DEEPAK NITRITE

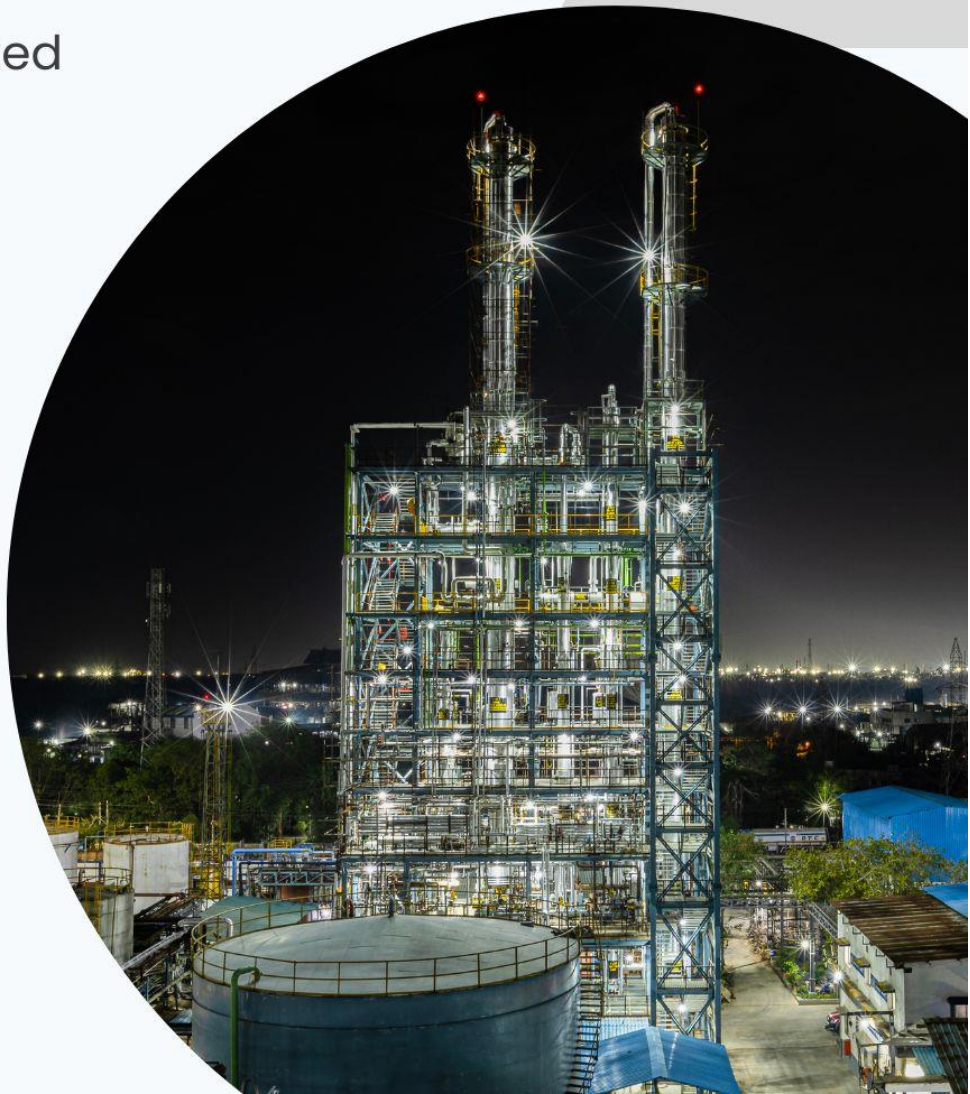
RESPONSIBLE CHEMISTRY

RESPONSIBLE GROWTH

ESG DATABOOK

FY 2023-24

Deepak Nitrite Limited



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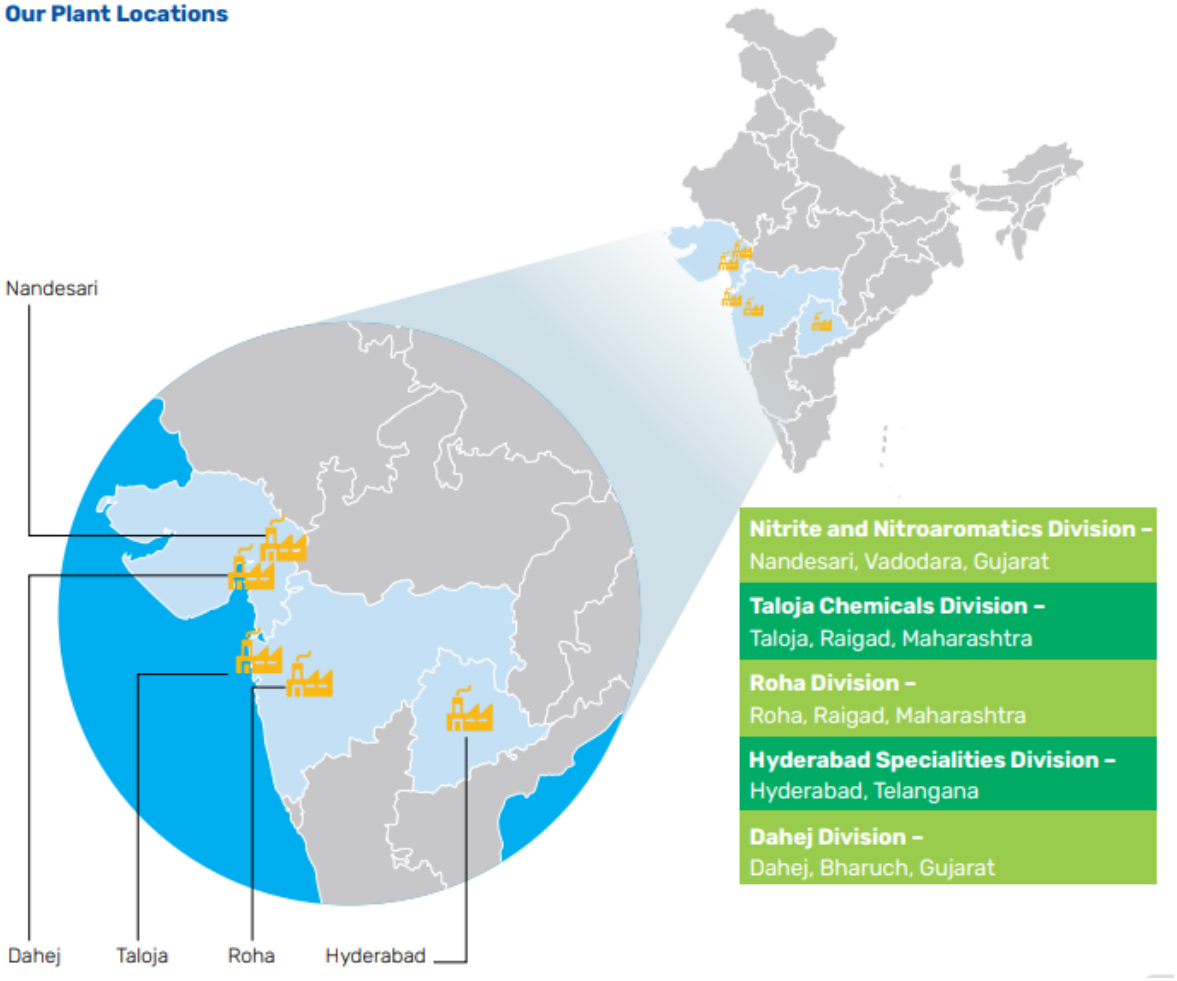
Overview

About Deepak Nitrite Limited

Deepak Nitrite Limited ('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.

₹ 2,848.05 Crores	1,720	5
Revenues	*Total Employees*	*Plants Covered*

Our Plant Locations



About the ESG Databook

Aligned with our commitment to transparency and accountability, we present our ESG Databook as a supplementary resource to the metrics and disclosures in our 1st Sustainability Report FY 2023-24. The ESG Databook provides a comprehensive overview of our Environmental, Social and Governance (ESG) performance and impact, reinforcing our dedication to sustainable practices.

This document enhances transparency, builds trust and strengthens accountability by offering detailed insights into our ESG efforts. It includes Key Performance Indicators (KPIs), benchmarks, links to policies and ESG targets, complementing the information in our integrated report. Stakeholders—including investors, customers, employees, regulators and the public—can use the Databook to assess our strategies, achievements and challenges in achieving ESG goals.

