentless focus on operational efficiency, technological advancement and strategic expansion. Our performance reflects not only our ability to adapt but also our dedication to ensure progressive sustainable practices across our operations.

> Our commitment to sustainability extends beyond our operations. We are dedicated to making a positive impact on the communities where we operate, through our CSR initiatives focused on education, healthcare and the empowerment of marginalized groups.

Navigating Industry Dynamics

The chemical industry in India is at a pivotal juncture, experiencing exponential growth driven by favourable demographics, evolving consumer aspirations and rapid infrastructure development. The global shift



Meghav Mehta
Executive Director
Deepak Phenolics Limited

towards the China+1 strategy and rising geopolitical risks have further positioned India as a reliable supplier for the global chemical industry. DPL stands at the forefront of this transformation, leveraging our operational capabilities and strategic foresight to capture emerging opportunities.

Our journey has been one of continuous improvement. We have significantly enhanced our operational efficiency and are strategically venturing into the downstream, value-added derivatives of Phenol and Acetone at Group level. This expansion is not just about growth; it is about reinforcing our leadership position and contributing to the nation's vision of self-reliance India (Aatmanirbhar Bharat).

Commitment to Sustainability and Technological Innovation

Sustainability is a cornerstone of our operational philosophy. At DPL, we are deeply committed to integrate sustainable practices into every aspect of our business. This year, we made substantial strides in energy conservation, a testament to our dedication to environmental stewardship. By improving the usage of Smart PO, we achieved a 12% year-on-year increase in power savings. Additionally, our Energy Index has reduced to 1.91 mmkcal/MT from 2.04 mmkcal/MT in the previous year, highlighting our ongoing efforts to enhance energy efficiency.

Our pursuit of alternative energy sources is equally rigorous. We have increased the use of biomass in our boilers from 30 tons per day to 100 tons per day and initiated the use of ETP sludge biomass, significantly reducing our reliance on conventional fuels. These initiatives are complemented by capital investments in energy conservation equipment, such as the installation of a conveying system that allows us to utilize higher quantities of biomass in our operations.

Technological innovation remains a key driver of our sustainability journey. The implementation of Advanced Process Control (APC) in our Cumene and Phenol plants has yielded impressive results, including a 1-10% reduction in the specific consumption of utilities and chemicals, over 625 metric tons per year reduction in CO_2 emissions and a 50% reduction in vent losses.

Forging a Sustainable Future

As we continue to expand our capacity and diversify our portfolio, our focus remains on sustainable growth. The establishment of our Sustainability Committee earlier this year underscores our commitment to a long-term vision. This Committee will provide focused attention to our sustainability initiatives, ensuring that we remain at the forefront of industry best practices. The Committee will also play a pivotal role in establishing our sustainability roadmap, aligning our efforts with global standards and emerging trends.

Our commitment to sustainability extends beyond our operations. We are dedicated to make a positive impact on the communities where we operate, through our CSR initiatives focused on education, healthcare and the empowerment of women. We believe that our success is intertwined with the well-being of our stakeholders and we are committed to creating value for all.

Looking Ahead

As I prepare for transition from my role as Executive Director of Deepak Phenolics Limited, I look forward to leading new projects at Deepak Chem Tech Limited, a wholly owned subsidiary of Deepak Nitrite Limited. In our ongoing expansions as well, the focus remains on sustainability.

I would like to express my heartfelt gratitude to our employees, customers, suppliers and all stakeholders for their support. Together, we will continue to drive sustainable growth and create a lasting impact on the industry and the communities we serve.

Best Regards,
Meghav Mehta
Executive Director
Deepak Phenolics Limited

Message from the Chief Manufacturing Officer, Deepak Nitrite Limited

Dear Stakeholders,

It is with great pride and a deep sense of responsibility that we present to you the first Sustainability Report of Deepak Nitrite Limited ('DNL'). As a leading chemical manufacturing company in India, we recognise that our role extends beyond business success — it encompasses creating value for society, our environment and future generations.

At DNL, sustainability has always been at the core of our operations. We understand that our industry has significant environmental and social impacts and we are committed to minimise our footprint while contributing to the well-being of the communities we serve. This report highlights our progress, challenges and the sustainable practices we are embedding across our manufacturing processes.

Over the past years, we have made substantial strides in reducing energy consumption, improving resource efficiency and fostering a culture of innovation that aligns with the principles of circular economy. Our operations have evolved to integrate state-of-the-art technologies and industry best practices, ensuring that we not only meet regulatory requirements but exceed them.

In alignment with global standards and expectations, we have developed a comprehensive Environmental, Social and Governance (ESG) Roadmap to guide our strategy and actions. Our roadmap is built on the firm belief that sustainability is not a separate function but an integral part of our business, driving long-term value for our stakeholders.

Environmental Stewardship: A Sustainable Future

As part of our Environmental commitment, we are actively working to reduce our carbon footprint and enhance our



Anant Pande
Chief Manufacturing Officer
Deepak Nitrite Limited

operational efficiency. Our initiatives are focused on:

- Carbon Footprint Reduction: We have committed to reduce our Greenhouse Gas emissions year on year. This involves increasing the use of renewable energy, optimising energy usage.
- Resource Efficiency: We are continuously improving water management systems and reducing waste generation through circular economy principles. Our waste-to-value strategies focus on reusing, recycling and recovering valuable materials from production processes along with a continual focus on maximising our process yields.

Social Responsibility: Empowering Teams

Our Social initiatives are focused on ensuring the well-being of our employees, supporting local communities and promoting diversity and inclusion throughout our operations.

- Employee Health and Safety: We prioritise the health, safety and well-being of our employees. We have implemented stringent safety protocols across all our plants, with a focus on continuous training, safety culture and accident prevention.
- Inclusive Growth: We are committed to foster an inclusive workplace that promotes equal opportunities for all employees. Over the last few years, we have tried to focus on involving shopfloor teams in the safety journey.
- Ethical Supply Chain: We are working towards enhancing the sustainability of our supply chain by ensuring that our suppliers adhere to stringent environmental and social standards.

Governance: Ensuring Transparency and Accountability

Our Governance approach is designed to ensure that sustainability is embedded at every level of the organisation.

- Strong Corporate Governance: We have implemented the highest standards of corporate governance, with clear policies on ethical business practices, anti-corruption measures and transparency in reporting.
- Sustainability Integration: The Sustainability Committee of the Board regularly reviews the progress on ESG to ensure that we are on track to meet our ESG goals and that our actions are aligned with our long-term vision.

Our Vision for the Future

As we continue to build upon our ESG initiatives, we recognise the importance of setting clear and measurable targets. Our ESG roadmap is a dynamic, evolving strategy that will guide us towards a future where our operations contribute positively to the environment, society and the economy.

In the coming years, we aim to expand our investments in renewable energy, advance our zero-waste initiatives and collaborate with industry leaders to drive innovation and industry-wide change.

This Sustainability Report is not just a reflection of where we are today but also a roadmap for where we aspire to go in the future. As we continue to innovate and improve, we remain committed to transparent reporting, measurable targets and accountable actions. We are determined to continue being a leader in sustainability, creating a lasting, positive impact for all our stakeholders.

I would like to extend my sincere gratitude to everyone who is contributing to our sustainability journey. By embracing innovation and sustainability, we aim to strengthen our position as an industry leader and partner in driving meaningful change.

Thank you for your continued support.

Best Regards,
Anant Pande
Chief Manufacturing Officer
Deepak Nitrite Limited

> Over the past years, we have made substantial strides in reducing energy consumption, improving resource efficiency and fostering a culture of innovation that aligns with the principles of circular economy.

Our Sustainability Strategy



Stakeholder Identification and Engagement

The guiding principles of our ongoing interactions with stakeholders are openness, accountability and transparency. We respect their opinions and have put in place a thorough engagement process to encourage dialogue and solicit their feedback so that well-informed decisions may be made. This method helps us fulfill our social and environmental responsibilities in an efficient manner while also fostering trust, managing risks and improving our reputation.

Our strategy for engaging stakeholders directs the process of meaningful involvement and places a high value on open and honest communication with them.

Our primary stakeholder groups are those that are influenced by our business and those that are either directly or indirectly impacted by our operations.

Why do we Engage with our Stakeholders?

To determine how our business practices and sustainability initiatives affect the environment and communities and to work with locals to develop solutions that have a beneficial influence.

To improve brand equity through stronger stakeholder interactions.

Understanding their issues and opinions will help us develop future tactics accordingly.



Our goal is to understand our workers' issues and expectations and link their talents and knowledge with our future growth strategy.

To detect and minimise risks, capitalize on growth opportunities and remain up-to-date on industry and regulatory developments and emerging trends across regions.

To build trust with stakeholders and cultivate long-term connections via corporate citizenship.

To gather client input to enhance processes, quality and product performance.

To obtain important information and viewpoints from external sources through some of our most well-known clients, significant investors, suppliers and regulators.

Approach to Stakeholder Engagement



Customers

Mode of Engagement	Expectations	Our Response	Value Created
• Face-to-face meetings • Virtual meetings • Phone calls • Email communication • Exhibitions • Conferences	• Enhanced value proposition by improving product quality and affordability. • Ensure reliable and consistent supply. • Respond promptly to customer needs and technical enquiries. • Implement grievance mechanism that is both effective and robust.	• Meeting contractual obligations by ensuring timely delivery of high-quality products. • Maintaining consistency in product quality. • Continuous communication and collaboration to address evolving needs. • Tailoring product development to fulfil specific requirements. • Expanding operations / footprints to accommodate increasing market demand.	• Long-term relationships with customers.



Investors

Mode of Engagement	Expectations	Our Response	Value Created
• Annual General Meeting • Investor/analyst meetings/ conferences • Annual Report • Quarterly earnings concalls • Media releases • Company website • Dedicated investor email address • Individual communication channels • Through Registrar and Share Transfer Agent (RTA) • Social Media	• Disclosure regarding Company's financial performance in a timely and transparent manner. • Forecast future growth by maintaining consistency in Company's operating and financial performance. • Ensure financial discipline in accordance with global best practices. • Maintain high governance standards and protect minority interests. • Create value and long-term wealth creation with robust fundamentals and consistent dividend payments.	• Disclosing accurate and transparent information with all stakeholders in a timely manner. • Attaining steady and sustainable performance via focussed strategy for value creation. • Upholding the highest standards of Corporate Governance. • Consistent dividend payments. • Enhancing value creation by early identification of opportunities, establishing a solid foundation for consistent growth and weathering external risks and uncertainties. • Transparent disclosures through Integrated Report and ESG (BRSR) reporting.	• Profit After Tax ₹ 811 Crores. • Increase in market Capitalisation ₹ 3,810 Crores. • ROE 18% • EPS ₹ 59.45 • Dividend of ₹ 7.50 per equity share. • Strong financials with zero debt balance sheet.



Employees

Mode of Engagement	Expectations	Our Response	Value Created
• Senior leadership communication sessions. • Performance review and appraisal meetings. • Union meetings for open dialogue and collaboration. • Wellness initiatives promoting employee well-being. • Employee engagement surveys to gather feedback and insights. • Townhall meetings for transparent communication and updates. • Sports events to encourage team building and physical wellbeing. • Performance awards and recognition. • Social gatherings for employees and their families to foster a sense of community. • Celebration of festivals to promote cultural inclusivity and a positive work environment. • Birthday celebrations to recognise and appreciate employees on their special day.	• Professional growth opportunities. • Training and development. • Mental and physical wellbeing and safety. • Fair remuneration and timely payment. • Work-life balance.	• Strongly prioritising Learning and Development. • Offering growth opportunities by setting higher internal mobility targets. • Ensuring timely payment of salaries. • Advocating for better Work-life balance. • Dedicated focus on Health and Safety protocols. • Performance awards and recognition. • Social gatherings for employees and their families to foster a sense of community. • Celebration of festivals to promote cultural inclusivity and a positive work environment. • Birthday celebrations to recognise and appreciate employees on their special day.	• 64,777 manhours of training provided. • Highly motivated employees.

Suppliers

Mode of Engagement	Expectations	Our Response	Value Created
• Supplier meetings • Phone calls • Email communications • Virtual meetings • Conferences • Trade Exhibitions	• Mutually beneficial, long-term relationships. • Transparency in the selection process. • Negotiations on pricing. • Confirming quality, quantities and prices in a timely manner, agreeing on delivery schedules and ensuring timely payments.	• Providing timely order confirmation and clear delivery schedules based on demand and anticipated market prices. • Implementing reverse auction methods to enhance transparency across various Stock Keeping Units (SKUs). • Maintaining timely payment schedules. • Maintaining transparency in selection process and pricing.	• Strong Supplier base created. • Seamless Supply Chain operations.

Communities

Mode of Engagement	Expectations	Our Response	Value Created
• Engaging in regular dialogues with community through meetings, visits and interactions. • Executing CSR initiatives to encourage community involvement. • Utilising demographic surveys to obtain valuable insights and feedback from the community.	• Exhibiting sensitivity and responsiveness to pressing community needs. • Promoting initiatives aimed at equitable and inclusive development. • Ensuring compliance with health, safety and environmental performance standards. • Generating employment opportunities for local community members. • Engaging in community development activities. • Implementing corporate social responsibility (CSR) initiatives to address community needs.	• Structuring and implementing community development programmes based on CSR need assessments. • Undertaking CSR projects that prioritise healthcare, education, skill building, livelihood and women empowerment. • Conducting periodic reviews and impact analysis to assess the effectiveness of the initiatives.	• ₹ 27.87 Crores in CSR spend in FY 2023-24. • 8,50,000+ CSR beneficiaries. • 5 States covered under CSR Projects.

Government Regulatory Bodies

Mode of Engagement	Expectations	Our Response	Value Created
• Meetings with local, state and national government officials and ministries. • Participating in seminars, issuing media releases and attending conferences. • Active membership in industry associations. • Assuming leadership positions to share domain knowledge and promote collaboration across the industry.	• Regulatory compliance. • Social development and employment generation.	• Strong governance through Board of Directors possessing expertise in relevant fields. • Ensuring timely and accurate legal compliance. • Identifying opportunities to influence development of new policies, regulations and legislations impacting our industry and the Company. • Participating in consultations and public hearings organised by government, industry bodies, legal bodies, where possible.	• Offering well-informed, evidence-based constructive feedback to promote industry growth. • Keeping informed about pertinent legislations, policies and regulatory changes that may impact DNL, ensuring stringent compliance.



Double Materiality Assessment

At Deepak sustainability is not merely a corporate responsibility, but a foundational element integrated into our business strategy. The concept of double materiality serves as a critical lens through which we assess and address the impacts of our operations, both internally and externally on the society and the environment. This comprehensive approach ensures that our decision-making processes are aligned with long-term value creation, risk management and positive societal impact.

Understanding Double Materiality

Double materiality assessment is a dual approach for understanding and prioritising the factors that influence Deepak's business performance and societal impact. This assessment goes beyond traditional financial materiality by also considering the environmental, social and governance (ESG) factors that affect or are affected by our operations. In essence, it recognises two dimensions:

1. **Financial Materiality:** Issues that could impact the financial performance, position or prospects of Deepak. It involves assessing internal impact which refers to how material issues affect our business operations, including financial performance, regulatory compliance and corporate reputation. For instance, energy efficiency and waste management are material issues that directly influence our cost structure and operational efficiency.
2. **Environmental and Social Materiality:** Issues where Deepak's business activities could significantly impact society, the environment or other stakeholders. It involves assessing the external impact. For example, our efforts to reduce carbon emissions and transition to renewable energy sources have a direct positive impact on climate change mitigation and public health.

By examining both dimensions, we ensure a holistic understanding of our material issues, enabling us to align our sustainability strategy with the expectations of stakeholders and the requirements of regulators.

This approach allows us to align our corporate strategy with the United Nations Sustainable Development Goals (UN SDGs) and other global sustainability frameworks.

Approved by Senior Management and Sustainability Committee

The results of the materiality assessment are reviewed and approved by our senior management and the Committee of Directors. This sign-off ensures that our materiality assessment aligns with the strategic direction of the Company and receives the necessary oversight from top leadership.



Materiality Assessment Process

The double materiality assessment was conducted by following a systematic and thorough approach, incorporating stakeholder engagement, impact analysis and prioritisation. This process aims to identify, evaluate and rank the issues most crucial to both our business and the broader ecosystem in which we operate. We conduct or review the materiality analysis every two years, with the most recent assessment completed in FY 2023-24.

Stakeholder Engagement



Involvement of External Stakeholders:

We recognise that external stakeholders play a pivotal role in shaping our materiality assessment. We engage with a wide range of stakeholders, including customers, suppliers, regulators, investors and local communities. This engagement helps us gather diverse perspectives on the material issues that could affect or be affected by our business activities.

Involvement of Internal Stakeholders:

Our internal stakeholders, which include employees, management and Directors, are equally important in the materiality process. Their insights are crucial in understanding the internal impact of external factors and in aligning our sustainability strategy with business objectives.

Impact Analysis



Identification of Material Issues:

The materiality assessment begins with the identification of a broad range of issues that could be material to us. This includes economic, environmental and social factors. We leverage industry standards, peer benchmarking and regulatory frameworks to identify these issues.

Assessment of Financial Materiality:

Each identified issue is then assessed for its potential impact on our financial performance. This includes analysing risks and opportunities related to revenue, costs, capital expenditures and access to finance. Issues that could significantly influence these financial metrics are categorized as financially material.

Assessment of Environmental and Social Materiality:

Simultaneously, we assess the potential impact of our business activities on the society and the environment. This involves evaluating factors such as carbon emissions, resource use, community relations, human rights and employee well-being. Issues that could lead to significant external impacts are categorized as environmentally and socially material.

Prioritisation of Material Issues



Materiality Matrix:

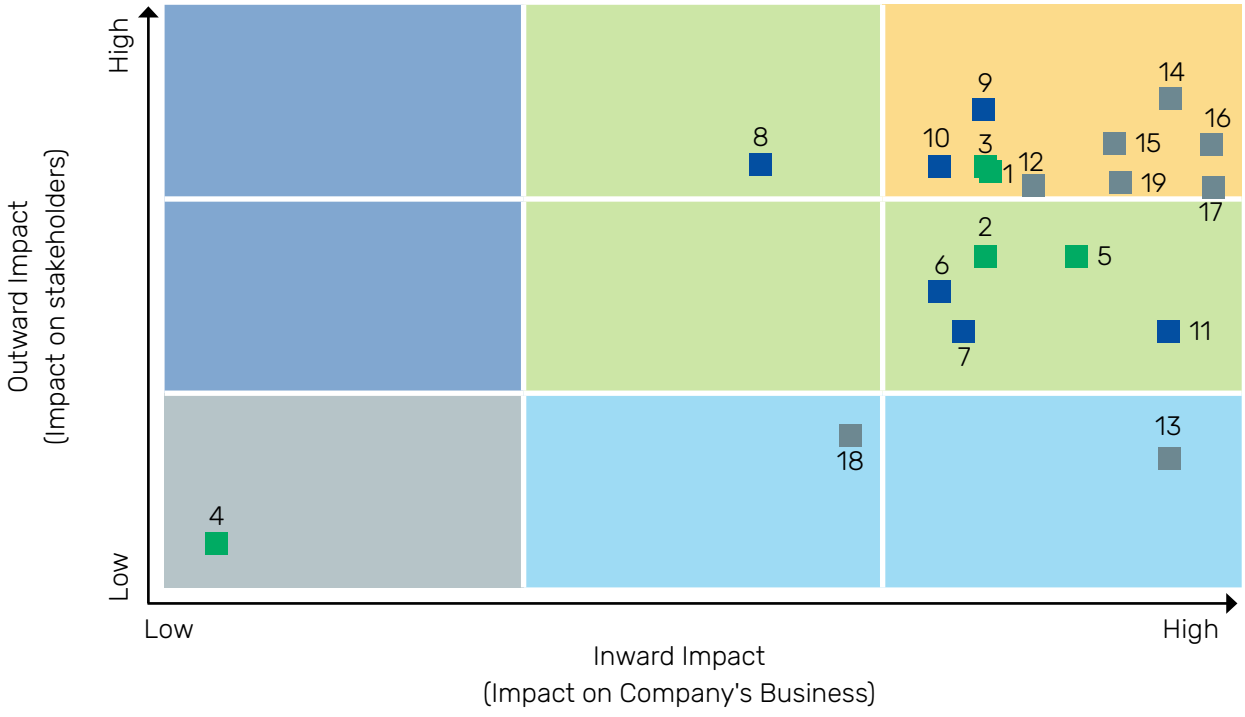
To effectively communicate the results of our double materiality assessment, we plot the identified issues on a materiality matrix. This matrix visually represents the dual impact of each issue – its significance to our financial performance and its impact on the society and the environment. Issues that are high in both dimensions are prioritised in our sustainability strategy.

Integration with Enterprise Risk Management (ERM):

The prioritised material issues are then integrated into Enterprise Risk Management (ERM) process. This ensures that material sustainability risks and opportunities are managed alongside traditional business risks. By embedding materiality into our ERM, we enhance our ability to mitigate risks, seize opportunities and ensure the long-term resilience of our business.



Material Topic



Note: The 53rd Annual Integrated Report 2023-24 excludes Biodiversity from Materiality Matrix since it is considered as a monitoring issue.

