



ANNEXURE - IX

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L15209TG1995PLC020324
2. Name of the Listed Entity	DODLA DAIRY LIMITED
3. Year of incorporation	15 May 1995
4. Registered office address	8-2-293/82/A, 270/Q, Road No 10-C, Jubilee Hills, Hyderabad – 500 033, Telangana, India.
5. Corporate address	8-2-293/82/A, 270/Q, Road No 10-C, Jubilee Hills, Hyderabad – 500 033, Telangana, India.
6. E-mail	cs@dodladairy.com
7. Telephone	+91 40 4546 7777
8. Website	www.dodladairy.com
9. Financial year for which reporting is being done	01 April 2024 to 31 March 2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital	INR 603,278,090
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Surya Prakash Mungelkar Company Secretary and Compliance Officer Telephone: +91 40 4546 7777 Email: cs@dodladairy.com
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 the assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Product & 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	Production of dairy products, purchase of raw milk, and sale of processed milk and dairy products	Collection of milk, manufacturing, distribution, sales and marketing of milk and dairy products	100.00 %

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

S No	Product/Service	NIC Code	% of the total turnover contributed
1	Milk and milk products	1050 (NIC 2008)	100.00 %

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	14	1	15
International	NA	NA	NA

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19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	13 states i.e, Andhra Pradesh, Telangana, Tamil Nadu, Karnataka, Maharashtra, Gujarat, Rajasthan, West Bengal, Himachal Pradesh, Madhya Pradesh, Pondicherry, Odissa and Goa
International (No. of Countries)	1

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

The contribution of export percentage to the turnover of the entity is 0.04%.

c. A brief on types of customers

Our customers include distributors, Dodla retail parlours, super stockists, agents, institutions, modern trade outlets, hotels, restaurants, cafes (HoReCa), and independent retailers. Each plays a vital role in ensuring our broad market reach and meeting varied consumer needs.

IV. Employees

20. Details at the end of Financial Year

a. Employees and workers (including differently abled):

SL No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
Employees						
1	Permanent (D)	3142	3080	98.02%	62	1.98%
2	Other than permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	3142	3080	98.02%	62	1.98%
Workers						
4	Permanent(F)	-	-	-	-	-
5	Other than permanent (G)	3319	2223	66.97%	1096	33.02%
6	Total Employees (F+G)	3319	2223	66.97%	1096	33.02%

20. b. Differently Abled Employees & Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	11	11	-	-	-
2	Other than permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	11	11	-	-	-
Differently Abled Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than permanent (G)	2	2	-	-	-
6	Total Employees (F+G)	2	2	-	-	-



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21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of directors	8	1	12.50
Key Management Personnel *	5	0	0.00

* Includes MD and WTD

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	2024-25 (Turnover Rate in current FY)			2023-24 (Turnover Rate in previous FY)			2022-23 (Turnover Rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	31%	21.29%	21%	36%	22%	23.7%	23.8%	25%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

23. 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	Orgafeed Private Limited	Wholly owned subsidiary	100 %	No
2	Dodla Holdings Pte. Limited	Wholly owned subsidiary	100 %	No
3	Country Delight Dairy Limited	Wholly owned subsidiary	100 %	No
4	Dodla Dairy Kenya Limited	Step down Subsidiary Company	Nil	No
5	Lakeside Dairy Limited	Step down Subsidiary Company	Nil	No
6	Global Vetmed Concepts India Private Limited	Associate Company	47.88	No

Note: Dodla Dairy Kenya Limited and Lakeside Dairy Limited are subsidiaries of Dodla Holdings Pte. Limited.

VI. CSR Details

24.

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover (in INR) **33,415.28 million**
- (iii) Net worth (in INR) **12,822.31 million**

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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)	2024-25 (Current Financial year)			2023-24 (Previous Financial Year)		
		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	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than Shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Employees & Workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	140	Nil	Most of the complaints are related to by-products, and the required corrective actions are implemented in the plants	106	Nil	Most of the complaints are related to by-products, and the required corrective actions are implemented in the plants
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (Please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

Web link: https://www.dodladairy.com/codes_and_polices



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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, the rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format