By aligning with recognised ESG reporting standards, the Databook ensures credible and comparable data, empowering stakeholders to make informed decisions and evaluate our sustainability commitments effectively.

Scope and Boundary

Our ESG Databook reporting boundary covers the operations of Deepak Nitrite Limited (DNL), unless otherwise specified. All monetary figures are presented in ₹, unless stated otherwise.

Additionally, for FY 2023-24, we have obtained independent assurance to validate the accuracy and completeness of our ESG data, further reinforcing trust in our disclosures. The assurance statement is appended to our Sustainability Report, reflecting our commitment to rigorous, reliable reporting.

Governance

Financial Overview

Indicator	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Revenues (in ₹)	18,22,68,00,000	25,81,85,00,000	31,35,13,00,000	28,48,04,56,109
Revenues (in USD)	24,82,99,321	34,05,68,526	38,13,24,278	34,15,99,183
Total Employees	1,532	1,601	1,694	1,720

Tax Reporting

At DNL, we disclose key business, financial and tax information for each tax jurisdiction, including the names of resident entities, primary activities, number of employees, revenue, profit (loss) before tax, income tax accrued and income tax paid, all of which are available in our public reporting and on our corporate website.

Indicator	FY 2022-23 (in ₹)	FY 2023-24 (in ₹)
Earnings before Tax	6,09,84,11,750	4,78,45,60,299*
Reported Taxes	1,40,45,00,000	1,24,83,21,295
Cash Taxes Paid	1,38,73,40,866	1,22,50,81,378

*Excluding exceptional items.

Governance and Transparency

General Disclosures

Our Sustainability Report for FY 2023-24, along with the ESG Databook, covers all activities and operations of DNL that are consolidated for financial reporting purposes. This scope ensures a consistent, comprehensive and accurate view of our performance, commitments and impact, aligned with recognised reporting standards like GRI and SASB.

Details on the reporting boundary, including criteria for included entities and any exclusions, are provided in the 'About the Report' section of our Sustainability Report, accessible on our website. Our Company publicly reports on the scope and reporting boundaries of our sustainability disclosure. We include all activities that fall under our operational control. This ensures that our disclosures comprehensively reflect ESG impacts of our business operations.

Corporate Governance

At DNL, we are deeply committed to uphold good corporate governance, recognising it as essential to drive sustainable growth and organisational success. We adhere to the corporate governance codes and regulations set forth by the National Stock Exchange (NSE) and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') in India.

Board Structure and Independence:
Our Board operates under a one-tier system and includes 12 members:

Category	Number of Members
Executive Directors	4
Independent Directors	6
Other Non-Executive Directors	2
Total Board Size	**12**

- Our Board composition includes 50% independent directors, ensuring compliance with regulatory requirements.
- As of the financial year ending March 31, 2024, six of our Board members were independent directors, maintaining a balanced and compliant structure.

Leadership and Diversity:
Our Chairman and Managing Director, Shri Deepak C. Mehta, serves as both the Executive Director and Promoter. We prioritise diversity in our governance, with a Board Diversity Policy emphasising factors such as gender. Currently, our Board includes one female Independent Director.

Board Attendance and Commitments:
An effective Board of Directors is essential to ensuring good corporate governance, transparency and accountability. At DNL, we have established robust practices to align the Board's functioning with the interests of all stakeholders, thereby enhancing the Company's overall performance.

The average Board meeting attendance was approximately 97%, underscoring the active engagement of our Directors.



Performance Review Process:

- Performance Assessment of Board and Committees

The Board conducts its annual performance evaluation in compliance with the Act and Listing Regulations, assessing its own performance that of Committees and that of Directors as per the Performance Evaluation Policy. Independent Directors are evaluated on criteria such as expertise, strategic focus, ethics, integrity, and understanding of their roles.

The performance of the respective Committees was also evaluated by the Board after seeking inputs from the Committee members. Based on such evaluation, the Board is of the view that various Committee of Directors are well constituted by way of having optimum number of Independent Directors with precise Terms of Reference / Charter. The respective Committees actively discussed various matters and effective suggestions were made concerning business,

operations and governance of the Company. Our Directors have expressed their satisfaction to the evaluation process. Based on the declarations received from the Independent Directors, the Board of Directors of the Company confirm the integrity, expertise and experience (including the proficiency) of the Independent Directors of the Company appointed during the year.

Board Tenure and Industry Expertise:
The average tenure of Board members is **9.71 years**, ensuring stability and experience.

Deepak Nitrite Limited's Board is rich in exceptional expertise across various domains. The Directors bring practical, hands-on experience acquired through leadership roles in management, academia, consulting and research, ensuring informed decision-making and strategic guidance aligned with the Company's objectives.

Educational Qualification of Directors of the Company:

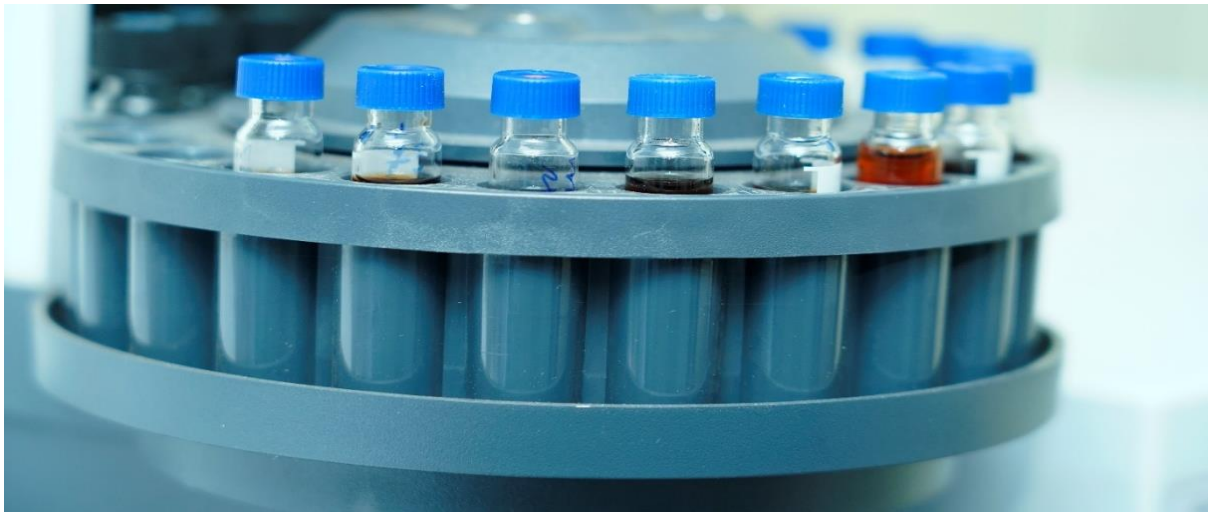
- **Shri Deepak C. Mehta:** Bachelor of Science, University of Bombay.
- **Shri Maulik Mehta:** Bachelor of Business Administration, University of Liverpool, UK; Master's in Industrial and Organizational Psychology, Columbia University, USA; Owner/President Management Program (OPM), Harvard Business School, USA.
- **Shri Sanjay Upadhyay:** Associate Member of the Institute of Cost Accountants of India and Fellow Member of the Institute of Company Secretaries of India; Advanced Management Program, Wharton Business School, USA.
- **Shri Girish Satarkar:** Bachelor of Science and Master of Science in Textile Chemistry, Institute of Chemical Technology, Mumbai; Master of Marketing Management, Welingkar Institute of Management, Mumbai.
- **Shri Ajay C. Mehta:** Science Graduate, University of Mumbai; Master of Science in Chemical Engineering, University of Texas, USA.
- **Shri Meghav Mehta:** Mechanical Engineer, Rochester Institute of Technology, USA; specialization in Material Science Technology and Alternative Energy.
- **Shri Sanjay Asher:** Bachelor of Commerce and Bachelor of Law, University of Bombay; Chartered Accountant and Solicitor.
- **Shri Dileep Choksi:** Fellow Member of the Institute of Chartered Accountants of India; Member of the Institute of Cost Accountants of India; Bachelor of Law.
- **Smt. Purvi Sheth:** Bachelor of Arts in Economics and Political Science, St. Xavier's College, Mumbai; Certificate in Business Strategy and Leadership Management, Wharton Business School, USA.
- **Shri Punit Lalbhai:** Bachelor's in Conservation Biology, University of California, Davis; Master's in Environmental Science, Yale University, USA; Master of Business Administration, INSEAD, France.
- **Shri Vipul Shah:** Bachelor of Science in Chemical Engineering and Master of Science in Polymer Science, University of Texas, Austin, USA.
- **Shri Prakash Samudra:** Bachelor of Technology in Chemical Engineering, Indian Institute of Technology, Bombay.