Environment (E)

1. Water Use and Effluent Management
2. Waste Management
3. Climate Change and Emissions
4. Biodiversity
5. Energy Management

Social (S)

6. Employee Engagement
7. Diversity, Equity and Inclusion
8. Human Rights
9. Occupational Health and Safety
10. Community Involvement
11. Customer Relationships

Governance (G)

12. Product Stewardship
13. Product Innovation
14. Growth and Profitability
15. Corporate Governance
16. Business Ethics and Compliance
17. Business Continuity
18. Digitalization, IT security and Data Privacy
19. Sustainable Supply Chain

Material Issues and Relevant SDGs

The Materiality Assessment highlighted 19 areas that might influence Deepak's potential to provide value for people, the environment, society, business and stakeholders. Our policies and processes prioritise regulatory compliance, stakeholder engagement and long-term company sustainability in an ever-changing world.

Environment

Material Topics

Water Use and Effluent Management



Significance and Impact

- Water being a critical resource, its availability will have a high impact on our operations.
- Deepak's water consumption for its manufacturing will also have a high external impact.
- Effluent management highly impacts the surrounding environment as well as our business, given the scale of Deepak's operations.

Waste Management



Significance and Impact

- Failure to comply with required waste management standard practices will have high negative impact on our operations.
- Outward impact of Deepak's waste management practices is medium.

Climate Change and Emissions



Significance and Impact

- Climate change and emissions norms and regulation will have a high impact on our business.
- Deepak's operations will have a high outward impact on the community.

Biodiversity



Significance and Impact

- Biodiversity loss will have a significant impact on our resource availability and operational risks.
- Deepak's operations will have a substantial outward impact on local ecosystems and biodiversity.

Energy Management



Significance and Impact

- Efficient energy management can lower manufacturing emissions and reduce costs.
- This matter has a moderate impact on external stakeholders.

Social

Employee Engagement



Significance and Impact

- Investing in employee training/upskilling and employee engagement activities, fostering their involvement levels has a high inward impact.
- This also helps elevate Deepak's brand and reputation externally.

Diversity, Equity and Inclusion



Significance and Impact

- Diversity, Equity and Inclusion (DEI) will have a high influence on our workforce and culture.
- Our DEI initiatives will have a significant outward effect on social equity and economic opportunities in the community.

Human Rights



Significance and Impact

- Deepak's policies and procedures champion UN Human Rights principles, fostering a positive impact on the outside community.

Occupational Health and Safety



Significance and Impact

- Occupational Health and Safety (OHS) will significantly influence our workforce productivity and overall well-being.
- Our OHS practices also play a key role in enhancing health and safety standards within the wider community.

Community Involvement



Significance and Impact

- Deepak's community involvement and upliftment initiatives have a high impact.
- These endeavours enhance our reputation in the public eye, leading to a significant inward impact.

Customer Relationships



Significance and Impact

- Maintaining customer relationships is critical to Deepak's operations and hence has a high inward impact.

Governance

Product Stewardship



Significance and Impact

- Product stewardship is vital for integrating environmentally responsible practices across the life cycle of chemical products, aligning with sustainable chemistry goals.
- It has a high inward and outward impact.

Product Innovation



Significance and Impact

- Product innovation will have a high impact on our competitiveness and market growth.
- Our innovation initiatives will have a high outward impact on industry standards and consumer behaviour.

Growth and Profitability



Significance and Impact

- Growth and profitability are critical for Deepak's sustainability.

Corporate Governance



Significance and Impact

- Corporate Governance is a high priority matter for Deepak as well as the stakeholders.

Business Ethics and Compliance



Significance and Impact

- Ethics and compliance have a high impact on our operations.
- It is also a high priority topic for stakeholders.

Business Continuity



Significance and Impact

- This matter has both high inward and outward impact, considering the scale of Deepak's operations.

Digitalization, IT security and Data Privacy



Significance and Impact

- Digitalisation IT security and data privacy are critical to enhance Deepak's operational efficiency and manage its risks effectively.
- Our efforts to protect IT infrastructure and ensure data privacy will significantly strengthen stakeholder trust and ensure compliance with regulations.

Sustainable Supply Chain



Significance and Impact

- Having a sustainable supply chain is critical for the operations and business continuity.
- Considering the size of Deepak's operations, we can influence the ESG priorities for our suppliers.
- It will have a high impact on stakeholders as well.



Key ESG Risks and Opportunities

Water Use and Effluent Management

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  A fundamental human right, access to clean and safe water is in line with Sustainable Development Goal 6 of the UN, which calls for its fulfillment by 2030.

  As conscientious corporate citizens, we pledge to safeguard the environment and society on several fronts by making sure that our activities do not adversely affect the quantity or quality of water resources.
- **In case of risk, approach to adapt or mitigate:** NA
- **Financial implications of the risk or opportunity (Indicate positive or negative implications))**
  Positive Businesses can see a large increase in positive financial results from efficient water use and wastewater treatment. Businesses may lower operating costs, improve resource efficiency and lower regulatory risks by optimising water consumption and sustainably handling wastewater.

Climate Change and Emissions

- **Risk or Opportunity:** Risk
- **Rationale for identifying the risk / opportunity**
  Climate change and emissions are important concerns for our world today. Since the manufacture of chemicals requires a lot of energy and water, failing to lessen our environmental impact might have a negative impact on our reputation in the market as well as our relationships with investors, clients and the general public.
- **In case of risk, approach to adapt or mitigate:**
  We have embraced environmental consciousness through our commitment to sustainable manufacturing practices. This commitment is evident in our focus on reducing utility consumption, extracting value from waste and adopting clean technologies. We are continuously striving to enhance our energy efficiency. Additionally, we ensure that the effluents, emissions and waste generated at our manufacturing facilities remain within the permissible limits set by the respective Pollution Control Boards.
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Negative Failure to address climate change and emissions-related concerns might lead to long-term financial losses.

  Climate-related hazards, including physical and transition risk, can interrupt our operations and those of our value chain partners. We carefully considered the financial effects of mitigation measures when developing our business plan.

Occupational Health and Safety

- **Risk or Opportunity:** Risk
- **Rationale for identifying the risk / opportunity**
  Given the inherent nature of our operations, our employees face a range of operational and safety hazards. It is crucial to address process safety gaps and prevent occupational health and safety (OHS) incidents that could potentially harm our employees. Neglecting employee well-being and safety not only jeopardises their physical welfare but also poses risks in achieving production targets and can have adverse effects on our assets, environment and overall business reputation.
- **In case of risk, approach to adapt or mitigate:**
  We prioritise continuous safeguarding of occupational health, safety and employee wellbeing. Stringent safety measures are implemented at all our sites, including regular safety audits and the provision of appropriate personal protective equipment to our employees. We actively promote safety awareness through campaigns and training initiatives.
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Negative Employee health and safety issues, if not addressed, would result in negative financial implications.

Community Involvement

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  Engaging with the community in its development not only uplifts the community's standard of living but also cultivates future workers and consumers for businesses associated with the end products. This proactive involvement also enhances the our reputation by fostering goodwill as a benefactor within the community.
- **In case of risk, approach to adapt or mitigate:** NA
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive The benefits to the community provided through Deepak's CSR activities develop goodwill and boost the Company's brand, which has long-term financial benefits.

Growth and Profitability

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  Deepak's capacity to deliver substantial value to all stakeholders hinges on its robust financial foundation. In light of escalating input and energy costs and enduring volatility in foreign exchange rates, maintaining a secure financial position is imperative. This stability not only fortifies its market position but also strengthens relationships with clients, investors and the broader public.
- **In case of risk, approach to adapt or mitigate:**
  We strategically allocates financial resources in adherence to governance standards and best business practices to ensure sustainable profitability. It prioritises disciplined investments within a robust framework and employs structured cost management to optimise financial outcomes. By consistently exploring opportunities along the value chain and maintaining agility in response to evolving market dynamics, Deepak sustains its performance and enhances its competitive edge.
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive A planned and methodical approach to investments and cost management will be determining factor to the success of Deepak in the short run as well as in the long run.



Corporate Governance

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  Amid the dynamic landscape of the chemical industry, which is characterised by escalating macro-economic volatility, robust governance practices play a pivotal role in upholding ethical and transparent business operations. Meeting regulatory compliance requirements and effectively managing risks are paramount in ensuring responsible conduct and longterm sustainability.
- **In case of risk, approach to adapt or mitigate:**
  Our governance practices have been established by our competent and esteemed Board of Directors, comprising members with relevant industry expertise, independent thinking and extensive global exposure. Aided by transparency in financial reporting, sustainability efforts and other relevant disclosures and ethical decision making processes, bolstered by effective risk management, serve as the foundation of our governance framework. We have instilled a culture of accountability and integrity across our operations, recognising its vital role in promoting good governance practices. We implement and enforce a robust Code of Conduct and ethical standards to guide the behaviour and actions of employees at all levels. Our Board and management prioritise health, safety and environmental considerations by implementing robust safety protocols, promoting sustainable practices and minimising environmental impact. We have a comprehensive risk management framework to identify, assess and mitigate risks associated with operations, safety, environmental impact and compliance to solidify our governance approach. We ensure strict adherence to all applicable laws, regulations and industry standards to maintain compliance and mitigate legal and reputational risks. We have established Board Committees, such as Audit, Risk Management, Nomination and Remuneration, CSR, Sustainability Committees and more to provide focused oversight in critical areas. We regularly evaluate our governance practices, identify areas for improvement and implement necessary changes to enhance effectiveness and relevance and build trust with all stakeholders in line with global standards of ESG.
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Negative Corporate Governance is increasingly the parameter for evaluation by external stakeholders and are likely to amplify competitive advantage relating to business sustainability. In case of their failure, it would have severe financial implications.

Business Ethics and Compliance

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  Success in business depends on creating and sustaining a culture of ethics and integrity. It supports daily decision-making by providing employees and partners with a useful reference.
- **In case of risk, approach to adapt or mitigate:** NA
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive Prioritizing business ethics and compliance can lead to significant financial benefits for organisations. By adhering to ethical standards and regulatory requirements, companies mitigate legal risks and avoid significant fines and penalties. A strong ethical culture also fosters trust and credibility with stakeholders, enhancing customer loyalty, investor confidence and employee morale.

Business Continuity

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  Risk management and ethics are interconnected. A company faces lower risks to its business when it adheres to ethical standards. Aligning business ethics with risk management is crucial for ensuring continuity and resilience during disruptive incidents.
- **In case of risk, approach to adapt or mitigate:** NA
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive Business continuity ensures resilience against disruptions, minimizing revenue loss, operational downtime and reputational damage. This proactive approach helps maintain customer trust, preserves market position and reduces recovery costs, ultimately safeguarding profitability and sustaining long-term financial health.

Product Stewardship

- **Risk or Opportunity:** Risk and Opportunity
- **Rationale for identifying the risk / opportunity**
  Risk: Reputational damage, negative impact on market share, Opportunity: Reduction in environmental impact and increased stakeholder trust and in revenue.
- **In case of risk, approach to adapt or mitigate:**
  Deepak has established a protocol to assess the ESG (Environmental, Social and Governance) impacts of products during their development stages. These impacts are carefully considered in our decision-making processes. We have calculated the carbon footprint for most of our products and planning to conduct Life Cycle Assessments (LCA) for few of our existing products in the fiscal year 2023-24.
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive Increased circularity will result in decreased cost of materials, increased productivity and greater profitability. Such operational practices also cater to the customers preferences; aligned to responsibly sourced /manufactured products.

Sustainable Supply Chain

- **Risk or Opportunity:** Risk
- **Rationale for identifying the risk / opportunity**
  Having a sustainable supply chain is critical for our operations and business continuity. Considering the size of Deepak's operations, we can influence the ESG priorities for our suppliers. It will have a high impact on stakeholders as well.
- **In case of risk, approach to adapt or mitigate:**
  We maintain a robust logistics and distribution network using secure transportation with GPS tracking to monitor raw materials and finished goods in real-time. Our organised warehousing ensures prompt customer deliveries. Leveraging our manufacturing expertise, integrated facilities and agile operations, we consistently deliver reliable and steady performance.
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Negative Any disruption in Supply Chain would adversely affect the business continuity and hence would jeopardise sustainability of business.

Waste Management

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  The production and use of agrochemicals generate hazardous waste, necessitating a focus on reducing waste generation, as well as recycling and reusing waste wherever possible.
- **In case of risk, approach to adapt or mitigate:** NA
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive Implementing effective waste management strategies can lead to substantial financial benefits for businesses. By reducing waste generation, companies can lower disposal costs and improve resource efficiency.

Energy Management

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  Recognizing the importance of energy efficiency in all business activities, we actively monitor our performance using systems installed across multiple locations to track daily energy consumption. Our energy conservation strategy aligns with our commitment in achieving established sustainability goals and targets.
- **In case of risk, approach to adapt or mitigate:** NA
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive Effective energy management practices can yield substantial financial benefits for businesses. By optimising energy use, operational costs associated with utilities, such as electricity and fuel can be reduced.

Employee Engagement

- **Risk or Opportunity:** Opportunity
- **Rationale for identifying the risk / opportunity**
  Skilled and proficient employees execute their responsibilities with effectiveness and efficiency, contributing to a capable workforce that drives internal growth. This enhances product quality and ultimately, boosts revenue.
- **In case of risk, approach to adapt or mitigate:** NA
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive Efforts in ensuring the skill development of the workforce will lead to a more efficient workforce and improved productivity.

Human Rights

- **Risk or Opportunity:** Risk and Opportunity
- **Rationale for identifying the risk / opportunity**
  Human rights significantly influence business operations both internally and externally, spanning from raw material procurement to distribution and disposal. They also play a crucial role in shaping the Company reputation throughout the entire value chain. Risk: Potential regulatory non compliance and reputational damage. Opportunity: Upholding employees' and workers' rights through collective action.
- **In case of risk, approach to adapt or mitigate:**
  We have implemented a robust Human Rights due diligence framework to systematically assess our operations. This includes conducting human rights vulnerability assessments at our operational sites to identify and mitigate risks, as well as monitoring and reporting our performance. We are committed to uphold Human Rights across all aspects of our business operations. Our commitment to respect Human Rights extends to our business partners through alignment with our policies and contractual agreements. In FY 2023-24, no incidents of Human Rights violations were reported, demonstrating our dedication to maintain ethical standards throughout our operations.
- **Financial implications of the risk or opportunity (Indicate positive or negative implications)**
  Positive Implications of non-compliance to social adherence norms related to Human Rights will have reputation impact for any company. The mitigation of such risks requires investment in Human Rights vulnerability assessment and actions. Proactive and regular compliance by the workforce is imperative to ensure business continuity in the long run.



Corporate Governance



Board Structure – Deepak Nitrite Limited

At Deepak Nitrite Limited ('DNL' or 'the Company'), the Board of Directors serves as the highest governance body, entrusted with the responsibility of steering and supervising the Company's operations. The Board ensures adherence to business ethics, values and culture. Comprising members with a wide range of experience and diverse perspectives, the Board is well-equipped to navigate the complex business environment, identifying and addressing challenges while capitalizing on opportunities.

The Board plays a crucial role in providing strategic guidance to the management team, fostering responsible business practices that align with long-term sustainability goals. Through continuous oversight, the Board ensures that the Company remains on a path of sustainable growth, delivering enhanced value to all stakeholders. Additionally, the governance framework includes a series of committees, each tasked with specific responsibilities, to support the Board in maintaining robust governance practices ensuring compliances and managing risks.



Shri Deepak C. Mehta
Chairman and Managing Director



Shri Maulik Mehta
Executive Director and CEO



Shri Sanjay Upadhyay
Director (Finance) and Group CFO



Shri Girish Satarkar
Executive Director



Shri Ajay C. Mehta
Non-Executive Director



Shri Meghav Mehta
Non-Executive Director



Shri Sanjay Asher
Independent Director



Smt. Purvi Sheth
Independent Director



Shri Dileep Choksi
Independent Director



Shri Prakash D. Samudra
Independent Director



Shri Vipul S. Shah
Independent Director



Shri Punit S. Lalbhai
Independent Director

As of March 31, 2024, the Board is composed of twelve (12) Directors, including four (4) Executive Directors and eight (8) Non-Executive Directors. Of the Non-Executive Directors, six (6) are Independent Directors, including one (1) woman Independent Director.

The Company's Chairman is an Executive Director and Promoter. The Board meets the requirement that at least half of its members be Independent Directors, with six (6) Independent Directors serving during the financial year ended March 31, 2024. Each Independent Director brings significant business experience and is deemed by the Board to be independent in character and judgment, free from any relationships that could significantly affect their impartial decision-making. The Board is composed of highly skilled professionals who bring a wealth of diverse expertise, perspectives and extensive corporate experience to the organisation. The collective knowledge of the Board spans various key areas such as Business, Finance, Law, Information Technology, Human Resources, Chemicals and Project Management. This diverse blend of skills and experience strengthens our decision-making processes, driving the Company's strategic direction and long-term sustainability.



Board Structure – Deepak Phenolics Limited

At Deepak Phenolics Limited ('DPL'), as on March 31, 2024, the Board of Directors consists of 12 members ensuring a well-rounded mix of Executive and Non-Executive Directors. The Board is structured to provide a strong foundation for effective governance, with members bringing a broad spectrum of expertise across various sectors. This diversity in knowledge and experience enhances the Board's ability to guide DPL strategically, ensuring that all aspects of the business are managed with a high level of insight and responsibility.



Shri Deepak C. Mehta
Chairman and Managing Director



Shri Meghav Mehta*
Executive Director



Shri Kishor Jhalaria
Executive Director and CEO



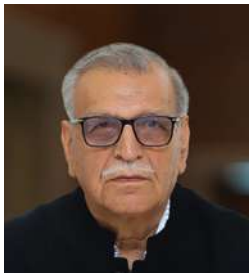
Shri Maulik Mehta
Non-Executive Director



Smt. Ila D. Mehta
Non-Executive Director



Shri Sanjay Upadhyay
Non-Executive Director



Shri Sandesh Kumar Anand
Non-Executive Director



Shri Shripad Gumaste
Non-Executive Director
(Upto: 30-07-2024)



Shri Ashok Balasubramanian
Independent Director



Shri Prem Kumar Taneja
Independent Director
(Upto: 24-07-2024)



Shri Milin Mehta
Independent Director



Shri Sanjay Asher
Independent Director

As of March 31, 2024, the Board is composed of twelve (12) Directors, including three (3) Executive Directors, five (5) Non-Executive Directors and four (4) Independent Directors. The Non-Executive Directors include one (1) woman Non-Executive Director.

*Shri Meghav Mehta completed his term as Executive Director of DPL on 01-05-2024 and continues to be Non-Executive Director of DPL with effect from 02-05-2024.

In accordance with Section 152 of the Companies Act, 2013, Shri Shripad Gumaste and Shri Kishor Jhalaria are due for retirement at the upcoming Annual General Meeting. While Shri Kishor Jhalaria has expressed his willingness to continue and the Board recommends his re-appointment, Shri Shripad Gumaste has not opted to be re-appointed and will retire at the upcoming Annual General Meeting. The Board acknowledges Shri Shripad Gumaste's significant contributions during his tenure and has decided, in its meeting on May 15, 2024, not to fill the vacancy caused by his retirement. A resolution for this decision will be presented at the forthcoming Annual General Meeting as per Section 152(7)(a) of the Companies Act, 2013.

Board Diversity and Composition

Age-Wise Categorisation of Board of Directors

S. No.	Age Categorisation	No. of Directors – DNL	No. of Directors – DPL
1	30 – 40 Years	01	01
2	40 – 60 Years	03	03
3	60 Years and Above	08	08

Gender Diversity – Board of Directors

S. No.	Gender	No. of Directors – DNL	No. of Directors – DPL
1	Male	11	11
2	Female	01	01

Composition of Board of Directors

S. No.	Board Composition	No. of Directors – DNL	No. of Directors – DPL
1	Executive Directors	04	03
2	Non-Executive Directors	02	05
3	Independent Directors	06	04

Tenure of Members on the Governance Body

S. No.	Gender	No. of Directors – DNL	No. of Directors – DPL
1	Average tenure of Board of Directors	9.71	6.60

Board Performance Evaluation

The annual evaluation of individual Directors, the Board and its Committees was conducted in accordance with the provisions of the Companies Act 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'). Following recommendations from the Nomination and Remuneration Committee, the Board adopted a Performance Evaluation Policy outlining the criteria for assessing the effectiveness of the Board, its Committees and individual Directors. The policy also includes specific criteria for evaluating the performance of Independent Directors.

The performance evaluation process aligns with the requirements of the Companies Act, 2013 and the Listing Regulations, which ensure transparency, accountability and protection of investor interests in listed companies. These regulations mandate proper governance practices, including the evaluation of board and management effectiveness. The Board conducted its annual self-assessment, as well as evaluations of its Committees and individual Directors, based on the criteria specified in the Performance Evaluation Policy. The Independent Directors were assessed by the full Board, excluding the director being assessed. The evaluation concluded that each Independent Director brings substantial knowledge, expertise and experience in their respective fields. They demonstrate a strong understanding of the Company's business and the broader economic environment in which it operates, dedicating significant time and attention to critical business issues and providing valuable guidance. Their contributions have notably enhanced the Company's governance standards.

The criteria for evaluating the performance of Independent Directors include:



- Relevant knowledge, expertise and experience
- Dedication to the Company's long-term strategic issues
- Focus on the most pertinent issues for the Company
- Participation in discussions and endorsement of the Company's strategy
- Professional conduct, ethics and integrity
- Understanding of the duties, roles and functions of an Independent Director

The Board also evaluated the performance of its Committees after receiving input from Committee members. It was concluded that the Committees are well-structured, with an appropriate number of Independent Directors and clearly defined Terms of Reference. The Committees actively engaged in discussions and provided effective recommendations on matters related to the Company's business, operations and governance. The Directors expressed satisfaction with the evaluation process.