SL No	Material Issue Identified	Indicate whether Risk/ Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)
1	Environment and Sustainability	Risk – Water Opportunity – Power	Water is a critical resource for dairy operations; depletion poses risks to production continuity and cost. Power shortages in some regions create operational risks, while renewable energy offers cost savings and emissions reduction opportunities.	Installed advanced Effluent Treatment Plants (ETPs) with Zero Liquid Discharge (ZLD) at one of our processing plants to minimise water use and contamination. Condensate recovery systems reduce fresh water and fuel needs. Solar panels supply ~15% of power needs, reducing grid dependence.	Negative - Water scarcity may increase operational costs and risks. Positive - Renewable energy investments increase capital expenditure but deliver long-term cost savings and reduce carbon liabilities.
2	Health and Safety Training & Development	Risk	Large workforce including employees and contract labor increases potential for safety incidents due to voluntary negligence or gaps in awareness, leading to human and financial losses.	Conduct regular and comprehensive safety trainings covering hazard identification, emergency response, firefighting, first aid, chemical and electrical safety. Perform frequent safety audits, inspections, and mock drills. Provide PPE and enforce safety culture.	Negative - Training and safety programme costs. Positive - Reduction in accidents lowers compensation, downtime, and regulatory penalties.
3	Energy and Emissions	Risk	Increasing production raises energy demand; unreliable grid power and fossil fuel use increase operational risks and environmental impact. Methane emissions from effluent treatment plants pose environmental hazards.	Capture methane from ETPs and reuse as fuel in plant canteens to reduce emissions. Deploy electric vehicles for internal logistics to lower fossil fuel use. Install solar panels supplying over 15% of energy needs, decreasing grid reliance and carbon footprint.	Positive – Savings from usage of methane gas generated from ETPs and reduced fuel consumption and emissions. Negative - Potential risks like supply issues since dependency is on conventional power and cost increase/ emission penalties.

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SL No	Material Issue Identified	Indicate whether Risk/ Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)
4	Animal Welfare	Risk and Opportunity	Ethical treatment of livestock affects milk quality, yield, and reputation. Poor welfare risks productivity loss and supply chain disruptions, while good practices improve outcomes and brand trust.	Implemented regular animal welfare by appointing veterinary technicians who will support farmer community with input activities and supply of high quality animal feed including veterinary care, nutrition, and living conditions. Train farmers on clean milk production and best animal husbandry practices and conduct compliance audits of dairy farms.	Positive - Improved productivity and quality enhance revenues. Negative - Poor welfare risks regulatory penalties, supply issues, and reputational harm.
5	Supply Chain Resilience and Quality	Risk	Reliance on numerous smallholder farmers exposes supply chain to risks such as climate events, diseases, and logistical challenges impacting milk quality and availability.	We have Diversified our milk sourcing to various geographies and regions thereby reduce risk concentration. Use digital traceability tools to monitor milk quality from farm to factory. Provide capacity building programmes for farmers to improve productivity and resilience. We maintain a comprehensive list of vendors, allowing us to engage an alternative supplier in the event of a disruption.	Negative - Costs for technology and farmer support. Positive - Improved supply reliability and product quality drive customer satisfaction and reduce losses.
6	Community Engagement and Rural Development	Opportunity	Supporting rural supplier communities enhances livelihoods, supply reliability, and company's social license to operate.	Conduct farmer training on modern practices, financial literacy, and health awareness. Invest in rural infrastructure such as providing provision of food for women students , toilets and school infrastructure projects.	Positive - Community investment costs offset by strengthened supplier relations, improved supply, and enhanced brand reputation.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

SL No	Material Issue Identified	Indicate whether Risk/ Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)
7	Waste Management	Risk and Opportunity	Improper management of organic and packaging waste risks environmental damage and regulatory non-compliance. Efficient waste management reduces costs and improves sustainability credentials.	Compost organic waste being used as fertilizer at our plants. we are recycling 60% of the plastic waste that is generated at our plants and stopped usage of single-use plastics. Developed biodegradable packaging alternatives.	Positive - Reduced disposal costs and regulatory risk mitigation. Negative - Costs for waste management programmes and new packaging.
8	Water Use Efficiency	Risk	Water scarcity and increased costs threaten production continuity and community relations.	Installed water-meters and monitoring water usage through regular water audits.	Positive - Initial investment costs balanced by reduced water expenses and improved community goodwill.
9	Diversity, Equity & Inclusion (DEI)	Opportunity	Promoting workplace diversity and inclusion improves innovation, employee engagement, and regulatory compliance.	Implemented inclusive recruitment policies, equal opportunity frameworks, and DEI training programmes to foster respectful and equitable work environment.	Positive - Enhanced employee retention, improve learning curve and productivity/ business outcomes.
10	Ethical Business Practices	Risk	Risks from corruption, fraud, or regulatory non-compliance can cause legal penalties and reputational damage.	Inculcating robust ethical culture through conducting of pledge across locations on regular basis and programmes, including audits, implementation of whistleblower mechanism and anticorruption training programs across locations on regular basis.	Positive - All employees are driven by ethical conduct on voluntary basis. Compliance costs offset by avoided fines, legal costs, and improved stakeholder trust.
11	Data Privacy and Cybersecurity	Risk	Increasing digital operations heighten risk of data breaches and cyber-attacks, threatening business continuity and compliance.	Implemented cybersecurity frameworks, conducting regular audits, and train employees on data security best practices.	Positive - Investment in security prevents costly breaches, downtime, and penalties.
12	Employee Well-being & Mental Health	Opportunity	Supporting mental health improves productivity, reduces absenteeism, and fosters positive workplace culture.	Providing yoga and wellness programmes, and also giving counselling sessions to handle stress	Positive - Programme costs balanced by improved employee performance and reduced absenteeism.
13	Packaging Sustainability	Opportunity	Growing demand and regulation to reduce plastic waste creates risks and opportunities to innovate sustainable packaging.	Currently 40% of packaging material is biodegradable, and balance packaging material given to Rapidue Technologies Pvt Ltd. to dispose.	Positive - Initial R&D and material costs offset by improved brand reputation, regulatory compliance, and waste management savings.