Together, the Board members leverage their comprehensive industry experience to drive innovation, maintain operational excellence and navigate the complexities of the global chemical industry. Their diverse expertise ensures strategic foresight and a balanced approach to growth and sustainability.

Election and Tenure:

- **Selection Process**: The Nomination and Remuneration Committee identifies and evaluates potential candidates for Independent Director roles based on their qualifications, expertise, positive attributes and roles on other boards and committees. The recommendations of the Committee are then reviewed and approved by the Board.
- **Regulatory Compliance**: The election and re-election of Board members are carried out in compliance with the Act and Regulations.

- **Tenure of Executive Director:** Maximum 5 years at a time and further renewed for 5 years.
- **Tenure of Non-Executive Director:** Retire by rotation at Annual General Meeting in accordance with the Act.
- **Tenure of Independent Director:** Two term of maximum 5 years each.



CEO-to-Employee Pay Ratio:

Indicator	Amount (in ₹)
CEO Compensation	4,23,55,153

Indicator	Amount (in ₹)	Pay Ratio
Median Employee Compensation	6,95,953	60.92
Mean Employee Compensation	20,40,988	20.77

Risk Management

We prioritise robust risk management for sustainable growth. Our strategy includes ongoing education for board members, focused training at all levels and integrating risk criteria into product development. These initiatives underscore our commitment to proactive risk management in our operations.

- **Enhancing Risk Management Knowledge:** This ongoing initiative will empower board members to proactively identify and address emerging risks.
- **Expanding Integrated Training Programs:** We plan to strengthen our organisation-wide training programs, embedding risk management principles at all levels to cultivate a culture of risk awareness and seamless integration into daily operations.
- **Incorporating Risk Criteria in Innovation:** Risk assessment criteria will be systematically embedded into the design and development of new products and services, enabling us to address potential risks early and align with our broader risk management framework.

Reporting on Breaches

We report Zero (0) breaches in key reporting areas, reflecting our commitment to ethical practices and compliance.

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

Materiality

We understand the importance of material issues in shaping our enterprise value and relationships with external stakeholders. By focusing on key areas, we address business impacts, risks and opportunities, ensuring that our operations remain sustainable while fostering strong stakeholder engagement and compliance. This approach reflects our commitment to create value through a responsible business framework that meets both industry standards and stakeholder expectations.

Material Issues for Enterprise Value Creation

Key Material Issues	Business Case	Business Impact	Primary Business Strategies, Initiatives or Products
Occupational Health and Safety	Ensuring health and safety is a top priority at DNL, given the physical hazards facing manufacturing and distribution teams, which increase the risk of workplace incidents. Insufficient OHS training endangers employees and exposes the Company to secondary consequences, such as legal costs, operational disruptions, heightened regulatory scrutiny, reduced employee morale and reputational damage. For a chemical company, these risks are particularly critical, as inadequate safety practices can lead to severe chemical exposure incidents, environmental contamination and heightened liabilities, impacting long-term operational sustainability and community trust. **Risk Impact:** • Mitigation of operational disruptions caused by accidents or injuries. • Reduced legal liabilities and negative publicity due to OHS-related incidents.	Risk	We have a comprehensive Occupational Health and Safety Management System (OHSMS) in place for the safety of all workers, including direct employees, contractors and temporary staff. Aligned with ISO 45001:2018 standards, our OHSMS covers everyone involved in our operations, ensuring no one is excluded. Key components include regular risk assessments, continuous health and safety monitoring, ongoing training, active worker participation, clear safety policies and emergency preparedness plans. Through this OHSMS, we proactively safeguard health and safety, demonstrating our commitment to a safe workplace beyond regulatory requirements.

Key Material Issues	Business Case	Business Impact	Primary Business Strategies, Initiatives or Products
Waste Management	Effective waste management is essential for cost control at DNL, where improper handling of hazardous byproducts can lead to significant regulatory fines, cleanup costs and legal liabilities. Rising disposal expenses and contamination risks drive the need for sustainable practices, as inefficient waste processes not only increase direct costs but also heighten raw material expenses. Implementing recycling, waste-to-energy and closed-loop systems helps DNL reduce disposal costs and material usage, mitigating financial and compliance risks while supporting long-term sustainability and operational efficiency. **Cost Impact:** • Avoidance of penalties for non-compliance with waste management regulations. • Savings through efficient waste segregation, recycling and reuse, reducing landfill costs.	Cost	At DNL, our facilities produce diverse waste, including ETP sludge, process residues, oils, biomedical waste, insulation waste and spent adsorbents, reflecting the complexity of our operations. We manage waste systematically by segregating hazardous and non-hazardous types, storing hazardous materials in designated, labelled areas and documenting all transfers with internal hazardous waste slips. Regular inspections ensure compliance and non-hazardous waste, like food, metal and wood, is processed or recycled responsibly. We convert organic waste into manure and route dry waste through municipal systems, adhering to regulatory standards and prioritising resource efficiency and environmental sustainability.
Business Ethics & Compliance	Business ethics and compliance are crucial for DNL, significantly influencing our operational integrity and revenue. In the chemical industry, adherence to stringent regulations is essential to avoid fines, legal actions and reputational harm. Robust ethics and compliance programs not only mitigate risks but also enhance our reputation, attracting customers who value responsible sourcing. Additionally, fostering a culture of transparency improves employee morale and reduces turnover costs, while ethical practices open doors to new markets and investment opportunities, driving revenue growth and establishing us as industry leaders. **Revenue Impact:** • Avoidance of legal fines, penalties and costs associated with litigation due to unethical practices. • Strengthened customer loyalty and investor confidence by demonstrating ethical and transparent practices.	Revenue	At DNL, we have implemented a comprehensive Code of Conduct for our Board members and Senior Management, aligning with Listing Regulations to uphold ethical business practices and ensure legal compliance. We distribute this Code to all relevant personnel and it is accessible on our website, covering critical areas such as corruption, discrimination, confidentiality, conflicts of interest and whistleblowing. Our Whistleblower Policy establishes a safe channel for reporting unethical behaviour without retaliation, allowing for direct communication with the Chairman of the Audit Committee when necessary. Additionally, we maintain a robust Corporate Governance framework to oversee our operations, ensuring adherence to financial policies and continuous evaluation of our internal controls. Following a thorough review, we have found no material deficiencies in our Internal Financial Controls, supported by regular audits and updates from our Internal Audit Team.

Materiality Metrics for Enterprise Value Creation

Material Issue	Target/Metric	Progress	Executive Compensation
Occupational Health and Safety	We set objectives, targets and key performance indicators at the individual level to measure and continuously improve our HSEQ performance.	We have implemented a comprehensive Occupational Health and Safety Management System (OHSMS) compliant with ISO 45001:2018, covering all our workers. This system includes risk assessment, monitoring, training and emergency preparedness, ensuring the safety and well-being of everyone.	We incorporate ESG performance indicators into our annual goals, linking employee performance and compensation to sustainability targets within our functions.
Waste Management	We aim to adopt circular economy principles by minimising waste and enhancing resource efficiency, striving for a zero-waste-to-landfill goal through innovative recycling and co-processing technologies.	We generate diverse waste, including ETP sludge and spent carbon. We implement systematic practices for waste segregation, recycling and responsible disposal, transforming wet waste into valuable manure while minimising our environmental impact.	We incorporate ESG performance indicators into our annual goals, linking employee performance and compensation to sustainability targets within our functions.
Corporate Governance & Ethics	We are committed to zero breaches of our Code of Conduct, which guides our Board and Senior Management in upholding the highest ethical standards and accountability.	We have implemented a comprehensive Code of Conduct to ensure adherence to ethical practices. Our Whistleblower Policy protects employees reporting unethical behaviour, while our robust governance framework ensures strict compliance and continuous evaluation of our internal controls.	We incorporate ESG performance indicators into our annual goals, linking employee performance and compensation to sustainability targets within our functions.

