

DALMIA BHARAT LIMITED

# ESG DATA BOOK



FY 2022 - 2023

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### ***Scope of the ESG Data Book***

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In line with our commitment to transparency and accountability, we present our ESG Data Book, which acts as a supplementary resource to the metrics and statements pertaining to environmental, social, and governance (ESG) factors in our annual integrated report and other relevant media. The ESG Data Book offers an encompassing overview of our organizational performance and impact in these crucial areas, aiming to provide stakeholders with a comprehensive overview of our commitment to sustainable practices. This document is designed to enhance transparency, instil confidence, and strengthen accountability regarding our ESG initiatives and progress.

The primary purpose of the ESG Data Book is to augment the information available in our integrated report and similar media by offering more detailed insights into our ESG performance. By providing key performance indicators (KPIs), benchmarks, links to company policies, and ESG targets, this publication facilitates a thorough assessment of our organization's efforts in achieving its ESG goals. It allows stakeholders, including investors, customers, employees, regulators, and the wider public, to gain a deeper understanding of our ESG strategies, achievements, and ongoing challenges.

By offering a compilation of data, our ESG Data Book aims to foster informed decision-making among stakeholders and empower them to evaluate our commitment to sustainability. The information provided within the book is consistent with the guidelines and frameworks set forth by recognized ESG reporting standards, ensuring the credibility and comparability of our data.

To further reinforce the credibility and reliability of our ESG disclosures, we have sought an independent assurance report for the fiscal year 2022-23. The independent assurance report serves as external validation, conducted by a third-party assurance provider, to assess the accuracy, completeness, and reliability of the data and information presented in the integrated annual report and also reflected in the ESG Data Book.

By subjecting our ESG reporting to external scrutiny, we demonstrate our dedication to transparency and openness. The assurance statement, issued by the independent assurer, is appended to both the Integrated Report and the ESG Data Book, signifying that the entire reporting exercise has been subjected to rigorous validation.

As part of our ongoing commitment to continuous improvement, we are proud to announce that we are transitioning from limited to reasonable assurance for our ESG disclosures. This shift signifies our dedication to strengthening the credibility and trustworthiness of our reporting. Reasonable assurance, provided by independent experts, entails a more in-depth examination of data and processes, providing stakeholders with an even higher level of confidence in the accuracy and reliability of our ESG disclosures.

### ➤ **The Reporting Boundary**

The scope of reporting in the Dalmia Bharat Limited Integrated Report (FY 2022-23), which is also applicable to ESG Data Book, is defined to encompass all activities that are consolidated for financial reporting purposes. This delineation ensures that the report provides a consistent, comprehensive and accurate representation of the organization's performance, commitments, and impact, thereby adhering to recognized reporting principles and standards such as GRI and IIRC.

The reporting boundary has been defined in the "About the Report" section of the Dalmia Bharat Limited Integrated Report (FY 2022-23). This dedicated section, accessible on our official website, provides comprehensive details regarding the scope of reporting, including the criteria used to determine the entities and activities included, and any exclusionary parameters that have been applied.

### ➤ **Corporate Governance**

At Dalmia Bharat, we uphold a steadfast commitment to the principles of good corporate governance, recognizing its pivotal role in driving the sustainable growth and success of our organization. As part of our proactive approach to governance, we conduct a comprehensive self-assessment of the board's performance, which serves as a vital tool to evaluate the effectiveness and functioning of our board of directors.

The self-assessment process involves the active participation of all board members, who engage in a reflective evaluation of their own individual performance as well as the performance of their fellow directors. This constructive assessment encompasses a broad spectrum of key elements, including the overall performance of the board as a collective entity, the efficacy of each committee operating under the Board, and the leadership acumen demonstrated by the Chairman.

By undertaking this self-assessment, we aim to identify and recognize areas of strength within the board's operations, as well as areas that may benefit from improvement. This introspective exercise plays a crucial role in fostering continuous improvement and promoting excellence in governance practices. The insights gleaned from the assessment empower us to refine our decision-making processes, enhance communication channels, and strengthen the collaborative dynamics within the board. The self-assessment process is designed to be rigorous and impartial, emphasizing candid and open feedback from all board members. This approach facilitates a comprehensive and objective evaluation, ensuring that any challenges or potential issues are highlighted without reservation. It further encourages a culture of transparency, trust, and accountability among board members.

## ➤ **Risks Identification and Reporting**

Dalmia Bharat follows a comprehensive approach to risk identification and reporting to ensure effective risk management across its operations. We recognize the importance of identifying and addressing risks associated with its business activities, including environmental, social, and governance (ESG) risks. Dalmia Bharat enables a proactive approach among individual employees to identify and report potential risks organization wide, this approach cultivates a culture of risk awareness among everyone at Dalmia Bharat and empowers timely reporting for effective risk management.

## ➤ **Enterprise Risk Management**

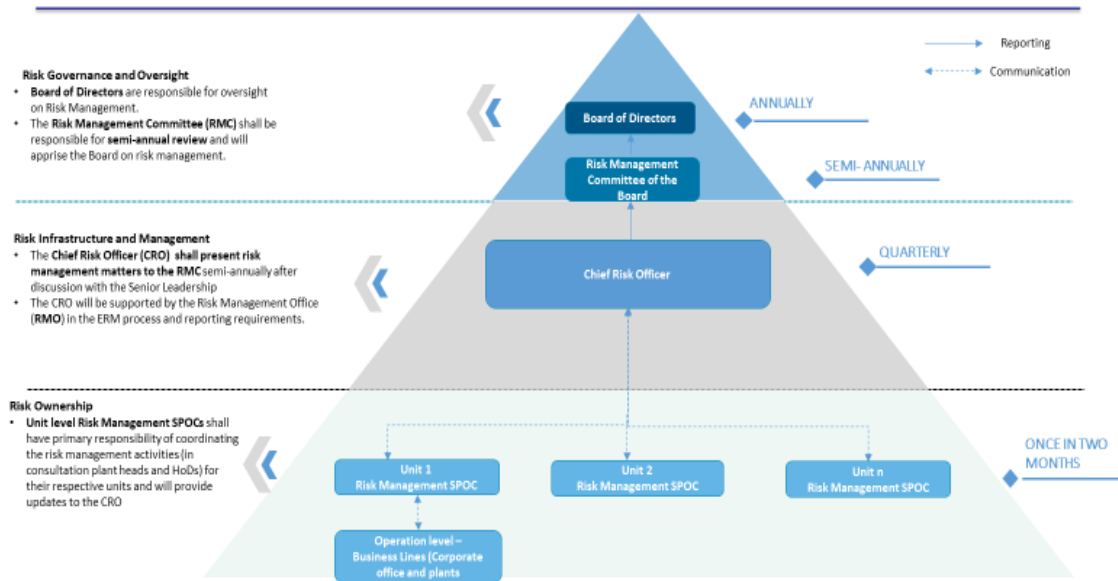
Dalmia Bharat maintains a robust risk monitoring system to track identified risks. This includes monitoring key risk indicators, industry trends, regulatory changes, and emerging risks. The company has established reporting mechanisms to ensure timely reporting of relevant risks to the appropriate management levels and stakeholders. A combination of top-down and bottom-up approaches is used to identify, assess, monitor, and mitigate risks by risk professionals and owners across the group. Risk Management Committee (RMC) is structurally independent of Dalmia Bharat's business line, with Chief Risk Officer (CRO) appointed to drive ERM initiatives and regularly ensuring risk management education for non-executive directors. We review our company's risk exposure at least twice a year or as and when required.