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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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.dodladairy.com/codes_and_polices 1: https://dodladairy.com/wp-content/uploads/2025/03/Anti-Bribery-Policy.pdf , https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf , https://dodladairy.com/wp-content/uploads/2024/04/Code-Of-Conduct-For-Board-Of-Directors-And-SMP.pdf 2: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf 3: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf , https://dodladairy.com/wp-content/uploads/2024/04/Environmental-And-Social-Policy.pdf 4: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf , https://dodladairy.com/wp-content/uploads/2024/04/Environmental-And-Social-Policy.pdf 5: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf , https://dodladairy.com/wp-content/uploads/2024/04/Environmental-And-Social-Policy.pdf 6: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf , https://dodladairy.com/wp-content/uploads/2024/04/Environmental-And-Social-Policy.pdf 7: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf 8: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf , https://dodladairy.com/wp-content/uploads/2024/04/Environmental-And-Social-Policy.pdf 9: https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y



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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Principle 6 1. ISO: 50001:2011 Energy Management System Certification for 2 Plants. Principle 9 1. FSSC:22000 Version 6.0: Food Safety Standard Certification for 5 Plants. 2. ISO: 22000: 2018 Food Safety Management System Certification for 8 Plants 3. Export Inspection Agencies -Export Consent Certification for 2 Plants.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Principle 6 Non-conventional energy (Solar Power) – currently it is standing at 14% of total energy consumed, planning to increase it to 30 % by end of 2028. Reduction of wastewater generation: -Currently the wastewater generated is standing at 1.071 liters of water for processing one Liter of milk – planning to reduce it to 1.00 liter by 2027 Rainwater harvesting pits – The company targeting to create rain water harvesting pits at all our processing plants by 2028								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Principle 6 Yes, The company has increased total solar energy from 14% to 15%. The company has maintained the water usage ratio for processing one Liter of milk at 1:1.07 Liters. The Company has created rainwater harvesting pits in 9 plants.								
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): Dodla is committed to accelerating its ESG journey which not only aligns to the global expectations but also serves as a catalyst for our long-term success and resilience in the face of evolving market dynamics. We have a proud legacy of pioneering positive change, not just within the industry but in the communities where we operate as well, and our commitment remains steadfast. We continue to seek agile ways for this transition, through continuous innovation, and investments in research, technological interventions, and partnerships. The ESG targets undertaken reflect our cognizance of the urgency of the decarbonisation journey to meet the evolving stakeholder expectations. I encourage you to read our BRSR to gain a comprehensive understanding of the progress we have made.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dodla Sunil Reddy, Managing Director under the guidance of the Board of Directors and its Committees								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, details.	The Company does not have a committee for sustainability related issues. However, the board of directors along with the executive leadership team are collectively and individually responsible for decision-making and performance on sustainability issues. They drive and monitor the overall performance and periodically inform the Board on ESG matters. The overall performance is assessed at least once in a year by the Board.								

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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	Risk Management Committee of the Board										Annually									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Risk Management Committee of the Board										Annually									
Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N		

Note: The assessment of the policies is currently in progress.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	-	-	-	-	-	-	-	-	-

SECTION C) PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1. Businesses should Conduct and Govern themselves with integrity and in a manner that is ethical, transparent and accountable

Essential Indicators:

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	4	Business Strategy, Corporate Governance, programme aligned with the responsibilities of the Board, SEBI Listing Regulations and Statutory updates	100%
Key Managerial Personnel	4	Business Strategy, Corporate Governance, programme aligned with the responsibilities of the Board, SEBI Listing Regulations and Statutory updates	100%
Employees other than BoD and KMPs	282	Code of Conduct, Ethics, Integrity, Food safety, employee discipline, EHS and various policies/SOPs.	98%
Workers	123	Ethics, Integrity, Food safety, employee discipline, EHS and various policies/SOPs	68%



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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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

A. Monetary

Particulars	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	6	Ground water department	INR 27,500	Ground water department-imposed penalty for Non-Compliance of NOC conditions.	No
	3	Add. Junior Civil Judge	INR 50,000	A fatal incident occurred at one of our plants when a contract labourer, while negligently operating a machine under maintenance, suffered electrocution and died	No
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil

B. Non Monetary

Particulars	NGRBC Principle	Name of the regulatory/Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? Yes/No
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Nil	Nil

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

Yes. Dodla Dairy Limited has an Anti-Bribery Policy that demonstrates its commitment to conducting business with integrity and in compliance with all applicable anti-bribery and anti-corruption laws. The policy prohibits offering, giving, or receiving bribes or any form of improper advantage in any business dealings, whether with public officials or private individuals. It applies to all employees, directors, and third-party representatives, and includes provisions for reporting suspected violations and consequences for non-compliance. The policy promotes a culture of transparency and ethical conduct across the organisation.

