



Date: 28.08.2025

To
The Manager,
Listing Department,
BSE Limited,
P.J. Towers, Dalal Street,
Mumbai – 400 001

To
The Manager
Listing Department
National Stock Exchange of India Ltd,
Exchange Plaza,
Bandra Kurla Complex, Bandra (East),
Mumbai– 400051

Scrip Code: 543547

Symbol: DDEVPLSTIK

Sub: Submission of Business Responsibility and Sustainability Report for FY 2024-25

Ref: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the company's Business Responsibility and Sustainability Report for the Financial Year (FY) 2024-25 being VOLUNTARY disclosure made by the company. The same also forms part of the Annual Report for FY 2024-25 as Annexure 10.

The Business Responsibility and Sustainability Report for the Financial Year (FY) 2024-25 will also be available on the website of the Company at <https://www.ddevgroup.in/financial-reporting>.

Kindly take the same on record and oblige.

Thanking You,

Yours faithfully,

For Ddev Plastiks Industries Limited

Tanvi Goenka (ACS 31176)
Company Secretary



Ddev Plastiks Industries Limited

Regd. Office : 2B, Pretoria Street, Kolkata - 700 071

Tel : +91-33-2282 3744/45/3671/99, E-mail : kolkata@ddevgroup.in, www.ddevgroup.in

Mumbai Office : 1501, 15th Floor, Lodha Supremus, Senapati Bapat Road, Lower Parel West, Lower Parel, Mumbai – 400 013, India

Tel.: +91-22-67021470/71/72/73, E-mail : mumbai@ddevgroup.in

CIN : L24290WB2020PLC241791

Business Responsibility and Sustainability Reporting

The Directors present the Business Responsibility Report of the Company for the financial year ended on 31st March, 2025, pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

SECTION A:

GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24290WB2020PLC241791
2	Name of the Listed Entity	Ddev Plastiks Industries Limited
3	Year of incorporation	2020
4	Registered office address	2B, Pretoria Street, Kolkata 700071
5	Corporate address	2B, Pretoria Street, Kolkata 700071
6	E-mail	kolkata@ddevgroup.in
7	Telephone	033-2282-3744/45
8	Website	www.ddevgroup.in
9	Financial year for which reporting is being done	FY 2024-25 (01/04/2024 to 31/03/2025)
10	Name of the Stock Exchange(s) where shares are listed	The BSE Limited The National Stock Exchange of India Limited (wef 15.01.2025)
11	Paid-up Capital	INR 10,34,76,664
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Tanvi Goenka, Company Secretary Contact: 6292242145, E-mail: tanvi.goenka@ddevgroup.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis
14	Name of assessment or assurance provider	NA
15	Type of assessment or assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer and Supplier of Polymer compounds	Company is manufacturing and supplying polymer compounds which are used mainly in wire and cable industry, footwear industry, packaging industry, automotive industry, etc.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Poly Vinyl Chloride	20131	84.44%
2	Polyethylene	20131	12.27%
3	Others (PP compound, Poly Carbonate compound, ABS Compound and Compostable compound)	20131	3.29%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	26
International (No. of Countries)	55

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

Export contributes 21.16% of the total turnover of the company.

c. A brief on types of customers

The company operates on a global scale, spanning over 55 countries, and serves a broad spectrum of clients both domestically and internationally. Its services encompass a variety of industries such as wires and cables, footwear, packaging, automobiles, and the white goods sector.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1	Permanent (D)	391	368	94%	23	6%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employee (D+E)	391	368	94%	23	6%
	Workers					
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total employee (F+G)	0	0	0%	0	0%

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled employees					
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employee (D+E)	0	0	0%	0	0%
	Differently abled Workers					
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total employee (F+G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers

Location	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6%	1%	7%	1%	0%	1%	1%	0%	1%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Bbigplas Poly Private Limited	Holding	74.17%	No

VI. CSR Details

24.	i. Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
	ii. Turnover (in INR)	26,03,32,36,856
	iii. Net worth (in INR)	8,34,70,58,771

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. https://www.ddevgroup.in/assets/pdf/Investor/Company-Charter/Policies/Grievance-Redressal-Policy.pdf	0	0	-	0	0	-
Investors (other than shareholders)	Yes. Investor grievances are efficiently addressed by the Company's Registrar and Share Transfer Agents (RTA) with support from the Secretarial Department, leveraging skilled personnel, advanced computer systems, and a fully computerised process to ensure resolution within 15 days of complaint receipt. https://www.ddevgroup.in/investor-services	0	0	-	0	0	-
Shareholders	Yes, the Stakeholder Relationship Committee looks into redressal of shareholders' complaints and proper and timely attendance on the investors grievances.	2	0	The complaint received from shareholder were addressed.	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes. The mechanism is in place and the employee grievances can be reported to Grievance Committee. https://www.ddevgroup.in/assets/pdf/Investor/Company-Charter/Policies/Grievance-Redressal-Policy.pdf	0	0	-	0	0	-
Customers	Yes. The company has a mechanism to handle and address customer complaints . https://www.ddevgroup.in/assets/pdf/Investor/Company-Charter/Policies/Grievance-Redressal-Policy.pdf	0	0	-	0	0	-
Value Chain Partners	Yes. The company has a mechanism to handle and address the complaints of value chain partners. https://www.ddevgroup.in/assets/pdf/Investor/Company-Charter/Policies/Grievance-Redressal-Policy.pdf	0	0	-	0	0	-
Other	-	-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy, emission and waste management	O	The company's focus on improving energy efficiency, integrating renewable energy, and optimizing water usage presents significant opportunities. By prioritizing these areas, the company can reduce its environmental impact while simultaneously lowering operational costs.	N/A	Positive implications- Reduce emissions and operational costs.
2	Product carbon footprint	O	The company's commitment to lowering its product carbon footprint through technology incorporation in product design and waste prevention methods during manufacturing presents a substantial opportunity. This approach can lead to multiple benefits, including reduced operational costs, increased sales and market share, and an enhanced brand image. By focusing on minimizing waste generation and improving product efficiency, the company can appeal to environmentally conscious consumers, potentially gaining a competitive edge in the market.	N/A	Positive implications- Reduce operational costs, boost sales, and market share, and enhance brand image, leading to an increase in the company's overall performance.