We implement risk mitigation strategies to minimize the likelihood and impact of identified risks. This involves implementing controls, policies, and procedures, as well as conducting regular audits and inspections to ensure compliance with risk management protocols. In the event of significant risks, the company develops response plans and communicates them to relevant stakeholders.

We consider feedback from stakeholders, evaluate industry best practices, and evolving risk landscape to strengthen our risk management framework. This ensures that the company remains proactive in identifying and addressing emerging risks.

ESG is an important reporting indicator for firm sustainable firm performance. The impact of mitigating the ESG risk means a positive impact on environmental and social sustainability. It is crucial to ensure sustainability. The incorporation of ESG risk into companies' planning implies the transition of companies to corporate sustainability and to reducing the ESG risk, which is critical in the context of strategic action. We recognize that ESG risks can significantly impact our long-term sustainability and reputation. Therefore, we ensure that ESG-related risks, such as climate change, environmental impacts, health and safety, and supply chain risks, are adequately identified, assessed, and reported in our annual integrated reports.

## Risk Management Policy - Risk Governance Structure



### ■ Risk Exposure Review

The risk exposure is assessed and reviewed on a yearly or annual basis to ensure that the organization stays up-to-date with the changing risk landscape and can make informed decisions about risk management strategies. This regular review allows the organization to identify any new or emerging risks, reassess the likelihood and impact of existing risks, and adjust risk mitigation measures accordingly. By conducting an annual risk exposure review, we are able to proactively identify potential threats and opportunities, enhance their risk resilience, and align risk management efforts with their overall business objectives. This iterative process ensures that we remain adaptive and responsive to the dynamic risk landscape and helps in building a culture of risk-awareness and proactive risk management.

### ■ Risk Culture

Dalmia Bharat places a strong emphasis on building a robust risk culture within the organization. The company recognizes that a strong risk culture is crucial for effective risk management and overall business success. Here are some key aspects of Dalmia Bharat's risk culture:

**Risk Awareness:** Dalmia Bharat promotes a culture of risk awareness among all employees, from top management to frontline workers. Employees are educated about various types of risks and their potential impact on the organization.

**Accountability:** The company encourages a culture of accountability, where each employee understands their role in managing risks and takes ownership of risk-related responsibilities.

**Transparent Communication:** Dalmia Bharat fosters open and transparent communication about risks across the organization. Employees are encouraged to report risks and potential issues without fear of reprisal.

**Risk Governance:** The company has well-established risk governance structures, including risk committees and risk management teams, which are responsible for overseeing and managing risks at different levels of the organization.

**Risk Assessment:** Dalmia Bharat conducts regular risk assessments to identify and evaluate potential risks. These assessments help in understanding the likelihood and potential impact of risks on the business.

**Risk Mitigation Strategies:** The company develops and implements comprehensive risk mitigation strategies to address identified risks effectively. These strategies are aligned with the organization's overall goals and objectives.

**Training and Development:** Dalmia Bharat invests in training and development programs to enhance risk management capabilities among employees. This includes workshops, seminars, and skill-building initiatives.

**Continuous Improvement:** The company believes in continuous improvement and regularly reviews its risk management processes to identify areas for enhancement and refinement.

**Incentives for Risk Management:** Dalmia Bharat recognizes and rewards employees who actively contribute to risk management and adopt risk-aware behavior.

**Integration with Business Strategy:** Risk management is integrated into the company's overall business strategy, ensuring that risks are considered when making strategic decisions.

#### ▪ **Emerging Risk Management**

The company employs several strategies and practices for emerging risk management. We conduct thorough risk assessments and scenario planning exercises to anticipate and understand emerging risks. By integrating emerging risk management into its overall risk management framework, Dalmia Bharat aims to enhance its ability to anticipate, understand, and respond effectively to evolving risks. This proactive approach helps us in maintaining the competitive advantage, protect stakeholder interests, and sustain long-term value creation. Following are the identified key emerging risks for our organization –

## Geopolitical Contestation of Strategic Resources

- As a company with significant operations and interests in strategic resources such as minerals, fuels, and other critical raw materials, any geopolitical instability or conflicts in regions where these resources are abundant could impact our supply chain and operational continuity.
- Geopolitical contestation can impact the stability and security of supply routes for these resources, leading to potential transportation and logistical challenges. In extreme cases, it may even pose risks to the safety and security of our personnel and assets operating in these regions.
- To address this emerging risk, Dalmia Bharat closely monitors geopolitical developments and adopts proactive measures to diversify sourcing locations, build strategic partnerships, and invest in technologies that enhance resource efficiency and reduce dependency on critical resources that are prone to geopolitical volatility. Implementing robust risk management strategies and contingency plans are crucial to mitigate the potential impacts of geopolitical contestation on our operations and ensure long-term resilience and sustainability for the company.
- While some geopolitical events may have more immediate effects on the supply chain and operations, the full ramifications of such contestations may take several years to unfold. To effectively address this emerging risk, Dalmia Bharat has adopted a forward-looking approach that considers potential geopolitical scenarios and their implications on strategic resources for the next 3 to 10 years and beyond.

## Natural Disasters and Extreme Weather Events

- As climate change continues to impact the frequency and intensity of extreme weather events, such as hurricanes, floods, droughts, and heatwaves, the potential for disruptions to Dalmia Bharat's operations and supply chains increases significantly.
- The time horizon for this risk is both medium-term and long-term. In the medium-term (3 - 10 Years), Dalmia Bharat may face immediate challenges and disruptions from sudden natural disasters, such as severe storms that could damage facilities, disrupt transportation, and cause power outages. These short-term impacts can lead to production delays, increased costs, and potential revenue losses.
- In the long term (10 - 30 Years), the increasing frequency of extreme weather events can have more profound and sustained effects on Dalmia Bharat's operations. For instance, recurring droughts can impact water availability for cement production, affecting production capacities and increasing water-related costs. Similarly, rising sea levels and coastal flooding could threaten facilities located in vulnerable areas, leading to potential relocations or substantial investments in infrastructure protection.