The Board is of the opinion that Directors of the Company including Independent Director possess requisite qualifications, integrity, expertise and experience in their respective fields.

Board Remuneration and Annual Total Compensation Ratio

The remuneration package for the Chairman and Managing Director includes a combination of salary, allowances, perquisites and other benefits. Additionally, the Chairman and Managing Director is entitled to receive a commission based on the Company's Net Profits for a given financial year, as determined by the Board of Directors upon the recommendation of the Nomination and Remuneration Committee, in accordance with the overall limits set by Section 197 and other relevant provisions of the Companies Act, 2013.

In compliance with Section 197(14) of the Companies Act, 2013, it is disclosed that Shri Deepak C. Mehta serves as the Chairman and Managing Director of both DPL and its parent company, Deepak Nitrite Limited (DNL). While he receives a commission as Chairman and Managing Director of DPL, he also draws a salary and other benefits from DNL in the same capacity.

Executive Directors receive a fixed salary, allowances, perquisites and other benefits, along with performance-linked variable pay. This variable pay is awarded at the end of each financial year and is based on both individual and Company performance, in accordance with the Company's policy. The Board of Directors, acting on the recommendations of the Nomination and Remuneration Committee, determines this variable pay. Key performance indicators for assessing the variable pay include metrics such as Sales, EBITDA, PBT, Working Capital Management, Compliance, Market Capitalization Growth, Credit Ratings and Cost of Borrowings.

In the Financial Year 2023-24, there was an increase of 8.65% in the median remuneration of employees.

ESG Governance

Strategic Oversight by the Board of Directors

At Deepak, ESG governance is integrated into our operational framework and strategic vision. The highest governance body, the respective Board of Directors, is instrumental in shaping and approving the Deepak's ESG framework, ensuring alignment with global sustainability priorities. The framework emphasizes key areas such as health and safety, sustainable supply chains, energy efficiency, climate change mitigation, water stewardship, waste management and regulatory compliance. The Board actively defines the organisation's purpose, values and mission to align with sustainable development goals and oversees the Deepak's ESG strategies to ensure their relevance and effectiveness.

SUSTAINABILITY COMMITTEE COMPOSITION

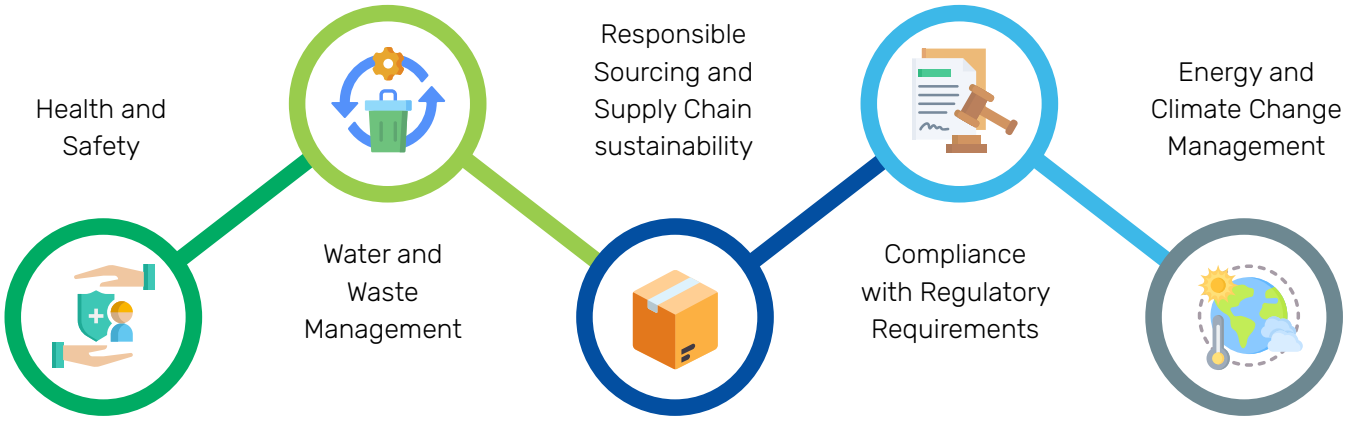
- Shri Punit Lalbhai, Chairman
- Shri Vipul Shah, Member
- Shri Maulik Mehta, Member
- Shri Girish Satarkar, Member

Role of the Sustainability Committee

To strengthen its ESG initiatives, a dedicated Sustainability Committee of Directors has duly been constituted and is in place. The Committee's primary mandate is to drive the Company's sustainability agenda, providing focused attention to energy conservation, renewable energy utilization and stakeholder welfare initiatives. Comprising four members, including independent and executive directors, the Committee offers a platform for informed decision-making on sustainability matters.

The Sustainability Committee's terms of reference include developing and recommending a comprehensive Sustainability Roadmap, monitoring the implementation of ESG priorities and reviewing related disclosures to enhance transparency. Additionally, the Committee ensures alignment with emerging sustainability practices, providing actionable insights to the management team.

Our Priority Areas



Stakeholder Engagement and Due Diligence

A structured approach to stakeholder engagement is an essential part of Deepak ESG governance. The Board, supported by senior executives, incorporates stakeholder perspectives into ESG initiatives through ongoing dialogue and collaboration. This approach enables Deepak to address key economic, environmental and social impacts effectively. Due diligence processes overseen by the Board help manage risks and ensure adherence to best practices in responsible business operations.

Focus on Sustainability Practices

Operationalizing ESG principles involves aligning policies with the Sustainability Roadmap developed by the Sustainability Committee. Deepak continually monitors developments in ESG best practices, ensuring the adoption of innovative and responsible solutions in its business processes. This includes embracing renewable energy, reducing resource intensity and enhancing supply chain sustainability.

Transparency and Accountability

Transparency forms the foundation of ESG governance at Deepak. Periodic evaluations by the Board and its Committees ensure that the governance structure remains robust and aligned with sustainability objectives. ESG-related disclosures undergo thorough reviews to provide stakeholders with clear and accurate insights into Deepak's sustainability performance and progress.

Conflict of Interest

As outlined in Deepak's Code of Conduct, Directors are required to avoid any conflicts of interest. Directors must not engage in any transaction or relationship with any entity where they have a financial or personal interest, whether directly or indirectly, through a relative (as defined under Section 2(77) of the Companies Act, 2013 or any statutory modification or re-enactment thereof) or an affiliated organisation, without obtaining prior approval from the disinterested members of the Board. Additionally, when dealing with the Company, Directors are expected to operate at arm's length to prevent any actual or perceived conflicts of interest.

Board Committees

The Company has established statutory Committees of Directors that support the Board in supervising and directing the Company's business operations in line with the Board's vision and guidance. Each Committee functions under defined terms of reference that outline its role, responsibilities, composition and scope of authority, ensuring effective governance.

The Company has implemented several initiatives aimed at conserving energy and resources, incorporating renewable energy into operations and enhancing the welfare of both internal and external stakeholders, including through CSR activities. These initiatives play a significant role in ensuring the long-term sustainability of the business.



Board Committees



Sustainability Committee

Chairperson **Shri Punit S. Lalbhai**
Members **Shri Vipul S. Shah, Shri Maulik Mehta and Shri Girish Satarkar**

Description of Roles and Responsibilities
The Committee monitors implementation of various Sustainability efforts of the Company on the identified priorities, review the Company's disclosures relating to Sustainability on behalf of the Board and review policies of the Company and recommend to the Board, amendments to such policies, if necessary, for their alignment with Sustainability Roadmap of the Company.



Risk Management Committee

Chairperson **Shri Deepak C. Mehta**
Members **Shri Sanjay Upadhyay, Shri Maulik Mehta, Shri Vipul S. Shah and Shri Prakash D. Samudra**

Description of Roles and Responsibilities
The Risk Management Committee has been constituted by the Board inter alia to monitor and review the Risk Management Framework of the Company and mitigation plan against the risks identified including cyber security risks.



Audit Committee

Chairperson **Shri Dileep Choksi**
Members **Shri Sanjay Asher and Shri Vipul S. Shah**

Description of Roles and Responsibilities
The Committee's purpose is inter alia to oversee the accounting and financial reporting process of the Company, the audits of the Company's Financial Statements, the appointment, independence and performance of the Statutory Auditors and the Internal Auditors.



Corporate Social Responsibility Committee

Chairperson **Shri Deepak C. Mehta**
Members **Shri Sanjay Upadhayay, Smt. Purvi Sheth and Shri Punit S. Lalbhai**

Description of Roles and Responsibilities
In accordance with provisions of Section 135 of the Act, the Corporate Social Responsibility Committee of the Board is duly constituted. The Committee ensures to formulate and recommend to the Board a Corporate Social Responsibility Policy ("CSR Policy"), recommend the amount of expenditure to be incurred by the Company on the activities listed in CSR Policy and monitor the CSR Policy of the Company from time to time.

Stakeholders' Relationship and Investors Grievance Committee

Chairperson **Shri Ajay C. Mehta**
Members **Shri Sanjay Upadhyay and Shri Sanjay Asher**

Description of Roles and Responsibilities

The Stakeholders' Relationship and Investors Grievance Committee cohesively supports the Company and its Board in maintaining strong and long-lasting relationship with its stakeholders at large. The Stakeholders' Relationship and Investors Grievance Committee majorly ensures and oversees the prompt resolution of the grievances of security holders; the implementation of ways to enhance shareholder experience; assessment of performance of Registrar and Transfer Agent; monitoring of shareholding movements etc.

Nomination and Remuneration Committee

Chairperson **Smt. Purvi Sheth**
Members **Shri Sanjay Asher and Shri Deepak C. Mehta**

Description of Roles and Responsibilities

The Nomination and Remuneration Committee is responsible for evaluating the balance of skills, experience, independence, diversity and knowledge on the Board and for drawing up selection criteria, ongoing succession planning and recommending appointment of Directors and Senior Management employees. Further, the Nomination and Remuneration Committee is also responsible for formulating policies with respect to remuneration, performance evaluation, Board diversity, etc. in line with requirements of the Act and the Listing Regulations.

Project Committee

Chairperson **Shri Prakash D. Samudra**
Members **Shri Vipul S. Shah, Shri Ajay C. Mehta and Shri Punit S. Lalbhai**

Description of Roles and Responsibilities

A Project Committee has been duly constituted by the Board which meets from time to time to review various projects / capital expenditures undertaken by the Company and recommends new projects to the Board.

Business Ethics and Compliance

Ethics and compliance are crucial to the effective functioning of Deepak's operations and are a top priority for stakeholders. At Deepak, we foster a culture rooted in ethics, accountability and integrity. We have established a comprehensive code of conduct and ethical guidelines that govern employee behavior across all levels. Compliance with relevant laws, regulations and industry standards is rigorously enforced to reduce legal and reputational risks. Regular assessments of our governance practices allow us to identify areas for improvement, implement necessary adjustments and maintain trust with stakeholders in alignment with global ESG standards. emphasising ethics and compliance can result in considerable financial advantages for companies. By adhering to ethical guidelines and regulatory obligations, organisations minimise legal risks and avoid expensive fines and penalties. Moreover, a robust ethical culture enhances trust and credibility among stakeholders, leading to increased customer loyalty, investor confidence and employee morale.

Code of Conduct

Deepak has established and implemented a Code of Conduct for Board members and Senior Management in accordance with the requirements of the Listing Regulations. This Code outlines the fundamental principles meant to guide Directors and Senior Management in maintaining ethical business practices and ensuring compliance with relevant laws. The Code has been distributed to all Board members and Senior Management and is also available on the Company's website at www.godeepak.com. All Board members and Senior Management personnel have affirmed their adherence to the Code of Conduct for the Financial Year 2023-24. The Company's Sustainability Manual is publicly available and comprehensively address the following key areas: corruption and bribery, discrimination, confidentiality of information, conflicts of interest, antitrust and anti-competitive practices, money laundering and insider trading, environment, health and safety and whistleblowing.

Whistleblower Policy and Vigil mechanism

Our Whistle Blower Policy establishes a formal vigil mechanism that enables Directors and employees to report any actual or suspected unethical behavior, misconduct, wrongdoing or violations of the Company's Code of Conduct, ethics policy and leak of unpublished price sensitive information. This mechanism safeguards employees from any form of retaliation and provides them with the option to directly contact the Chairman of the Audit Committee in certain cases.



Grievance Redressal Mechanisms

We have established a strong grievance redressal system that allows our customers to voice their concerns, ensure they are heard and receive prompt resolution within the specified timeframe.

For shareholders, DNL provides a dedicated grievance redressal policy that ensures timely resolution of any issues raised. The employee grievances are redressed through a whistleblower policy that encourages open communication regarding workplace grievances. For customers, a systematic process is in place to receive and document complaints, which are then addressed by the relevant sales team according to established Standard Operating Procedures. This approach guarantees that all complaints, particularly those related to delivery and handling, are resolved efficiently.

Grievance redressal mechanism for shareholders	https://www.godeepak.com/wp-content/uploads/2023/11/Investors-Grievance-redressal-policy-1.pdf
Grievance redressal mechanism for employees and workers	https://www.godeepak.com/wp-content/uploads/2023/11/DNL_Whistle-Blower-Policy.pdf
Grievance redressal mechanism for customers	https://www.godeepak.com/wp-content/uploads/2021/05/Policy-on-Stakeholder-Engagement-1-9-2020.pdf

Reporting on Compliance Breaches for FY 2023-24

We at Deepak are proud to report that we had zero instances of breaches across all key reporting areas during FY 2023-24. Our commitment to ethical standards and rigorous compliance measures has ensured that our operations remain transparent and in full adherence to regulatory requirements. The absence of any reported breaches highlights our dedication of maintaining a secure and ethical business environment.

Reporting Area	Number of Breaches in FY 2023-24
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider Trading	0


PRODUCTIVITY WITH SAFETY IS OUR MOTTO.
उत्पादकता के साथ सुरक्षा हमारा लक्ष्य है ।
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10

Business Sustainability



Product Stewardship

We have successfully implemented Advanced Process Control ('APC') at our Cumene and Phenol plants located at Dahej, Gujarat. We have also implemented and demonstrated the successfull operation of an APC controller for a very complex and challenging to optimise - "cleavage reactor" section of the Phenol plant, which very few peers have implemented in the world. APC is a cutting-edge process control and optimisation technology that fine-tunes various operational parameters like feed flow, temperature, pressure and reflux flows on a minute-by-minute basis—tasks that were previously managed manually. The implementation of APC has yielded significant benefits including increased production, reduced energy consumption, improved production yields, enhanced product quality and lower emissions. Additionally, APC has contributed to safer and more reliable operations, prolonged catalyst life and extended asset longevity.

As a result, our Phenol plant now leads the industry with an impressive capacity utilisation rate over 150%, setting new benchmarks for operational excellence. We have also successfully commissioned a Spent Sulphuric Acid Concentration (SAC) unit, significantly enhancing sustainability at our Nandesari plant.

Looking ahead, our Nitric Acid, MIBK and MIBC plants are scheduled to be commissioned by FY 2024-25. These plants will enable us to utilise Acetone to produce MIBK and MIBC, thereby expanding into downstream value-added products. With numerous brownfield and greenfield projects set to be completed in the coming years, we are well-positioned for enhanced performance and growth. Notably, we have also increased our stake in Deepak Oman Industries (SFZ) LLC to 51%, making it a subsidiary of the Company. This strategic investment will fortify our market position and expand our operational capabilities. It enables us to benefit from low cost inputs of raw materials and energy, thereby servicing global market more effectively.

Furthermore, DPL has successfully migrated to SAP-S4 HANA, a significant step towards digitalization that enhances our resource planning and decision-making, streamlines operations and increases our agility as we move forward.

Demonstrating quality excellence

- **ISO 9001:2015 -** Quality Management System
- **ISO 14001:2015 –** Environment Management System
- **ISO 45001:2018 -** Occupational Health, Safety and Management System
- **Responsible Care**
- **Global Organic Textile Standard (GOTS)** Certification
- **TfS** (Together for Sustainability) Certification
- **Nicer Globe**
- **Kosher** Certification

Product Innovation

Our Research and Development efforts are focused on creating innovative chemical compounds and maximising the value of by-products. By consistently reviewing existing products and processes, Deepak aims to enhance efficiency and achieve cost savings. With an emphasis on sustainable chemistry, we seek to harness opportunities for innovation while maintaining high standards of operational excellence. Deepak's strong execution capabilities and established success play a crucial role in its evolution into a research and innovation-led organisation.

Our state-of-the-art Deepak Research and Development Center ('DRDC'), located at Nandesari, Gujarat serves as a centralised hub for our innovation capabilities. Recognised by the Department of Scientific and Industrial Research, Government of India, DRDC specialises in innovating sophisticated technologies. The facility boasts a dedicated team of over 100 professionals who are actively engaged in the development of various molecules and chemicals, many of which are currently undergoing the patenting process. To date, the Company has filed approximately 68 patent applications, with 24 patents already granted.

The R&D facility plays a vital role particularly in developing advanced intermediates that demand complex chemistry and engineering. Equipped with cutting-edge instruments and equipment, the facility is at the forefront of technological innovation.

Key Focus Areas of the R&D Facility

New Product Development
Pioneering the creation of innovative products.

New Technology Platform Development
Advancing and establishing new technology frameworks.

Productivity and Yield Improvement
Enhancing efficiency and output in existing products.

Sustainability Efforts
Reducing water, waste and energy consumption while integrating green technologies wherever possible.

DRDC also features a state-of-the-art Process Engineering Lab, Kilo Lab and Process Intensification Lab. These facilities are instrumental in generating scale-up data for all products developed at DRDC. The application of the Design of Experiments methodology, using specialised software for screening and optimisation, accelerates the lab-scale development process.

To support the development of new technology platforms and continuous process innovation, we have invested in advanced tools like flow reactors and flow meters under the Process Engineering Research and Innovation (PERI) initiative.

Role of the Analytical Team:

- The Analytical Team is essential in supporting synthetic chemistry throughout every stage of product and process development.
- The team has been strengthened by the addition of skilled personnel and sophisticated analytical tools, including Gas Chromatography (GC), Gas Chromatography/ Mass Spectrometry (GCMS), High-Performance Liquid Chromatography (HPLC), Liquid Chromatography/ Mass Spectrometry (LCMS), Ultra-Performance Liquid Chromatography (UPLC), Ion Chromatography (IC), UV and IR technologies.
- Where in-house capabilities are limited, the Analytical Lab collaborates with third-party analytical labs to generate necessary data (e.g., PSD, S-analysis, NMR).

Advancing Innovation at the New Research and Development Centre at Savli, Vadodara

Towards our commitment to innovation and sustainability, we are also building a state-of-the-art Research and Development Center at Savli, Vadodara. Slated for completion by March 2025, this state-of-the-art facility is poised to become a cornerstone of our R&D efforts, driving forward the chemical industry's future in India.

Facility Overview: The upcoming Savli R&D Centre will house cutting-edge laboratories and pilot plants designed to foster groundbreaking research in chemical processes. The facility will be equipped with advanced technologies that enable our scientists and industry experts to explore and develop sustainable, environmentally friendly solutions.

Focus on Sustainability: Central to the mission of the Savli R&D Centre is the emphasis on sustainability. The facility will prioritise the development of processes and products that minimise environmental impact, aligning with global trends toward greener and more sustainable industrial practices. By integrating sustainable methods into our research, we aim to contribute meaningfully to the global push for eco-friendly innovations.





Growth and Profitability

Deepak experienced increased volumes and a higher wallet share year-on-year, despite subdued demand recovery in sectors like agrochemicals, textiles and dyes and pigments. The Company's broad product portfolio and adaptable plant capabilities allowed it to drive volume-led growth in specific areas, offsetting weaker demand in other parts of the portfolio. Sectors such as construction, infrastructure and homecare showed promising growth prospects. Deepak demonstrated resilient business performance with growth across various product categories. The successful piloting of a new agro intermediate product set the stage for further expansion and deeper strategic partnerships in the coming years.

In FY 2023-24, Deepak's Total Revenue, including Other Income, reached ₹ 7,892.54 Crores. Despite facing challenges, the Company strategically allocated resources to meet high-demand applications while waiting for agrochemical demand to normalise, taking advantage of its multi-purpose plants for added flexibility. The year also saw the commissioning of several operational initiatives, leading to increased production capacity and throughput for key intermediates.

Particulars	**DNL (₹ Crores)**	
	Standalone	**Consolidated**
Direct economic value generated: (Revenues)	2,848.05	7,892.54
Economic value distributed: employee wages and benefits	250.36	346.97
Economic value distributed: payments to providers of capital: (Dividend)	103.13	187.64
Economic value distributed: payments to government (Total Income Tax Expense)	124.83	292.36
Economic value distributed: community investments (CSR)	12.45	26.19
Contribution to Employee Gratuity Fund	4.77	5.17

We have embraced an integrated growth approach, venturing into new products, chemistries and end applications. Our investment strategy for ₹ 14,000 Crores encompasses projects in specialty products, phenol, BPA, polycarbonate resins and compounds and MMA.

Business Continuity

We prioritise uninterrupted operations and business continuity, which strengthens our resilience against disruptions, minimises revenue loss, reduces operational downtime and protects our reputation. This proactive strategy helps maintain customer trust, preserve our market position and lower recovery costs, ultimately safeguarding profitability and ensuring sustained long-term financial health.