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Responsible Sourcing	R	The Company relies on a complex network of suppliers and distributors for the procurement of raw materials and the distribution of its products to customers. Any disturbances within this supply chain could potentially result in manufacturing delays and inventory shortages.	Incorporating sustainable methods into supply chain operations and establishing supply agreements.	Negative implications- Supply chain disruption may result in increase in the cost of materials, as the company may be compelled to seek materials or products from alternate suppliers or manufacturers.
4	Waste Management	O	The Company is dedicated to the reduction and minimisation of waste across all operations. All manufacturing facilities hold certifications for Environment Management Systems and adhere to all relevant statutory and regulatory guidelines.	N/A	Positive implications- Adhering to the principles of circular economy and effectively handling waste at each stage of the manufacturing process directly influences resource efficiency and ensures compliance with all relevant regulations.
5	Occupational opportunity, health and safety	O	The Company is committed to safety, environmental protection, and respect for the communities within its operational areas. The objectives of the Health, Safety, Security, and Environment (HSSE) are the prevention of accidents, the avoidance of harm to individuals, and the preservation of the environment.	N/A	Positive implications- Focus on health and safety to ensure no workplace injuries and illnesses enhances employee productivity and morale, potentially improving overall business performance and profitability.
6	Diversity, Equity and Inclusion	O	The Company strives to foster an environment of increased diversity, equity, and inclusion for both its workforce and customers	N/A	Positive implications- Adopting and promoting a diverse and inclusive culture can improve creativity and productivity
7	Corporate Social Responsibility	O	The Company actively interacts with local communities in its operational areas, primarily through its leading Corporate Social Responsibility (CSR) initiatives and community development programmes. These programmes are centred around education and skill enhancement.	N/A	Positive implications- Ensures continuous engagement with communities empowering sustainable livelihoods
8	Employee Wellbeing	O	Wellbeing extends beyond the mere prevention of illness. It encompasses a state of positive health and optimal functioning, influenced by physical, psychological, and social factors that contribute to our overall health and happiness. A concentrated focus on wellbeing, supplemented by supportive programmes within the workplace, can assist individuals in cultivating and maintaining healthy habits. This, in turn, promote resilience to manage everyday stress effectively.	N/A	Positive implications- Better health and wellbeing of employees leads to improved employee engagement and higher productivity.
9	Customer Satisfaction	O	Customer satisfaction holds a direct influence on the overall business performance. DPIL is committed to enhancing its products, services, and customer engagement, with the objective of delivering innovative solutions that cater to customer requirements and contribute value to the organisation.	N/A	Positive implications- Customer satisfaction will lead to lower financial risk, increased business valuation and strong customer loyalty.
10	Corporate Governance	R	Corporate Governance forms an essential component of the Company. A variety of regulatory and statutory guidelines are implemented to ensure stakeholders remain informed about the Company's operations.	Explicit declarations of Board processes, the implementation of diverse policies and Codes of Conduct, and the establishment of protocols for interactions with various stakeholders contribute to maintaining oversight.	Positive implications- Company is committed to responsible governance that underlines its dedication to responsible business practices, ensuring adherence to regulatory standards, ethical principles, and stakeholder expectations with the evolving dynamic and regulatory landscape.

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Risk Management	R	Risk management holds substantial influence on the Company's capacity to realise its objectives. The proactive identification and management of risks is crucial to the Company's success.	The Company has implemented a Risk Management policy that delineates the processes for risk identification and assessment. This policy underscores the importance of maintaining a risk register. A Risk Management Committee was established on 08.04.2024 to oversee these processes.	Negative implications- Failure in managing risks may lead to unexpected financial losses, compliance fines, reputational damage, and missed growth opportunities.
12	Privacy and Data Security	R	Cyber threats pose a tangible risk to businesses today, necessitating the conduct of operations within a secure environment that does not compromise the digital security of information and data utilised in business operations.	The Company's Information Technology (IT) team works in conjunction with business units to evaluate security risks. They provide training and distribute information that promotes secure practices among users, thereby protecting the business from potential data breaches.	Negative implications- Cybersecurity breaches could put the company, as well as its customers, at significant risk and cause reputational damage.
13	Technology and Innovation	O	Technological advancements in product design, manufacturing processes, and marketing necessitate the Company to maintain a competitive edge. The Company boasts a robust Research and Development team, along with a digitally proficient marketing and production team, to tackle these challenges.	N/A	Positive implications- Technology can enhance work efficiency, expand a business's customer reach and increase convenience. Additionally, it can help efficient manufacturing process and business growth.



SECTION B:

MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Policy and management processes																		
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
1. c. Web Link of the Policies, if available	https://www.ddevgroup.in/company-charter																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: P1, P2, P9 ISO 14000: P2, P6 ISO 45001: P2, P3, P6																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is dedicated to improving performance in all areas, including product quality, marketing, organisation, and manufacturing. The Company has set a goal to reach carbon neutrality in its operations. With a focus on reducing carbon emissions, the Company is turning its attention to green and renewable energy sources.																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has advanced its sustainability goals through effective resource management and clean energy initiatives. A dedicated rainwater harvesting system enabled the utilisation of 14,268 KL of harvested water, reducing dependence on groundwater. The installation of a 1690 kW solar plant generated 1,848,911 units annually, strengthening renewable energy adoption and lowering emissions. Additionally, with ETP (25 KLD) and STP (40 KLD) facilities in place, treated water is recycled for utilities such as cooling towers, toilet flushing, and gardening, reinforcing a circular approach to water management. These measures collectively demonstrate the Company's strong progress towards its ESG commitments.																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)																		
<p>As a responsible organisation in the plastics sector, the Company is committed to addressing ESG challenges while creating long-term sustainable value. We recognise the need to balance industrial growth with environmental stewardship, and therefore place strong emphasis on responsible manufacturing, ethical governance, and inclusive social development. Our leadership remains actively engaged in embedding sustainability across business operations, value chains, and community initiatives, ensuring that our practices are aligned with global sustainability standards.</p> <p>During the year, we advanced our ESG journey through increased adoption of renewable energy, strengthened water stewardship, and implementation of circular economy practices such as recycling and sustainable sourcing. We have also reinforced our governance framework through a robust Code of Conduct and Supplier Code of Conduct, ensuring transparency, fairness, and accountability. Going forward, the Company has set clear priorities to further enhance renewable energy integration, expand recycling initiatives, reduce waste, and work closely with stakeholders to promote sustainable polymer use. These commitments reflect our resolve to transform industry challenges into opportunities for building a resilient and sustainable plastics ecosystem.</p>																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).																		
<table><tr><th>Sl. No</th><th>Name of Director / KMP</th><th>Designation</th></tr><tr><td>1</td><td>Mr. Narrindra Suranna</td><td>Chairman and Managing Director</td></tr><tr><td>2</td><td>Mr. Ddev Surana</td><td>Whole Time Director and Chief Executive Officer</td></tr></table>										Sl. No	Name of Director / KMP	Designation	1	Mr. Narrindra Suranna	Chairman and Managing Director	2	Mr. Ddev Surana	Whole Time Director and Chief Executive Officer
Sl. No	Name of Director / KMP	Designation																
1	Mr. Narrindra Suranna	Chairman and Managing Director																
2	Mr. Ddev Surana	Whole Time Director and Chief Executive Officer																

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.
- No.
However, DPIL has a risk governance structure which consists of the Risk Management Committee (RMC) that oversees the risks and/or opportunities from an Environmental (E), Social (S), and Governance (G) perspective.
This process is aptly supported by departmental heads.

10. Details of Review of NGRBCs by the Company:

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

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.
- | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|
| No, the entity was not statutorily required to and hence has not carried out an independent assessment or evaluation of the working of its policies by an external agency. As a part of the oversight of the internal financial controls, the Management and the Board/ Committee reviews the adherence to the policies. Internal Audit assists with the above. | | | | | | | | |
| Internal audits review the policies on a periodic basis and evaluate working of the same and assess the adequacy and effectiveness in terms of best practices followed by other organizations of repute. DPIL has taken up audits of Integrated Management System (ISO). | | | | | | | | |

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Questions									
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not applicable.

SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

1

PRINCIPLE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	ESG – P1, P6, P8	100%
Key Managerial Personnel	1	Industry and Sector Overview / Market Updates / Technological Advancements – P4, P6, P8 Governance Measures – P1	100%
Employees other than BoD and KMPs	18	ESG – P1, P6, P8 Workplace Safety / Fire & Safety / Basic Fire Training / Dust Safety Training / Electrical Safety in the Workplace / Electrical Safety / Emergency Dispatching – P2, P3 5S / Kaizen / Awareness of 5S / Awareness Training on IMS / Effective Utilisation of Manpower – P2, P3 Energy Management System Process / Waste Management Training – P6 Awareness Training on RoHS Prohibited Substances – P2, P6 Attitude & Human Behavioural Training / Employee Health Resources – P3, P5	92%
Workers	NA		-

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not applicable	Nil	Not applicable	Not applicable
Settlement	Nil	Not applicable	Nil	Not applicable	Not applicable
Compounding	Nil	Not applicable	Nil	Not applicable	Not applicable

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable	Not applicable	Not applicable
Punishment	Nil	Not applicable	Not applicable	Not applicable

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

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

DPIL has established an Anti-Bribery & Anti-Corruption Policy applicable to all its directors and employees, requiring strict adherence in both spirit and practice. The policy outlines various forms of bribery and corruption, offers guidance on violations, reporting mechanisms, and disciplinary actions, and ensures safeguards against retaliation for employees reporting breaches. Regular training sessions are conducted to enhance awareness, and the Executive Board is committed to its effective implementation. The policy can be accessed under the head Policies on the website at <https://www.ddevgroup.in/company-charter>.

The company also has in place the Code of Conduct for its Directors and Senior Management which is also available under the head 'Code of Conduct' on the website at <https://www.ddevgroup.in/company-charter>. The confirmation for adherence to same is received annually from all directors and the senior management and certification whereof is provided in the Corporate Governance Section of the Annual Report.

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

Parameter	FY 2024-25	FY 2023-24
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

Parameter	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable. There are no cases on corruption and conflicts of interest

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

Parameter	FY 2024-25	FY 2023-24
Number of days of accounts payables	35	33.81

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	7.86%	6.66%
	b. Number of trading houses where purchases are made from	319	209
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	54.30%	55.89%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.67%	0.35%
	b. Sales (Sales to related parties / Total Sales)	0.12%	0.22%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

Leadership Indicators

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

Total number of awareness held	Topics / principles covered under the training	%age of value chain partners covered (by value with such partners under the awareness programs)
Ddev Plastiks is committed to fostering responsible business practices across its value chain, and awareness on key ESG principles is already embedded within our procurement processes, policy frameworks, and vendor engagements. While a formal, standalone training programme has not yet been rolled out, the Company ensures that its suppliers and partners are aligned with our Sustainable Procurement Policy, which emphasizes ethical conduct, environmental stewardship, and social responsibility. Going forward, we aim to strengthen these efforts by building structured awareness initiatives that will enable all value chain partners to actively participate in our journey towards sustainability and inclusive growth.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a process to manage potential conflicts of interest involving Board members. The Board has approved a Code of Conduct that requires Directors to act objectively and fulfil their responsibilities when making decisions. The Code specifies that Directors should not have a financial interest in any agreements made by the Company. If a Director has or could have such an interest, it must be disclosed to the Board, and the Director should not participate in discussions, vote on, or influence decisions about these matters. Every year, the Board members and management confirm that they are following the Code of Conduct. The Company receives declarations from its Directors about related parties or parties in which they have an interest. These declarations are reviewed at Board meetings and help the Company and the Board to assess any current or potential conflicts of interest.

Please refer to the Code of Conduct at this link: <https://www.ddevgroup.in/company-charter>.