Material Issues for External Stakeholders

Impact	Material Issue for External Stakeholders	Cause of the Impact	External Stakeholder(s) Evaluated	Topic Relevance on External Stakeholders	Type of Impact
Occupational Health & Safety	Occupational Health & Safety	Operations, Products/Service, Supply chain (affects <50% of DNL's business activity)	Environment, Society, Consumers/end-users, External employees (e.g. supply chain, contractors)	Engaging external stakeholders enhances collaboration, fosters innovation and strengthens the Company's reputation, leading to improved operational efficiency and positive community impacts. However, neglecting these stakeholders can damage reputation, create compliance issues and disrupt the supply chain. Misallocated resources and failure to engage with local communities may result in opposition, costly delays and legal challenges.	Positive & Negative
Water Use & Effluent Management	Water	Operations, Products/Service, Supply chain (affects <50% of DNL's business activity)	Environment, Society, Consumers/end-users, External employees (e.g. supply chain, contractors)	For DNL, efficient water use and effective wastewater treatment can yield substantial financial gains. By optimising water consumption and managing wastewater sustainably, both companies can lower operating costs, enhance resource efficiency and reduce regulatory risks, leading to improved financial outcomes that positively impact external stakeholders.	Positive

Materiality Metrics for External Stakeholders

Impact	Material Issue for External Stakeholders	Impact Valuation Conducted	Description of the Impact Assessed
Impact 1	Occupational Health & Safety	Health costs caused/avoided	Focus on safety to minimise health impact costs.
Impact 2	Water Use & Effluent Management	Environmental value lost/gained	Optimise water use to cut effluent costs.

Stakeholder Engagement Programs

We have established programs, systems and procedures that cover the following elements:

- **Conducting Local Stakeholder or Community Impact Assessments:** We regularly assess the impact of our operations on local stakeholders and communities to ensure that we are meeting their needs and addressing their concerns.
- **Clear Communication Channels:** We maintain open and transparent communication channels that allow local stakeholders to effectively engage with us and provide feedback.
- **Capacity Building for Local Stakeholders:** We invest in building the capacity of local stakeholders, ensuring they have the tools and knowledge to engage with us and participate in discussions.
- **Regular Surveys/Reviews of Stakeholder Perceptions:** We conduct regular surveys and reviews to assess how local stakeholders perceive our engagement strategies and ensure we remain responsive to their needs.
- **Meetings with Local Stakeholders:** We regularly meet with local stakeholders to identify and address emerging concerns, fostering proactive and open dialogue.
- **Tracking of Grievances:** We have systems in place to track and resolve grievances raised by local stakeholders, ensuring timely and effective action.
- **Stakeholder Engagement Across All Local Operations:** We apply our stakeholder engagement programs consistently across all our local operations, ensuring a uniform approach to community interaction.

Supply Chain Management

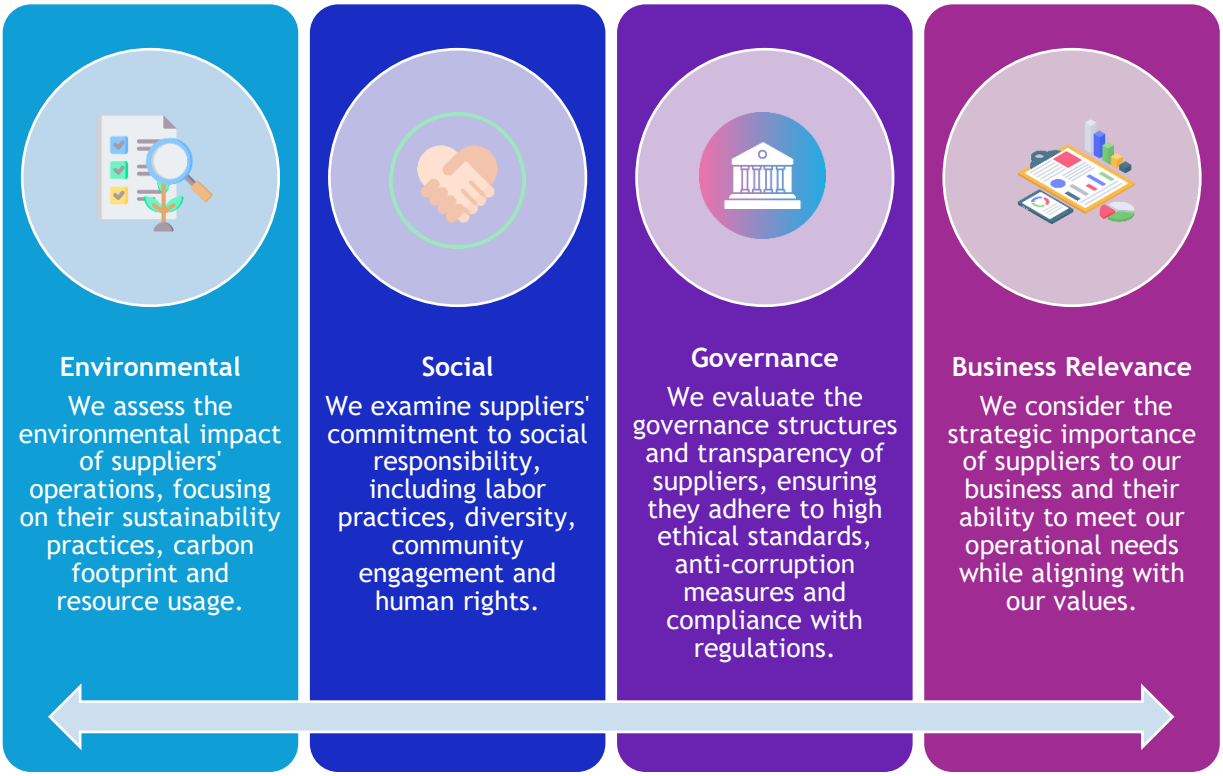
At DNL, we have implemented robust measures to ensure the effective execution of our supplier ESG programs. The oversight of these programs is clearly defined and is entrusted to our Executive Management team, which holds the highest level of accountability for their success.

We continuously review our purchasing practices to ensure they align with our Supplier Code of Conduct, minimising potential conflicts with ESG requirements. Additionally, we prioritise suppliers with strong ESG performance by incorporating ESG criteria as a key factor in our supplier selection and contract awarding process.

To further strengthen our commitment, we provide comprehensive training to our Procurement Team and internal stakeholders, ensuring they fully understand their roles and responsibilities in upholding and advancing our supplier ESG programs. This ongoing training is crucial to embedding ESG principles throughout our supply chain and ensuring consistent alignment with our sustainability goals.

Supplier Screening

At DNL, we conduct thorough supplier screening to identify our significant suppliers, ensuring they align with our sustainability and ethical standards. Our supplier screening process evaluates multiple key aspects, including:



Our supplier screening methodology incorporates a range of risk considerations to ensure we engage with suppliers who meet our standards. These risks include:

- **Country-Specific Risk:**

  We evaluate risks associated with suppliers' geographic locations, such as political instability or regulatory challenges, which could affect their operations and our supply chain.

- **Sector-Specific Risk:**

  We assess the risks inherent in the industries in which our suppliers operate, such as exposure to volatile markets, regulatory shifts or environmental challenges.

- **Commodity-Specific Risk:**

  For certain materials, such as conflict minerals, we have policies like our Conflict Minerals Control Policy, which addresses the sourcing of materials from conflict-affected regions or areas with significant human rights concerns.

This comprehensive approach to supplier screening allows us to mitigate potential risks while fostering responsible, sustainable partnerships across our supply chain.

Supplier Assessment and Development

The Company has established a comprehensive supplier assessment and development process to ensure robust supplier engagement and continuous improvement.

Supplier Assessment Process:

- Supplier Desk Assessments: Systematic verification of evidence to assess supplier compliance with company standards.
- Supplier On-Site Assessments: Conducted by our internal cross functional teams to evaluate supplier operations and identify areas for improvement.