Deepak has implemented a comprehensive On-Site and Off-Site Emergency Action Plan to bolster the resilience of our operations and ensure the safety of our employees, customers and stakeholders during disruptions. The On-Site Emergency Action Plan focuses on risk assessment, impact analysis and crisis management, with clearly defined roles and responsibilities. These plans are thoroughly reviewed every six months to maintain a high level of emergency preparedness.

The respective Risk Management Committee is responsible for developing and reviewing Deepak's business continuity plans as per best industry standards.

Maintaining a sustainable supply chain is crucial for Deepak our operations and business continuity. Given the scale of Deepak's activities, we have the ability to influence our suppliers' ESG priorities, which can significantly impact stakeholders. We uphold a robust logistics and distribution network, utilising secure transportation with GPS tracking to monitor raw materials and finished goods in real-time. Our well-organized warehousing system ensures timely deliveries to customers. By leveraging our manufacturing expertise, integrated facilities and agile operations, we consistently achieve reliable and steady performance.

Enterprise Risk Management Framework

Deepak has developed a comprehensive Enterprise Risk Management (ERM) framework, governed by a Board-approved Risk Management Policy. Designed in alignment with ISO 31000 and COSO standards, the ERM framework incorporates a proactive and systematic approach in managing risks across all operational levels, including shop-floor activities. This ensures effective risk mitigation, optimal business outcomes and sustained organizational success.

Key Features of the ERM Framework

The ERM framework empowers management to:

- Analyze and understand the evolving risk landscape.
- Assess potential risk exposures and implement appropriate mitigation strategies.
- Monitor Risk Management practices consistently for efficacy.
- Strengthen controls and identify areas for improvement.
- Provide the Board of Directors with regular reports on Risk Management initiatives.

Objectives of Risk Management

The ERM framework aims to:

- Establish controls to mitigate or reduce risk occurrence.
- Align Risk Management with strategic organizational objectives.
- Enhance business continuity and sustainability.
- Support effective decision-making, planning and prioritization.
- Enable the organization to seize opportunities while navigating external uncertainties.
- Uphold Corporate Governance standards.

Continuous Risk Evaluation and Monitoring

Deepak consistently identifies and evaluates risks in the short, medium and long term. Mitigation plans are developed and implemented as necessary, with regular monitoring to ensure sustainable operations. Through this framework, Deepak safeguards its business resilience while navigating a dynamic external environment effectively.

Emerging Risks

1. Critical Change to Earth Systems

Description	Impact	Mitigating Actions
Human activities, such as usage of fossil fuels and deforestation are driving global warming, leading to rising sea levels, melting of ice caps and extreme changes in weather events. These changes disrupt ecosystems, affect biodiversity and pose significant challenges to industries like chemicals, impacting supply chains and operations globally.	Climate changes and emissions significantly affect our operations and pose adverse community impact. Non-Compliance drives up cost forcing investments in cleaner technologies and regulatory adjustments. These regulations also shape our supply chain and operational practices. Our activities impact local environments and communities, necessitating robust safety measures and transparency. Embracing sustainable practices not only ensures compliance but also strengthens our community relations and minimises environmental footprint.	We are committed to sustainability through efficient manufacturing practices, including energy conservation, waste recovery and clean technologies. We have adopted sustainable manufacturing practices to reduce our environmental impact. This includes efforts to minimise utility consumption, recover value from waste and utilise clean technologies. We are continually working to improve energy efficiency and ensure that all effluents, emissions and waste generated comply with the standards set by relevant Pollution Control Boards. Additionally, we have implemented a Laboratory Information Management System (LIMS), a Reverse Osmosis (RO) plant for Zero Liquid Discharge and a 40 kWp solar rooftop system. Our new multifuel boiler utilizes bio-briquettes, reducing emissions and costs, while wastewater recycling has begun using steam condensate.

2. Lack of Economic Opportunity

Description	Impact	Mitigating Actions
Economic opportunity is essential for human development, directly impacting access to resources for employee well-being and growth. Without it, implementing effective safety, healthcare, training and social development programs becomes challenging, limiting the impact of our human development efforts. Ensuring economic stability supports a skilled, motivated workforce, fostering both personal fulfillment and organisational success.	This affects us by limiting access to skilled labor, increasing attrition and hindering productivity. It can also restrict market growth, impede expansion and impact financial stability and strategic progress. Addressing this risk involves engaging in economic development and investing in local communities to support growth and stability.	To address economic opportunity challenges, we invest in maximising the value of our human capital. We attract top talent, provide extensive training and maintain a positive work environment with zero labor unrest. Our management strategy includes overhauling goal-setting processes, establishing functional interdependencies and implementing tailored learning initiatives. We also focus on talent management through a competency framework, assessment centers and internal mobility. This approach enhances employee capabilities and drives innovation, productivity and overall business success.

Digitalisation and Cybersecurity

Deepak has established a comprehensive cybersecurity framework designed to protect its data and IT infrastructure from potential threats. This framework includes a multi-layered defense strategy that leverages advanced firewall systems, intrusion detection, prevention mechanisms and stringent access controls. To further enhance security, Deepak's systems are fortified with strong authentication protocols and cutting-edge encryption technologies. These measures are in place to protect sensitive information, mitigate the risk of data breaches and ensure the integrity and confidentiality of critical data across all operations. Our proactive approach to cybersecurity reflects. Our commitment to maintain a secure digital environment in an increasingly complex threat landscape.

Zero cases, incidents and consumer complaints pertaining to data breach or cybersecurity breach has been identified or reported in FY 2023-24.

To ensure the confidentiality and security of sensitive information and documents across all functions and sites, we conducted a data life cycle assessment through an external agency. This assessment evaluated our current data security practices, identified areas for improvement and recommended measures to strengthen our controls preventing potential data leaks. Additionally, the assessment addressed our IT landscape's data security practices and third-party risk management.

As part of our ongoing cybersecurity initiatives, we have significantly upgraded existing CCTV (closed-circuit television) system by integrating advanced edge-based analytics with security-focused Artificial Intelligence (AI) features. These new AI capabilities, such as line crossing detection and intrusion area monitoring are designed to enhance overall safety within our premises, reduce the likelihood of staff incidents and aid in incident prevention and investigation. In addition to replacing outdated systems with this cutting-edge technology, we have also strategically installed new cameras at critical locations across our sites. This comprehensive upgrade not only bolsters our security infrastructure but also ensures a safer working environment for all employees, while improving our ability to respond swiftly and effectively to potential security breaches.



Deepak has implemented a robust framework to ensure that all employees are aware of potential threat issues and the importance of information security and cybersecurity. We have formulated policies that outline the necessary guidelines for safeguarding information and these are reinforced through training sessions to educate employees on what actions are expected.

Employees are also supported by a well-defined escalation process in the event of any suspicious activity, with monthly awareness mailers that include contact details for reporting security concerns.

Incident Response and Continuity Planning

In today's digital landscape, preparedness is crucial for effectively managing cyber incidents. Deepak has developed a comprehensive cybersecurity framework that emphasises incident readiness and rapid response. Our well-established incident response protocol includes a dedicated team, clear communication strategies and a systematic approach to containment, investigation and recovery, ensuring that any cyber threat is swiftly managed.

To further reinforce our commitment to business continuity, we have implemented regular system backups, redundancy plans and robust disaster recovery frameworks. Our Security Operation Center (SOC) plays a central role in our defence strategy, continuously monitoring for threats and responding proactively to protect our systems and data. This ensures that our cybersecurity measures are both proactive and reactive, providing a strong shield against potential cyber threats.

Adherence to compliance of regulatory standards is integral to our cybersecurity agenda.

Deepak consistently aligns its operations with the latest IT laws and cybersecurity frameworks. Regular audits and assessments help us maintain compliance and refine our strategies to meet evolving legal and ethical obligations, ensuring that we stay ahead in safeguarding our information.

Through these combined efforts, Deepak ensures a resilient cybersecurity posture that not only protects our critical assets but also upholds the trust of our customers, employees and partners.

Incident Response Procedures

Procedure	Frequency
Business Continuity and Incident Response	Semi-annual testing
Breach Attack Simulation and Red Teaming	A breach attack simulation and red teaming exercise to test the defences across People, Process and Technology is scheduled in the current financial year.

External Verification and Vulnerability Analysis

Procedure	Frequency
External Vulnerability Analysis	Bi-annual
Simulated Hacker Attacks	Atleast twice a year

Information Security Breaches

Metric	Count
Total Breaches in Current and Last Financial Year	0

Sustainable Supply Chain

At Deepak we prioritise a sustainable approach to supply chain management, ensuring efficient sourcing, streamlined logistics and risk mitigation. By developing comprehensive value chains, we focus on sustainable growth in Revenue and Profitability. These strategies are supported by ambitious 3 to 4-year investment plans aimed at enhancing our capabilities across various domains.

During FY 2023-24, we initiated several proactive measures, including the establishment of secure, long-term supply arrangements. Through strategic sourcing and streamlined contract negotiations, we minimise inventory and logistical costs using advanced software, addressing socio economic challenges while maintaining a resilient supply chain.

Our supply chain solutions integrate cutting-edge technologies, including Cloud Computing, AI, ML and IoT, to connect stakeholders on a unified platform. This multi-dimensional workflow enhances logistics execution, from service procurement to in-transit monitoring and delivery confirmation. Such an approach optimises logistics flows, allowing us to meet customer demands effectively while enhancing visibility and collaboration.

Key priorities include local sourcing to reduce environmental impacts and increasing the share of sustainable procurement. Guided by the Sustainable Procurement Policy, our operations embed environmental and social considerations from raw material sourcing to product delivery. To ensure supply chain integrity, we maintain a proactive risk assessment framework that evaluates factors like supplier financial stability, compliance and market reputation.

Deepak's Supplier Code of Conduct reinforces its standards in areas like labour rights, health and safety, environmental practices and integrity. This code mandates adherence to sustainability principles and outlines expectations for our suppliers. In FY 2023-24, we collaborated with over 3,000 suppliers and assessed 38 vendors on ESG parameters, striving to become a "Global Strategic Partner of Choice".

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	72.83%
Significant Locations of Operations	Nandesari / Dahej / Roha / Taloja / Hyderabad
Number of suppliers assessed for social and environmental impacts	38
Location of Suppliers assessed for social and environmental impacts	India
Type of suppliers assessed for social and environmental impacts	Raw Material/ Packaging Material Suppliers
Number of suppliers identified as having significant actual and potential negative social and environmental impacts	None
Suppliers identified as having significant actual and potential negative social and environmental impacts with which improvements were agreed upon as a result of assessment	None
Suppliers identified as having significant actual and potential negative social and environmental impacts with which relationships were terminated as a result of assessment	None

Our Key Non-Renewable Raw Materials

Soda Ash
Toluene
Sulphur Dioxide
Dimethyl Sulphate
Caustic Soda Lye
Benzotriflouride
Acetaldehyde Oxime(100%)

Cumene
Strong Nitric Acid
Ortho Xylene
Meta Xylene
Concentrated Nitric Acid
Sulfuric Acid



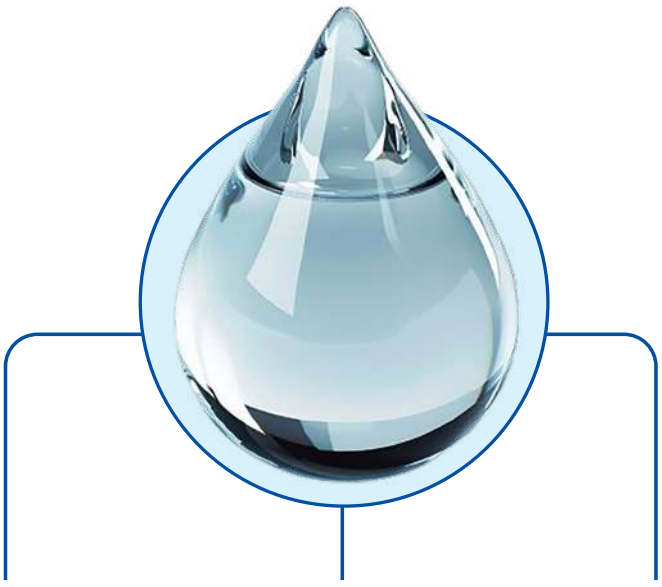
Environmental Responsibility



Water Use and Effluent Management

Being an environmentally conscious entity, we maintain our dedication to make sure our operations do not negatively impact the accessibility and quality of water resources. We are committed to responsible water management, ensuring that our water withdrawal, consumption and discharge practices align with environmental sustainability and operational efficiency. In our efforts to maintain a balance between industrial needs and environmental sustainability, we follow stringent water management practices.

We rigorously monitor and optimise our water consumption to minimise environmental footprint. At our manufacturing plants located in Gujarat, Maharashtra and Telangana, we source water from third-party suppliers, primarily State Industrial Development Corporations (SIDC). During the reporting period, 1,352 ML water was consumed at DNL which is utilised in production processing, boiler, domestic needs and cooling. Through our continuous efforts in water recycling, we reduced our water withdrawal by approximately 4% compared to FY 2022-23. Furthermore, at DPL, 2,026 ML of water was withdrawn through Gujarat Industrial Development Corporation (GIDC). This water was used for production, cooling towers and greenbelt development.



Total Water Withdrawal

1,352 ML
At DNL

2,267 ML
At DPL

Total Water Discharge

597 ML
At DNL

241 ML
At DPL

Total Water Consumption

755 ML
At DNL

2,026 ML
At DPL

At DNL, 100% of the total wastewater generated across all our manufacturing locations undergoes comprehensive treatment in our fully equipped Effluent Treatment Plant (ETP) using the latest technologies to improve the water quality and meet discharge norms before being sent to a third party for final disposal via a Common Effluent Treatment Plant (CETP). The treatment process involves all levels of treatment- primary, secondary and tertiary. The primary treatment includes treating wastewater from unit operations such as bar screens, oil and grease separation, coagulation and flocculation and lamella settlers, achieving an efficiency of 25-30%. For secondary treatment, we employ cutting-edge Activated Sludge Process (ASP) and Membrane Bio Reactor (MBR) technologies, which deliver an 80-90% efficiency in treating wastewater to meet regulatory standards.

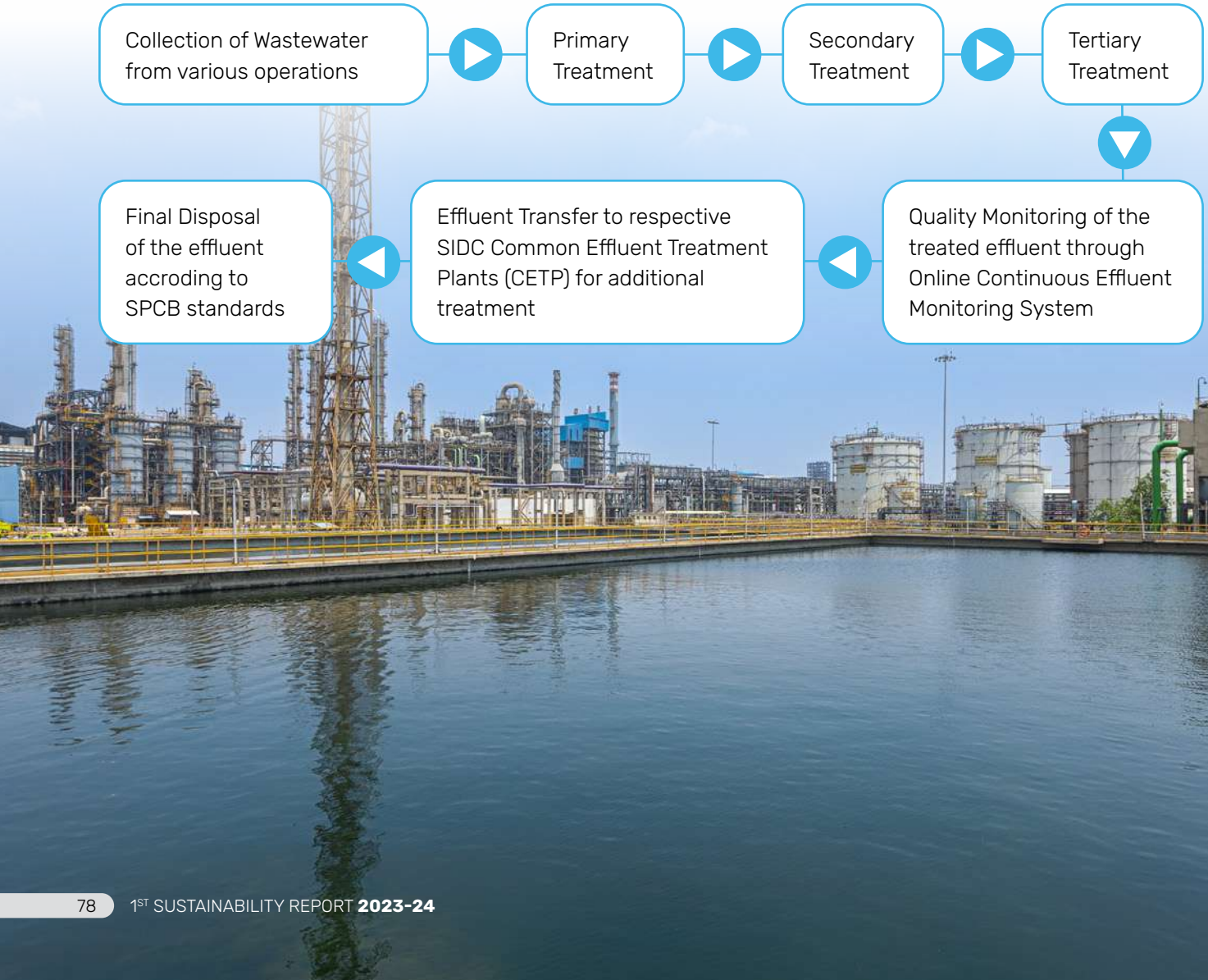
To further enhance water reuse, we have set up Ultra-Filtration (UF), Reverse Osmosis (RO), Mechanical Vapour Re-compression (MVR) System and Multi-Effect Evaporator (MEE) System. Post MBR treatment, effluent is passed through UF and the filtered output is then treated in RO, with a recovery rate of 80-85%. The RO permeate is reused in production processes and cooling towers as makeup water, while 15-20% of the reject water is sent for further treatment in the MVR. MVR operates at an efficiency of 95-98%, with the pure

condensate being reused again in the production process. Salts and other residues from MVR are safely disposed of at a secured landfill.

This integrated system is designed to maximise water reuse while ensuring compliance with statutory environmental norms. The quality of treated wastewater is continuously monitored through an Online Continuous Effluent Monitoring System (OCEMS), analysed internally on a daily basis and validated monthly by an independent third party. Similarly, at DPL, wastewater undergoes treatment in the Effluent Treatment Plant (ETP). Following in-house treatment, the treated wastewater is sent to GIDC pumping station and subsequently discharged into deep sea.

We are is committed to managing water discharge impact, aligning with environmental sustainability and regulatory compliance. In locations where specific local discharge requirements are absent, we establish minimum effluent discharge standards, based on best practices and environmental sustainability principles. The profile of the receiving waterbody is carefully considered when setting these standards, considering factors such as water quality, aquatic life support and local ecosystem health to minimise adverse environmental impacts. At Deepak we adhere strictly to government standards for water quality, specifically the standards set for the organic chemical manufacturing industry by the Central Pollution Control Board (CPCB). There is no direct discharge of wastewater into any waterbody.

Water Treatment Process at DNL



We employ a comprehensive approach in identifying and mitigating water-related impact across all our operations. Through scenario analysis, we identify water risks and stress regions, which are integral for developing our water strategy. Our manufacturing plants in Nandesari, Dahej and Hyderabad are situated in high-risk water-stressed regions, where water scarcity poses significant challenges. The water sourced at these sites from third party suppliers amounted to 1,155 ML at DNL and 2,267 ML at DPL in FY 2023-24, which has been almost the same amount as compared to previous financial period. At these sites, the total water consumed was 617 ML and 2,026 ML at DNL and DPL, respectively.

To address water scarcity and efficiently manage water consumption at these sites, DNL has implemented advanced water management strategies. Technologies such as Ultra Filtration (UF), Reverse Osmosis (RO), Mechanical Vapor Re-compression (MVR) System and Multi-Effect Evaporator (MEE) System have been installed to optimise water reuse and recycling. Additionally, one of our three Hyderabad units, Unit 2, operates as a Zero-Liquid Discharge (ZLD) plant, recycling treated wastewater for use in production and gardening. The other two units have installed in-house Effluent Treatment Plants (ETP), where wastewater is treated. Subsequent to treatment, the treated water from production process is sent to another unit for further treatment and domestic wastewater is discharged to GIDC pumping station for final discharge into deep sea.

At Deepak Environmental Impact Assessments are conducted prior to major projects to evaluate their potential effects on the environment, including water resources. These assessments are updated periodically as needed, incorporating data analysis, stakeholder consultations and regulatory compliance frameworks to accurately identify and assess water-related impacts. We ensure that these assessments are thorough and continuously refined to uphold our commitment to sustainable water management and environmental protection.

Besides our focus on meticulous monitoring of water consumption and implementing effective water management practices at our manufacturing plants, we are working towards achieving Zero-Liquid Discharge (ZLD) for all our facilities and becoming water neutral in the future. We have undertaken the following measures to ensure efficient water management:



Installed Multi Effect Evaporator (MEE) followed by Reverse Osmosis (RO) to recover condensate water at our plant in Dahej.



Established Reverse Osmosis System to recover more effluent stream at our plants in Dahej, Taloja and Hyderabad.



Installed Mechanical Vapour Re-compression (MVR) System at our Nandesari and Roha plant to increase our water recycling capacity and to recover organic material.