2

PRINCIPLE

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

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Parameter	2024-25	2023-24	Details of improvements in environmental and social impacts
R&D	100%	100%	The use of advanced lab instruments like the Digital Melt Flow Index, Analytical Balance, Density Kits, and Moisture Balance ensures precise testing of parameters such as flow behaviour, density, and moisture content. This precision reduces material wastage and energy consumption, minimising environmental impact, while ensuring high-quality, durable products that enhance customer satisfaction and safety.
Capex	100%	100%	Investment made in machines and instruments for R&D.

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

Yes. DPIL is committed to sustainability and expects its suppliers to adhere to the same ethical, environmental, and social standards. The Sustainable Procurement Policy sets the guidelines for suppliers, focusing on reducing environmental impact, ensuring workers' wellbeing, and promoting fair practices. The policy applies to all suppliers in India and covers key areas such as environmental management, social responsibility, and governance practices.

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

The company upholds its commitment to sustainable sourcing through the adoption of its Sustainable Procurement Policy, which integrates economic, social, and environmental considerations across the value chain. While the percentage of sustainably sourced inputs has not been calculated for the reporting year, structured mechanisms are already in place to assess suppliers against defined sustainability parameters, including traceability, environmental stewardship, and respect for human rights. Moving forward, the company is focused on capturing and disclosing this data in upcoming reporting cycles. By embedding ESG benchmarks into supplier evaluation, onboarding, and monitoring processes, the organisation is well-positioned to progressively increase the share of sustainably sourced inputs, thereby reinforcing its long-term vision of responsible and inclusive growth.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Plastic (including packaging) : The Company refrains from utilising plastic waste in the packaging of its manufactured goods. Any plastic waste that is produced is responsibly sold to authorised or registered entities for recycling or disposal.

E-waste : The Company abstains from engaging in the trade of electronic consumer goods. Any E-waste produced during office or unit operations is responsibly sold or disposed off to authorised recycling entities or E-waste management agencies.

Hazardous waste : Transferred to authorised or registered entities for recycling or disposal.

Other waste : Transferred to authorised or registered entities for recycling or disposal, or subjected to in-house processing or treatment.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Extended Producer Responsibility (EPR) is applicable to the company limited to the plastics used in the form of packaging for its finished goods. This is further transferred to the Brand Owners who consume our material and if any amount of liability is not transferrable then the Company gets the equivalent amount of EPR certificates from authorized recyclers. Moreover, DPIL ensures safe disposal of waste vide sale/disposal to authorized recyclers or disposers for its incoming waste generated from plastic packaging.

Leadership Indicators

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

The Company has not conducted any life cycle assessment for the products till date.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	-	-	-	-	-

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

None.

Name of Product / Service	Description of the risk/concern	Action Taken
-	-	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input Material	Recycled or reused input material to total material	
	FY 2024-25	FY 2023-24

None. The nature of product is such that there is no opportunity for use of reused, recycled materials in major products.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Particulars	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		1313	12	-	937	23
E-waste	DPIL products and packaging materials do not contribute to the creation of electronic waste or hazardous products.					
Hazardous waste						
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Not applicable

3

PRINCIPLE

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number	%	Number	% (C/A)	Number	% (D/A)	Number	%	Number	%(F/A)
		(B)	(B/A)	(C)		(D)		(E)	(E/A)	(F)	
				Permanent employees							
Male	368	76	21%	368	100%	NA	NA	NA	NA	0	0%
Female	23	0	0%	23	100%	23	100%	NA	NA	0	0%
Total	391	76	19%	391	100%	23	6%	NA	NA	0	0%
				Other than Permanent employees							
Male											
Female											
Total											

- b. Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number	%	Number	% (C/A)	Number	% (D/A)	Number	%	Number	%(F/A)
		(B)	(B/A)	(C)		(D)		(E)	(E/A)	(F)	
	Permanent workers										
Male											
Female						NA					
Total											
	Other than Permanent workers										
Male											
Female						NA					
Total											

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.05%	0.03%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	74%	-	Y	51%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	19%	-	Y	20%	-	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes. The Company has provisions for disabled employees at its offices and manufacturing facilities.

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

Yes, the Company has a strong commitment to providing equal opportunities of employment and non-discrimination in all processes including, but not limited to, recruiting, hiring, promotion and termination. A dedicated Equal Employment Opportunity Policy is available at - <https://www.ddevgroup.in/assets/pdf/Investor/Company-Charter/Policies/Equal-Employment-Opportunities-Policy.pdf>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes
Other than Permanent Employees	NA

Yes, Employees and workers have multiple channels to report concerns or grievances within the Company. The Company has established a comprehensive complaint and grievance reporting process. Issues may be reported to the immediate reporting manager, Function Lead, or HR representative. Additionally, an Internal Complaints Committee for the Prevention of Sexual Harassment addresses grievances related to such matters. Upon receiving grievances, thorough examinations and inquiries are conducted within a specified timeframe to resolve them effectively.

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

Benefits	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / Workers in respective category, who are part of association(s) or Union (D)	% (C / D)
Total Permanent Employees	391	0	0%	376	0	0%
Male	368	0	0%	354	0	0%
Female	23	0	0%	22	0	0%
Total Permanent Workers	NA					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
Male	368	285	77%	0	0%	354	150	42.37%	31	8.76%
Female	23	10	43%	0	0%	22	10	45.45%	1	4.55%
Total	391	295	75%	0	0%	376	160	42.55%	32	8.51%

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Workers									
Male										
Female	NA									
Total										

NA

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

	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(C/D)
Employees						
Male	368	368	100%	354	354	100%
Female	23	23	100%	22	22	100%
Total	391	391	100%	376	376	100%
Workers						
Male						
Female						
Total						

NA

10. Health and safety management system:

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

Yes. The Company has implemented an Occupational Health and Safety management system that covers all the manufacturing units. The implementation of a comprehensive health and safety framework is visible throughout the organization, with the management system being a vital component. Regular safety training is provided to employee and workers. Furthermore, the Company's operational facilities are ISO 45001 certified by independent third parties.