The policy can be accessed at: <https://dodladairy.com/wp-content/uploads/2025/03/Anti-Bribery-Policy.pdf>.

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

	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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6. Details of complaints with regard to conflict of interest

Particulars	2024-25 (Current Financial Year)		2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

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

	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Number of days of accounts payables	19	20

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	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil
Share of RPTS in	a. Purchases (purchases with related parties/Total purchases)	5.91%	3.43%
	b. Sales (Sales to related parties/Total Sales)	Nil	Nil
	c. Loans and advances(Loans and advances given to related parties/ Total loans and advances)	100% (Loans)	100% (Loans)
	d. Investments (Investments in related parties/Total investments made)	Nil	Nil



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Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered under the awareness programmes
72	Cattle health awareness programmes, Feeding practices for Animals & clean milk programmes	1.5 % of total farmers

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

Yes, DDL has stringent processes in place to manage conflicts of interest among Board Members and Senior Management. Every Director of the Company discloses his/her concern or interest in the Company, or companies or bodies corporate or firms or other association of individuals and any change therein, annually or upon any change, which also includes the shareholding. Further, a declaration is also taken annually from the Directors (as per the Code of Conduct - <https://dodladairy.com/wp-content/uploads/2024/04/Code-Of-Conduct-For-Board-Of-Directors-And-SMP.pdf>) confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company.

The senior management also annually affirm that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. During Board Meetings, the concerned Directors abstain from participating in the items in which they are concerned or interested.

Principle 2. 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.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	8.00 lakhs	7.70 lakhs	i. MDCs and cyclones enclosed to boilers for zero or minimal emissions ii. Treatment of ETP discharges, ensuring an eco-friendly environment iii. Investments in environmental sustainability iv. Pollution control monitors installed at Nellore and Palamaneru
Capex	5.00 lakhs	9.00 lakhs	i. Investments towards environmental sustainability ii. Pollution control monitors installed at Nellore and Palamaneru

2. Sustainable Sourcing

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

Yes, Dodla has procedures in place for sustainable sourcing.

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

We did not record data on the percentage of sustainably sourced inputs for 2024-25. However, we are taking steps to begin capturing this information going forward

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

- Plastics (Including Packaging)
- E-Waste
- Hazardous waste
- other waste

Scrap disposals being taking place through authorised scrap sellers in turn they are recycling and disposing for the plastics, e-waste, hazardous waste, and other waste through Rapidue Technologies Pvt Ltd.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

4. Extended Producer Responsibility (EPR)

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, steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to our activities. Our waste collection plan is fully aligned with the EPR plan that we have submitted to the respective Pollution Control Boards. We have put in place a structured and compliant mechanism for collecting, segregating, and responsibly disposing of post-consumer plastic waste. This is done in collaboration with authorised recyclers and waste management partners. We ensure that our targets, geographic reach, and timelines are in accordance with regulatory guidelines. Regular monitoring, reporting, and independent audits help us stay accountable and transparent in our efforts towards sustainable packaging and responsible waste management.

Leadership Indicators

1. Life Cycle Assessment

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

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

2. If there are any significant social or environmental concerns and/or risks arising from the 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.

Name of the product/Service	Description of the risk/concern	Action Taken
NA		

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 re-used input material to total material	
	2024-25 Current Financial Year	2023-24 Previous Financial Year
Plastic (Polythene)	60%	50%

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:

Category	2024-25 Current Financial Year			2023-24 Previous Financial Year		
	Re-used	Re-Cycles	Safely Disposed	Re-used	Re-Cycles	Safely Disposed
Plastics (including packaging)	0	445.80	772.2	0	360	216.00
E-waste	0	1.14	0	0	0.540	0
Hazardous waste	0	0	0.02	0	0	0.02
Other waste	0	0	0	0	0	0

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
NA	Nil



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**Essential Indicators****1. a. Details of measures for the well-being of employees**

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	3,080	3,080	100%	3,080	100%	-	-	-	-	-	-
Female	62	62	100%	62	100%	62	100%	-	-	-	-
Total	3,142	3,142	100%	3,142	100%	-	-	-	-	-	-
Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

b. Details of measures for the well-being of Workers

Category	% of workers covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than permanent workers											
Male	2,223	2,222	99.95	2,222	99.95	-	-	-	-	-	-
Female	1,096	1,096	100	1,096	100	1096	100	-	-	-	-
Total	3,319	3,318	99.96	3,318	99.96	1096	100	-	-	-	-

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

	2024-25 Current Financial Year	2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.05% (GMC, GPA, Employee Compensation and EDLI)	0.09% (GMC, GPA, Employee Compensation and EDLI)

2. Details of retirement benefits, for current FY and previous financial year

Benefits	2024-25 Current Financial Year			2023-24 Previous Financial Year		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	3,142	100%	YES	2,897	100%	YES
Gratuity	3,142	100%	YES	2,897	100%	YES
ESI	1,483	47%	YES	1,604	55%	YES
Others – specify (GMC, GPA, EDLI, Interest free loans, Marriage gifts)	3,142	100%	No	2,897	100%	No

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 required infrastructure for differently abled have access at offices and work locations of company.