### ■ Climate Risks and Control Mechanisms

Dalmia Bharat's proactive approach to addressing these climate risks involves a combination of short-term and long-term strategies, incorporating best practices from sustainability standards, climate science, and industry peers. Through continuous monitoring, evaluation, and adaptive planning, Dalmia Bharat aims to enhance climate resilience, minimize potential impacts, and maintain its commitment to sustainable practices.



**Table 1: Climate Risks and Control Mechanisms for Dalmia Bharat**

S. No.	Key Climate Risks	Description including potential impacts	Likelihood and Magnitude	Mitigation Strategy
1.	Extreme weather events	<p>Dalmia Bharat is susceptible to extreme weather events such as hurricanes, floods, and heatwaves. These events can cause damage to facilities, disrupt transportation and supply chains, and result in production delays and shutdowns.</p> <p>Potential Impacts: Infrastructure damage, increased operational costs, supply chain disruptions, revenue losses, reputational damage.</p>	High likelihood with increasing severity due to climate change impacts.	Implementing disaster preparedness plans, improving facility resilience, diversifying sourcing locations, and investing in climate-resilient infrastructure.
2.	Water Scarcity and Stress	<p>Dalmia Bharat's cement production relies significantly on water, and water scarcity or stress in critical regions could hinder operations and increase costs.</p> <p>Potential Impacts: Reduced production capacity, increased water procurement costs, reputational risk, regulatory challenges.</p>	Medium to high likelihood, depending on water availability in specific locations.	Adopting water conservation measures, implementing water recycling and reuse practices, engaging with local communities for sustainable water management.
3.	Regulatory Changes and Carbon Pricing	<p>Shifting regulatory landscape and the introduction of carbon pricing mechanisms could impose financial penalties on emissions, affecting Dalmia Bharat's operational costs and competitiveness.</p> <p>Potential Impacts: Increased operating costs, potential penalties for non-compliance, competitiveness challenges.</p>	Medium likelihood, but high magnitude impact if stringent regulations are enforced.	Continuously monitoring and complying with evolving climate-related regulations, investing in energy-efficient technologies, and transitioning towards low-carbon operations.

4.	Supply Chain Disruptions	Climate-related risks can disrupt Dalmia Bharat's supply chain, affecting the availability of critical raw materials and transportation logistics.  Potential Impacts: Delayed production, increased costs, reduced operational efficiency.	Medium likelihood, with moderate to high impact depending on the severity of disruptions.	Diversifying sourcing locations, building resilient supply chains, engaging with suppliers to assess and manage climate risks.
5.	Reputation and Stakeholder Perception	Increasing awareness and concern about climate change may impact Dalmia Bharat's reputation and stakeholder perception if the company is perceived as not taking sufficient action.  Potential Impacts: Loss of investor confidence, difficulty in attracting customers and talent, negative media coverage.	Medium likelihood, with potentially significant reputational damage.	Transparent reporting of climate-related initiatives, communication of sustainability efforts, and active engagement with stakeholders.

#### ➤ **Information Management**

At Dalmia Bharat, we acknowledge the threat of ever evolving Cyber-attacks and we are continuously improvising the Information and Cybersecurity posture by defining and implementing right set of policies, procedures and controls to manage these 'new age' Risks by adopting Global Standards and leading practices. We have implemented a series of Cybersecurity controls in the organization that cover the People, Process and Technology layers. The key aspects of our IT and Information Security Policies are:

##### - **Be Aware**

We organize continuous training and awareness programs on Information and Cybersecurity for our talents. Our focus remains on sharing the best practices that will not only help our talents at workplace but also helps to protect from cyber frauds in our personal lives.

##### - **Defence in Depth**

We design policies and controls to protect our technology layers including but not limited to Infrastructure, Business Applications, Communication and Accessibility. We strive to adopt leading cybersecurity controls that are 'fit-for-purpose' and scalable to meet the requirements of our business ambitions.

##### - **Early Detection and Interception**

We perform 24x7 Cybersecurity Monitoring on our mission critical technology infrastructure. Relevant actions are taken based on findings to mitigate the risks. We also integrate the threat intelligence to prevent the potential cyber-attacks.

##### - **Data Protection**

We have put in various controls to protect enterprise data from external and internal data leakage attacks and continuously improve the data protection program.

- **Test of Effectiveness**

Our technology environment undergoes periodic systems' testing, both internal and external. In addition, we perform ethical hacking and other threat simulation exercises to derive upon focused action plan to mature our Cybersecurity posture.

- **Secured Ecosystem**

Design, build and acquire safe and secure IT systems, including infrastructure and business applications. Our endeavour is to build a strong cybersecurity partner ecosystem and continuously improve the supplier security posture.

We have a detailed Cyber Security roadmap aligned with our business vision and we will continue to focus on building a robust and sustainable Cyber Secure environment, keeping 'People First' approach on our mind.

➤ **Materiality Assessment**

Dalmia Bharat recognizes the importance of materiality assessment as an integral part of its Enterprise Risk Management (ERM) process. Materiality assessment helps the company identify and prioritize risks based on their potential impact on the organization's strategic objectives, financial performance, reputation, and stakeholder interests. By integrating materiality assessment into its ERM process, we ensure that risks with the highest potential impact are given appropriate attention and resources. This helps us to make informed decisions, allocate resources effectively, and strengthen its resilience to key risks that could affect its long-term sustainability and success.

Our Integrated Report contains information that is material to our stakeholders and our ability to create value. The materiality assessment is conducted and reviewed once in every 2-3 years. We have provided information on how we strategically address the material issues that is verified by a third-party assurance provider. The Group Management as well as external stakeholders are involved in the identification and assessment of the material issues. We started the materiality assessment in the financial year FY23 and the results of the same would be implemented in FY 24. A third party has been identified and involved to carry out materiality assessment as per the Global Reporting Initiative (GRI) latest standard materiality assessment guidelines. The results the analysis would be available and implemented in the next reporting cycle (FY 24).