Installation of High-Temperature Reverse Osmosis (RO) Plant

At our Hyderabad unit of DNL, the Zero Liquid Discharge (ZLD) system has been a fundamental component of our environmental management practices. During reporting period, we upgraded this system by integrating a specialised membrane Reverse Osmosis (RO) plant, designed to operate efficiently at higher temperatures. The RO permeate is directly utilised as boiler feed, eliminating the need for additional heating prior to entering the boiler, thereby improving operational efficiency.

Utilization of membrane processes consumes less energy, reduces operational energy demand and significantly lowers greenhouse gas emissions, resulting in a smaller carbon footprint.

Installation of Mechanical Vapor Re-compression (MVR) System

As part of our ongoing efforts to reduce, recycle and reuse water, we have implemented advanced technologies such as the Mechanical Vapor Re-compression (MVR) system. This system provides multiple benefits, including a compact design, reduced reliance on external heat sources and low operational and maintenance costs.

Previously, wastewater treated via hydro cavitation process was sent to the Common Effluent Treatment Plant (CETP) for disposal. The MVR system now operates as a closed-loop circuit, treating effluent and recycling the treated water back into the production process. This significantly reduces our reliance on external water sources.

95%-98%
Reduction in water withdrawal with the installation of the MVR system, allowing for water reuse in processes such as cooling.

Key Water Conservation Initiatives

Initiative	Impact
Initiatives taken at Nandesari plant: • 14 Kiloliters Per Day (KLD) of water is recycled in M- Xylene stream. • 12 KLD water is reused from Mechanical Vapor Re-compression (MVR) System. • 30 KLD capacity Reverse Osmosis (RO) plant installed that recycles water. • 72 KLD of effluent recycled, reducing water consumption with a Zero Liquid Discharge (ZLD) solution. The process requires no external heat source, no heat rejection unit and minimal electric power, while achieving 99% effluent recycling and high-quality output.	Annual Cost Saving for the initiatives taken at Nandesari plant: • ₹ 6.31 Lakhs • ₹ 3.15 Lakhs • ₹ 7.87 Lakhs • ₹ 37.54 Lakhs
Initiatives taken at Dahej plant: • 182 KLD of water recycled using Multi-Effect Evaporation (MEE) condensate processed through RO plant.	Annual Cost Saving for the initiatives taken at Dahej plant: • ₹ 43.31 Lakhs
Initiatives taken at Roha plant: • 112 KLD of water recycled from Mechanical Vapor Re-compression (MVR) System and RO system.	Annual Cost Saving for the initiatives taken at Roha plant: • ₹ 28.22 Lakhs
Initiatives taken at Taloja plant: • 12 KLD of water recycled from RO. Currently, 8 KLD water is being recycled based on the present feed rate. • Rainwater harvesting for FY 2023-24 yielded 2,000 KL of water.	Annual Cost Saving for the initiatives taken at Taloja plant: • ₹ 1 Lakhs • ₹ 0.15 Lakhs
Initiatives taken at Hyderabad plant: • 218 KLD of water recycled to the boiler from MEE and RO systems.	Annual Cost Saving for the initiatives taken at Hyderabad plant: • ₹ 198 Lakhs

Water Reduction in Cooling Tower Blowdown: Achieved a 25% reduction in cooling tower blowdown, resulting in a total saving of 200 m³ per day.

Treated Effluent Reuse: Approximately 50% of the treated effluent or 1,000 KLD, is reused after undergoing Reverse Osmosis (RO) treatment.

Steam Condensate Recovery: 3,400 KLD of steam condensate is recovered and utilised in the Combined Power Plant (CPP) and boilers, out of a total of 4,100 KLD.

ETP Biomass Utilization: The biomass from the Effluent Treatment Plant (ETP) will contribute 0.5% of the total coal feed, resulting in a savings of 4 MT of coal and a reduction in treatment costs.

Waste Management

The chemical industry plays a vital role in the global economy, producing a wide range of essential products that enhance the quality of life. However, this sector is also associated with significant waste generation, which can pose serious environmental risks if not managed responsibly. We recognise the significance of efficient waste management and are committed to minimise our environmental impact through efficient resource utilisation and responsible handling of both hazardous and non-hazardous waste while complying with all applicable regulations.

Our manufacturing facilities, ETPs, production units and support departments generate a diverse range of waste. At DNL, the types of waste produced include ETP sludge, spent carbon, process residues, oils, salts, electronic waste, biomedical waste and food waste. These waste streams reflect the complexity and diversity of the industrial processes involved in chemical production.

At DPL, the primary waste categories include ETP sludge, insulation waste and spent adsorbents, in addition to other specific waste streams related to production activities. Both hazardous and non-hazardous wastes are generated as part of daily operations across these facilities.

To ensure effective waste management at our manufacturing facilities, we implement systematic practices tailored to suit our operations. Waste generated from various processes is collected and segregated into hazardous and non-hazardous waste type. Hazardous waste is stored in designated areas that are clearly labeled, adhering to stringent safety protocols and regulatory compliance.

We maintain comprehensive records of both waste generation and disposal, ensuring transparency and accountability in our operations. Prior to the transfer of hazardous waste, an internal hazardous waste transfer slip is filled to document the process. Regular inspections of hazardous waste storage areas are conducted to uphold safety standards and transportation vehicles are organized for safe delivery to designated disposal sites. This entire process is closely monitored, ensuring that waste is properly disposed, highlighting our efforts towards responsible waste management.

At our manufacturing plants, non-hazardous waste includes a variety of waste materials, such as food, paper, construction debris, metal and wood. We implement a systematic approach to waste separation, distinguishing between wet and dry food waste. The wet waste is processed using an in-house organic waste converter, transforming it into valuable manure, while the dry waste is forwarded to the municipal corporation for proper disposal.

Additionally, other non-hazardous wastes including paper, metal and wood are collected and stored in a designated scrap value yard. These wastes are then sent to external vendors for responsible disposal or recycling, ensuring minimal environmental impact. Our comprehensive waste management strategies are aimed at reducing waste and adopting measures for recycling and resource efficiency.

Hazardous Waste

Total Waste Generation
1,07,862 MT
462 MT

Total Waste diverted from disposal
94,252 MT
314 MT

Total Waste directed to disposal
13,609 MT
173 MT

DNL DPL



Non-Hazardous Waste

Total Waste Generation
15,236 MT
150 MT

Total Waste diverted from disposal
15,236 MT
150 MT

Total Waste directed to disposal
0 MT
0 MT

DNL DPL

Our operations mostly generate hazardous waste due to the nature of our chemical processes. However, we are committed to minimise waste generation through Research and Development (R&D) and technological advancements that align with sustainability principles.

Key Waste Reduction Initiatives



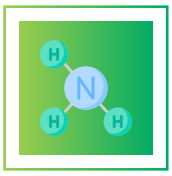
At Dahej plant, 123 MT of process residue was sent to co-processing facility to use as Alternate Fuel Resource (AFR). This has led to annual cost saving of ₹ 6.76 Lakhs while efficiently managing waste through co-processing.



At Hyderabad plant, we are currently sending spent sulfuric acid for co-processing. This along with Iron coming out of process can now be utilized in the production of value added products.



At Hyderabad plant, we sent 12,618 MT of process sludge and spent acid to a co-processing facility, resulting in a cost reduction of ₹ 0.20 per kg for spent acid. This initiative led to an annual cost saving of ₹ 25.24 Lakhs.



At Roha plant, 50 MT of 10% ammonia solution is recovered and reused in the process each month. This initiative has resulted in significant cost savings and a reduction in waste.

Installation of Sulphuric Acid Concentration (SAC) Plant

The SAC system is designed to recover and reuse spent sulfuric acid generated during nitration processes which is recycled back into the same process. This initiative significantly reduces the disposal of spent sulfuric acid as well as the need for fresh acid in the nitration process. As a result, it promotes a more sustainable nitration of Toluene by utilising an environmentally friendly approach.

Wealth from Waste

At many of our plants, we are recovering high value raw material and chemicals from various waste streams making the processes environmentally sustainable and in the process, helping in cost optimisation.

Enhancing ETP Efficiency through TRL

The primary waste generated at our DPL facility is ETP sludge. To enhance waste management, we are in the process of implementing a TRL project, which uses evaporation as a pre-treatment for wastewater before it reaches the ETP. This approach will improve the efficiency of the ETP, particularly in secondary treatment, while reducing the volume of wastewater processed and, consequently, the amount of ETP sludge generated.

Climate Change and Emissions

The chemical sector plays a pivotal role in the global economy; however, it is also a significant contributor to Greenhouse Gas (GHG) emissions. At Deepak we recognise our role in managing our emissions for minimising the environmental impact of operations. Our emission management strategies are designed to control and reduce GHG emissions, both direct and indirect, across the entire value chain. We work towards improvements in plant energy efficiency by integrating advanced, energy-efficient equipment and technology. These upgrades are designed to lower energy consumption and Greenhouse Gas emissions, thereby enhancing overall plant performance and supporting our commitment to environmental sustainability.

In our Scope 1 emissions inventory, we account for emissions resulting from the combustion of various fuels utilised in our production processes, including Diesel, Furnace Oil, Coal, High-Speed Diesel (HSD), Liquefied Petroleum Gas (LPG), Biomass, Saw Dust, Low Sulfur Heavy Stock (LSHS) and Natural Gas. Additionally, we consider emissions from mobile combustion in our Scope 1 calculations. Notably, DNL achieved a commendable 15% reduction in Scope 1 emissions from FY 2022-23 to FY 2023-24, driven by the implementation of energy-efficient technologies at our manufacturing facilities. Meanwhile, emissions at DPL remained relatively stable during the same period. For Scope 2 GHG emissions, we report emissions associated with electricity purchases at both DNL and DPL. In FY 2023-24, Scope 2 emissions at DNL increased by 10%, while DPL experienced a significant reduction of 31%.

For Scope 3 emissions, we have meticulously reported the emissions under relevant categories for DNL and DPL, ensuring a thorough assessment of our indirect GHG impact across the value chain.

Scope 3 categories considered for DNL

- **Category 1:** Purchased goods and services
- **Category 2:** Capital goods
- **Category 3:** Upstream transportation and distribution
- **Category 4:** Downstream transportation and distribution
- **Category 5:** Waste generated in operations
- **Category 6:** Business travel
- **Category 7:** Employee commuting
- **Category 8:** Upstream leased assets

Scope 3 categories considered for DPL

- **Category 1:** Purchased goods and services
- **Category 2:** Capital goods
- **Category 3:** Upstream transportation and distribution
- **Category 4:** Downstream transportation and distribution
- **Category 5:** Waste generated in operations
- **Category 6:** Business travel
- **Category 7:** Employee commuting

Greenhouse Gas (GHG) Emissions

DNL's GHG emissions for FY 2023-24 amounted to 5,39,810 tCO_2e, marking a reduction from the previous year's 6,99,401 tCO_2e. This includes Scope 1 emissions (direct emissions from owned or controlled sources) at 1,17,226 tCO_2e, Scope 2 emissions (indirect emissions from purchased electricity) at 93,029 tCO_2e and Scope 3 emissions (other indirect emissions, such as transportation and supply chain) at 3,29,555 tCO_2e.
For DPL, total GHG emissions stood at 8,76,656 tCO_2e in FY 2023-24, down from 9,19,440 tCO_2e in FY 2022-23. This includes Scope 1 emissions at 4,07,532 tCO_2e, Scope 2 emissions at 12,670 tCO_2e and Scope 3 emissions at 4,56,454 tCO_2e.

Air Emissions

DNL reported reductions in air pollutants, with NOx emissions at 427 MT, SOx at 300 MT and particulate matter (PM) at 65 MT for FY 2023-24. VOC emissions were not reported. DPL also achieved reductions, with NOx at 87 MT, SOx at 59 MT and PM at 50 MT.
These figures reflect focused operational efficiencies and improved environmental controls across both entities, contributing to reduced environmental impact.

In FY 2023-24, DNL reported a GHG emission intensity of 2.25 tCO_2e/MT, while DPL registered 0.86 tCO_2e/MT per unit of production. We adopt a holistic approach to managing air emissions, addressing not only greenhouse gases but also other pollutants generated by our operations. Maintaining high air quality standards within and around our facilities remains a top priority.

At Deepak, our operations result in emissions such as Sulphur Oxides (SOx), Nitrogen Oxides (NOx) and Particulate Matter (PM). These are rigorously monitored to ensure they stay well below prescribed limits, demonstrating our commitment to meeting national and local regulatory requirements.

2.25 tCO_2e/MT
GHG Emission Intensity in terms of production output at DNL

0.86 tCO_2e/MT
GHG Emission Intensity in terms of production output at DPL

In our approach to reduce emissions, we have undertaken various initiatives at Deepak focused at achieving environmental sustainability as well as cost saving.

01

To control SOx emissions from the boiler stack, we have implemented the addition of limestone to coal, effectively reducing SOx emissions in compliance with new standards. This initiative has led to a significant reduction in SOx emissions from the boiler stack, contributing to a cleaner environment.

02

To address process emissions, we are designing and incorporating an effective scrubber system. This measure aims to improve the air quality in the workplace by significantly reducing harmful process emissions.

03

We installed a 20 TPH multi-fuel boiler that uses bagasse, husk, agro-waste and coal, with the aim of reducing Scope 1 GHG emissions.


MERGENCY
NTACT NUMBER
FATY :710
RE :701
HC :702
CR :814
ECURITY:722

Energy Management

Being a chemical company, we recognise the critical role energy plays in our operations. We are focused on enhancing our plant's energy efficiency through continuously upgrading our facilities with state-of-the-art energy-efficient equipment and technology. Through innovation, we strive to minimise our energy footprint while maintaining operational excellence.

Our energy consumption strategy incorporates a diverse blend of non-renewable and renewable energy sources to meet our operational needs while aligning with sustainability goals. The non-renewable energy is sourced from fuels utilised in our production processes and electricity procured from the grid. The non-renewable fuel consumption at DNL includes a variety of sources such as High-Speed Diesel (HSD), petrol, saw dust, Furnace Oil (FO), Low Sulphur Heavy Stock (LSHS), Natural Gas (NG), biomass and coal. At DPL, our non-renewable energy consumption consists of HSD, Liquefied Petroleum Gas (LPG), NG and coal.

In contrast to our reliance on non-renewable sources, our renewable energy portfolio plays a crucial role in our sustainability efforts. At DNL, we have established solar plants, which contribute significantly to our energy needs, while at DPL, both solar plants and biomass are incorporated into our renewable energy strategy. This dual approach allows us to harness natural resources effectively and reduce our carbon footprint.

Energy Consumption

DNL recorded a total energy consumption of 21,07,194 GJ in FY 2023-24, up from 19,42,691 GJ in FY 2022-23. This increase reflects the company's growing operational scale and production capacity. Non-renewable energy consumption reached 13,91,230 GJ, while indirect energy consumption via purchased electricity stood at 7,15,940 GJ. Renewable energy utilization was recorded at 24 GJ, highlighting potential areas for future growth in green energy integration.

DPL maintained a robust energy profile with a total consumption of 50,77,549 GJ, slightly higher than the previous year's 50,70,596 GJ. Non-renewable sources contributed 41,98,482 GJ, while renewable energy usage showed a notable rise to 44,278 GJ. Indirect energy consumption also increased slightly, reaching 8,34,789 GJ, demonstrating a reliable and consistent energy strategy to support operations.

8.80 tCO2e/MT
Energy Intensity in terms of production output at DNL

5.00 tCO2e/MT
Energy Intensity in terms of production output at DPL

At DNL, we have made remarkable strides in enhancing energy efficiency, achieving 160% increase in renewable energy consumption through integrating cleaner energy sources into our operations. Additionally, DNL is set to increase its renewable energy consumption by integrating hybrid power plants of 3.75 MVA at Roha plant and 10 MVA at Nandesari plant. At DPL, we have made significant progress in adopting renewable energy sources. During the reporting period, we integrated solar energy into our operations, resulting in substantial increase in renewable energy consumption.

Despite the overall rise in non-renewable energy consumption at DNL by 8% due to expanded production capacity, we have successfully improved energy intensity. This indicates a strategic focus on optimising energy use and minimising waste, ensuring that we operate more sustainably while meeting the growing demands of our production processes. Our ongoing efforts in energy management reflect our dedication to balance operational efficiency with environmental responsibility. We have adopted various initiatives at our plants for achieving energy efficiency through energy saving.

In FY 2023-24, our energy intensity at DNL was 8.80 tCO_2e/MT (energy per unit produced) and 7.73 X 10^{-5} tCO_2e/INR (energy per sales). At DPL, the energy intensity was measured at 5.00 tCO_2e/MT (energy per unit produced) and 1.01 X 10^{-4} tCO_2e/INR (energy per sales).

Deepak Nitrite Limited

Energy efficiency initiatives

Initiative	Impact
To enhance pump efficiency and achieve power savings.	This has led to a total power saving of 7,200 kWh per month, equating to an annual saving of ₹ 31.80 Lakhs.
Change in agitator design has led to increased efficiency and performance.	This has resulted in a power savings of 2,204 kWh per month.
Old inefficient motors have been upgraded to latest IE4 motors.	This has resulted in a power savings of 1,960 kWh per month.
Variable Frequency Drives (VFDs) have been installed as a process improvement initiative. Previously, these pumps were operated using Star-Delta starters.	The installation of a VFD in the column circulation pump has resulted in a power savings of 3,710 kWh per month.
Old inefficient motors have been replaced by new efficient motors. This initiative is aimed at achieving significant power savings and enhancing operational efficiency.	The new motors are expected to deliver approximately 6% power savings compared to the older motors, resulting in a monthly power savings of 4,393.33 kWh.
As part of our approved CAPEX, we have initiated the manufacturing of two new 300 kVAR APFC panels. These panels will be installed to enhance power factor correction and improve energy efficiency.	The installation will enhance power factor correction for GRID power, resulting in an estimated power savings of 40,000 kWh per month.
Six existing pumps were replaced with high-efficiency models and agitators were modified to replace the older paddle and disc turbine agitators.	These changes have led to a reduction in total power conservation of 2,05,200 kWh with a cost savings of ₹ 18.61 Lakhs, significantly lowering our overall energy expenses.
At Roha plant of DNL, a 5.4 kW solar panel system has been installed that has generated 3,210 units of power.	This has resulted in an annual net saving of ₹ 0.58 Lakhs.
At Taloja plant, Cooling Tower pumps have been replaced with high efficiency pumps.	This resulted in an annual net saving of ₹ 2 Lakhs.



Initiative	Impact
At Nandesari plant, we have undertaken following initiatives for energy efficiency: • Replacement of Cooling Tower (CT) Pump • Replacement of chilling unit	These initiatives have led to significant cost saving as well as power saving: • Improved power consumption from 62.6 kWh to 42.7 kWh and an annual net saving of ₹ 46.89 Lakhs achieved. • Specific power consumption reduced from 1.63 to 1.2 kWh and an annual net saving of ₹ 22 Lakhs achieved.
At Hyderabad plant, we replaced process CT pump with new efficient pump with VFD.	This resulted in Improved power consumption from 11 kWh to 8.8 kWh and an annual net saving of ₹ 1.09 Lakhs.

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Energy efficiency initiatives

Initiative	Impact
Improving usage of Smart PO	This initiative resulted in increase of 12% Y-o-Y power savings.
Energy Index reduced to 1.91 mmkcal/MT from 2.04 mmkcal/MT.	Achieved cost saving along with operational efficiency.
Implementation of Advanced Process Control (APC) in Cumene and Phenol plant	This initiative led to ~1 to 10% reduction in specific consumption of utilities and chemicals, >625 MT/ year reduction in CO2 emission, ~50% reduction in vent losses, ~2 to 3.50% increase in production throughput.
Conveying system installed to use higher quantities of biomass in boilers	Quantity of biomass used in boilers increased from 30 tons per day (tpd) to 100 tpd.



Biodiversity

Acknowledging the rapid global decline in biodiversity, we have taken strategic measures aimed at protecting and enhancing biodiversity within our manufacturing facilities and the surrounding ecosystems. We actively collaborate with internal and external stakeholders to promote environmental sustainability while also empowering local communities.

Prior to any construction project, we conduct Environmental Impact Assessment (EIA) to evaluate the potential impacts of our projects on the surrounding environment. These assessments allow us to take comprehensive measures to safeguard and preserve biodiversity. In FY 2023-24, we conducted EIA for two projects for DNL:

1. The expansion of a manufacturing facility at Roha, Maharashtra.
2. An amendment in existing Environment Clearance for Synthetic Organic Chemicals Manufacturing at Nandesari, Gujarat

Notably, none of our operations at DNL and DPL are located in areas of high biodiversity value. In partnership with the Forest Department, DNL has undertaken a large-scale tree plantation drive in Village Shelavali, Shahapur Taluka, Thane District, Maharashtra and in village Damapura, Nandesari, District Vadodara in Gujarat. This initiative has resulted in the planting of over 55,000 native trees, yielding numerous environmental benefits. These include carbon offsetting, biodiversity preservation, enhanced air quality, prevention of soil erosion and improved water management. Additionally, this tree plantation drive supports broader afforestation efforts while simultaneously creating employment opportunities for local communities.



People and Social Strategy



Diversity, Equity and Inclusion

At Deepak we integrate diversity, equity and inclusion (DEI) into the core of our corporate values. We recognise that fostering a diverse workforce is essential for driving innovation and cultivating a dynamic, supportive work environment. By actively monitoring and analysing our employee demographics—across race, gender and age—we reinforce our commitment to maintain a representative and inclusive workplace.