Supplier Development Process:

- Supplier Information and Training: Suppliers are provided with clear information and training on the Company's ESG program, processes and requirements to align with sustainability goals.
- Supplier Support: Ongoing support is offered to suppliers both remotely and on-site, helping them implement corrective actions and improve their processes.
- Technical Support Programs: The Company provides in-depth technical support to build capacity and enhance ESG performance in suppliers, fostering long-term collaboration and growth.

This structured approach ensures that suppliers are continuously assessed, supported and developed in line with the Company's sustainability and operational standards.

Information Security/ Cybersecurity

Board Committee Overseeing Cybersecurity Strategy

Risk Management Committee

The Committee is responsible for monitoring and reviewing the Risk Management plan and ensuring its effectiveness. The Audit Committee has additional oversight in the area of financial risks and controls. The major risks identified by the businesses and functions are systematically addressed through mitigating actions on a continuing basis.

Composition of Risk Management Committee:

Chairman
- Shri Deepak C. Mehta

Members
- Shri Prakash Samudra
- Shri Sanjay Upadhayay
- Shri Maulik Mehta
- Shri Vipul Shah

Terms of Reference for Risk Management Committee involves:

1. Developing a comprehensive **Risk Management Policy** that includes:

- A structured framework for identifying internal and external risks specific to the organization. This should encompass financial, operational, sectoral, sustainability-related risks (particularly those associated with ESG factors), information and cybersecurity risks, as well as any other risks identified by the committee.
- Strategies and measures for mitigating these risks, including the implementation of systems and processes for effective internal controls to address the identified risks.
- A robust business continuity plan to ensure the organization's resilience and sustained operations in the face of potential disruptions.

2. Ensuring that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company.

3. Monitoring and overseeing implementation of the Risk Management Policy, including evaluating the adequacy of Risk Management systems.

4. Periodically reviewing the Risk Management Policy, at least once in two years, including by considering the changing industry dynamics and evolving complexity.

5. Keeping the Board of Directors informed about the nature and content of its discussions, recommendations and actions to be taken.

6. Reviewing the appointment, removal, and terms of remuneration of the Chief Risk Officer (if any) as part of the Risk Management Committee's responsibilities.

7. Coordinating the activities of the Risk Management Committee with other Committees, especially in instances where overlaps occur, in alignment with the framework established by the Board of Directors.

Industry Knowledge: The members of the Risk Management Committee possess relevant industry experience and skills for effective Risk Management

Executive Management Responsibility

The responsibility for overseeing cybersecurity within the Company lies with the Chief Information Officer (CIO) reporting directly to the Executive Management team.

For detailed information on IT Security and Cybersecurity, please refer to our 53rd Annual Integrated Report 2023-24.

IT Security/Cybersecurity Measures

Policies and Procedures Implementation:

The Company has implemented comprehensive policies and procedures to ensure all employees are aware of cybersecurity threats and the importance of information security.

Information Security/Cybersecurity Policy Accessibility:
An information security/cybersecurity policy is readily available internally for all employees.

Employee Awareness Training:
Regular training sessions and awareness campaigns are conducted to educate employees on best practices for data protection and recognising potential threats.

Escalation Process for Suspicious Activities:
A well-structured escalation process ensures timely reporting, effective management, and resolution of any suspicious activities. The steps involved are as follows:

1. **Incident Response Team Activation**
    - Immediate notification of the designated Incident Response Team (IRT) upon detection or reporting of suspicious activity.
    - The IRT evaluates the severity of the incident and initiates appropriate response protocols.
2. **Communication Channels for Reporting**
    - Establish clear and accessible communication channels (e.g., dedicated email, hotline, or reporting portal) for employees to report suspicious activities confidentially and securely.
    - Regular awareness programs to ensure employees are informed about how and where to report.
3. **Documented Procedures for Containment, Investigation, and Recovery**
    - **Containment**: Steps to isolate the affected systems, data, or processes to prevent further damage or escalation.
    - **Investigation**: Detailed analysis to identify the root cause, extent of impact, and individuals or systems involved.
    - **Recovery**: Implementation of remedial actions to restore normal operations and prevent recurrence, including system fixes, process improvements, and employee training.

This escalation process ensures accountability, swift action, and comprehensive resolution of incidents, safeguarding organizational integrity and security.

Environmental Disclosures

Environmental Violations

The following table provides a summary of significant fines or penalties paid by the Company related to environmental or ecological issues over the past four financial years.

Indicator	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Number of Violations	0	0	1	0
Amount of Fines/Penalties (In ₹)	0	0	1,00,00,000	0
Environmental Liability Accrued at Year End	0	0	0	0

Energy Consumption

The table below captures energy consumption data for both renewable and non-renewable energy sources across FY 2020-21 to FY 2023-24.

Total Energy Consumption	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Non-Renewable Energy Consumption	MWh	4,55,672.00	4,70,306.96	5,39,634.12	5,85,325.16
Total Renewable Energy Consumption	MWh	-	0	2.539092	6.592194

The percentage of operations covered is 100%, as percentage of revenues.



Waste & Pollutants

We are committed to implement effective waste management practices and ensuring compliance with environmental regulations. Our strategies are centred on reducing waste generation and enhancing recycling and resource efficiency initiatives.

- **Waste audits to identify opportunities for improving waste performance**: We regularly conduct waste audits across all our facilities to identify areas for improvement. These audits provide actionable insights to enhance our overall waste management performance.
- **Action plans to reduce waste generation**: Based on audit results, we develop focused action plans aimed at reducing waste generation throughout various operational stages. These plans are key to achieving our sustainability objectives and ensuring continuous improvement in waste management practices.
- **Investment in innovation or R&D to minimise waste**: We make significant investments in innovation and R&D to explore new technologies that can help minimise waste. For instance, the installation of the Sulfuric Acid Concentration system has enabled the recovery and reuse of spent sulfuric acid, contributing to waste reduction and promoting sustainability.
- **Waste reduction training provided to employees**: We offer comprehensive waste reduction training to all employees to raise awareness and ensure that everyone actively participates in minimising waste at the source. This training is vital to achieving our waste management goals and cultivating a sustainability-focused organisational culture.
- **Integration of recycling programs to reduce the waste sent to landfill**: Recycling is a core component of our waste management approach. Dry waste is carefully segregated and sent to external vendors for recycling, while wet food waste is processed into valuable manure using an in-house organic waste converter. These recycling initiatives significantly reduce the amount of waste directed to landfills.

Waste Disposal

At DNL, we continue to focus on enhancing waste management practices, particularly in the disposal and recycling of non-hazardous waste. Over the years, we have made significant strides in minimising landfill waste, increasing recycling and reuse rates and exploring sustainable methods of disposal. The table below presents a year-on-year overview of our total waste management performance.

Waste Disposal	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Waste Recycled/Reused	MT	-	-	64,190.94	1,09,487.93
Total Waste Disposed	MT	-	-	10,721.96	13,609.24
Waste Landfilled	MT	-	-	10,717.16	13,604.82
Waste Incinerated with Energy Recovery	MT	-	-	0	0
Waste Incinerated Without Energy Recovery	MT	-	-	4.80	4.42

The percentage of operations covered is 100%, as percentage of revenues.

Waste Disposal (Hazardous Waste)

The table below provides a summary of our hazardous waste management performance over the past four financial years, highlighting our ongoing efforts to improve sustainability and reduce environmental impact.

Waste Disposal (Hazardous Waste)	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Hazardous Waste Recycled/Reused	MT	47,309	65,472	64,190.94	94,252.39
Total Hazardous Waste Disposed	MT	11,751	13,841	10,722	13,609.24
Hazardous Waste Landfilled	MT	9,285	11,594	10,717	13,604.82
Hazardous Waste Incinerated with Energy Recovery	MT	0	0	0	0
Hazardous Waste Incinerated Without Energy Recovery	MT	-	-	5	4.42

The percentage of operations covered is 100%, as percentage of revenues.

Direct Chemical Oxygen Demand (COD) Overview

The table below presents the performance of our Direct Chemical Oxygen Demand (COD) from FY 2020-21 to FY 2023-24. This metric helps us track the impact of our operations on water quality, as COD is a key indicator of organic pollutants in wastewater. Our efforts aim to reduce COD emissions and enhance sustainability practices.