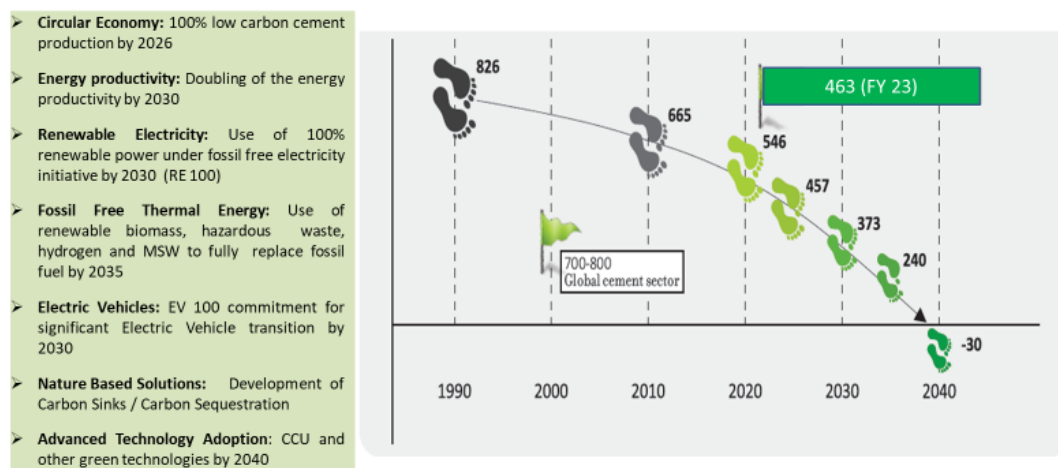
## Environmental Disclosures

### ➤ Climate change mitigation

Our/ commitment is to achieve carbon negativity business operation by 2040.

We are committed to the Science-Based Targets initiative (SBTi) in accordance with the 1.5-degree scenario outlined in the Paris Agreement and we already have below 2-degree Science Based Target approved for both Scope 1 and Scope 2 emissions. To translate our carbon-negative roadmap into actionable and measurable objectives, we have developed the Dalmia Determined Contributions (DDC). These contributions align with the Paris Climate Agreement and Sustainable Development Goals and consist of a combination of existing and innovative strategies. To successfully meet our ambitious targets, we emphasize continuous growth, sustainability, and decarbonization efforts across our operations.

#### Dalmia Carbon Negative Roadmap – Past, Present and the Future



#### Dalmia Bharat SBTi approved targets and performance

<p><b>Dalmia Bharat Limited</b> ★</p> <p>India, Asia</p> <p>Date published/updated: 2022</p> <p>Sector: Construction Materials</p>	<p><b>WELL-BELOW 2°C</b></p> <p><b>SCIENCE BASED TARGETS</b></p> <p>DRIVING AMBITIOUS CORPORATE CLIMATE ACTION</p> <p><b>Target summary</b></p> <p>Near term: Well-below 2°C by FY2034</p> <p>Net zero: Committed</p> <p>★ Business Ambition for 1.5°C campaign member</p>	<p>16% reduction achieved in Scope 1 achieved against 2019 SBTi baseline (FY 23 audited results)</p> <p>17% reduction achieved in Scope 2 against 2019 SBTi baseline (FY 23 audited results)</p> <p>16% overall reduction achieved in Scope 1+2 against 2019 SBTi baseline (FY 23 audited results)</p>												
<ul style="list-style-type: none"> <li>Dalmia Bharat Limited commits to reduce scope 1 GHG emissions 32% per ton of cementitious material by FY2034 from a FY2019 base year.</li> <li>Dalmia Bharat Limited also commits to reduce scope 2 GHG emissions 61.9% per ton of cementitious material within the same timeframe.</li> <li>The target boundary includes biogenic emissions and removals from bioenergy feedstocks.</li> </ul>	<table> <tr> <th>Description</th><th>Baseline SBTi value (FY 19)</th><th>Current SBTi value (FY 23)</th></tr> <tr> <td>Scope 1</td><td>608</td><td>510</td></tr> <tr> <td>Scope 2</td><td>28</td><td>23</td></tr> <tr> <td>Total</td><td>636</td><td>533</td></tr> </table>	Description	Baseline SBTi value (FY 19)	Current SBTi value (FY 23)	Scope 1	608	510	Scope 2	28	23	Total	636	533	
Description	Baseline SBTi value (FY 19)	Current SBTi value (FY 23)												
Scope 1	608	510												
Scope 2	28	23												
Total	636	533												

In terms of transitional risk, we have created both short-term and net-zero (long-term) roadmaps, which have been endorsed by the Science-Based Target Initiative (SBTi). These roadmaps outline the

strategies and financial planning required to achieve our targets over the coming years. Our roadmap includes specific actions to reduce emissions while considering our business expansion and growth. Moreover, we have implemented an internal carbon pricing mechanism to support additional carbon reduction initiatives.

Dalmia Bharat has set carbon emission reduction targets, validated by the Science Based Targets Initiative (SBTi), aiming to reduce Scope 1 CO<sub>2</sub> emissions by 32% and Scope 2 CO<sub>2</sub> emissions by 61.9% by FY34, using FY19 as the baseline year. Additionally, our long-term goal is to achieve carbon neutrality by 2040, which surpasses the ambitions of the global cement sector. To achieve this, we have already established a well-structured roadmap and strategy in place, outlining our path to carbon neutrality by 2040. We have achieved carbon footprint of 463 KgCO<sub>2</sub>/t cementitious material (FY 23) against baseline of 546 KgCO<sub>2</sub>/t cementitious material (FY 19).

<b>Parameters</b>	<b>Unit</b>	<b>FY-22-23</b>
<b>CO2 emissions</b>		
Total direct CO2 emissions – gross (Cement)	Million tCO <sub>2</sub> /year	12.41
Total direct CO2 emissions – net	Million tCO <sub>2</sub> /year	11.85
Specific CO2 emissions – gross	kg/t of cementitious material	485
Specific CO2 emissions – net	kg/t of cementitious material	463
Improvement Rate (Over 1990)		44%
<b>Emissions</b>		
Overall coverage rate	%	100%
Coverage rate continuous measurement	%	100%
PM Emission Absolute	Tons/year	468
PM Emission Specific	g/tonne clinker	31
NOx Emission Absolute	Tons/year	11,182
NOx Emission Specific	g/tonne clinker	745
SOx Emission Absolute	Tons/year	3,202
SOx Emission Specific	g/tonne clinker	213
Average Mercury (Hg) Emission	Tons/year	0.01
<b>Fuels and Raw Material</b>		
Kiln fuels	million Tons/year	1.89
Total Energy from fuels used in clinker production	TJ	46,714
Alternative fuels	Tons/year	5,22,986
Energy from alternative fuels	TJ	7,177
Alternative fuel rate (kiln fuels)	%	15%
Biomass fuels	Tons/year	39,698
Energy from biomass fuels	TJ/year	795
Biomass fuel rate (kiln fuels)	%	2%
Total raw materials for clinker produced	million tons	22.43