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, Web Link: <https://dodladairy.com/wp-content/uploads/2024/04/Equal-Opportunity-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	-	-	-	-
Female	100%	100%	-	-
Total	-	-	-	-

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.

Particulars	Yes/No (if yes then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than permanent Employees	Yes

Based on our Business Responsibility Policy, the company has formal mechanisms in place to receive and redress grievances from employees and workers. The policy outlines the availability of an internal grievance redressal process to ensure that employee concerns are addressed in a fair, transparent, and timely manner. This includes dedicated channels and designated personnel to handle grievances, reflecting the company's commitment to maintaining a responsible and inclusive work environment.

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

Category	2024-25 Current Financial Year			2023-24 Previous Financial Year		
	Total employee/ workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employee/ workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
Total Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

8. Details of Training given to the employees and workers:

Category	2024-25 Current Financial Year					2023-24 Previous Financial Year				
	Total (A)	On health and safety Measures		On skill upgradation		Total (D)	On health and safety Measures		On skill upgradation	
		NO. B	% (B/A)	No.C	% (C/A)		No. (E)	% (E/D)	No.(F)	%(F/D)
Employees										
Male	3,063	2,696	88%	2,756	90%	2,845	2,845	100	600	21%
Female	64	60	93%	54	84%	52	52	100	52	100%
Total	3,127	2,756	88%	2,810	90%	2,897	2,897	100	652	22.5%
Workers										
Male	2,223	1,024	46%	240	11%	1,908	1,908	100	0	0
Female	1,096	1,079	98%	50	5%	1,034	1,034	100	0	0
Total	3,319	2,103	64%	290	9%	2,942	2,942	100	0	0

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

Category	2024-25 Current Financial Year			2023-24 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
Employees						
Male	3,063	2,546	83%	2,845	100	100.00
Female	64	55	86%	52	100	100.00
Total	3,127	2,601	83%	2,897	100	100.00
Workers						
Male	2,223	0	0	1,908	1,908	100
Female	1,096	0	0	1,034	1,034	100
Total	3,319	0	0	2,942	2,942	100

10. Health and safety management system

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

Yes, we are covering the system for all the employees and workers by creating Policies and SOPs, training programmes, Mock drills and health camps.

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

HIRA is applicable to us and we are conducting HIRA audit on yearly basis.

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

Yes

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

Yes

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

11. Details of safety related incidents

Safety Incident/Number	Category	2024-25 Current Financial Year	2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	-	-
	Workers	0.15	-
Total recordable work-related injuries	Employees	-	-
	Workers	1	-
No of fatalities	Employees	-	-
	Workers	1	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Conducting internal audits at regular intervals and safety survey is being conducted regarding Workplace safety.

13. Number of complaints made by employees and workers

	2024-25 Current Financial Year			2023-24 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year

Particulars	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

We have internal and external/third parties to take care of health assessments.

15. 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.

- We installed RCCB's live electrical panels to avoid excessive current.
- We have installed sprinkler water systems near combustible and flammable materials.
- Installed ammonia detecting system to identify ammonia leakages to avoid spreading ammonia gas.

Leadership Indicators

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

(A) Employees (Y/N) and (B) Workers (Y/N): no

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

We are currently implementing cross-verification and reconciliation processes, which includes matching the details of the ECR (Electronic Challan cum Return) with the total amount paid as per the TRRN (Temporary Return Reference Number) on the EPFO portal



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total Number 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	
	2024-25 Current Financial Year	2023-24 Previous Financial Year	2024-25 Current Financial Year	2023-24 Previous Financial Year
Employees	-	3	-	2
Workers	1	1	-	1

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

Yes

5. Details of Assessment of value chain partners

Particulars	% of value chain partners (by the value of business done with such partners) that were assessed
Health & and safety practices	-
Working conditions	-

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.

Not Applicable

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

Essential Indicators:

1. Describe the process for identification of key stakeholder groups of the entity.

DDL is dedicated to maintaining the highest standards of transparency, accountability, and ethical conduct across its operations. Stakeholders who have an immediate impact on the functioning of the company—whether directly or indirectly influenced by its operations and value chain—are identified as key stakeholders. The Company evaluated its key stakeholder groups based on the impact that stakeholders have on the value created by the Company and assessed the ramifications of its business activities on its stakeholders. The key stakeholders include employees and workers, Farmers, customers, local communities, Vendor, suppliers and business partners, government and regulatory authorities, shareholders and investors, dealers and distributors as well as influencers and applicators. Actively engaging with these stakeholders facilitates a comprehensive and responsive approach to their needs and feedback, thereby allowing for the adaptation of business operations and processes. This systematic approach ensures that the Company can effectively engage with its stakeholders and address their concerns in a manner that aligns with its core values and objectives.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