Workforce Composition

Deepak Nitrite Limited

Total Workforce Breakdown for FY 2023-24

Age Group					
<30		30-50		>50	
Male	Female	Male	Female	Male	Female
1,613	58	1,566	32	799	2

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Total Workforce Breakdown for FY 2023-24

Age Group					
<30		30-50		>50	
Male	Female	Male	Female	Male	Female
180	23	223	13	35	0

At DNL, we hired 2,304 contractual workers for services like housekeeping, gardening, security, maintenance and operational support. We track their work hours and data using the Access Control System and report absences, mainly during festivals.

At DPL, we manage a total of 56 contractual workers including those on third party payroll, retainers and apprentice trainees. These workers are engaged through third party agencies and contribute to various support roles.



Commitment to a Diverse Workforce

We view our employees as vital to achieve our organisational goals and overall success. Our people-first approach emphasises creating a diverse and inclusive workplace that prioritises employee well-being. We invest in continuous learning and development to prepare our team for evolving business demands and competitive challenges.

Zero Incidents of Discrimination

We uphold a discrimination-free workplace. During the reporting period, we recorded zero incident of discrimination and did not encounter any situation requiring review, remediation or internal management action.

As no incident was reported, there is no case under review or requiring remediation.

We remain dedicated in maintaining a workplace free from sexual harassment. To address complaints, we have established an "Internal Committee" at each location, with details communicated to all employees. Sexual harassment can occur in various forms, including between co-workers or between employees and external contacts. We do not tolerate any sexual advances, comments, jokes or conduct that creates a sexually offensive or intimidating environment.

For more information on our DEI policies, please refer to our Policy on Diversity, Equal Opportunity and Freedom of Association and Code of Conduct for Employees.

Our DEI Initiatives for FY 2023-24:



Brand Image and Communication

- Presented ourselves as an equal opportunity employer in all recruitment communications.
- Highlighted Deepak as an Equal Opportunity Employer (EOE) in our corporate messaging.



Culture Building and Awareness

- Conducted monthly meetings with leadership and Strategic Business Unit (SBU) heads to ensure high-level DEI commitment.
- Established Employee Resource Groups (ERGs) and conducted Focus Group Discussions (FGDs) to pursue inclusive DEI goals.



Ecosystem

- Implemented a DEI Policy.
- Formed a DEI Council, led by top leaders and directors, to oversee DEI initiatives.
- Maintained career progression plans from 'hire to retire' to support DEI objectives.



Administration and Infrastructure

- Identified and are addressing infrastructure improvements to enhance accessibility for our diverse workforce.



DEI Cross-Functional Team

- Established a Cross-Functional DEI team with representatives from various functions to evaluate DEI status and provide actionable recommendations as and when required.

Hiring Practices

Our hiring practices focus on attracting and retaining top talent through a fair and inclusive recruitment process. As an Equal Opportunity Employer (EOE), we are dedicated to workforce diversity, bringing in diverse perspectives and skills to drive our success.

During FY 2023-24, we strengthened our workforce across various levels. Recruitment plan was designed to hire best talent at the same time balancing fresh talent with experienced professionals and also ensuring leadership stability.

While we made progress in hiring female employees, particularly at the associate and senior management levels, gender diversity remains an area for improvement, especially in top and middle management. We also employed a flexible hiring strategy, utilising contract workers and temporary staff to meet operational needs while building a talent pipeline.

We remain committed in enhancing diversity and inclusion across our workforce and these practices will continue to guide our efforts moving forward.



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Total Employees Hired

Category	No. of Employees Hired from 1 Apr 2023 - 31 Mar 2024					
	Age Group					
	<30		30-50		>50	
	Male	Female	Male	Female	Male	Female
Permanent Workforce						
Top management	0	0	0	0	1	0
Senior management	0	0	3	0	2	0
Middle management	0	0	18	0	3	0
Associates	126	10	46	2	1	0
Total	**126**	**10**	**67**	**2**	**7**	**0**

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Total Employees Hired

Category	No. of Employees Hired from 1 Apr 2023 - 31 Mar 2024					
	Age Group					
	<30		30-50		>50	
	Male	Female	Male	Female	Male	Female
Permanent Workforce						
Top management	0	0	0	0	0	0
Senior management	0	0	0	0	0	0
Middle management	0	0	5	0	0	0
Associates	67	9	22	2	2	0
Total	**67**	**9**	**27**	**2**	**2**	**0**

Pay Equity and Transparency

We are committed to the promotion of pay equity and transparency as fundamental principles in our organisation. By ensuring fair and equitable remuneration practices, we strive to eliminate disparities and promote a culture of equality. Our approach involves rigorous analysis and monitoring of pay structures to ensure that all employees are compensated fairly based on their role, experience and performance. Transparency in our remuneration practices fosters trust and accountability, enabling employees to understand how their pay is determined, reinforcing our commitment to a fair and inclusive workplace.

Ratio of basic salary and remuneration of women to men

DNL	DPL
0.88	1.00

Employee Engagement

We recognise that motivated employees are essential to our success. To strengthen the bond between our employees and us we focus on regular employee engagement programs and targeted actions to boost engagement levels.

Employee Engagement Initiatives for FY 2023-24:



"Coffee with CEO"

Facilitated informal interactions between employees and leadership to foster open communication and engagement.



Townhall

Hosted DEI townhalls at all locations for direct communication between the CEO, Board Members and employees.



Action Plan Based on Employee Engagement Survey (EES)

Developed and initiated an action plan to address findings from the EES and enhance future engagement practices.



Improvement of EES Score

Actively working to improve the EES score and regularly monitoring employee engagement practices.



Performance Management System (PMS):

Strengthened the PMS to improve objectivity and transparency in performance evaluations.

Through these initiatives, we strive to create a motivated and engaged workforce, achieving an Employee Engagement Score of 68 for the year.

Training and Development

We prioritise the continuous growth and development of our employees by investing in their skills and career advancement. Our training and development programs reflect this commitment, contributing to both individual and organisational success. We provide a range of initiatives, including mentoring, leadership training and skills development, to support personal and professional growth. Our programs cover various needs, such as technical, functional, health and safety, compliance and behavioural skills, ensuring that employees are well-equipped to excel in their roles and drive career progression.

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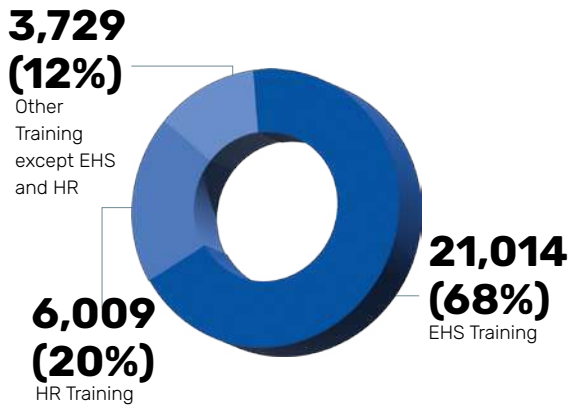

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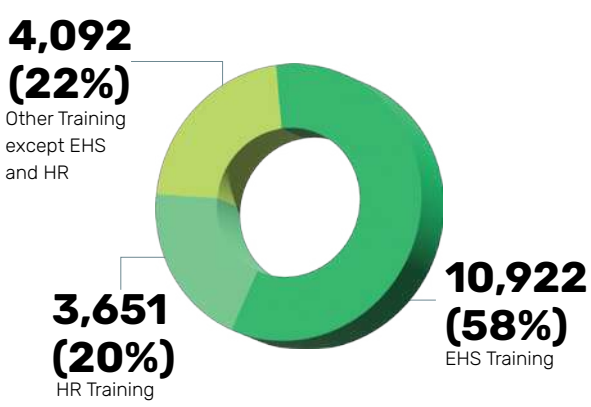

Training Initiatives

Technical and Functional Trainings

We partner with institutions like Team Lease Skills University, UPL University and GSFC University for technical training.

Health and Safety Skills Trainings

We ensure all employees are equipped with the necessary health and safety skills.

Compliance Trainings

Our compliance training programs are designed to keep employees updated on regulatory standards.

Behavioural Trainings

We collaborate with Welingkar and S.P. Jain University for leadership and behavioural skill development.

Special Skills Upgradation

We offer specialised training for skill enhancement tailored to employee needs.

Targeted Programs



Training Programs

We offer specialised Functional, Behavioural and Health, Safety, Environment and Fire (HSEF) training tailored to our industry requirements. These programs are designed to address both the technical and soft skills essential for success within Deepak.

Training Formats

Our training approaches include Classroom Sessions, External Training and Experiential Learning, which are customised to align with the specific needs of our operations and workforce.

Mandatory and Compliance Training

We ensure that all mandatory and compliance-related training programs are in place to meet industry standards and regulatory requirements, thereby supporting our commitment to safety and quality.

Transition Assistance Programs

We offer Transition Assistance Programs, including our Higher Education Scheme, to support employees in advancing their careers and managing transitions due to retirement or employment changes.

We also provide training on provident fund (PF), insurance, tax benefits and investments throughout the employee lifecycle. Pre-retirement planning sessions are offered as part of our succession planning strategy to facilitate career transitions and ensure continued employability.

These initiatives cover all work areas ensuring that every aspect of our operations is addressed through targeted training sessions throughout the year.



Performance Appraisals*

Performance appraisals are integral to our talent management strategy. We conduct regular evaluations to provide constructive feedback and set clear objectives that align individual performance with organisational goals.

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Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period:

Management Level	Male	Female
Senior Management	97%	100%
Middle Management	91%	100%
Junior Management	92%	74%

*Percentage of employees eligible for performance appraisal relative to the total number of employees at the management level.

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Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period:

Management Level	Male	Female
Senior Management	95%	100%
Middle Management	89%	-
Junior Management	79%	62%

*Percentage of employees eligible for performance appraisal relative to the total number of employees at the management level.



Employee Benefits

We provide a robust benefits package designed to support our employees throughout their careers. Our comprehensive offerings include health care coverage for all employees, ensuring access to quality medical services. We also offer disability and invalidity benefits to protect them against unforeseen circumstances. Parental leave is available to senior, middle and junior management staff, demonstrating our commitment to support work-life balance. Additionally, we provide retirement benefits to enhance employee well-being and long-term security. We have also implemented a 'Higher Education Policy' to support employees pursuing higher education through financial assistance and study leave. Additionally, we have a death in harness policy to protect our employees and their families in unfortunate circumstances.

Benefits	Employment Category		
	Senior Management	Middle Management	Junior Management
Life insurance	✓	✓	✓
Health care	✓	✓	✓
Disability and invalidity coverage	✓	✓	✓
Parental leave	✓	✓	✓
Retirement provision	✓	✓	✓

Turnover and Operational Changes

We are committed to transparent communication and fair treatment of our employees. We provide a minimum two-week notice period to employees and their representatives before implementing significant operational changes that could substantially impact them. For non-bargaining employees, this information is communicated through appointment letters, broad consultations and management circulars. For bargaining employees, notice is provided through appointment letters, certified standing orders and collective bargaining agreements.

We prioritise employee retention and are actively working to minimise attrition, particularly among contract workers. By fostering a supportive work environment and promoting long-term career growth, we aim to create a sense of belonging and job satisfaction for all employees.

Parental Leave Statistics

Balancing work and family responsibilities is crucial to our employees' well-being. We demonstrate our commitment in supporting them during significant life transitions through comprehensive parental leave processes. These processes are designed to offer flexibility and security, allowing employees to care for their families without compromising their career progression. This approach highlights our dedication to fostering an inclusive, supportive work environment that values professional growth and personal well-being.

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Number of employees entitled to parental leave		Number of employees that took parental leave		Number of employees who returned to work after parental leave ended		Number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work		Return to work and retention rates of employees that took parental leave	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1457	46	11	2	11	1	11	1	100%	50%

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Number of employees entitled to parental leave		Number of employees that took parental leave		Number of employees who returned to work after parental leave ended		Number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work		Return to work and retention rates of employees that took parental leave	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
385	27	19	1	19	1	19	1	100%	100%



Occupational Health and Safety

Deepak Nitrite Limited

Implementation of Occupational Health and Safety Management System (OHSMS)

At DNL, we have implemented a comprehensive Occupational Health and Safety Management System (OHSMS) to ensure the safety and well-being of all individuals performing work under our control. This system applies to both our direct employees and non-employee workers, such as contractors, subcontractors or temporary staff.

Our OHSMS adheres to recognised international standards, including ISO 45001:2018. This framework provides a structured approach to manage occupational health and safety risks and prevent work-related injuries and ill health. It covers all workers, including regular, temporary and contractual subcontractors involved in any activities. There are no exclusions; every worker is included under our OHSMS. Our OHSMS includes the following key elements:



Risk Assessment and Management
We regularly identify, assess and control workplace hazards to prevent accidents and occupational illness.



Training and Awareness
We provide continuous training programs for all workers to ensure they are well-informed about safety protocols and emergency procedures.



Health and Safety Policies
We have clearly defined policies and procedures that we communicate to all workers, emphasising our commitment to a safe working environment.



Monitoring and Reporting
We systematically monitor health and safety performance, including incident reporting and investigations, to identify areas for improvement.



Worker Participation
We actively involve both employees and non-employee workers in health and safety discussions and decision-making processes.



Emergency Preparedness
We maintain comprehensive emergency response plans to address potential incidents effectively, minimising risks and ensuring quick recovery.

By implementing this robust OHSMS, we demonstrate our strong commitment to protect the health and safety of all individuals working under our supervision, fostering a safer and more productive workplace environment. While the implementation of our OHSMS is not mandated by legal requirements, we adhere to all applicable Acts, Rules and Responsibilities related to occupational health and safety.

Occupational Health and Safety Professionals

Our OHSMS is overseen by a team of dedicated OHS professionals with diverse expertise in health, safety and risk management. These professionals, employed directly by us, are responsible for:

01

Developing and implementing OHS policies and procedures in line with industry standards and regulatory requirements.

02

Overseeing risk assessment processes and ensuring appropriate control measures are in place.

03

Leading OHS initiatives, including training, audits and emergency preparedness.

04

Liaising with senior management to integrate OHS considerations into overall business strategies.

05

Conducting regular site inspections and hazard assessments.

06

Monitoring compliance with safety regulations and internal policies.

07

Reporting incidents and near-misses, participating in investigations and implementing corrective actions.

08

Providing on-site training and guidance on safe work practices.

09

Assessing workplace health risks and implementing programs to address occupational health issues.

10

Conducting health surveillance and wellness programs.

11

Advising on occupational health legislation and best practices.

We also engage consultants for specific tasks, such as training, risk assessments, HAZOP studies and various audits and assessments.

Continual Improvement

We achieve continual improvement of our OHSMS through a structured, iterative process that includes:



Regular Audits and Inspections
We conduct periodic internal and external audits to identify gaps and areas for enhancement.



Performance Monitoring
We analyse health and safety metrics, including leading and lagging indicators and incident reports, to track trends and measure effectiveness.



Feedback Mechanisms
We collect feedback from employees and stakeholders to identify opportunities for improvement.



Training and Development
We provide ongoing training to update skills and knowledge based on the latest safety practices and regulatory requirements.



Review and Assessment
We conduct regular management reviews to assess the OHSMS's performance and set new objectives.



Implementation of Corrective Actions
We address non-conformities and implement corrective actions to mitigate risks and prevent recurrence.

This continuous cycle of evaluation and refinement ensures our OHSMS evolves to meet emerging challenges and enhances overall occupational health and safety performance.



Hazard Identification and Risk Assessment

We identify work-related hazards and assess risks on both routine and non-routine bases using a well-defined portal for reporting and tracking closure. We review the closure of action points in corporate safety review meetings.

Quality Assurance

To ensure the quality of our hazard and risk assessment processes, we rely on rigorous training, professional certification and standardised procedures. Employees involved in these assessments receive extensive training and are encouraged to obtain industry-recognised certifications. We regularly evaluate competency through performance reviews and conduct independent reviews and audits to verify the effectiveness of these processes.

Use of Results

We use results from hazard identification and risk assessment processes to evaluate and continually improve our OHSMS. Identified hazards and risk assessment outcomes are reviewed in corporate safety review meetings, contributing to a healthy and participative environment. This enhances leading indicators and reduces lagging indicators.

Reporting Hazards and Protections

Workers are authorised to report any hazards associated with their tasks. Hazards are addressed promptly as their closure tracking is integrated into our review mechanism. We protect workers against reprisals through a clearly defined Occupational Health and Safety Policy, allowing workers to report hazardous situations and access corrective actions.

Incident Investigation

We follow a well-defined SOP for incident reporting and investigation. A dedicated portal allows for reporting incidents, which are investigated by a cross-functional committee. We use various methods for root cause analysis and corrective actions, applying the hierarchy of controls to eliminate risks through engineering controls.

Occupational Health Services

Our occupational health services are crucial for identifying and eliminating hazards and minimising risks. We conduct regular inspections, health surveillance, risk assessments and exposure monitoring. We ensure the quality of these services through adherence to regulatory standards, regular audits and ongoing staff training. Services are accessible through on-site availability, flexible scheduling and clear communication.

Confidentiality

We maintain the confidentiality of workers' personal health-related information by implementing robust data protection policies. Access is strictly controlled and data is securely stored with encryption and secure access methods. Confidential communication practices further protect health information.

Impartial Treatment

We ensure that personal health-related information and participation in occupational health services do not influence workers' treatment. Health data is handled exclusively by authorised professionals and is segregated from employment records. Decisions are based on job-related criteria and we provide training on impartiality and fairness

.

Worker Participation and Consultation

We foster worker participation in the development, implementation and evaluation of our OHSMS. Workers contribute via safety committee meetings, feedback mechanisms and participation in safety drills. Information is communicated through digital platforms, meetings and bulletin boards.

Safety Committees

Our safety committees consist of 50% workers and 50% management staff. They are responsible for developing, monitoring and improving OHS practices. Committees meet quarterly to review safety performance, conduct risk assessments and develop safety policies. They hold decision-making authority on key OHS issues.

Training Provided

We offer comprehensive OHS training, including generic and specialised modules. Generic training covers basic safety practices, emergency procedures and PPE use, while specialised training addresses specific hazards. Training is delivered by competent trainers and evaluated for effectiveness through assessments and monitoring.

Non-Occupational Medical Services

We facilitate workers' access to non-occupational medical services through health insurance plans and wellness programs. A qualified doctor is stationed at our plant's Occupational Health Centre, available during duty hours for non-occupational issues. Insurance covers a range of services and wellness programs offering preventive care.

Voluntary Health Promotion

We offer voluntary health promotion services addressing chronic diseases, mental health and lifestyle risks. Programs include health screenings, fitness workshops, smoking cessation and mental health counselling. Access is facilitated through on-site availability, online resources and wellness fairs.

Mitigating Negative OHS Impacts

We prevent or mitigate significant negative OHS impacts linked to our operations through rigorous due diligence, regular audits and open communication with partners and suppliers. We implement corrective action plans and provide training resources to enhance OHS awareness across the supply chain.

In FY 2023-24, we recorded no fatalities or high-consequence work-related injuries (excluding fatalities) among our employees and workers.



We identify work-related hazards through reports of unsafe acts, unsafe conditions, near misses and incidents. All employees are empowered to report these hazards. We log and track these hazards in the system, ensuring monthly reviews for closure via the HSE Portal.



We recorded no high-consequence injuries during FY 2023-24.



We address identified hazards using the hierarchy of controls. Each hazard, reported through various mechanisms, is tracked and resolved during monthly safety reviews. We rigorously apply the hierarchy of controls throughout the resolution process.



We continue to track and resolve other work-related hazards through our established reporting mechanisms and monthly safety reviews, adhering to the hierarchy of controls.



We calculate hazard rates based on 1,000,000 hours worked.



No workers have been excluded from this disclosure.



We compile data following the IS3786 standard for calculating incident and incident rates.

Deepak Phenolics Limited

Implementation of Occupational Health and Safety Management System (OHSMS)

At DPL, we have proactively implemented an Occupational Health and Safety Management System (OHSMS) in alignment with ISO 45001:2018 standards. This voluntary decision, not mandated by Indian law, underscores our commitment to exceed statutory health and safety requirements and ensure a safe working environment for both our on-roll employees and contractors.

Our OHSMS adheres to recognised risk management standards and guidelines, specifically ISO 45001:2018. This structured, risk-based approach allows us to manage occupational health and safety effectively by providing a comprehensive framework for risk management. The scope of our OHSMS encompasses all workers and their activities, ensuring thorough management of safety and health across our operations.

We have established Standard Operating Procedures (SOPs) for routine tasks and a permit-to-work system for non-routine tasks to ensure comprehensive coverage and safety management.

Our Health, Safety, Environment and Fire (HSEF) department, consisting of 12 on-roll and 23 off-roll employees, is responsible for administering and implementing the OHSMS.

To drive continuous improvement, we conduct monthly review meetings with top management to assess system performance and identify areas for enhancement. This ongoing review process ensures that our occupational health and safety practices remain effective and responsive to emerging needs.

Risk Management and Safety Reporting Processes

DPL employs a detailed risk assessment system to identify and evaluate work-related hazards for both routine and non-routine tasks. Our risk management approach follows the hierarchy of controls to mitigate risks effectively, using a fixed risk rating matrix applicable to all tasks. This systematic approach guarantees that our risk assessments are conducted competently and maintain high process quality.

The results from our risk assessments are integral to enhance our OHSMS. We use the ALARP (As Low as Reasonably Possible) principle based on our risk rating matrix to prioritise actions and promote continual improvement in safety practices.