<i>Total alternative raw material for clinker produced (ARM)</i>	<i>million tons</i>	<i>0.86</i>
<i>Total Raw Materials for cement produced</i>	<i>million tons</i>	<i>10.57</i>
<i>Total Alternative Raw Materials for cement produced (ARM)</i>	<i>million tons</i>	<i>10.13</i>
<i>Total Alternative Raw Materials for cement produced (% ARM) as per GCCA</i>	<i>%</i>	<i>42%</i>
<i>Specific heat consumption for clinker production</i>	<i>MJ/tonne</i>	<i>3,112</i>
<i>Clinker/cement (equivalent) factor</i>	<i>Number</i>	<i>58.5</i>
<b>Energy consumption</b>		
<i>Total Renewable Energy Consumption</i>	<i>MWh</i>	<i>9,53,531</i>
<i>Total Non-Renewable Energy Consumption</i>	<i>MWh</i>	<i>1,63,47,922</i>
<b>Safety</b>		
<i>Number of fatalities, directly employed</i>	<i>Number</i>	<i>Zero</i>
<i>Number of fatalities, contractors and sub-contractors</i>	<i>Number</i>	<i>Zero</i>
<i>Number of fatalities, third parties</i>	<i>Number</i>	<i>Zero</i>
<i>Number of lost time injuries (LTI), directly employed</i>	<i>Number</i>	<i>1</i>
<i>Number of lost time injuries (LTI), contractors and sub-contractors</i>	<i>Number</i>	<i>7</i>
<i>LTIFR, directly employed</i>	<i>-</i>	<i>0.17</i>
<i>LTIFR, contractors and sub-contractors</i>	<i>-</i>	<i>0.21</i>
<i>LTI severity rate, directly employed</i>	<i>-</i>	<i>14.5</i>
<b>Water</b>		
<i>Total Water withdrawal</i>	<i>million m3/year</i>	<i>4.59</i>
<i>Water discharge</i>	<i>million m3/year</i>	<i>-</i>
<i>Water Consumption (Total Water withdrawal – Water Discharge)</i>	<i>million m3/year</i>	<i>4.59</i>
<i>Amount of Water Consumption per unit of product</i>	<i>Litres/tonne of cementitious material</i>	<i>179.4</i>
<i>Number of sites</i>	<i>Number</i>	<i>14</i>
<i>Number of sites with a water recycling system</i>	<i>Number</i>	<i>14</i>
<b>Gross GHG emissions as per GRI definitions</b>		
<i>Scope I Emission (GRI)</i>	<i>million tCO2/year</i>	<i>13.06</i>
<i>Scope II Emission (GRI)</i>	<i>million tCO2/year</i>	<i>0.59</i>
<i>Scope III Emission (GRI)</i>	<i>million tCO2/year</i>	<i>1.32</i>

*We have Zero fatality and Zero harm as a running safety target for every year*

## ➤ Biodiversity

Dalmia Bharat Limited performs biodiversity risk assessment and Environmental Impact Assessment (EIA) periodically and before the acquisition of new sites for setting up manufacturing units. We perform environmental impact assessment (EIA) before we acquire any plants or during expansion of plants and ensure there are no biodiversity risks. We also periodically assess our operations' impact on biodiversity which includes pollution check, noise check, water availability, programs for protection of wildlife, etc. All the sites assessed have no risks related to biodiversity loss or degradation. However, we have biodiversity protection and management plans at all sites as part of our environment management system, which are periodically reviewed.

Biodiversity Impact Assessment Indicators	Number of Sites	Area (Hectare)
Total number and the total area of our own operational sites	14	4,200
Coverage for biodiversity impact assessments for our own operational sites	14	176,000 <sup>1</sup>
Of the sites assessed, sites having a significant biodiversity impact, or are in proximity to critical biodiversity, and the total area of these sites	0	0
Of those sites that have a significant biodiversity impact, or are in proximity to critical biodiversity, sites having a biodiversity management plan, and the total area of these sites	14	0

Dalmia Bharat is deeply committed to biodiversity management and assessment. We recognize the importance of protecting biodiversity and ecological balance in the areas where we operate. As part of our sustainability efforts, we have implemented biodiversity management plans at all our operating sites. These plans are designed to safeguard and enhance biodiversity and ecosystem health around our facilities. Biodiversity impact assessments have been carried out at all our mines and seven cement plants. The assessments have revealed that none of our mining sites or plants are located near critical biodiversity areas. To proactively protect and enhance biodiversity, we have developed comprehensive biodiversity management plans that encompass a 10 km radius from the boundaries of our facilities.

We conduct thorough biodiversity impact assessments across our mining sites and cement plants to understand their potential impacts on the surrounding environment and biodiversity. These assessments help us identify any risks and develop effective mitigation measures to minimize our ecological footprint.

The preservation of environmental balance and biodiversity is of utmost importance in maintaining the ecosystem's value within any region. During the early stages of industrialization, the impact on ecosystem health was considerable, necessitating the implementation of rigorous mitigation and management plans for industrial projects. In alignment with sustainable development goals set by national and international biodiversity authorities, conducting environmental impact assessments and obtaining prior approval have become mandatory for establishing industrial projects.

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<sup>1</sup> As per the guidance provided in the DJSI, the assessment for the critical and high biodiversity area identification carried out based on maximum 2 km radius proposed for the biodiversity assessment: 2 km radius of each site gives an assessment area of 12.57 Sq. km\* 14 sites, which would be 176 km<sup>2</sup> = 176,000 Hectares

- **Biodiversity Exposure Assessment (FY 2022 – 23)**

In FY 2022-23, Dalmia Bharat conducted biodiversity exposure and assessment study on the environmental baseline survey conducted within the 10 km buffer zone of Dalmia Bharat Cement Limited, situated in Thamaraiikulam Village, Ariyalur district, Tamil Nādu. The study indicates that the cement industry's operations may potentially have significant impacts on the water, air, and land environments, prompting a need for thorough environmental protection measures. The main objectives of the study were –

- To prepare a land use/ land cover classification map for the study area covering the 10-kilometre radius of the cement factory site. The prime idea behind deriving the land use classification is to ensure the current land ecological status of the nearby locations of the factory and to check if there are any vulnerable sites that need to be mitigated in accordance with the nature of prevalent stress.
- To identify and represent the major land use land cover features of the study area.
- To prepare an ecological sensitivity map for understanding the ecological sensitivity of the region.
- To make a detailed assessment of risks to biodiversity from the project as well as to understand the risks to project arising from these. Based on these observations, to prepare suitable mitigation plans for the conservation of the buffer area around the factory.