2. List 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), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	We use both digital and physical communication channels, including—but not limited to—emails, Video Conferences, townhalls, notice boards, Whatsapp groups, HR portal, leadership touchpoints, as well as appraisal and training programmes that support personal and professional growth	Ongoing	Our key focus areas include performance evaluation and recognition, health and safety, team building, career growth, skill development training, and ensuring workplace safety
Shareholders & Investors	No	Annual General Meeting, Investor conferences/calls/meetings, Investor communications/press releases/relevant, Advertisements, Stock Exchange Intimations, Annual Reports, quarterly results, Company website	Ongoing	Governance and financial performance, Business updates, Growth plans and product pipeline, Financial performance, business updates and dividends
Customers	No	Exhibitions and events, Information on packaging, Interaction through digital media, Newspaper, Pamphlets, E-mail, Advertisements, Company Website and Personal meetings	Ongoing	Product quality, availability & Marketing and New product introduction
Farmers	No	Mobile Application, SMS & Personal meetings	Ongoing	Your Company engages with dairy farmers, and other farmers who form a part of the value chain directly or indirectly for training/ awareness on good farming practices, helping them to grow high genetics, providing high-quality feed, and develop resilient, sustainable farms. Timely payment for milk procurement
Suppliers and Vendors	No	E-mail, Phone, Meetings	Ongoing	Suppliers & Vendor engagement, Provide quality goods/materials, Timely delivery & Payments, New product introduction and new business opportunity
Regulatory Authorities	No	E-mails, meetings, submissions, etc.	Ongoing	Compliance with rules & regulations and Timely reporting through various compliance.
Communities	No	Community Meetings	As and when required	Community development programmes Implementation through CSR initiatives



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.**

The Board has delegated responsibility for stakeholder consultations on environmental and social matters to the respective functional heads of the company. Feedback from these consultations is shared with the relevant committees and the Board, as appropriate, including during quarterly Board meetings.

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

Yes, through materiality study, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. Company works towards meeting the concerns raised by stakeholders by ensuring product quality/safety, Product availability, developing environment-friendly products, training employees, making transparent disclosures, and improving the energy efficiency of its manufacturing plants.

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

DDL actively engages with vulnerable and marginalised stakeholder groups surrounding its plant operations to understand their needs. This engagement is integral to the Company's ethos of social responsibility. Through structured initiatives the Company not only ensures that the voices of these communities are heard but also incorporated into the decision-making processes. These are translated into concrete actions to address their needs including access to Education, Eradicating hunger, poverty & malnutrition, healthcare, Promoting gender equality & empowering women and educational infrastructure.

Principle 5. Businesses should respect and promote human rights

Essential Indicators

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

Category	2024-25 Current Financial Year			2023-24 Previous Financial Year		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
Employees						
Permanent	3,127	304	10%	2,897	131	4.52%
Other than Permanent	0	0	0	0	0	0
Total Employees	3,127	304	10%	2,897	131	4.52%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	3,319	156	4.7%	2,942	230	7.8%
Total Workers	3,319	156	4.7%	2,942	230	7.8%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Category	2024-25 Current Financial Year					2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No.(B)	%(B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent	3,142	-	-	100%	3,142	2,897	-	-	2,897	100%
Male	3,080	-	-	100%	3,080	2,845	-	-	2,845	100%
Female	62	-	-	100%	62	52	-	-	52	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	2,942	2,942	100%	-	-	2,500	2,500	100%	-	-
Male	1,908	1,908	100%	-	-	1,750	1,750	100%	-	-
Female	1,034	1,034	100%	-	-	750	750	100%	-	-

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors	7	24,703,100	1	Nil
Key Managerial Personal	5	6,297,693	0	Nil
Employees other than BoD and KMP	3137	227,893	62	255,952
Workers	0	Nil	0	Nil

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

	2024-25 Current Financial Year	2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	1.96%	1.85%

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)

No

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

The company has constituted a Grievance Redressal Committee and has created a complaint redressal mechanism for time- bound redressal of the complaints made by the employees at all locations.

The above policy link: <https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf>



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Category	2024-25 Current Financial Year			2023-24 Previous Financial Year		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human right related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

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

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

Dodla Dairy's Business Responsibility Policy outlines safeguards to protect complainants in cases of discrimination and harassment. It ensures that individuals who raise concerns are not subject to retaliation or adverse consequences. The policy emphasises a fair and confidential grievance redressal process, reinforcing a culture of trust and accountability. These measures are designed to encourage reporting without fear and uphold the principles of equity and non-discrimination.

You can view the full policy <https://dodladairy.com/wp-content/uploads/2024/04/Business-Responsibility-Policy.pdf>.

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

Yes

10. Assessments of the year

Category	% of plants and offices that were assessed (by the entity or by the statutory authorities or third parties)
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

We have been conducting through Internal assessments.

