

## BUSINESS RESPONSIBILITY REPORT

### Section A: General Information about the Company

1	Corporate Identity Number (CIN) of the Company	L24223WB1947PLC015202
2	Name of the Company	DIC INDIA LIMITED
3	Registered address	Transport Depot Road, Kolkata, West Bengal-700088 India
4	Website	<a href="http://www.dic.co.in">www.dic.co.in</a>
5	E-mail id	<a href="mailto:investors@dic.co.in">investors@dic.co.in</a>
6	Financial Year reported	January 1, 2021 to December 31, 2021
7	Sector(s) that the Company is engaged in (industrial activity code-wise)	24 (Manufacture of Chemicals and Chemical Products)
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	1. Printing Inks 2. Adhesives
9	Total number of locations where business activity is undertaken by the Company	
	i. Number of International Locations (Provide details of major 5)	Not Applicable
	ii. Number of National Locations	4
10	Markets served by the Company (Local / State / National / International)	National

### Section B: Financial Details of the Company

1	Paid up Capital (INR)	9,17,89,770
2	Total Turnover (INR)	
3	Total profit after taxes (INR)	
4	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	20,51,316
5	List the activities as per Schedule VII of Company's Bill, 2011 in which expenditure in 4 above has been incurred	a. Promoting Education of Girls Child b. Promoting Vocation Skills of Girls c. Promoting Health Care (Ambulance to PHC) d. Contribution to the Prime Minister's National Relief Fund

### Section C: Other Details

1	Does the Company have any Subsidiary Company/ Companies?	No
2	Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	Not Applicable
3	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	No

### Section D: BR Information

#### 1. Details of Director/Directors responsible for BR

a	Details of the Director/Director responsible for implementation of the BR policy/policies	
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	• DIN Number	08310936
	• Name	Manish Bhatia
	• Designation	Managing Director & Chief Executive Officer
b	Details of the BR head	The Leadership Team of the Company is responsible for implementation of BR policies.
	• DIN Number (if applicable)	
	• Name	
	• Designation	
	• Telephone number	
	• E-mail id	

## 2. Principle-wise (as per NVGs) BR Policy/policies

### a) Details of compliance (Reply in Y/N)

S. N.	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1	Do you have a policy/policies for									
2	Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national /international standards? If yes, specify? (50 words)	Please refer to Annexure 1 to this Report for linkages of these policies with BR principles								
4	Has the policy being approved by the Board? Is yes, has it been signed by MD/owner/CEO/appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the company have a specified committee of the Board/Director/Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Indicate the link for the policy to be viewed online?	Please refer to Annexure 2 to this Report for Link of Policies								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the company have in-house structure to implement the policy/policies.	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

### b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

S. N.	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1	The company has not understood the Principles									
2	The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles									
3	The company does not have financial or manpower resources available for the task									
4	It is planned to be done within next 6 months									
5	It is planned to be done within the next 1 year									
6	Any other reason (please specify)									

## 3. Governance related to BR

a	Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year	Annually
b	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	Annually

## Section E: Principle-wise Performance

### Principle 1

1	Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?	The Policies on ethics, bribery and corruption covers the entire Group.
2	How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.	For Investor Complaints please refer to Corporate Governance Report

### Principle 2

1	List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities	<p>a. Development and commercialization of aromatic solvent free inks for food packaging in compliance to IS 15495 Standards</p> <p>b. Development of environment friendly water-based ink system for plastic film reverse application and gravure printing process with minimal VOC level providing safe and economical option for converter.</p> <p>c. Development of LED coating and LED offset to reduce energy and make it more environment friendly</p>
2	Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? a. If yes, what steps have been taken to improve their capacity and capability of local and small vendors?	<p>The company is regularly working in the direction wherein as a principle we want a major part of the goods and services to be sourced locally wherever possible and in the process also promoting small businesses.</p> <p>As of now 20% of our inputs are bought from MSME segment and 65% of our inputs are sourced locally. Additionally whenever a new requirement comes up we work with these set of vendor to get it fulfilled.</p>
3	Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as 10%). Also, provide details thereof, in about 50 words or so.	The Company recycles process waste solvents in-house using Solvent Recovery Plant.