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

The Company follows various procedures to evaluate risks both on a regular basis and when necessary. These procedures include Plant Safety Inspections and EHS round observations, which are conducted or updated in response to process changes. Risk mitigation plans are developed based on these assessments. We give high priority to risk identification and mitigation through our audit system, which involves internal and external audits focusing on environmental and occupational health and safety parameters. In the case of safety incidents, we conduct comprehensive root cause analysis and implement corrective actions overseen by the Plant Head. Our Work Risk Assessment aids in identifying and evaluating potential risks, enabling us to take necessary measures to eliminate or reduce them.

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

Yes, the entity has processes for workers to report work-related hazards and to remove themselves from such risks.

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

Yes. In addition to a strong Occupational Health and Safety Management System that safeguards employees against workplace risks, the Company also ensures access to non-occupational medical and healthcare services for its workforce. This is facilitated through policies and practices that go beyond statutory requirements, providing employees with avenues for medical support, health awareness, and wellness initiatives. By integrating both occupational and non-occupational healthcare measures, the Company fosters a culture of holistic well-being, ensuring that employees and workers are not only protected within the workplace but are also supported in maintaining overall health and wellness.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company places a paramount emphasis on the safety and well-being of employees, both physically and mentally. A robust Health, Safety, and Environment (HSE) management system has been established in line with ISO 14001 and 45001 standards, demonstrating an unwavering commitment to maintaining the highest standards of safety and health within the workplace. Continual improvements are integral to the approach to HSE management, reflecting a dedication to staying ahead of evolving risks and challenges. Regular activity based risk assessments are conducted to identify and mitigate potential hazards across all aspects of operations that could pose a threat to health, safety, or the environment. To ensure the workforce is equipped with the necessary skills and knowledge to operate safely, comprehensive training plans are developed, tailored to the specific needs and competencies of employees.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	NA
Health & Safety	0	0	-	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of all manufacturing offices and departments were assessed.
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company conducts regular checks and assessments to identify potential risks related to health, safety, and working conditions, with corrective actions implemented wherever necessary. Employees are periodically trained to stay updated on safety protocols and practices.

A robust framework is in place to investigate any safety incidents, identify root causes, and implement appropriate corrective measures to prevent recurrence. Internal and external audits are conducted regularly to evaluate occupational health, safety, and environmental parameters. In case of an incident, a specialised safety team performs a detailed analysis under the supervision of the Plant Head, ensuring timely and effective resolution of the issue.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of:

(A) Employees (Y/N)	No, the company does not provide life insurance benefit to its employees and any related matter is dealt on a case to case basis.
(B) Workers (Y/N)	NA

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

The Company periodically conducts statutory compliance reviews and due diligence to ensure adherence to the requirements for deducting and depositing employee dues, such as income tax, provident fund, professional tax, and ESIC (Employees' State Insurance Corporation). Value chain partners are equally responsible for complying with these requirements.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	NA	NA	NA	NA

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	Ddev Plastiks Industries Limited follows a structured framework to assess its value chain partners, ensuring compliance with the Companys Environment, Health, Safety, and Quality (EHSQ) standards as well as statutory requirements. Contractors and service providers are subject to periodic onsite verifications, while suppliers are required to adhere to the Code of Conduct for Suppliers and Service Providers, covering human rights, safe and non-discriminatory workplaces, environmental responsibility, and integrity. During the year, service providers constituting 2.65% of value chain partners (by value of business) were assessed, with compliance monitored through evaluations, audits, and confidential reporting mechanisms. The Company also supports partners in meeting these standards, fostering continuous improvement across the supply chain.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No Gaps/concerns were noted.

4

PRINCIPLE

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

Essential Indicators

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

The Company maintains a strategic stakeholder engagement process to identify key stakeholder groups from the broader universe of potential stakeholders. This identification is based on the material influence each group has on the Company's ability to create value and vice versa. Currently, the Company has identified seven internal and external stakeholder groups:

- Customers
- Employees
- Suppliers and Value Chain Partners
- Investors/Shareholders
- Institutions and Industry Bodies
- Government and Regulatory Authorities
- Media
- NGOs and Other Groups

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer meets, Conferences, events, Phone calls, emails and meetings.	As and when required	To acquire new customers and service the existing ones and customer feedback
Employees	No	Emails and meetings, Training programs, Performance appraisal, Grievance redressal mechanisms, Notice boards, Employee engagement initiatives	As and when required	To keep employees abreast of key developments happening in the Company, routine work, personal and professional growth and also addressing their grievances
Suppliers and Value Chain Partners	No	Publications, website, calls, meetings	As and when required	For serving existing business better and to get feedback.
Investors / Shareholders	No	Conference calls, General Meeting, Official communication, publications, Investor/ Shareholders meetings, Investor/ Analysts meet, Press Release, Announcement through Stock Exchange and Newspapers	Annual, quarterly and on a need basis	Quarterly results, dividend, communication with respect to IEPF, AGM Notice, Annual Report, Statutory Requirements and disclosures etc.
Institutions and Industry Bodies	No	Networking through meeting	As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Government and Regulatory Authorities	No	Call, Newspaper advertisement, Online filling, Submission through portal, Meeting, inspection & audit, Notices, Circulars	Periodically, as and when required	With regard to compliance with law, amendments, inspections, approvals and assessments.
Media	No	Media surveys, Interviews, Media briefings, Press releases, Social media.	Need basis	To enhance company's comprehension of the industry's positive impact on sustainability and climate change, as well as identify the drivers for further development in this regard.
NGOs and Other Groups	No	Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Email & call	As and when required	Support CSR project

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At DPIL, stakeholder feedback on economic, environmental, and social matters is communicated to the Board through structured reviews and leadership reports. Senior management — including the CFO, Head HR, Marketing Head, and Plant Heads — update the Board on key topics such as customer expectations, employee feedback, investor concerns, and sustainability initiatives. Community needs around the company's plants are assessed through regular interactions with local authorities, NGOs, and community representatives, ensuring that relevant concerns and suggestions are captured. These insights, along with CSR outcomes, are compiled and presented to the Board for review and direction.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultations help DPIL identify and manage environmental and social topics effectively. Feedback from employees, customers, investors, and local communities — gathered through regular interactions, meetings, and feedback channels — informs our policies and initiatives. For instance, inputs on workplace safety, energy efficiency, and community development have shaped our sustainability practices, employee welfare programmes, and CSR activities, aligning business goals with social and environmental responsibility.