11. Provide the details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.

The company has various policies which are updated from time-to-time which address concerns arising from the assessments.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

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

We are not made any major modifications in business processes, however we have created new process for capturing grievances at all our plants.

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

We have not conducted any due diligence. The company is planning to conduct at corporate office and plants.

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, at all plants and corporate office the company has provided required facilities at its offices and plants.

4. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced labour/Involuntary Labour wages	Nil
Others – please specify	NA

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

Nil

Principle 6. 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	2024-25 (Current Financial Year) (In GJ)	2023-24 (Previous Financial Year) (In GJ)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	20,522.19	17,231.44
Total energy consumed from renewable resources (A+B+C)	20,522.19	17,231.44
From non-renewable sources		
Total electricity consumption (D)	147,568.10	146,724.39
Total fuel consumption (E)	2,305.30	4,447.40
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable resources (D+E+F)	149,873.4	151,171.79
Total energy consumed. (A+B+C+D+E+F)	170,395.59	168,403.23
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00000509	0.00000579



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	2024-25 (Current Financial Year) (In GJ)	2023-24 (Previous Financial Year) (In GJ)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	5.1GJ/million INR	5.7GJ/million INR
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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 independent assessment/evaluation/assurance from an external agency.

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, the remedial action taken, if any.**

No

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

Parameter	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	0	19016.000
(ii) Groundwater	739,959.26	593,915.031
(iii) Third party water	29,796.90	31,134.500
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	769,756.16	644,065.531
Total volume of water consumption (in kilolitres)	769,756.16	644,065.531
Water intensity per rupee of turnover (Water consumed/Revenue from operations)	0.0000230	0.0000221
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	23.03KL/million INR	22.15KL/million INR
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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 independent assessment/evaluation/assurance from an external agency.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)
4. Provide the following details related to water discharged:

Parameter	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment (ETP)	606,145.92	313,670.04
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	606,145.92	313,670.04

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 independent assessment, evaluation, or assurance has been conducted by an external agency.

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

Yes, One of our processing units has been installed Zero Liquid Discharge (ZLD) system and rest of the plants are using advanced effluent treatment plants.

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

Parameter	Please specify unit	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
NOx	MT	886.950	768.890
SOx	MT	236.52	204.984
Particulate Mater (PM)	MT	2,838.24	2,459.808
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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 independent assessment/evaluation/assurance from an external agency.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

7. Please provide the details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity, in the following format -

Parameter	Unit	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
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 CO₂ equivalent	57,010.15	58,145.21
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 CO₂ equivalent	29,800.56	29,181.85
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)		0.0000025979	0.0000030041
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)		2.59MT/million INR	3 MT/million INR
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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 independent assessment, evaluation, or assurance has been conducted by an external agency

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

Yes, we have undertaken several initiatives aimed at reducing GHG emissions across our operations.

LED Lighting: All our plants are switching to energy-efficient LED lighting to reduce electricity consumption and associated emissions.

Solar Power: We have increased our solar power capacity, contributing directly to a reduction in GHG emissions. The details of installed capacities are as follows:

Kambainallur Chilling Centre: 105 kWp

Puthukoil Chilling Centre: 61.6 kWp

Polur Chilling Centre: 39.4 kWp

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

Parameter	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	164.04	216.000
E-waste (B)	0.54	0.540
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (G). Please specify if any	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Other Non-hazardous waste generated (H) (Break-up by composition i.e by materials relevant to the sector)	0	0
Total (A+B+C+D+E+F+Gg+H)	164.58	216.540
Waste intensity per rupee of Turnover (Total waste generated/ Revenue from operations)	0.00000000492	0.00000000744
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total waste generated/Revenue from operations adjusted for PPP)	0.0042MT/million INR	0.0074MT/million INRs
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
i. Re-cycled	0.540	0.540
ii. Re-used	0	0
iii. Other recovery operations	0	0
Total	0.540	0.540

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

Category of Waste		
i. Incineration	0	0
ii. Landfilling	0	0
iii. Other disposal operations	0	0
Total	0	0

(Note to the sustainability team: Ideally, the total of waste recovered and waste disposed should be equal to waste generated)

We need to mention about the units in terms of physical output)

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:

Yes, We are doing through Rapidue Technologies Pvt Ltd.

- 10. Briefly describe the details of 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.**

Not applicable

- 11. If the entity has operations/offices if any 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 in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil			



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

12. Details of environmental impact assessments (EIA) 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	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Nil					

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
NA				

The Company has complied 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.

Leadership Indicators:

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

Not Applicable

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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 independent assessment/evaluation/assurance from an external agency.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)
2. Please provide the details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
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	NA	NA
Total Scope 3 emissions per rupee of turnover	-	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

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 independent assessment/evaluation/assurance from an external agency.

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 does not have any operations in 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, 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, along-with summary)	Outcome of the initiative
1	All plants are operating Effluent Treatment Plants (ETP).	We use the treated water for cleaning crates, toilet flushing, floor cleaning, gardening, and agriculture purposes.	We saved 6,06,145 KL of water during the period. (79% percent of water saved)

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

Not Applicable

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.