Based on the field observations conducted within the 10 km buffer of the project site, no species listed in the IUCN (International Union for Conservation of Nature) scheduled list were recorded. Within this buffer zone, a total of 53 plant species were identified and documented based on visual observations in the field and secondary information obtained from local residents. Regarding the faunal diversity, 33 different groups were identified and recorded, including 12 mammalian classes, 7 reptilian classes, 2 amphibian classes, 11 insecta classes, and 1 archnidae class. It is important to note that none of the identified plant species in the study area are listed in the IUCN red list. Notably, among the faunal diversity, the Peacock has been identified in the study area, which is categorized as a schedule-1 animal according to the IUCN red list.

To improve the environmental health quality and biodiversity around the project area Dalmia Bharat Limited will implement the conservation plan along with budgetary allocation. All above activities will be carried out with the consultation of local forest department and Gram Panchayat of respective villages.

The following conservation measures are being undertaken during the operation phase-

- Increasing the tree cover in the buffer area for shelter and roosting of peacocks. This will be achieved by planting of tree groves in buffer area.
- Wildlife protection display boards/signage will be displayed along the roadside. New sign board with better nighttime vision will be installed in corridor roads.
- Measures will be undertaken to sensitise the kitchen personnel about the presence of peafowl in the area so that no kitchen waste is found scattered around the camp site.
- Creation of awareness programme among working personnel involved in the project activity.
- Discharge of wastewater and dumping of solid waste will be undertaken after proper treatment to minimize the contamination in water-soil system in the vicinity of the project site.



- Conduction of awareness programme for project personnel associated with transportation, to ensure that he follows the rules properly and drive slowly in the Peafowl habitat area particularly during night-time.
- Distribution of pamphlets, booklet, T-Shirts, Hats containing information, pictures and conservation message about the Peafowl during awareness programs like rally, student competition, community meeting, training workshop.
- Created awareness among local people, villagers, district administrative staff and forest personnel, NGOs and educational institutes for the protection, research and monitoring of Peafowl.

### ➤ **Supply Chain Sustainability**

At Dalmia Bharat, as part of our commitment to sustainability and responsible business practices, we recognize the importance of identifying and addressing material risks that are present in our supply chain. Our Supplier's ESG Program is under development, and we are actively working on aligning our purchasing practices with Supplier Code of Conduct and ESG requirements. We also conduct regular reviews of our purchasing practices to make sure that they are in line with our sustainability objectives.

We have integrated ESG (Environmental, Social, and Governance) principles into our supply chain management strategy. As part of this effort, we have revised our existing supplier code of conduct to include comprehensive coverage of all ESG parameters. Both our existing suppliers and new suppliers will be required to comply with this updated supplier code of conduct.

Furthermore, we have developed a detailed plan to identify our most critical suppliers from based on factors such as the highest expenditure and reliance on a single source supplier. We are actively engaging with these suppliers, conducting self-assessment exercises and plan to provide them with dedicated training sessions during the current financial year to improve their ESG performance. We have integrated our self-assessment questionnaires with our newly launched digital supplier platform ARIBA.

Moving forward, we will be setting up specific targets for ESG performance in the subsequent year. Our goal is to screen 100% of new suppliers for ESG criteria and increase awareness through effective training sessions for our tier 1 suppliers in coming years.

**Supplier Screening** - We have started the supplier screening through ESG Vendor evaluation process through online portal, in which supplier need to fill the questionnaire and accordingly they get the scored.

S. No.	Supplier Type	Description
1.	Total number of tier-1 suppliers	189 suppliers
2.	Total number of significant suppliers in tier-1	15 suppliers
3.	Percentage of total spend of significant suppliers in tier-1	67.4%



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## ***Social Disclosures***

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### **➤ Stakeholder Engagement Procedure**

We refer to AA1000 Stakeholder Engagement Standard for the guidance to follow the stakeholder engagement process. We have identified and prioritized the stakeholders based on their level of influence over the organization and the extent to which they are affected by our actions. This step helps us to allocate the resources and efforts more effectively by focusing on engaging with key stakeholders who are most affected by operations either way.

With the stakeholders identified and prioritized, department-wise engagement plan is developed and subsequently carried out at corporate and plants as per the need for the reporting year with the identified objectives through channels and frequency of engagement. It ensures that engagement process is well-structured at local intervention level and aligned with the goals of engagement. The forms of engagement may include face-to-face meetings, surveys, focus group discussions, public consultation inputs, and through social media, mainstream media and other online platforms.

As stakeholders are engaged, their feedback, concerns, and suggestions are collected and carefully analysed by the organising department level and subsequently communicated to the corporate executive group or plant executive team, as relevant, for actions and decision. The information collected is then integrated into the organization's decision-making processes, strategies, and operational practices to ensure that stakeholders' interests are considered and adequately addressed as per the relevance.

### **Stakeholder Engagement Review –**

Key performance indicators (quantitative or qualitative) typically used to measure and report the success of our local Stakeholder Engagement activities back to the department responsible for Stakeholder Engagement at group level includes (1) Engagement Method and (2) Value for stakeholders. The company identified its key stakeholders, including local communities, employees, customers, suppliers, investors, regulators, NGOs, and other relevant groups. The review evaluated the company's responsiveness to stakeholder feedback and whether it led to any changes in policies or practices. Overall, the stakeholder engagement review provided valuable insights to the cement company, enabling it to strengthen its relationships with stakeholders, enhance transparency, and align business practices with stakeholder expectations.

Our commitment to giving back to the society has been an integral part of our business philosophy for over eight decades. We believe in conducting our operations in a responsible manner and creating a positive impact on all our stakeholders.

1) Collaborative Approach for Global Parli Project - The project aims to provide training to farmers on various aspects including crop management, optimal water use, organic farming, and other related topics. The company shifted its approach from merely informing stakeholders to actively collaborating with them.

2) Cultural Sensitivity Training for the Tribal Development Project - The objective of the project, being implemented in partnership with NABARD, is to develop orchards (Wadi) as a means of livelihood to uplift the socio-economic status of tribal households. We provided training to our staff involved in stakeholder engagement to increase their awareness and understanding of the tribal community's cultural values and needs.

In Dalmia Bharat, lessons learned from both good and bad Stakeholder Engagement experiences are disseminated systematically across the group through a structured and proactive approach.

1) After every Stakeholder Engagement initiative, the company encourages teams to document the process, outcomes, and lessons learned. This includes capturing both positive outcomes and challenges faced during the engagement process. These reports are then compiled and shared across relevant departments and stakeholders.