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

DPIL engages with vulnerable and marginalised groups through its CSR initiatives focused on education, healthcare, livelihood, environmental sustainability, and rural development. In FY 2024–25, programmes were undertaken to improve access to education, enhance socio-economic conditions, support healthcare needs, and promote sustainable practices in local communities. Details are provided in the CSR section of the Annual Report.

Vulnerable group	Concerns	Action Taken	Impact
-	-	-	-

5 PRINCIPLE

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(C/D)
Employees						
Permanent	391	391	100%	376	376	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	391	391	100%	376	376	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than Minimum wage		Total (D)	Equal to minimum wage		More than Minimum wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
	Employees									
Permanent	391	0	0%	391	100%	376	0	0%	376	100%
Male	368	0	0%	368	100%	354	0	0%	354	100%
Female	23	0	0%	23	100%	22	0	0%	22	100%

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than Minimum wage		Total (D)	Equal to minimum wage		More than Minimum wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Other than Permanent	NA					NA				
Male										
Female										
Workers										
Permanent	NA					NA				
Male										
Female										
Other than Permanent	NA					NA				
Male										
Female										

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3*	70,00,000	0	-
Key Managerial Personnel	1	34,80,036	1	19,55,000
Employees other than BoD and KMP	364	5,40,267	22	8,13,981
Workers	-	-	-	-

***Independent Directors not included**

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages*	7.36%	9.55%

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

Yes. Ddev Plastiks Industries Limited has designated focal points and committees to address human rights impacts or issues arising from its business operations. A robust vigil mechanism provides employees direct access to the Audit Committee Chairman to raise concerns, while the Internal Complaints Committee (POSH) specifically addresses matters related to sexual harassment and discrimination. In addition, Grievance Committees are in place at the plant level, supported by a structured escalation process through Unit/Branch HR to Central HR, ensuring that all human rights-related concerns are addressed promptly, transparently, and in line with statutory requirements.

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

Ddev Plastiks Industries Limited considers respect for human rights as a core value and is committed to fostering fair, ethical, and inclusive business and workplace practices. The Company upholds a zero-tolerance stance against child labour, forced labour, human trafficking, discrimination, and any form of harassment or abuse. To address grievances, employees may first approach their immediate supervisor or head of department, and if unresolved, escalate the matter to the HR Head. Depending on the nature of the issue, a committee may be constituted to ensure fair resolution, while a dedicated Internal Complaints Committee is in place to handle matters related to POSH. Through these structured mechanisms, the Company ensures timely, transparent, and impartial redressal of human rights-related concerns.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers*	0%	0%
Complaints on POSH upheld	0	0

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

Ddev Plastiks Industries Limited has established robust mechanisms to ensure that complainants in cases of discrimination or harassment are fully protected against adverse consequences. The Company's HR, Grievance, Disciplinary, and POSH Policies collectively safeguard anonymity, prohibit retaliation, and enforce strict data security to protect the complainant's identity. Employees are regularly sensitised through workshops, meetings, online modules, and awareness programmes on the prevention of sexual harassment and maintaining a safe, inclusive workplace. The Vigil Mechanism/Whistle Blower Policy, available on the Company's website, provides additional protection against victimisation or unfair practices, while the Equal Employment Opportunity Policy ensures non-discrimination across all levels. Any form of retaliation is not tolerated, and individuals found guilty of such actions face strict disciplinary measures, including possible termination.

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

Yes. The Company is committed to the process of including respect for human rights in the business agreements and contracts of the Company.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our plants and offices were assessed during the reporting year through internal monitoring, statutory inspections, and third-party evaluations. These assessments ensure compliance with applicable laws, regulations, and company policies, and no significant non-compliance issues were reported by regulatory authorities or external auditors.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable. No significant risks / concerns.

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

Not applicable. The Company has not received any grievances or complaints regarding human rights violations during the reporting period.

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

Human Rights considerations have been a core value of the Company since its inception. The Company continues to comply with all statutory requirements in this regard.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, all premises and offices are accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	The company did not conduct any assessments with its value chain partners. However, it is expected that the value chain partners comply with all applicable laws and regulations. In the upcoming assessment year, the company plans to conduct assessments to ensure compliance with human rights.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not applicable.

6 PRINCIPLE

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	6,136.17 GJ	2,280.12 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	6,136.17 GJ	2,280.12 GJ
From non-renewable sources		
Total electricity consumption (D)	2,16,740.24 GJ	1,84,776.47 GJ
Total fuel consumption (E)	1,449.19 GJ	1,069.48 GJ
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	2,18,189.43 GJ	1,85,845.95 GJ
Total energy consumption (A+B+C+D+E+F)	2,24,325.60 GJ	1,88,126.07 GJ
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	0.000009 GJ per rupee	0.000008 GJ per rupee
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000178	0.000158
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

Numbers for FY 2023-24 has been revised due to change in calculation methodology

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

No. The Company does not fall under the category of industries mandated under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	94,203	96,329
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	94,203	96,329
Total volume of water consumption(in kiloliters)	94,203	96,329
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000004 KL per rupee	0.000004 KL per rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000075	0.000081
Water intensity in terms of physical output Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	2,580	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	2,580	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

Water discharged only from Surangi unit. Other units are Zero Liquid Discharge units.

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

The Company is committed to reducing liquid discharge. Effluent Treatment Plants (ETPs) have been installed at certain units to treat and reuse wastewater for cooling towers, gardening, and washing. Through the implementation of Zero Liquid Discharge (ZLD), the Company aims to achieve 100% reuse and recycling of water in its operations.

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

Parameter	Unit	Surangi	
		FY 2024-25	FY 2023-24
NOx	ppm	0.0165	0.0179
SOx	mg/Nm3	0.0125	0.0118
Particulate matter (PM)	mg/m3	93	80
Persistent organic pollutants (POP)	Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC), Hazardous air pollutants (HAP), are not being monitored currently.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency			No

Not required to measure for Daman and Mumbai units.