Safety observations and incidents can be reported through our online "HSE Portal" for on-roll employees, while off-roll employees use safety observation boxes equipped with reporting slips. Our permit-to-work SOP allows any worker to halt work if they perceive a risk, ensuring their safety without fear of retaliation.

Incident reporting and investigations are managed through the HSE Portal, where the Head of Department assigns investigation teams as per our SOP. Corrective and Preventive Actions (CAPA) are tracked and managed through the portal to ensure thorough analysis and improvement.

Our Occupational Health Services

DPL operates a well-established Occupational Health Centre (OHC) that supports the health and safety of all employees, including those off-roll. Complying with Gujarat Factory Rules 1963, the OHC conducts regular health monitoring and surveillance programs tailored to job-specific health risks.

Quality and Accessibility

The OHC ensures high-quality occupational health services with easy access for all employees. It serves as a central hub for health assessments and preventive care.

Confidentiality

We maintain a secure OHC portal to protect workers' personal health information, ensuring that sensitive data is confidential and accessible only to authorised personnel.

Non-Bias

Our confidentiality protocols guarantee that personal health information and participation in health services do not influence workers' treatment within the organisation.



Worker Participation and Consultation in Occupational Health and Safety



Worker Participation Processes

Committees for Worker Participation

- Central Safety Committee: Oversees and coordinates occupational health and safety initiatives across the organisation.
- Sectional Safety Committees: Four committees handle safety matters within specific sections of the organisation.
- Formation: Complies with Gujarat Factory Rules 1963, ensuring structured worker involvement.

Involvement in Key Processes

- Risk Assessments: Workers participate in identifying and evaluating risks.
- Incident Investigations: Employees contribute in understanding and analysing workplace incidents.
- Training Programs: Participation in health and safety training sessions.
- Engagement Activities: Involvement in events such as Safety Week and Fire Service Week

Communication Platforms

- Notice Boards: Display important safety information.
- Toolbox Talks: Regular discussions on safety practices and updates.
- Safety Display Boards: Visual communication of safety metrics and procedures.
- Safety Guide Booklets: Provide detailed information on health and safety protocols.



Joint Management-Worker Health And Safety Committees

Committee Structure and Responsibilities

- Central Safety Committee: Responsible for overarching safety policies and strategies.
- Sectional Safety Committees: Address safety concerns specific to their sections.
- Responsibilities: Defined in the Safety Committee SOP, including policy development, risk management and incident response.

Meeting Frequency

- Sectional Committees: Meet monthly to address and review safety issues within their sections.
- Central Committee: Holds quarterly meetings to discuss and review overall safety performance and policies.

Decision-Making Authority

- Committees have defined roles and authority to make decisions on safety practices and policies.
- Roles and Responsibilities: Clearly outlined in the Safety Committee SOP to ensure effective management and implementation of safety measures.

Worker Representation

- Compliance: Committees meet the Gujarat Factory Rules 1963 requirement of 50% worker participation.
- Representation: All workers are represented, ensuring inclusive participation in safety discussions and decision-making processes.

Occupational Health and Safety Training for Workers

We provide a range of occupational health and safety training to all workers, including both mandatory and role-specific sessions. Every employee undergoes safety induction training and 111-A mandatory safety awareness training. We identify training needs based on employee grades and roles and prepare an annual training calendar to cover these requirements. Our Learning Council team ensures the delivery of comprehensive training programs.

Access to Non-Occupational Medical and Healthcare Services

We ensure access to non-occupational medical and healthcare services for all employees. We operate a well-established Occupational Health Centre that supports employees with their personal health concerns. Additionally, we have partnerships with multispecialty hospitals to address both occupational and personal health issues. Employees experiencing personal health problems, such as high blood pressure or diabetes, receive counselling from our factory medical officer.

DPL offers voluntary health promotion services and programs designed to address major non-work-related health risks. Our programs focus on the following:



Mental Well-Being

Awareness and support sessions to promote mental health.



HIV Awareness

Educational programs to raise awareness and prevention.



Balanced Diet

Workshops and guidance on maintaining a healthy diet.



Bone Strength Check-ups

Regular screenings and advice on bone health.



Skin and Eye Check-ups

Health camps for skin and eye examinations.

DPL's Approach in Preventing and Mitigating Negative OHS Impacts

DPL actively prevents and mitigates significant negative OHS impacts associated with our operations and business relationships. We conduct regular audits and inspections through external agencies to identify OHS risks, particularly from a process perspective. We promptly implement recommended actions to enhance our OHS practices and ensure continuous improvement.

Implementation of OHSMS and Coverage

DPL has implemented the Occupational Health and Safety Management System (OHSMS) voluntarily, as it is not a legal requirement in India.

We cover 100% of all employees and workers, including contractual and non-employee workers, under our OHSMS. This comprehensive coverage ensures that all are included in both internal and external audits of the system.

No workers are excluded from the OHSMS; all are fully covered under the system.

Permanent Employees

No Fatalities Due to Work-Related ill Health

We have had no fatalities among our permanent employees because of work-related ill health.

Zero Recorded Cases of Work-Related ill Health

There have been no documented cases of work-related ill health among our permanent employees.

Focus on Preventative Health Measures

Our efforts have been concentrated on preventing common work-related health issues, such as respiratory conditions, musculoskeletal disorders and stress-related concerns.

Workers

No Fatalities Among Non-Employee Workers

We confirm that there have been no fatalities among non-employee workers due to work-related ill health.

Zero Recordable Work-Related ill Health Cases

There have been no recorded incidents of work-related ill health affecting non-employee workers under our operational control.

Absence of Significant Work-Related Health Issues

Our monitoring and reporting processes have shown no prevalent work-related health issues among non-employee workers within our organisation.



Human Rights

Child Labor

We strictly prohibit child labor across all operations, engaging only adult workers and ensuring compliance with relevant labor laws. We do not employ young workers in hazardous processes. For those hired through campus recruitment who are underage, we obtain approval from a certifying surgeon as per the Factories Act, 1948 and assign them to non-manufacturing roles until they reach the legal working age. Our robust system of vendor and supplier audits ensures full compliance with child labor prohibitions. We have implemented rigorous measures to ensure that our operations are free from child labor. Measures to abolish child labor include frequent audits and regular interventions.

Forced or Compulsory Labor

We have a robust system of vendor and supplier audits to prevent any form of forced or compulsory labor across all manufacturing operations. We have conducted thorough assessments and have not identified any instances of forced or compulsory labor within our operations or supply chain. Measures to eliminate forced or compulsory labor include frequent audits and regular interventions.

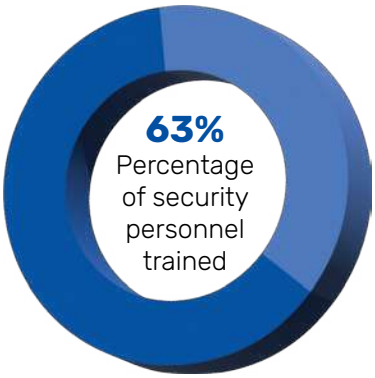
Freedom of Association

We uphold the fundamental right of our employees to freely associate and join trade unions or other employee organisations. Our policies support open dialogue and collective bargaining, fostering a respectful and collaborative workplace. Workers' rights to freedom of association and collective bargaining are respected, with seven registered trade unions at various locations. This policy is applied to our manufacturing plants. We engage in collective bargaining processes and hold periodic meetings with all registered trade unions to maintain harmonious industrial relations. For further details, please refer to our Diversity, Equal Opportunity and Freedom of Association policy.

Security Personnel Training

Deepak Nitrite Limited

Sixty-three percent of our security personnel have received formal training in human rights policies and procedures, including third-party security personnel. We ensure that third-party security agencies provide their personnel with relevant human rights training to enhance awareness and compliance. This training is part of our induction program, aimed at integrating human rights principles into daily decision-making.



Includes third-party personnel
Yes

Training content
Human Rights Policies and Procedures

Training integration
Part of the induction program

Goal
Enhance awareness and compliance with human rights principles

Deepak Phenolics Limited

At DPL, 100% of our security personnel have received formal training in the organisation's human rights policies and specific procedures related to security. This training requirement extends to third-party organisations providing security personnel, ensuring that they, too, receive comprehensive training conducted by both the third-party providers and the principal employer.



Includes third-party personnel
Yes

Community Involvement

Our community engagement and development programs focus on maximising impact and improving the quality of life for community members through comprehensive CSR initiatives. We conduct social impact assessments, including gender impact assessments and tailor local community development programs based on needs identified through baseline studies. We also establish broad-based local community consultation committees, prioritising vulnerable groups and address grievances through formal processes involving community members, implementation partners and the Deepak's CSR team.

We have not identified any significant actual or potential negative impacts on local communities, nor have there been any violations involving the rights of indigenous peoples during the reporting period.

Deepak Nitrite Limited

Particulars	NDS	DHJ	Taloja	Roha	HSD	Vadodara
Percentage of senior management* at significant locations** of operation that are hired from the local*** community.	75%	75%	Nil	33.33%	100%	55%

Deepak Phenolics Limited

Particulars	DHJ
Percentage of senior management* at significant locations** of operation that are hired from the local*** community.	43%

* The definition used for 'senior management' includes all AGM and above employees as per our Policy.
** The definition used for 'significant locations of operation' includes plant locations at Nandesari (NDS), Dahej (DHJ), Roha, Taloja, Hyderabad Speciality Division (HSD) and Vadodara.
*** The organisation's geographical definition of 'local' refers to the state in which the operational unit is present.

Our Corporate Social Responsibility Initiatives

At Deepak we are committed in making a meaningful impact through our Corporate Social Responsibility (CSR) activities. Our focused areas encompass education, health, women empowerment, the environment, skill development and livelihood.

We aim to demonstrate corporate responsibility by empowering communities through education, healthcare, skill-building and livelihood opportunities. Our goal is to enhance the socio-economic conditions of our communities and ensure we operate with a clear purpose.

During FY 2023-24, we made significant strides in health, education, livelihood and rural development. We launched several new projects and undertook major activities in ongoing ones, resulting in a greater number of beneficiaries and expanded outreach.

8,50,000

Beneficiaries reached across all our projects in FY 2023-24.

Our efforts have led to substantial improvements in the lives of those we serve, contributing to their overall socio-economic upliftment and enhancing community prosperity.

While designing our community development initiatives, we prioritise maximising their impact and reach. We strategically allocate resources to enhance the overall quality of life and living standards for community members. Our CSR projects are designed with a focus on meeting fundamental human needs, supporting individuals from birth through old age. As a responsible corporate citizen, we are committed in ensuring that no community is left behind in our development efforts.

Our CSR activities extend across various states in India, with a focus on equitable development, especially for underserved communities. We follow a comprehensive CSR policy that directs our efforts to empower the communities around our plants and offices, as well as urban, rural and tribal areas, based on thorough needs assessments.

For example, our impact assessments for the Sangaath Project in Gujarat have revealed significant positive outcomes. The initiative has notably improved the quality of life for beneficiaries by involving them in various government schemes and programs.

We design all our projects with careful consideration of community needs, supported by detailed baseline studies and needs assessments. Our initiatives prioritise vulnerable groups, aiming to deliver maximum benefits to those in urgent need through interconnected projects that empower individuals.

We address grievances from the local community by engaging with community members, implementation partners and our CSR team. We discuss issues, explore alternative solutions and conduct thorough follow-ups to resolve problems and ensure smooth progress of our initiatives.

Our Company has not experienced any significant actual or potential negative impacts on local communities or the locations of our operations. We maintain rigorous standards and practices to ensure our operations do not adversely affect the communities in which we operate.

Customer Relationships

Driving Growth Through Customer Satisfaction

Our robust Customer Relationship Management (CRM) system acts as a central repository for customer data, preferences and purchase history. This system enables us to automate customer tasks, enhance engagement and deliver personalised service. We have integrated our CRM with Enterprise Resource Planning (ERP) system, creating a seamless connection between customer orders and manufacturing activities. When an order is placed, relevant details are promptly transmitted to the appropriate department, allowing us to respond swiftly to market demands.

Our CRM system ensures proactive communication with customers by providing real-time updates on order status, dispatch details and expected delivery times. This level of transparency builds trust and strengthens customer relationships. We are committed in offering innovative and cost-effective products, focusing on retaining and attracting customers through active engagement and a deep understanding of their needs.

This customer-centric approach has proven essential in fostering loyalty, driving profitable growth and establishing ourselves as a reliable and preferred partner. We prioritise customer satisfaction and implement a range of initiatives to enhance relationships, build long-term trust and ensure transparency. Our robust systems and resolution mechanisms ensure effective incorporation of customer feedback and prompt resolution of grievances.

Delivering High-Quality Products

We adhere to international standards such as the International Standards (IS) and hold certifications from the Bureau of Indian Standards (BIS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) to ensure quality. We uphold long-term contracts with key bulk customers and consistently fulfil these agreements. Our dedication to provide timely, high-quality products tailored to customer needs is reinforced by our robust pricing strategies, which foster mutually beneficial outcomes.

1,500+
Customers



Majority
repeat customers



Long-term
customers relationship



45+
Countries served



34
High Value Products



56+
Applications



Appendix I

ESG Performance Tables

Environmental Performance*

*This year, environmental indicators, including energy consumption, water usage and waste generation at DNL and DPL, have shown an upward trend. This rise is largely attributed to our ongoing expansion activities. While these expansions support growth and innovation, they underscore the need for more efficient processes and enhanced environmental stewardship. We are actively evaluating and implementing strategies to mitigate these impacts and align our growth with responsible environmental management, aiming to balance expansion with our sustainability goals.

Water Withdrawal

Deepak Nitrite Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	1,352	1,402
Total Water Withdrawal	**ML**	**1,352**	**1,402**

Deepak Phenolics Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	2,267	2,292
Total Water Withdrawal	**ML**	**2,267**	**2,292**

Water Discharge

Deepak Nitrite Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	597	692
Total Water Discharge	**ML**	**597**	**692**

Deepak Phenolics Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	241	252
Total Water Discharge	**ML**	**241**	**252**

Water Consumption

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
Total Water Consumed	**ML**	**755**	**709**

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
Total Water Consumed	**ML**	**2,026**	**2,040**

Water Consumption Intensity

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
Water Consumption intensity as per products	ML/ MT of production	3.20×10^{-3}	3.40×10^{-3}
Water Consumption intensity as per sales	ML/INR	2.77×10^{-1}	2.33×10^{-1}

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
Water Consumption intensity as per products	ML/ MT of production	2×10^{-3}	2.20×10^{-3}
Water Consumption intensity as per sales	ML/INR	0.40	0.41

Water Withdrawal in Water Stressed regions

Deepak Nitrite Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	1,155	1,204
Total Water Withdrawal in Water Stressed regions	**ML**	**1,155**	**1,204**

Deepak Phenolics Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	2,267	2,292
Total Water Withdrawal in Water Stressed regions	**ML**	**2,267**	**2,292**

Water Discharge in Water Stressed regions

Deepak Nitrite Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	538	495
Total Water Discharge in Water Stressed regions	**ML**	**538**	**495**

Deepak Phenolics Limited

Source	Unit	FY 2023-24	FY 2022-23
Surface water	ML	-	-
Ground water	ML	-	-
Seawater	ML	-	-
Produced water	ML	-	-
Third party water (Municipality Pipelines)	ML	241	252
Total Water Discharge in Water Stressed regions	**ML**	**241**	**252**

Water Consumption in Water Stressed regions

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
Total Water Consumed in Water Stressed regions	**ML**	**617**	**709**

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
Total Water Consumed in Water Stressed regions	**ML**	**2,026**	**2,040**

Waste Generation

Deepak Nitrite Limited

Waste Type	Unit	FY 2023-24*	FY 2022-23
Hazardous Waste			
E-waste	MT	4	0.11
Bio-medical Waste	MT	0.02	0.02
Battery Waste	MT	1	0.22
Other Hazardous waste	MT	1,07,856	74,710
Total Hazardous Waste Generated	**MT**	**1,07,861**	**74,710**
Non-Hazardous Waste			
Plastic waste	MT	1,537	202
Construction and demolition waste	MT	472	-
Other Non-hazardous waste generated	MT	13,226	-
Total Non-Hazardous Waste Generated	**MT**	**15,235**	**202**
Total Waste Generated	**MT**	**1,23,096**	**74,912**

* The Company started monitoring two new categories of wastes viz. (a) Construction and demolition waste and (b) other Non-Hazardous Waste from FY 2023-24.

Deepak Phenolics Limited

Waste Type	Unit	FY 2023-24	FY 2022-23
Hazardous Waste			
E-waste	MT	1	-
Bio-medical Waste	MT	0.0013	0.00244
Battery Waste	MT	-	-
Other Hazardous waste	MT	461	309
Total Hazardous Waste Generated	**MT**	**462**	**309**
Non-Hazardous Waste			
Plastic waste	MT	3	2
Construction and demolition waste	MT	-	-
Other Non-hazardous waste generated	MT	147	206
Total Non-Hazardous Waste Generated	**MT**	**150**	**208**
Total Waste Generated	**MT**	**612**	**517**

Waste Consumption Intensity

Deepak Nitrite Limited

	Unit	FY 2023-24*	FY 2022-23
Waste intensity as per products	ML/ MT of production	0.51	0.35
Waste intensity as per sales	ML/INR	4.52×10^{-6}	2.47×10^{-6}

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
Waste intensity as per products	ML/ MT of production	6×10^{-4}	7×10^{-4}
Waste intensity as per sales	ML/INR	0.10	0.10

* The Company started monitoring two new categories of wastes viz. (a) Construction and demolition waste and (b) other Non-Hazardous Waste from FY 2023-24.

Waste Diverted from Disposal

Deepak Nitrite Limited

Waste Type	Unit	FY 2023-24	FY 2022-23
Hazardous Waste			
Preparation for reuse	MT	-	-
Recycling	MT	94,247	64,191
Other Recovery Operations (Co-processing)	MT	5	-
Total Hazardous Waste Diverted from Disposal	**MT**	**94,252**	**64,191**
Non-Hazardous Waste			
Preparation for reuse	MT	-	-
Recycling	MT	13,226	-
Other Recovery Operations (Co-processing)	MT	2,009	-
Total Non-Hazardous Waste Diverted from Disposal	**MT**	**15,236**	-
Total Waste Diverted from Disposal	**MT**	**1,09,488**	**64,191**

Deepak Phenolics Limited

Waste Type	Unit	FY 2023-24	FY 2022-23
Hazardous Waste			
Preparation for reuse	MT	312	11
Recycling	MT	2	4
Other Recovery Operations	MT	-	22
Total Hazardous Waste Diverted from Disposal	**MT**	**314**	**37**
Non-Hazardous Waste			
Preparation for reuse	MT	-	-
Recycling	MT	150	208
Other Recovery Operations	MT	-	-
Total Non-Hazardous Waste Diverted from Disposal	**MT**	**150**	**208**
Total Waste Diverted from Disposal	**MT**	**464**	**245**

Waste Directed to Disposal

Deepak Nitrite Limited

Waste Type	Unit	FY 2023-24	FY 2022-23
Hazardous Waste			
Incineration (with energy recovery)	MT	-	-
Incineration (without energy recovery)	MT	4	5
Landfilling	MT	13,605	10,717
Other disposal operations	MT	-	-
Total Hazardous Waste Directed to Disposal	**MT**	**13,609**	**10,722**
Total Hazardous Waste Directed to Disposal			
Incineration (with energy recovery)	MT	-	-
Incineration (without energy recovery)	MT	-	-
Landfilling	MT	-	-
Other disposal operations	MT	-	-
Total Non-Hazardous Waste Directed to Disposal	**MT**	-	-
Total Waste Directed to Disposal	**MT**	**13,609**	**10,722**

Deepak Phenolics Limited

Waste Type	Unit	FY 2023-24	FY 2022-23
Hazardous Waste			
Incineration (with energy recovery)	MT	-	-
Incineration (without energy recovery)	MT	8.60×10^{-4}	1.66×10^{-3}
Landfilling	MT	173	352
Other disposal operations	MT	-	-
Total Hazardous Waste Directed to Disposal	**MT**	**173**	**352**
Non-Hazardous Waste			
Incineration (with energy recovery)	MT	-	-
Incineration (without energy recovery)	MT	-	-
Landfilling	MT	-	-
Other disposal operations	MT	-	-
Total Non-Hazardous Waste Directed to Disposal	**MT**	-	-
Total Waste Directed to Disposal	**MT**	**173**	**352**

Greenhouse Gas Emissions

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
Total Scope 1 GHG Emissions	tCO_2e	1,17,226	1,38,304
Total Scope 2 GHG Emissions	tCO_2e	93,029	84,305
Total Scope 3 GHG Emissions	tCO_2e	3,29,555	4,76,792
Total GHG Emissions	**tCO_2e**	**5,39,810**	**6,99,401**

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
Total Scope 1 GHG Emissions	tCO_2e	4,07,532	4,12,179
Total Scope 2 GHG Emissions	tCO_2e	12,670	18,633
Total Scope 3 GHG Emissions	tCO_2e	4,56,454	4,88,647
Total GHG Emissions	**tCO_2e**	**8,76,656**	**9,19,459**

Greenhouse Gas Emissions Intensity

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
GHG emissions intensity as per products	tCO_2e/ MT of production	2.25	3.34
GHG emissions intensity as per sales	tCO_2e/INR	1.98×10^{-5}	2.30×10^{-5}

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
GHG emissions intensity as per products	tCO_2e/ MT of production	0.86	1.01
GHG emissions intensity as per sales	tCO_2e/INR	1.75×10^{-5}	1.85×10^{-5}