2) The company conducts training sessions and workshops on effective Stakeholder Engagement practices. These sessions not only educate employees about the importance of engagement but also provide practical examples and case studies, including both successful and challenging experiences.

3) Senior leaders encourage open discussions about Stakeholder Engagement experiences and actively participate in knowledge-sharing sessions.

### ➤ Key Social Indicators and Metrics

S. No.	Social Indicator	Sub-Indicator	FY 2021-22	FY 2022-23	Remarks
1	Hiring	Percentage of open positions filled by internal candidates (internal hires)	8.4%	10.9%	
		Average hiring cost for FTEs	9,984	10,407	Excluding Promoters
2	Training and Development	% of FTEs participating in the employee development programs.	49.8%	61.5%	Excluding Promoters. Only Skill upgradation training has been factor excluding Health & Safety training
		Average amount spent per FTE on training and development.	6,019	6,193	This is overall amount for all types of training including health, safety etc.
3	Employee Turnover Rate	Voluntary Employee Turnover Rate		17.4%	

➤ **Workforce Breakdown by Gender**

S. No.	Diversity Indicator	Percentage (%)
1.	Share of women in total workforce (as % of total workforce)	4.09
2.	Share of women in all management positions, including junior, middle and top management (as % of total management positions)	3.40
3.	Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	3.36
4.	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)	9.01
5.	Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	1.89
6.	Share of women in STEM-related positions (as % of total STEM positions)	2.16

➤ **Gender Pay Indicators**

S. No.	Employee Level	Average Women Salary (INR)	Average Men Salary (INR)
1.	Executive level (base salary only)	8,965,501	16,582,936
2.	Management level (base salary only)	1,248,049	1,304,894
3.	Non-management level (base salary only)	240,218	407,479

## ➤ **Human Rights**

We, Dalmia Bharat Limited (“the Company”), recognize our responsibility towards operating with respect to human rights. Respecting and protecting human rights form a fundamental part of our Company’s values and is vital for our business to operate sustainably.

The Company commits to respect the human rights in our operations, value chains and communities, in which it operates. The Company have integrated all aspects of human rights in its business operations, policies and governance structure. Dalmia Bharat Limited recognizes individuals and communities as holders of human rights and:

- Integrates an approach that respects and protects Human Rights in Business Strategy and Risk Framework
- Promotes awareness of the human rights with our employees at various levels through training and communication.
- Respects individual’s human rights and shall not discriminate or harass anyone on the basis of race, sex, colour, national or social origin, ethnicity, language, religion, caste, age, disability, sexual orientation, gender identity or expression, citizenship status, political opinion or any other status protected by applicable laws.
- Is an equal opportunity employer, in all aspects of employee life cycle like Hiring, Placement, Development, Training, Advancement, Compensation, Relieving etc. Decisions related to all these aspects are based on the Organization & Role requirements along with the Performance and Potential of the person.
- Prohibits all forms of child labour, forced / trafficked labour, discrimination and harassment.
- Provides our employees with a safe and healthy work environment and comply with all safety and health laws and regulations.
- Undertakes an extensive due diligence process to identify, assess and manage potential risks and impacts.

Any person violating human right policy means he/she is also acting against the Company’s Code of Conduct and shall be considered for appropriate action as defined in Dalmia Code of Conduct.

## Independent Assurance Statement

### Introduction and Engagement

Dalmia Bharat Limited (hereafter 'DBL') commissioned TUV India Private Limited (TUVI) to conduct the independent external assurance of non-financial information disclosed in DBL's Integrated Report (hereinafter 'the Report') based on the principles of the IIRC Integrated Reporting Framework, the Global Reporting Initiative (GRI) standards, and the BRSR (Business Responsibility and Sustainability Reporting) framework. Further, DBL applied the Global Cement and Concrete Association KPIs (hereinafter 'the GCCA'). The reporting period runs from 1 April 2022 to 31 March 2023. This engagement comprised "limited assurance" of DBL's sustainability information following the AA1000AS v3 Standard (Type 1, Moderate Level).

### Management's Responsibility

DBL has developed the <IR> Report content and is responsible for identifying materiality, and related sustainability issues, establishing, reporting performance management, data management, and quality. The management of DBL is responsible for the information provided in the <IR> Report and the process of collecting, analysing, and reporting the information presented in web-based and printed Reports, including website maintenance and its integrity. The DBL's management is responsible for accurately preparing the <IR> Report following the applied criteria so that it is free of intended or unintended material misstatements. DBL will be responsible for archiving and reproducing the disclosed data for the stakeholders upon request.

### Scope and Boundary

In particular, the assurance engagement includes the following:

- Review of the disclosures submitted by DBL;
- Quality of information;
- Review of evidence (on sample basis) for identified non-financial indicators

Under scope of work TUVI verified below-mentioned disclosures as per GRI Std 2021:

*Organizational details, Entities included in the organization's sustainability reporting, Reporting period, frequency and contact point, Restatements of information, External assurance, Governance structure and composition, Disclosures on material topics, Procurement Practices, Materials used by weight or volume, Recycled input material used, Water withdrawal, Water discharge, Water consumption, Waste generated, Waste diverted from disposal, Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions, Other indirect (Scope 3) GHG emissions, Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions, Energy consumption within the organization, Energy intensity, Employee hires and turnover, Parental leave, Work related injuries, Occupational health and safety management system, Training hours, Operations with local community engagement, impact assessments, and development programs.*

TUVI has verified the below Essential and Leadership Indicators disclosed in the BRSR

Principles	Essential Indicators	Leadership Indicators
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	1,2,3,4,5,6,7	1,2
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.	1,2,3,4	3,4,5
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15	1,2,3,4,5
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.	1,2	1,2,3
Principle 5: Businesses should respect and promote human rights.	1,2,3,4,5,6,7,8,9,10	-
Principle 6: Businesses should respect and make efforts to protect and restore the environment.	1,2,3,4,5,6,7,8,9,10,11,12	1,2,3,6,7,8
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	1,2	1
Principle 8: Businesses should promote inclusive growth and equitable development.	1,2,3,4	2,6
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.	1,2,3,4,5,6	1,2,4,5

TUVI has verified the below KPIs of GCCA Sustainability Guidelines: for monitoring and reporting of CO<sub>2</sub>



*emissions from cement manufacturing, safety in cement and concrete manufacturing, water in cement manufacturing, co-processing fuels and raw materials in cement manufacturing, quarry rehabilitation and biodiversity management, reducing and controlling emissions of mercury compounds in the Cement Industry.*

The onsite verification was conducted at the Kadappa plant (4–6 April 2023). The assurance activities were carried out together with a desk review of data from other locations.