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

Parameter	Unit	Surangi	
		FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	107.39	79.25
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	43,759.85	37,306.37
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000002	0.000002
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000035	0.000031
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No.

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

Yes. Ddev Plastiks Industries Limited is committed to addressing climate change and reducing greenhouse gas emissions by embedding sustainability across its operations. The Company continuously undertakes process improvements and adopts advanced energy monitoring systems to enhance efficiency and minimise emissions. Focus is placed on optimising resource utilisation, promoting energy-efficient practices, and exploring renewable alternatives suited to its operations. In addition, the Company integrates water conservation and waste management initiatives, such as rainwater harvesting and recycling treated water for secondary uses, further contributing to lowering its environmental footprint. These measures reflect Ddev Plastiks' long-term commitment to building a cleaner, greener, and more sustainable future.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1324.71	960.33
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (Used Oil, Contaminated cotton, Contaminated bags, Contaminated Drums)	38.21	35.43
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Fabric Waste, Packaging waste)	-	-
Total (A+B + C + D + E + F + G + H)	1362.92	995.76
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.00000005	0.00000004
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000108	0.00000084
Waste intensity in terms of physical output		
Waste intensity (optional) –the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Hazardous Waste		
(i) Recycled	-	-
(ii) Re-used	36.29	32.58
(iii) Other recovery operations	-	1.03
Total	36.29	33.61

Parameter	FY 2024-25	FY 2023-24
Non- Hazardous Waste		
(i) Recycled	1,324.71	960.33
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,324.71	960.33
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1.92	1.68
Total	1.92	1.68
Non-Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

Numbers for FY 2023-24 has been revised due to change in calculation methodology

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

The Company is dedicated to effective waste management practices, focusing on recycling and strict compliance with environmental regulations. The Company segregates waste into categories (General waste, E-waste, Hazardous waste) and hands it over to authorized vendors for disposal or recycling. Additionally, no toxic chemicals are generated in the Company's products or processes.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
None of the operating sites are located within the core/buffer zone (within a 10 km radius) of any Ecologically Sensitive Area such as Protected Areas, National Parks, Wildlife Sanctuaries, Bio-Sphere Reserves, Wildlife Corridors, etc.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
None of the projects undertaken by KKCL in FY 2024-25 required Environmental Impact Assessments (EIA)					

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

Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is in compliance with all the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder.				

Leadership Indicators

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

As per the report by the Central Ground Water Board, Surangi, Daman and Dadra units fall under the 'Over-Exploited' – Water Stress category. However, the Daman and Dadra units are Zero Liquid Discharge units.

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

Name of the area	Surangi		Dadra - Unit 1		Dadra - Unit 2		Daman	
Nature of operations	Manufacturing		Manufacturing		Manufacturing		Manufacturing	
Parameter	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)								
(i) Surface water	-	-	-	-	-	-	-	-
(ii) Groundwater	63,068	54,937	6,730	5,780	6,005	4,832	18,400	30,781
(iii) Third party water	-	-	-	-	-	-	-	-
(iv) Seawater / desalinated water	-	-	-	-	-	-	-	-
(v) Others	-	-	-	-	-	-	-	-
Total volume of water withdrawal (in kilolitres)	63,068	54,937	6,730	5,780	6,005	4,832	18,400	30,781
Total volume of water consumption (in kilolitres)	63,068	54,937	6,730	5,780	6,005	4,832	18,400	30,781
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000024	0.0000023	0.0000003	0.0000002	0.0000002	0.0000002	0.0000007	0.0000013
Water intensity (optional) – the relevant metric may be selected by the entity	-	-	-	-	-	-	-	-
Water discharge by destination and level of treatment (in kilolitres)								
(i) To Surface water								
- No treatment	-	-	ZLD Unit		ZLD Unit		ZLD Unit	
- With treatment – please specify level of treatment	-	-						
(ii) To Groundwater								
- No treatment	-	-	ZLD Unit		ZLD Unit		ZLD Unit	
- With treatment – please specify level of treatment	2580	-						
(iii) To Seawater								
- No treatment	-	-	ZLD Unit		ZLD Unit		ZLD Unit	
- With treatment – please specify level of treatment	-	-						
(iv) Sent to third-parties								
- No treatment	-	-	ZLD Unit		ZLD Unit		ZLD Unit	
- With treatment – please specify level of treatment	-	-						
(v) Others								
- No treatment	-	-	ZLD Unit		ZLD Unit		ZLD Unit	
- With treatment – please specify level of treatment	-	-						
Total water discharged (in kilolitres)	2580	-	-	-	-	-	-	-

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not calculated for the year 2023-24 and 2024-25	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

The Company has no operations/offices in/around ecologically sensitive areas.

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Rain Water Harvesting - Pond made and diverted roof water	A pond was constructed, and rooftop rainwater was channelled into it.	14,268 KL rain water utilised
2	Solar Power Plant	Installed solar power plant with a capacity of 1,690 kW.	1,848,911 units generated per annum
3	Installed ETP & STP	ETP capacity – 25 KLD; STP capacity – 40 KLD. Treated water is recycled to cooling towers, toilet flushing, gardening, etc.	Reduced freshwater consumption through water recycling

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

The Company have a business continuity plan. The Business Continuity Policy of Ddev Plastiks Industries Limited outlines strategies to maintain and recover critical operations during disruptions, ensuring minimal impact on stakeholders and assets. It identifies potential risks, including natural disasters, IT failures, and operational breakdowns, and prescribes safeguards and recovery measures. Key phases include pre-planning, risk assessment, business impact analysis, and plan development, testing, and maintenance. The policy encompasses an Emergency Response Team, defined roles, and procedures for various scenarios. It emphasises resilience, risk mitigation, and regulatory alignment, with regular reviews to adapt to evolving challenges and stakeholder needs.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Nil. There are no significant impact to the environment, arising from the value chain of the Company.

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

No value chain partners were assessed for environmental impacts during the financial year. The company plans to assess its value chain partners in the upcoming year

8. Green Credit generated / procured by the company and top ten value chain partners.

Not applicable for the industry.