Indicator	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Direct Chemical Oxygen Demand	MT	133	145	119	113

The percentage of operations covered is 100%, as percentage of revenues.

Direct NOx Emissions Overview

The following table provides a summary of our Direct NOx emissions over the past four financial years.

Indicator	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Direct NOx Emissions	MT	330	570	432	427

The percentage of operations covered is 100%, as percentage of revenues.

Direct SOx Emissions Overview

The following table presents a summary of our Direct SOx emissions across the last four financial years, including data coverage for our operations.

Indicator	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Direct SOx Emissions	MT	437	356	329	300

The percentage of operations covered is 100%, as percentage of denominator.

Volatile Organic Compounds Overview

Our operations reported zero direct emissions of Volatile Organic Compounds (VOCs).

Water Management

We have implemented comprehensive water management strategies across our manufacturing plants to optimise water use, reduce consumption and improve wastewater quality. Through targeted assessments, advanced recycling technologies and employee training, we are driving significant reductions in water usage and ensuring sustainable practices that support our commitment to water efficiency and environmental responsibility.

DNL currently does not offer direct monetary incentives for water management. However, recognising the critical importance of water conservation and responsible use, we plan to introduce incentive structures. These incentives will be designed to encourage both management and employees to actively engage in water stewardship initiatives, promote efficient water usage practices and contribute towards achieving our water sustainability goals.

- **Water Use Assessment & Efficiency Improvements**

  Conducted thorough assessments of water consumption across all plants, identifying high-water-stress regions and management challenges. Scenario analysis was used to evaluate risks and implement targeted strategies at high-risk locations, including Nandesari, Dahej and Hyderabad. Integrated technologies like Ultra Filtration (UF), Reverse Osmosis (RO), Mechanical Vapor Recompression (MVR) and Multi-Effect Evaporator (MEE) to optimise water use.

- **Actions to Reduce Water Consumption:**

  - **Recycling Efforts**: 4,36,526 Kilo Litres of water recycled in FY 2023-24.

  - **Zero-Liquid Discharge (ZLD) at Hyderabad:** One of our Units at Hyderabad plant operates as a 100% Zero-Liquid Discharge (ZLD) plant, recycling treated wastewater for use in production and gardening.

- **Actions to Improve Wastewater Quality:**

  Established a multi-level wastewater treatment system, achieving 80-90% treatment efficiency using technologies like Activated Sludge Process (ASP) and Membrane Bio Reactor (MBR). Treated wastewater quality is continuously monitored through the Online Continuous Effluent Monitoring System (OCEMS), with daily in-house analysis and third-party verification.

- **Establishment of Water Use Reduction Targets:**

  Set clear objectives to reduce water withdrawal and consumption across all plants. Focused on maximising water recycling, aiming for Zero-Liquid Discharge (ZLD) at all facilities and a water-neutral future.

- **Application of Water Recycling:**

  Installed advanced water recycling systems (MEE, RO, MVR, UF) across plants to recover and reuse water, improving efficiency and reducing dependence on external sources. MVR systems at Nandesari, Roha and Taloja plants enhanced recycling capacity and reduced water consumption costs.

- **Employee Awareness & Training:**
  Implemented training programs to promote water efficiency and sustainable management practices among employees, ensuring adherence to best practices in water resource use.

Water Consumption

We have consistently worked toward improving water management efficiency across our operations. This table reflects our water withdrawal, discharge and consumption for the past years.

Water Consumption	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Water Withdrawal (Excluding Saltwater)	Million cubic meters	1.33337759	1.485063	1.401633	1.351968
Water Discharge (Excluding Saltwater)	Million cubic meters	0.662316	0.751904	0.692413	0.59722
Total Net Freshwater Consumption	Million cubic meters	0.67106159	0.733159	0.70922	0.754748

The data coverage represents 100% of operations, ensuring comprehensive reporting on water usage across all facilities.



Climate Strategy

Direct Greenhouse Gas Emissions (Scope 1)

Total direct GHG emissions from our operations (Scope 1) are reported annually, reflecting the impact of fuel combustion and industrial processes. The emissions for the past four years are as follows:

Direct Greenhouse Gas Emissions (Scope 1)	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Direct GHG Emissions (Scope 1)	metric tonnes CO_2 equivalents	-	1,84,346	1,38,304	1,17,226

The data coverage for the reported information represents 100% of the operations considered in the scope of the assessment.

Indirect Greenhouse Gas Emissions (Scope 2)

The table below outlines the location-based indirect greenhouse gas (GHG) emissions from our operations over the past four financial years.

Indirect Greenhouse Gas Emissions (Scope 2)	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Location-based	metric tonnes CO_2 equivalents	-	74,039	84,305	93,029

The data coverage for the reported information represents 100% of the operations considered in the scope of the assessment.



Indirect Greenhouse Gas Emissions (Scope 3)

The following data provides an overview of the total indirect GHG emissions (Scope 3) for the past four financial years, including detailed emissions breakdown by category based on the GHG Protocol Corporate Value Chain Standard. It includes information on the methodology used to calculate emissions and exclusions within each category.

Indirect Greenhouse Gas Emissions (Scope 3)	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Indirect GHG Emissions (Scope 3)	metric tonnes CO_2 equivalents	-	-	4,76,792	3,29,555

The data coverage for the reported information represents 100% of the operations considered in the scope of the assessment.

- Scope 3 Emissions Breakdown by Category for FY 2023-24:

Scope 3 Category	Emissions (in Metric tonnes CO_2e)	Emissions Calculation Methodology & Exclusions
1. Purchased Goods and Services	1,89,570	The emissions are calculated using a spend-based approach based on data from DNL's procurement system.
2. Capital Goods	2,533	A spend-based method is used, gathering data from DNL's procurement system for capital expenditures.
4. Upstream Transportation and Distribution	61,423	Emission factors are derived from a standardised emissions database, using supplier location data and transportation details from DNL's procurement system.
5. Waste Generated in Operations	25,031	Activity data on waste quantities, types and disposal methods is sourced from DNL's EHS department.
6. Business Travel	213	Data sourced from the travel portal database, with emission factors based on standard emissions databases.
7. Employee Commuting	1,968	Data from the HR database, using literature-based statistics and emission factors.
8. Upstream Leased Assets	97	Energy consumption data from leased warehouse assets is used in calculations.
9. Downstream Transportation and Distribution	48,720	Activity data from sales and distribution is used, with distance estimates based on customer locations.

Climate Governance

The Company's Board of Directors and Executive Management are responsible for overseeing and managing climate-related issues. A Board-level Committee has been constituted, namely Sustainability Committee, which handles the oversight of climate matters and climate-related issues are included in the Board's agenda, though they are addressed less frequently than annually or on an unspecified basis. Additionally, the above dedicated Committee is tasked with overseeing and addressing climate-related issues within the Company, ensuring a structured approach to climate responsibility.

As part of our commitment to aligning with global best practices in climate risk management and disclosure, DNL acknowledges the importance of the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Moving forward, we are dedicated to incorporating these recommendations into our Climate Risk Assessment (CRA) framework. This includes refining our methodologies, improving data accuracy, and ensuring alignment with TCFD's four pillars: governance, strategy, risk management, and metrics and targets.