No adverse impact to the environment.

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

None

8. How many Green Credits have been generated or procured:
a. By the listed entity

Not Applicable

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

Not Applicable



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Principle 7. 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.

The Company has five associations.

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 industry chambers/associations	The reach of trade and industry chambers/associations (State/National)
1	Federation of Telangana Chamber of Commerce and Industry (FTCCI)	State
2	Indian Dairy Association	National
3	Confederation of Indian Industry (CII)	National
4	The Employers' Federation of Southern India (EFSI)	National
5	National Human Resource Development Organisation (NHRD)	National

2. Provide Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.

Name of authority	Brief of the case	Corrective actions taken
Not Applicable		

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)	Weblink, if available
Nil					

Principle 8. 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.

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
Nil					

2. Information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity, in the following format -

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY(In INR)
Nil						

4. Describe the mechanisms to receive and redress grievances of the community

We acknowledge our responsibility towards society and remain committed to fostering inclusive growth and equitable development of all our stakeholders. Through our CSR programmes, we extend support to marginalised communities, especially the underprivileged, by promoting education, eradicating hunger and advancing environmental sustainability.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

We work cooperatively with complainants to resolve community grievances through a dialogue-based approach. Complaints may be submitted either verbally or in writing. We have designated email addresses, HYPERLINK "mailto:mail@dodladairy.com"mail@dodladairy.com and HYPERLINK "mailto:cs@dodladairy.com"cs@dodladairy.com, to receive complaints from community members. Upon receiving a complaint, our officials investigate the issue and promptly respond to the complainant. Grievances are escalated, if necessary, to Senior Management for additional evaluation.

5. Percentage of input material other than milk (inputs to total inputs by value) sourced from suppliers

Particulars	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Directly sourced from MSMEs/small producers	12	10
Directly from within India	68	60

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	2024-25 (Current Financial Year)	2023-24 (Previous Financial Year)
Rural	18%	15%
Semi-Urban	32%	38%
Urban	27%	23%
Metropolitan	23%	24%

(Place to be categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)

Leaders 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	

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

SL No.	State	Aspirational District	Amount Spent (In INR)
Nil			

During the financial year the company has spent INR 16,135,106 (This includes INR 4,047,784 from the current year's allocation and INR 12,087,322 from the unspent amount of FY 2023–24) on various CSR projects in Andhra Pradesh, Telangana and Tamil Nadu. The total amount spent is part of the Annual Action Plan for the year and the breakup is provided in the Annual Report on CSR activities of the Company as part of the Annual Report.

3. a. Do you have any preferential procurement policy where you give preference to purchase from suppliers comprises marginalised/vulnerable groups (Yes/No): No

b. From which marginalised/vulnerable groups do you procure - Nil

c. What percentage of total procurement (by value) does it constitute - Nil

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the 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
Nil				



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 the authority	Brief of the case	Corrective action taken
Nil		

6. Details of the beneficiaries of CSR projects

SI NO.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Eradicating hunger, poverty and malnutrition	610+	100
2	Promoting Education	250+	100

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

Essential Indicators

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

On all the packages sent to the market, a toll-free number and mail id are printed for consumers to raise any consumer complaints. These complaints are received and monitored by a dedicated team. All the valid consumer complaints are attended to by the dedicated team in line with the Standard Operating Procedure and the designated people reach out to the consumers as and when needed to discuss and understand and also feedback the consumer. All these valid complaints are investigated by the respective plant and supply chain teams and Root cause Analysis is carried out as per the Standard operating Procedures. Quality team tracks the governance of the implementation of Corrective actions with the respective teams.

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	40%

3. Number of consumer complaints in respect of the following

Particulars	2024-25 (Current Financial year)		Remarks	2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

Yes. We practice ISO 27001:2022 framework for our organisation's information security, cybersecurity and privacy protection. We are certified for ISO 27001:2013 in the year 2020 and upgraded it to ISO 27001:2022 in the year 2024. Our compliance with this internationally recognised standard ensures we meet robust requirements for information security, cybersecurity and privacy protection through our established management system. We are also in the process of bringing up an exclusive cybersecurity policy as per NIST's CSF 2.0.

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.

No such incident during the year on the above.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches** - Nil
- Percentage of data breaches involving personally identifiable information of customers** – 0%
- Impact, if any, of the data breaches** - Nil

Leadership Indicators

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

The information is available on company website: www.dodladairy.com

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

Your Company has a consumer service helpline to help inform and educate our consumer on any query or feedback. Your Company also makes efforts to educate consumers on responsible usage of its products and services.

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

Necessary information is placed on the website of the Company.

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, details in brief. Did the 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)

Yes, we display all mandated information on our product labels, as per local laws, along with directions for use.

We have not carried out any formal consumer surveys or consumer satisfaction trend analyses. However, we regularly monitor feedback and responses from various stakeholders.