Air Emissions

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
NOx	MT	427	432
SOx	MT	300	329
Particulate matter (PM)	MT	65	75
Volatile organic compounds (VOC)	MT	-	-

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
NOx	MT	87	78
SOx	MT	59	124
Particulate matter (PM)	MT	50	28
Volatile organic compounds (VOC)	MT	-	-

Energy Management

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
Total Non-Renewable fuel consumption	GJ	13,91,230	12,41,466
Total Renewable fuel consumption	GJ	24	9
Total Indirect energy consumption	GJ	7,15,940	7,01,216
Total Energy Consumption	**GJ**	**21,07,194**	**19,42,691**

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
Total Non-Renewable fuel consumption	GJ	41,98,482	42,72,964
Total Renewable fuel consumption	GJ	44,278	-
Total Indirect energy consumption	GJ	8,34,789	7,97,632
Total Energy Consumption	**GJ**	**50,77,549**	**50,70,596**

Energy Intensity

Deepak Nitrite Limited

	Unit	FY 2023-24	FY 2022-23
Energy intensity as per products	GJ/ MT of production	8.80	6.83
Energy intensity as per sales	GJ/INR	7.73×10^{-5}	4.70×10^{-5}

Deepak Phenolics Limited

	Unit	FY 2023-24	FY 2022-23
Energy intensity as per products	GJ/ MT of production	5.00	5.59
Energy intensity as per sales	GJ/INR	1.01×10^{-4}	1.02×10^{-4}

Social Performance

Workforce Breakdown

Deepak Nitrite Limited

Employee Category	FY 2023-24					
	<30 years		30-50 years		>50 years	
	Male	Female	Male	Female	Male	Female
Permanent Employees	461	22	875	22	338	2
Temporary Employees	1,152	36	691	10	461	-
Total	**1,613**	**58**	**1,566**	**32**	**799**	**2**

Deepak Phenolics Limited

Employee Category	FY 2023-24					
	<30 years		30-50 years		>50 years	
	Male	Female	Male	Female	Male	Female
Permanent Employees	153	16	218	11	20	-
Temporary Employees	27	7	5	2	15	-
Total	**180**	**23**	**223**	**13**	**35**	-

Training and Development Overview

Deepak Nitrite Limited

Employee Category	Particulars	FY 2023-24					
		EHS Training		HR Training		Other Training except EHS and HR	
		Male	Female	Male	Female	Male	Female
Senior management	No. of Employees	16	-	14	-	18	-
	Manhours	64	-	112	-	30	-
Middle management	No. of Employees	191	5	86	2	125	3
	Manhours	2,028	50	796	16	880	24
Junior management	No. of Employees	768	7	187	1	336	14
	Manhours	12,899	98	2,569	6	2,683	112
Workers (permanent)	No. of Employees	217	-	106	-	-	-
	Manhours	2,876	-	780	-	-	-
Contractual workers	No. of Employees	459	-	275	-	-	-
	Manhours	2,999	-	1,730	-	-	-
Total Manhours		**20,866**	**148**	**5,987**	**22**	**3,593**	**136**

Deepak Phenolics Limited

Employee Category	Particulars	FY 2023-24					
		EHS Training		HR Training		Other Training except EHS and HR	
		Male	Female	Male	Female	Male	Female
Senior management	No. of Employees	5	-	5	-	5	-
	Manhours	112	-	65	-	92	-
Middle management	No. of Employees	27	-	27	-	27	-
	Manhours	657	-	475	-	456	-
Junior management	No. of Employees	267	10	267	10	267	10
	Manhours	9,251	593	2,660	142	3,112	123
Total Manhours		**10,319**	**603**	**3,499**	**152**	**3,959**	**133**

Occupational Health and Safety

Deepak Nitrite Limited

FY 2023-24

Safety Data for Employees	Total (Incidents)	Male (Incidents)	Female (Incidents)	Main type of work-related injury
The main types of work-related injury	1	1	-	LTI (Reportable)
The number of hours worked		35,51,184		

FY 2023-24

Safety Data for workers who are not employees but whose work and/or workplace is controlled by the organisation	Total (Incidents)	Male (Incidents)	Female (Incidents)	Main type of work-related injury
The main types of work-related injury	1	1	-	LTI (Reportable)
The number of hours worked		37,70,416		

Deepak Phenolics Limited

FY 2023-24

Safety Data for Employees	Total (Incidents)	Male (Incidents)	Female (Incidents)	Main type of work-related injury
The main types of work-related injury	-	-	-	Not Applicable
The number of hours worked		7,51,663		

FY 2023-24

Safety Data for workers who are not employees but whose work and/or workplace is controlled by the organisation	Total (Incidents)	Male (Incidents)	Female (Incidents)	Main type of work-related injury
The main types of work-related injury	-	-	-	Not Applicable
The number of hours worked		28,00,271		

Appendix II

GRI Content Index

Statement of use	[Name of organisation] has reported the information cited in this GRI content index for the period [reporting period start and end dates] with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	4, 6, 7, 8, 9, 11
	2-2 Entities included in the organization's sustainability reporting	4, 6, 7
	2-3 Reporting period, frequency and contact point	4, 5
	2-4 Restatements of information	118, 121, 123
	2-5 External assurance	136
	2-7 Employees	15, 93, 127
	2-8 Workers who are not employees	127
	2-9 Governance structure and composition	53-56
	2-10 Nomination and selection of the highest governance body	57
	2-11 Chair of the highest governance body	53
	2-14 Role of the highest governance body in sustainability reporting	58-59
	2-15 Conflicts of interest	60
	2-18 Evaluation of the performance of the highest governance body	57
	2-20 Process to determine remuneration	58
	2-21 Annual total compensation ratio	58
	2-22 Statement on sustainable development strategy	16-29
	2-25 Processes to remediate negative impacts	44-50
	2-26 Mechanisms for seeking advice and raising concerns	64
	2-27 Compliance with laws and regulations	62-64
	2-28 Membership associations	10
	2-29 Approach to stakeholder engagement	32-35
	2-30 Collective bargaining agreements	101, 114

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	36-39
	3-2 List of material topics	39
	3-3 Management of material topics	40-43
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	69
	201-2 Financial implications and other risks and opportunities due to climate change	44-50
	201-3 Defined benefit plan obligations and other retirement plans	101
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	115
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	64
	205-3 Confirmed incidents of corruption and actions taken	64
GRI 301: Materials 2016	301-1 Materials used by weight or volume	75
GRI 302: Energy 2016	302-1 Energy consumption within the organization	88, 126
	302-2 Energy consumption outside of the organization	126
	302-3 Energy intensity	88, 126
	302-4 Reduction of energy consumption	126
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	78, 79
	303-3 Water withdrawal	77, 118
	303-4 Water discharge	77, 119
	303-5 Water consumption	77, 119
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	85, 125, 126
	305-2 Energy indirect (Scope 2) GHG emissions	85, 125, 127
	305-3 Other indirect (Scope 3) GHG emissions	85, 125, 127
	305-4 GHG emissions intensity	85, 125, 127
	305-5 Reduction of GHG emissions	85, 125, 127
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	125
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	82, 83, 121-124
	306-2 Management of significant waste-related impacts	82-84
	306-3 Waste generated	83, 121, 122
	306-4 Waste diverted from disposal	83, 123
	306-5 Waste directed to disposal	83, 124

GRI Standard	Disclosure	Location
GRI 308: Supplier Environmental Assessment 2016	302-1 Energy consumption within the organisation	74
	302-2 Energy consumption outside of the organisation	74
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	96, 101
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	101
	401-3 Parental leave	102
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	101
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	104-108
	403-2 Hazard identification, risk assessment and incident investigation	107, 108
	403-3 Occupational health services	110-113
	403-4 Worker participation, consultation and communication on occupational health and safety	111
	403-5 Worker training on occupational health and safety	106, 107
	403-6 Promotion of worker health	108
	403-8 Workers covered by an occupational health and safety management system	112
	403-9 Work-related injuries	129
	403-10 Work-related ill health	129
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	128
	404-2 Programs for upgrading employee skills and transition assistance programs	97, 99
	404-3 Percentage of employees receiving regular performance and career development reviews	100
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	56, 93-95
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	94

GRI Standard	Disclosure	Location
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	114, 115
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	115, 116
	413-2 Operations with significant actual and potential negative impacts on local communities	116
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	74
	414-2 Negative social impacts in the supply chain and actions taken	74
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	117
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	64

SASB Content Index

Topic	Metric	Category	Unit Of Measure	Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions- limiting regulations	Quantitative	Metric tonnes (t) CO_2-e, Percentage (%)	125
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	Discussion and Analysis	n/a	85, 86
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tonnes (t)	125, 126
Energy Management	1. Total energy consumed, 2. percentage grid electricity, 3. percentage renewable and (4) total self-generated energy [1]	Quantitative	Gigajoules (GJ), Percentage (%)	88, 126
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m^3), Percentage (%)	77, 78, 79, 118, 119
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	78, 79
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric tonnes (t), Percentage (%)	121-124
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a	115, 116

Topic	Metric	Category	Unit Of Measure	Reference
Workforce Health and Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	128, 129
	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	n/a	101-112
Safety and Environmental Stewardship of Chemicals	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	Discussion and Analysis	n/a	105-107
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	16-29, 58-59

Independent Limited Assurance Statement to Deepak Nitrite Limited on their Sustainability Report for the Financial Year 2023-24

Add value.
Inspire trust.

TÜV SÜD South Asia Pvt. Ltd. ● 373-374, Udyog Vihar ● Phase-II, Sector-20 ● Gurgaon – 122016 ● Tel.: +91 0124

Independent Assurance Statement to Deepak Nitrite Limited on their Annual Sustainability Report (SR) for the Financial Year 2023-2024

Introduction and, Engagement

Deepak Nitrite Limited (DNL), has developed its Sustainability Report (SR) based on Global Reporting Initiative (GRI) 2021 Standard Guideline and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard.

TÜV SÜD South Asia Pvt. Ltd. ('TÜV SÜD') has been engaged by the DNL to conduct and provide independent assurance on the Sustainability performances and parameters on the select non-financial sustainability disclosures in the Sustainability Report 2023-24 ('the Sustainability Report') as described in the 'scope, boundary, characteristics and limitations.

DNL's Responsibility

DNL is responsible for the preparation of the SR and for maintaining effective internal control over the data and information disclosed (as per GRI 2021). This responsibility includes the design, implementation, and maintenance of internal controls relevant to the preparation of the SR Report that is free from material misstatement, whether due to fraud or error.

DNL is responsible for ensuring that its business operations and activities comply with the applicable statutory and regulatory requirements. The Reports and disclosures have been approved by and remain the responsibility of DNL.

Ultimately, the SR Report and disclosures have been approved by and remain the responsibility of DNL.

TÜV SÜD Responsibility

TÜV SÜD, in performing assurance work, is responsible for carrying out an assurance engagement on the SR in accordance with our contract with DNL. The assurance statement, however, represents TÜV SÜD's independent opinion and is intended to inform all stakeholders, including DNL.

Assurance Level & Criteria

- We applied the criteria of 'Limited' Assurance for non-financial information of the SR with respect to the reporting period from April 1, 2023, to March 31, 2024.
- We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board.
- We plan and perform our procedures to obtain a meaningful level of assurance about whether the Sustainability Report complies with GRI Standards 2021 in all material respects, as the basis for our Limited Assurance conclusion
- We also referred to the "WRI/WBCSD GHG Protocol (Greenhouse Gas Protocol)" as well as ISO 14064-3:2019 for GHG Emissions.

[1]Scope and boundary of assurance

We have assured the sustainability indicators of SR, the Company's Greenhouse gas (GHG) emissions (Appendix-1), as well as the Company's CDP Climate Change disclosure, pertaining to the Company's non-financial performance for the period April 1, 2023, to March 31, 2024.

The validation and verification were carried out by a multidisciplinary team including assurance practitioners, sustainability and environmental experts of TÜV SÜD in the month of September 2024 for 5 manufacturing units and 1 Corporate Office. TÜV SÜD has identified and selected the following 3 three locations as samples for verification:

I. DNL's Manufacturing facility at Dahej, Bharuch, Gujarat.

[1]**This Assurance Statement is limited to Deepak Nitrate Limited Only. It does not cover any information related with Deepak Phenolics Limited (DPL) & Deepak Oman Industries LLC (SFZ) (DOIL).**

PAN No.: AABCT0716G
TAN No.: MUMT09385F
Gurgaon GSTIN: 06AABCT0716G1ZR
Maharashtra GSTIN: 27AABCT0716G1ZN
CIN No.: U74220MH1999PTC121330

Registered Office:
TÜV SÜD South Asia Pvt. Ltd.
TÜV SÜD House,
Off Saki Vihar Road,
Saki Naka, Andheri (East),
Mumbai – 400072, India.

Corporate Office:
TÜV SÜD South Asia Pvt. Ltd.
Solitaire, 4th Floor,
ITI Road, Aundh,
Pune – 411007, India.

www.tuv-sud.in

II. DNL's Manufacturing facility at Nandesari, Vadodara, Gujarat
III. DNL's Registered & Corporate Office at Vadodara, Gujarat

Assurance Methodology

We conducted a review and verification of data collection, collation and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Reports. Our review process included:

- Verification of the content as well as context and application of the Report content, and principles as mentioned in the Global Reporting Initiative (GRI 2021) Standards, and the quality of information presented in the Report over the reporting period.
- Engagement through discussions with departmental head and concerned personnel, corporate team to understand the process for collecting, collating, and reporting as per Assurance Engagements (ISAE) 3000 (Revised) and GRI 2021.
- Review of the sustainability initiatives, practices, on ground establishment, implementation, maintenance, and performance described in the Reports.
- Review of data collection and management procedures, and related internal controls.
- Assessment of the reporting mechanism and consistency with the reporting criteria.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by DNL for data analysis
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation.
- Verification of the fact that no material distortion has been done at any stage.
- Assessment of the SR mechanism and Consistency with the reporting criteria.

Our Assurance engagement covers the aspects of sustainability performance disclosures demonstrated and presented by the DNL in the SR (as per GRI 2021) report as mentioned below:

The SR scope of assurance covers the select non-financial sustainability disclosures based on reference criteria, as mentioned in the following table Disclosures

Topic	GRI Indicators
Environment	GRI 302- Energy (302-1, 302-2, 302-3, 302-4, 302-5)
	GRI 303- Water & Effluent (303-3, 303-4, 303-5)
	GRI 304: Biodiversity
	GRI 305- Emissions (305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7)
	GRI 306-Waste (306-3, 306-4, 306-5)
Social	GRI 401- Employment (401-1, 401-2, 401-3)
	GRI 402- Labor Management Relations (402-1)
	GRI 403- Occupational Health & Safety (403-8, 403-9, 403-10)
	GRI 404 – Training Education (404-1, 404-2, 404-3)
	GRI 405: Diversity and Equal Opportunity
Governance	GRI 201 General Disclosures,
	GRI 204: Procurement Practices
	GRI 205 Anti-Corruption (205-3),
	GRI 206: Anti-competitive Behavior
	GRI 301- Material Topics (301-1),
	GRI 308 -Supplier Environmental Assessment,
	GRI 414- Supplier Social Assessment
	GRI 418: Customer Privacy

Inherent Limitations and Exclusions

There are inherent limitations in an assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Reports may remain undetected.

TÜV SÜD has relied on the information, documents, records, data, and explanations provided to us by DNL for the purpose of our review. The Assurance scope excludes the following:

- Our engagement did not include an assessment of the adequacy or the effectiveness of DNL's management on Sustainability related issues and not even DNL's strategy for sustainability. During the assurance process, TÜV SÜD did not visit any external stakeholder's premises, however few external stakeholders were interviewed as a part of the SR Report verification engagement.
- Review of the economic performance indicators included in the Report which we have been informed of by the Company, is derived from the Company's audited financial records only.
- Data and information falling outside the defined reporting period (April 1, 2023, to March 31, 2024).
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.
- Any disclosures beyond those specified in the Scope section above.

Our Responsibility

Our responsibility is to express a limited assurance opinion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained on the annual SR Report set out in the subject matter paragraph, as disclosed in the report, as per the principles of the ISAE 3000 (Revised) in accordance with the GRI 2021 requirement and based on the procedures we have performed and the evidence we have obtained.
The procedures we performed were based on our professional judgment and included inquiries, observation of process followed, inspection of documents, analytical procedures, evaluating appropriateness of quantification methods, agreeing, or reconciling with underlying data, etc.
The data is verified on a sample basis, the responsibility for the authenticity of data lies with the reporting organization. Reporting Organization is responsible for archiving the related data for a limited period.

Our observations
The sustainability disclosures of the Company, as defined under the scope and boundary of assurance, are reliable, valid and the Company has appropriately consolidated data from different sources at the central level. The Company has made considerable efforts to ensure consistency of data for this Report; however, the Company may continue to improve robustness of its data collection and collation process for GHG accounting.
Our above observations, however, do not affect our conclusion regarding the Report.

Conclusion
Based on the scope of this assurance engagement, sustainability performance indicators reported in this SR report we conclude that this report provides a fair and factful representation of the material topics, related strategies, and meets the overall content and quality requirements.

TÜV SÜD has evaluated the requirement in context of requirements of the ISAE 3000 (Revised), and in accordance with the GRI 2021 guidelines. Based on the methodology/procedures we have adopted and performed; no deviations have observed that causes us to believe that the information subject to the limited assurance engagement was not prepared in line with the requirement. We found that the information and data provided in all the sections and principles are consistent and adequate with regards to the reporting criteria.

Based on the scope of our review, our conclusions are outlined below:

Governance, leadership and supervision: The top management's commitment, business model promoting inclusive growth, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are represented adequately.

Stakeholder Inclusiveness: We have not identified any discrepancies in this aspect. Internal and external Stakeholder identification and engagement is carried out by DNL on a periodic basis to bring out key stakeholder concerns as material aspects of significant stakeholders.

Materiality: The materiality assessment process has been carried out, based on the requirements of the Assurance Engagements (ISAE) 3000 (Revised), and as per GRI 2021 considering aspects that are internal and external to DNL's context of the organization. The Reports fairly bring out the aspects and topics and its respective boundaries of the diverse operations of DNL in our view, the Reports meets the requirements.

Responsiveness: We believe that the responses to the material aspects are defined and captured in the Reports, in our view, the Reports meets the requirements.

Completeness: The Reports have fairly disclosed the general and specific standard disclosures including the Disclosure on Management Approach, monitoring systems and sustainability performance indicators as prescribed in the standards in accordance with the Core requirement. In our view the Reports meet the requirements.

Reliability: Most of the data and information was verified by the assurance team and found appropriate. Minor inaccuracies in the data identified during the verification process were found to be attributable to transcription and interpretation errors and these errors were corrected immediately. Therefore, in accordance with the ISAE 3000 (Revised) assurance engagement, TÜV SÜD concludes that the sustainability data, parameters, information, and indicators presented in the Reports are reliable and acceptable.

Impact: We observed and assessed that the Company has well-defined procedures to routinely monitor and measure their sustainability impact, and they have skilled subject matter experts who are driving sustainability effectively and efficiently.

Consistency and comparability: The information in the Report is presented in a consistent and comprehensive method. Thus, the principle of consistency and comparability is satisfactory.

During verification we did not come across any such instances or issues where we found anything which has an impact on the ecosystem and well as the neighboring infrastructure. In our view, the Reports meet the requirements.

Our statements do not extend to any disclosures or assertions relating to future performance plans and/or strategies disclosed in the reports.

Our Independence, Ethical Requirements and Quality Control

Our team comprises subject matter experts of multidisciplinary professionals, have complied with independence policies of TÜV SÜD, which address the requirements of the ISAE 3000 (Revised) in the role as independent Verifier. TÜV SÜD states its independence and impartiality and confirms that there is "no conflict of interest" regarding this assurance engagement. In the reporting year, TÜV SÜD did not work with DNL on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TÜV SÜD was not involved in the preparation of any content or data included in the Reports, except for this assurance statement.

TÜV SÜD maintains complete impartiality towards any individuals interviewed during the assurance engagement. We have complied with the relevant applicable requirements of the International Standard on Quality Control ("ISQC") 1, Quality.

Statement of Independence, Impartiality and Competence

TÜV SÜD South Asia Pvt. Ltd is an independent professional services company that specializes in Health, Safety, Social and Environmental & Sustainability services including assurance with over 150 years history in providing these services.

No member of the assurance team has a business relationship with DNL, its directors or Managers beyond that of verification and assurance of sustainability data and reporting. We have conducted this assurance independently and we believe there to have been no conflict of interest.

TÜV SÜD has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Attestation,





Dr. Ashish Rawat, Technical Reviewer
Head-Environment, Social & Sustainability Advisory Services
TÜV SÜD South Asia Pvt. Ltd.
374, Udyog Vihar Phase II, Sector -20, Gurugram, Haryana-122016, India

Date: October 1st 2024

Appendix 1

A. Greenhouse Gas (GHG) Emission Indicators for FY 23-24

Scope	Sources
Scope 1	Stationary Combustion
	Mobile Combustion
	Refrigerants
Scope 2	Purchased Electricity
Scope 3	Category 1: Purchased Goods and Services
	Category 2: Capital Goods
	Category 4: Upstream Transportation and Distribution
	Category 5: Waste Generated in Operations
	Category 6: Business Travel
	Category 7: Employee Commuting
	Category 8: Upstream Leased Assets
	Category 9: Downstream transportation and distribution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