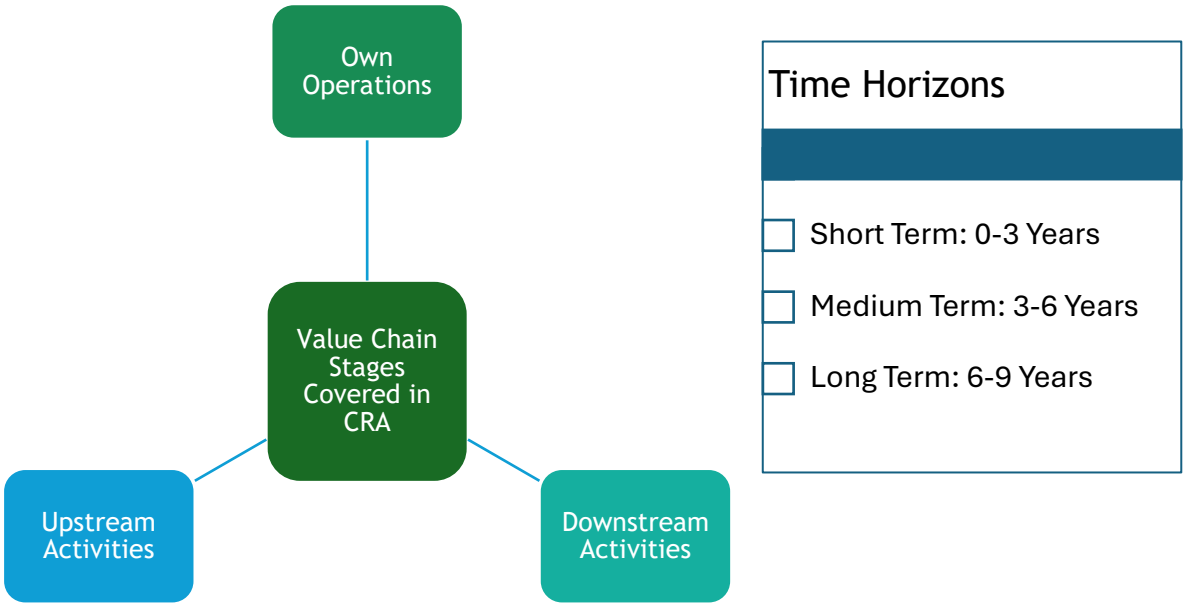
Climate Risk Management

Integration into Risk Management:
The climate risk management process is integrated into the Company's multi-disciplinary, company-wide risk management framework. This ensures that climate-related risks and opportunities are incorporated into the centralised Enterprise Risk Management program.

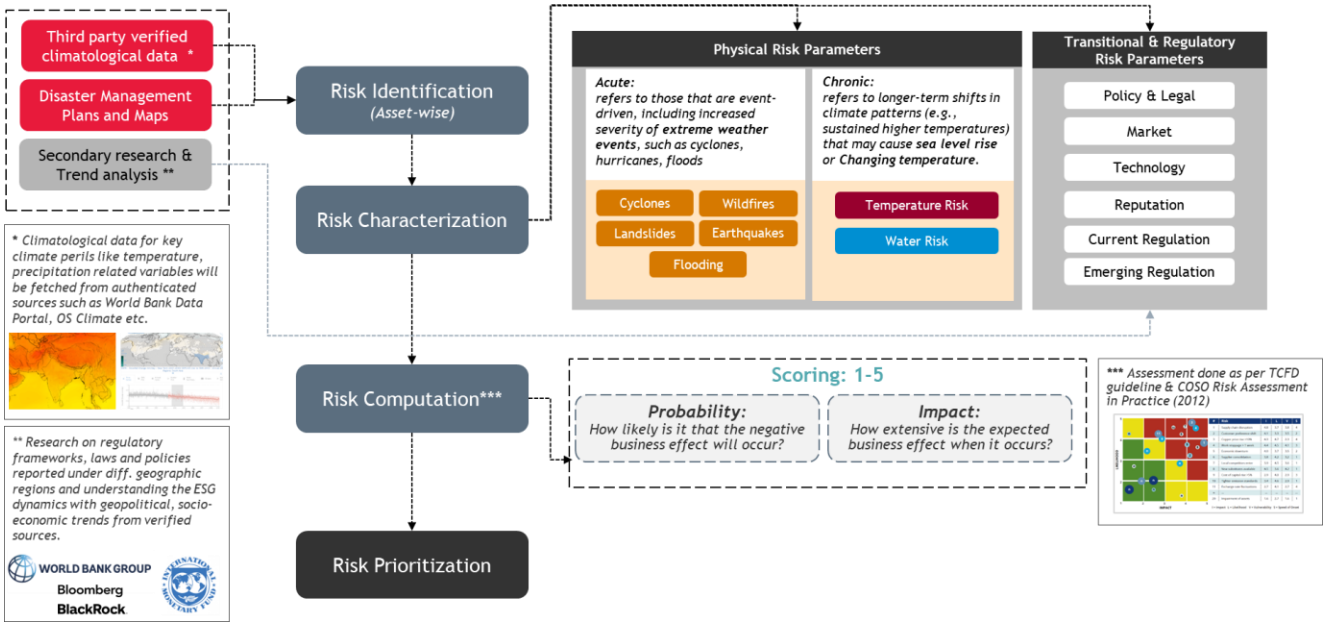
Climate Risk Assessment (CRA):
The following types of climate-related risks are included in the Company's risk assessment:

Physical Risks	
Acute *(Real time impacts)*	**Chronic** *(Long term compounding impact)*
Storms, Heatwaves, Drought & Flooding	*Sea Level Rise, Increased frequency of catastrophic events (i.e cyclones)*

Transitional Risks	
Legal and Policy	**Market**
Emerging carbon/energy-related regulations in specific jurisdictions	*Raw material costs volatility*
Technology	**Reputational**
Failed investments in low carbon technologies	*Increased stakeholder concern and negative feedback*



Overall Methodology for CRA



To address the growing impacts of climate change on our operations, DNL has implemented a structured Climate Risk Assessment (CRA) process. This approach is designed to identify, evaluate, and prioritize climate-related risks, ensuring informed decision-making and alignment with global best practices.

Data Sources:
The CRA process begins with the identification of risks using credible, third-party verified climatological data, disaster management plans, and secondary research. Trusted sources such as the World Bank Data Portal, IMF, and CS Climate databases are utilized to ensure reliability.

Asset-Based Focus:
Risks are identified for individual assets based on their geographical location and exposure to climate-related hazards.



Climate-Related Scenario Analysis

We utilise qualitative climate-related scenario analysis, considering a range of scenarios to assess potential impacts. These include:

Scenario Type	2°C or below
Transition Scenario	IEA 2DS[1]
Physical Scenario	RCP[2] 4.5 (or SSP2[3] 4.5)

Product Stewardship

Our renewable raw materials account for 0.011% of our total raw materials by weight or volume. This reflects our initial steps toward integrating natural or bio-based resources into our production processes.

Exposure to Hazardous Substances

100% of our products (by revenue) have undergone risk assessment for potential impacts on human health and the environment.

[1] International Energy Agency (IEA) - 2° Scenario
[2] Representative Concentration Pathway
[3] Shared Socioeconomic Pathway 2

Social Disclosures

Workforce Breakdown: Gender

We actively monitor the following indicators, with data coverage reported for over 75% of full-time employees (FTEs)

The table below outlines key indicators of gender diversity within our workforce, focusing on the representation of women across various levels and functions.

Indicator	Percentage
Share of women in total workforce (as % of total workforce)	3

Share of women in all management positions, including junior, middle and top management (as % of total management positions)

Indicator	Percentage
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	2.3
Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)	2.8
Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions)	3
Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (excluding support functions)	3

Human Rights

DNL has a policy outlining its commitment to uphold human rights across all operations. This policy includes a commitment to prevent and respect the following:

- Forced Labor
- Child Labor
- Discrimination
- Other fundamental rights
- Avoidance of corruption, extortion, embezzlement and other illicit incentives

Additionally, the policy establishes requirements for our own operations, including employees, direct activities, products and services, as well as for our suppliers.



Training and Development

Types of Trainings:

- PRATYAY Innovation workshop
- Leading Self Level-1
- Leading Other Level-2
- Special Interventions for Leadership
- Campus Training
- RASAYAN- Chemistry for chemical engineers
- TATVA- Chemical engineering for Chemist
- Kaushalya- Engineering Maintenance
- Functional Capability Building programmes (Sales & Marketing/ R&D/ Operations etc.)
- Building Learning Culture
- BEI Certifications

Employee Development Programs

Program Name	Description of the Program	Business Benefits of the Program	Quantitative Impact of Business Benefits (Monetary or Non-Monetary)	% of FTEs Participating in the Program	Comments
Chemistry for Chemical Engineers (Tatva)	Capability building in the production domain	Enhanced productivity	Improved efficiency and performance in the production domain	2%	This is a capability-building initiative for selected employees who meet eligibility criteria, so participation is limited.
HAZOP Leadership	Strengthening safety performance through leadership development	Developed leadership pipeline in the HAZOP domain	Improved leadership skills in HAZOP processes and safety protocols	2%	

Human Capital Return on Investment

The following table outlines key financial and employee-related metrics over the past four years, including total revenue, operating expenses and employee-related expenses. These data points are essential for evaluating the overall financial performance, employee costs and Human Capital Return on Investment (HC ROI). The table also provides insights into the total number of employees each year, offering a comprehensive view of the Company's financial health and workforce dynamics.