The <IR> Report, BRSR, and GCCA KPIs of Dalmia Bharat cover business operations and information pertaining to 14 manufacturing locations (Dalmiapuram, Ariyalur, Kadappa, Belgaum, Rajgangpur, Kapilas, Medinipur, Bokaro, Meghalaya, Umrangshu, Lanka, Morigaon, Naranda, and Banjari), all its mines, as well as corporate offices.

## **Limitation**

TUVI did not perform any assurance procedures on the prospective information disclosed in the <IR> Report, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion from the prospective information. During the assurance process, TUVI did not come across any limitations to the agreed scope of the assurance engagement. TUVI is contracted by the DBL and answerable to the DBL's management only. TUVI verified the data on a sample basis; the responsibility for the authenticity of the data entirely lies with DBL. TUVI expressly disclaims any liability or co-responsibility in the case of erroneous data reported or for any decision a person or entity would make based on this assurance statement.

## **Our Responsibility**

TUVI's responsibility in relation to this engagement is to perform ESG assurance and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or effectiveness of DBL's strategy, management of ESG-related issues, or sufficiency of the <IR> Report against the principles of the IIRC Framework, GRI Standards, GCCA KPIs, BRSR reporting principles, UNGC principles, and AA1000 Assurance Standard v3, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes non-financial quantitative and qualitative information (KPIs) disclosed by DBL. The intended users of this assurance statement are the management of 'DBL'. This assurance engagement is based on the assumption that the data and information provided to TUVI by DBL are complete and true.

## **Verification Methodology**

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosed KPIs. TUVI has verified the KPIs and assessed the robustness of the underlying data management system, information flows, and controls. In doing so,

1. TUVI examined and reviewed the documents, data, and other information made available by DBL for all disclosed KPIs (non-financial disclosures).
2. TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of the DBL, during the onsite verification.
3. Review the level of adherence to the principles of the IIRC framework, GRI standards, and BRSR.

## **Opportunities for Improvement**

The following are the opportunities for improvement reported to DBL; however, they are generally consistent with the management's objectives and programmes.

1. DBL may opt for ISO 46001:2019, Water Efficiency Management.
2. DBL has taken a voluntary target to become 20 times water positive by 2025. The organisation may further develop annual water positivity targets and a roadmap to reach 20 times water positivity by 2025.
3. DBL may consider embracing next-generation digital technologies such as the Internet of Things (IoT), blockchain, and artificial intelligence (AI) to automate and streamline plant maintenance and supply chain operations, resulting in increased efficiency and effectiveness.
4. DBL may strengthen ESG supply chain audits, and further customer feedback analysis tools can be developed.

## **Our Conclusion**

In our opinion, based on the scope of this assurance engagement, the "disclosures on ESG performance" and reference information provide a fair representation of the material topics and meet the general content and quality requirements of the GRI Standards.

Disclosures: TUVI is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements. DBL refers to universal disclosure to report contextual information, while the 'Management Approach' is discussed to report the management approach for each material topic.

Universal Standard: DBL followed GRI 1: Foundation 2021: Requirements and principles for using the GRI Standards; GRI 2: General Disclosures 2021: Disclosures about the reporting organisation. General Disclosures were followed when reporting information about an organisation's reporting practices, activities and workers,



governance, strategy, policies, practices, and stakeholder engagement. GRI 3: Material Topics 2021: Disclosures and Guidance about the Organisation's Material Topics GRI3 was selected for the determination of material topics and the disclosure of the material topics.

**Topic Specific Standard:** 300 series (Environmental topics) and 400 series (Social topics); these Topic-specific Standards were used to report information on the organization's impacts related to environmental and social topics. TUVI is of the opinion that the reported material topics and Topic-specific Standards that DBL used to prepare its <IR> Report are appropriately identified and addressed.

**Assurance Conclusion:** Based on the procedures we have performed; nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared in all material respects. In the context of Assurance, the following contemporary principles have been observed:

TUVI confirms that DBL has transparently reported major material information pertaining to all its six capitals in line with the <IR> framework, as below:

**Financial Capital:** *networth, capex, investment spent, the economic value generated, gross revenue, etc.*

**Manufactured Capital:** *Manufacturing facilities, R & D centres, new and improved products launched, new plants, buildings, infrastructure, etc.*

**Intellectual Capital:** *Knowledge-based intangibles, including intellectual property, R & D activities, patents, designs, registered new product development, etc.*

**Human Capital:** *DBL's Engineers, technicians, skilling and re-skilling of employees to enhance their competencies, safety performance, capabilities, experience, motivations to innovate, etc.*

**Social and Relationship Capital:** *DBL's relationship with stakeholders such as customers, business partners, regulators, suppliers, business partners, communities, legislators, policy-makers, and benefits associated with brand and reputation, along with DBL's ability to share information to enhance wellbeing.*

**Natural Capital:** *Sourcing responsibilities for most renewable and non-renewable environmental resources and processes that provide goods or services. Reporting of circular economy, emissions, water consumption, waste disposal, etc.*

Evaluation of the adherence to AA1000 AccountAbility Principles:

**Inclusivity:** *Stakeholder identification and engagement is carried out by DBL on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders. In our view, the Report meets the requirements.*

**Materiality:** *The materiality assessment process has been conducted based on the requirement of GRI standards, considering the topics that are internal and external to the DBL range of businesses. The Report fairly brings out the aspects and topics and its respective boundaries of the diverse operations of DBL. In our view, the Report meets the requirements.*

**Responsiveness:** *TUVI believes that the responses to the material aspects are fairly articulated in the report, i.e. disclosures on DBL policies and management systems, including governance. In our view, the Report meets the requirements.*

**Impact:** *DBL communicates its ESG performance through regular, transparent internal and external reporting throughout the year, aligned with BRSR, GRESB and GRI as part of its policy framework that includes Environmental, ESG, Climate Change Mitigation, Corporate Social Responsibility Policy etc. DBL reports on ESG performance to the Board of Directors, who oversees and monitors the implementation and performance of objectives, as well as progress against goals and targets for addressing ESG-related issues. DBL completed establishing contemporary goals and targets against which performance will be monitored and disclosed periodically.*

## Our Assurance Team and Independence

TUVI is an independent, neutral, third-party providing sustainability services, with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with DBL on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TUVI was not involved in the preparation of any content or data included in the Report, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar  
Project Manager and Reviewer  
Head – Sustainability Assurance Service



AA1000  
Licensed Assurance Provider  
000-138

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