7 PRINCIPLE

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. **DPIL, actively participates in various industry and business associations. In total the Company has 8 affiliations with trade and industry chambers/associations.**
1. b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Plastic Manufacturers Association (AIPMA)	National
2	Bengal Chamber of Commerce & Industry (BCCI)	State
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4	Federation of Indian Export Organisation (FIEO)	National
5	Indian Chamber of Commerce (ICC)	National
6	Indian Plastic Federation (IPF)	National
7	Plast India	National
8	The Plastic Export Promotion Council (PLEXCON)	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Not applicable	Not applicable

No adverse order was received by the Company from regulatory authorities during the financial year 2024-25, hence no corrective action was required to be taken.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
	There is no public policy advocated as of now.				
	Nil	NA	NA	NA	NA

8

PRINCIPLE

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

None of the projects undertaken by KKCL in FY 2024-25 required Social Impact Assessments (SIA).

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Weblink
Nil	NA	NA	NA	NA	NA

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not applicable. No rehabilitation and resettlement were undertaken by the entity during 2024-25.

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-

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

The Company addresses community grievances through regular interactions with local representatives and authorities near its plants. Concerns raised are documented, discussed with management, and acted upon as part of the company's CSR and sustainability initiatives.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	8.29%	7.96%
Sourced directly from within the district and neighbouring districts	13.28%	5.47%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2024-25	FY 2023-24
Rural	60%	54%
Semi-urban	9%	9%
Urban*	15%	20%
Metropolitan*	16%	17%

*Only permanent employees considered

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	Not applicable

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

The Company has implemented various corporate social responsibility (CSR) initiatives. However, it has not undertaken any CSR projects or activities in the designated aspirational districts that have been identified by government bodies.

Sl. No	State	Aspirational District	Amount spent (In INR)
-	-	-	-

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

Yes. While the Company primarily engages suppliers from the polymer and chemical industries in line with its business requirements, it remains committed to inclusive and equitable procurement practices. The Company gives preference to sourcing from local businesses and locally manufactured products, with a focus on supporting:

- Micro, Small & Medium Enterprises (MSMEs)
- Vendors aligned with the 'Make in India' initiative
- Local suppliers
- Self-help groups
- Small and community-based vendors

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

The Company procures from marginalised and vulnerable groups such as MSMEs, local suppliers, self-help groups, and small community-based vendors. By engaging with these groups, the Company supports inclusive growth, creates livelihood opportunities, and strengthens local economies.

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

The Company sourced 8.29% of its total procurement value from MSMEs, reflecting its commitment to supporting marginalised and vulnerable groups. In addition, procurement from local suppliers, self-help groups, and small community-based vendors has been initiated, and while the exact percentage is yet to be formally captured, robust mechanisms are being developed to measure and report this data from the coming years. The Company remains committed to progressively enhancing its inclusive procurement practices as part of its sustainable growth strategy.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
1.	Trademark of Company's logo	Yes	No	NA

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education (including Special Education) and Livelihood Enhancement Projects	Evaluation is not feasible. The Company has executed the CSR Activity via an implementing agency, specifically a Trust or NGO	
2	Healthcare activities		
3	Livelihood Enhancement Projects		
4	Promoting Healthcare including Preventive Healthcare		

9 PRINCIPLE

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

Essential Indicators

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

As a B2B organisation, the Company has a defined process to address consumer complaints and feedback. The Marketing team acts as the primary contact, coordinating with operations and production to resolve issues. Senior management and department heads periodically review complaints and actions taken. Consumers can submit complaints via the Company's website <https://www.ddevgroup.in/contact-us> or email kolkata@ddevgroup.in, with all submissions monitored and addressed promptly by the Service Department and senior management, as required.

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

Locations	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage Recycling	Most of the products are directly sold to other businesses. DPIL updates all products with Safe and responsible usage information as well as the Technical Data Sheet (TDS) mentions details with regard to Packaging, Safety, Technical details, storage and shelf life.
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	1	0	One threat had been identified and the system had taken necessary action to prevent and clean the threat from the system. No damage was caused.	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. Details of instances of product recalls on account of safety issues:

Locations	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes, the Company has a policy on Cyber security and Data Privacy, which is available at <https://www.ddevgroup.in/company-charter>

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

The Company has implemented robust measures to safeguard customer data privacy and ensure cyber security, supported by a formal Cyber Security Policy. A dedicated Quality Check Department actively monitors and ensures that product quality standards meet or exceed customer specifications, with ongoing support from the Research & Development team to continuously improve product safety.

During the reporting year, no penalties or actions were imposed by regulatory authorities concerning the safety of the Company's products or services. The Company remains committed to maintaining the highest standards of product safety, quality, and compliance through proactive monitoring and corrective actions wherever necessary.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – **Nil. No instance of data breaches in the assessment period.**
- Percentage of data breaches involving personally identifiable information of customers – **Nil**
- Impact, if any, of the data breaches – **Not Applicable**

Leadership Indicators

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

Comprehensive information regarding the array of products and services provided by the Company is readily available on its website, accessible at <https://www.ddevgroup.in/products>.

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

Product Data Sheets and Material Safety Data Sheets for all of the Company's offerings are accessible on its website at <https://www.ddevgroup.in/products>. These documents provide comprehensive guidelines for the safe utilisation and disposal of the Company's products. In addition, necessary disclosures are incorporated on the product packaging.

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

While DPIL does not provide essential services, the Company maintains a robust communication strategy in the event of service disruptions or discontinuations. Proactive notifications are disseminated to stakeholders via the Company's website, social media platforms, distributor and retailer networks, sales representatives, and emails. Furthermore, customers are encouraged to contact the service desk for any queries or feedback.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

DPIL offers an extensive portfolio of products. In compliance with local regulations, and where space allows, each product label provides information about the benefits derived from the product's use and how the product's functionality contributes to these benefits. Feedback from key customers has led to the implementation of strategies aimed at enhancing the consumer experience. The Company conducts regular assessments on its major brands to determine their strength and cognitive impact among consumers. A system for periodic product performance reviews is also in place.