Category	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Revenue	18,22,68,00,000	25,81,85,00,000	31,35,13,00,000	28,48,04,56,109
Total Operating Expenses	13,44,07,00,000	19,39,84,00,000	25,25,28,88,249	23,69,58,95,810
Total Employee-Related Expenses	1,81,05,00,000	1,96,74,00,000	2,29,59,00,000	2,50,35,54,089
Total Employees	1,532	1,601	1,469	1,720
HC ROI	**3.64352**	**4.26324**	**3.65622**	**2.91111**

Hiring

The following table provides key metrics related to employee hiring and recruitment for the past financial years.

Indicator	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total number of new employee hires	-	-	339	230
Percentage of open positions filled by internal candidates (internal hires)	-	-	4%	11%
Average hiring cost/FTE (in ₹)	-	-	28,165	20,501

Total number of new employee hires (age-wise):

Age Category	FY 2021-22	FY 2022-23	FY 2023-24
< 30 years	149	197	139
30-50 years	81	119	83
> 50 years	5	11	8
Total	235	327	230

Percentage of Positions filled by internal candidates (internal hires):

Age Category	FY 2021-22	FY 2022-23	FY 2023-24
< 30 years	0.67	3.04	5.75
30-50 years	2.47	3.36	13.25
> 50 years	-	9.09	75
Total	1.28	3.36	10.86

Employee Support Programs

We address stress-related concerns through various support mechanisms. To promote team building and physical well-being, we organise sports events. Additionally, we offer parental leave to senior, middle and junior management staff, reinforcing our commitment to supporting work-life balance.

Family Benefits	
Paid parental leave for the primary caregiver	24 weeks
Paid parental leave for the non-primary caregiver	1 week
Paid family or care leave beyond parental leave	Yes

Turnover Rate

The total employee turnover rate is an important metric that helps track workforce stability and identifies areas for improvement in employee retention. Below are the turnover rates for the past four financial years:

Indicator	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Employee Turnover Rate (in %)	11.68%	13.43%	14.37%	14.32%

100% coverage (as % of all FTEs globally)

Employee Engagement and Wellbeing

We actively monitor and report on employee engagement, satisfaction and overall wellbeing through various metrics, including employee Net Promoter Score (eNPS) and survey participation. These indicators help us track the level of engagement within our workforce and identify areas for improvement.

Core Focus	FY 2022-23	FY 2023-24
% of employees with top level of engagement, satisfaction, wellbeing or employee net promoter score (eNPS)	68	68

100% coverage (as % of employees who responded to the survey)

In tracking employee metrics, our employee surveys address key aspects such as job satisfaction, where we assess external motivation by asking if employees are satisfied with their job; purpose, focusing on internal motivation by evaluating if employees feel their work has a clear sense of purpose; happiness, gauging how often employees feel happy at work; and stress, measuring how frequently employees experience stress at work.

Occupational Health & Safety

The table below outlines the Lost Time Injury Frequency Rate (LTIFR) for the financial years 2020-21 to 2023-24, providing insights into the safety performance across the organisation.

LTIFR (Employees)	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
LTIFR (n/million hours worked)	0	0	0.6104	0.282
Data coverage (as % of employees)	100			

LTIFR (Contractors)	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
LTIFR (n/million hours worked)	0	0	0	0.26
Data coverage (as % of contractors)	100			

Process Safety Event Overview

A Tier 1 Process Safety Event refers to incidents meeting industry-specific severity thresholds, defined by Center for Chemical Process Safety (CCPS), based on hazardous substance releases or their significant consequences. We prioritise process safety to protect our employees, assets and the environment. In line with industry standards, we classify process safety events into four tiers:

- **Tier 1**: Major incidents with significant consequences, such as fatalities or substantial environmental damage.
- **Tier 2**: Less severe incidents with limited impact.
- **Tier 3**: Near misses or incidents with potential for more severe outcomes.
- **Tier 4**: Indicators related to operational discipline and management system performance.

The table below shows the number of such events per million hours worked from FY 2020-21 to FY 2023-24, along with data coverage as a percentage of employees.

Indicator	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Number per million hours worked	0	0	0	0
Data coverage (as % of employees)	100			

Community Relations

1. Conducting local stakeholder or community impact assessments:
We conduct impact assessments, including gender impact assessments, to ensure that our community development programs are tailored to local needs, identified through baseline studies.

2. Clear communication channels for local stakeholders to communicate with the Company:
We establish broad-based local community consultation committees, ensuring clear communication channels for stakeholders to engage with the Company and voice concerns.

3. Capacity building for local stakeholders to ensure they can communicate with the Company:
Our programs focus on empowering local communities, including capacity-building initiatives that enable stakeholders to effectively communicate with the Company.

4. Regular surveys/reviews of perceptions for local stakeholders on engagement strategy:
We continuously review and assess stakeholder perceptions to improve our community engagement strategies and ensure they align with local needs and expectations.

5. Meeting with local stakeholders to identify emerging concerns:
Regular meetings with local stakeholders help us identify emerging concerns, allowing us to proactively address issues and adapt our programs to meet changing needs.

6. Tracking of grievances:
We have formal grievance processes in place that allow community members to raise concerns and we track grievances to ensure they are addressed in a timely and effective manner.

7. Stakeholder engagement programs are applied at all local operations:
Our stakeholder engagement programs are consistently applied across all local operations, ensuring that community involvement is integral to our business practices.

8. Community Involvement:
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. No incidents were reviewed or addressed and no remediation plans were implemented or completed.

People Analytics

At DNL, our approach to human capital management is rooted in the integration of advanced technologies, strategic workforce planning and people analytics to align our talent strategies with business objectives. This ensures that our workforce remains agile, engaged and well-prepared to drive sustainable business success.

People Analytics and Performance Measurement
We leverage *Darwinbox* as a centralised platform to manage our employee, hiring and training-related data. By applying people analytics—also known as HR or workforce analytics—we collect and analyse human resource data to derive actionable insights. This enables us to track employee performance, enhance individual and team outcomes and align workforce efforts with organisational goals.

Recruitment and Hiring Optimisation
Our recruitment strategy focuses on evaluating the effectiveness of recruitment channels, screening candidates and assessing the talent supply and demand. By utilising internal and external databases, we ensure the selection of the best-fit candidates and proactively identify internal employees with relevant skills to fill key roles.

Identifying Skill Gaps and Retention Risks
Through workforce analytics, we identify skill gaps as part of our strategic planning process to ensure the organisation is equipped to meet evolving demands. Additionally, by monitoring employee engagement and satisfaction, we proactively identify flight risks. This allows us to implement targeted retention strategies to address concerns related to career growth, job satisfaction or compensation, ensuring our talent remains motivated and engaged.

Key Links and References

53rd Annual Integrated Report 2023-24

https://godeepak.com/wp-content/uploads/2024/07/DNL-AR-2023-24.pdf

1st Sustainability Report 2023-24

https://www.godeepak.com/wp-content/uploads/2024/11/Deepak_Nitrite_Limited_Sustainability_Report_FY_2023-24.pdf

Policy Manual

https://www.godeepak.com/wp-content/uploads/2024/11/Revised-Policy-Manual.pdf

Code of Conduct for Employees

https://www.godeepak.com/wp-content/uploads/2021/05/Code-of-Conduct-for-employees-1-9-2020.pdf

Whistleblower Policy

https://www.godeepak.com/wp-content/uploads/2020/01/Whistle_Blower_Policy.pdf

Sustainable Procurement Policy

https://www.godeepak.com/wp-content/uploads/2024/01/Sustainable-Procurement-Policy.pdf

Supplier Policy

https://www.godeepak.com/wp-content/uploads/2024/01/Supplier-Policy-Code-of-Conduct.pdf

Independent Assurance Statement

53rd Annual Integrated Report 2023-24 (Page 207-209)

https://godeepak.com/wp-content/uploads/2024/07/DNL-AR-2023-24.pdf

1st Sustainability Report 2023-24 (Page 136-139)

https://www.godeepak.com/wp-content/uploads/2024/11/Deepak_Nitrite_Limited_Sustainability_Report_FY_2023-24.pdf

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