		In 2021 the Company has recovered 113.15 Tons of solvent out of 134.81 Tons of process waste, with a rate of recovery of approx. 84%.
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### Principle 3

1	Please indicate the Total number of employees		492
2	Please indicate the Total number of employees hired on temporary/contractual/casual basis.		In 2021 the Company has hired 8 employees on temporary/contractual/ casual basis.  However, 146 employees hired by Company on Contractual basis continue to remain employed by Company.
3	Please indicate the Number of permanent women employees		19
4	Please indicate the Number of permanent employees with disabilities		NIL
5	Do you have an employee association that is recognized by management		Yes
6	What percentage of your permanent employees is members of this recognized employee association?		37%
7	Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year		
	No.	Category	No of complaints filed during the financial year
	1	Child labour/forced labour/involuntary labour	NIL
	2	Sexual harassment	NIL
	3	Discriminatory employment	NIL
8	What percentage of your under mentioned employees were given safety & skill upgradation training in the last year?		
	a.	Permanent Employees	100%
	b.	Permanent Women Employees	100%
	c.	Casual/Temporary/Contractual Employees	100%
	d.	Employees with Disabilities	Not Applicable

### Principle 4

1	Has the company mapped its internal and external stakeholders? Yes/No	The Company has taken the path of inclusive development to address the societal issues and engage with the disadvantaged, vulnerable and marginalized stakeholders. There are certain criteria for selecting a social development project in the areas of health and education.
2	Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders.	The Company has identified communities from the poor and marginal sections of the society as its primary stakeholders.
3	Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so.	The Company directly engages with these communities to understand their needs and other major challenges impeding their development and accordingly plan interventions to benefit them.

**Principle 5**

1	Does the policy of the company on human rights cover only the company or extend to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?	All Stakeholders
2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	NIL

**Principle 6**

1	Does the policy related to Principle 6 cover only the company or extends to the Group / Joint Ventures / Suppliers / Contractors / NGOs / others.	The Policy extends to Company and its Contractors & Processors
2	Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc	Yes, we drive initiative around water conservations, waste minimization and CO <sub>2</sub> emission reduction on annual basis.
3	Does the company identify and assess potential environmental risks? Y/N	Yes
4	Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	No
5	Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc	Yes, we have plans to utilize solar panels at our Noida plant in near future.
6	Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	Yes
7	Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year	NIL

**Principle 7**

1	Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:	a. All India Printing Ink Manufacturer's Association b. Confederation of Indian Industry c. Gujarat State Plastic Manufacturers Association d. Label Manufacturers Association Of India
2	Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)	The Company actively participates in the meetings and programmes of the associations to augment the objectives thereof.

**Principle 8**

1	Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.	Yes
2	Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization?	In-House
3	Have you done any impact assessment of your initiative?	Impact assessment is a continuous process undertaken through in-house measures.

4	What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken.	Work in Progress
5	Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.	Work in Progress

**Principle 9**

1	What percentage of customer complaints/consumer cases are pending as on the end of financial year	Nil
2	Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks(additional information)	Yes
3	Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so.	No
4	Did your company carry out any consumer survey/ consumer satisfaction trends?	Yes

## Linkages of Policies with BR principles

Principle No.	NVG Principle	Reference Document	Reference Section
1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	DIC Group Code of Business Conduct	Section 2, 4(i), 4(iv), 4(v), 4(vi), 4(x)
		Policy on Determination of Material Disclosure	Policy
		DIC India Limited-Code of Fair Disclosure, Conduct & Internal Procedure for Prevention of Insider Trading	Policy
		Whistle Blower Policy	Policy
2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	DIC Group Code of Business Conduct	Section 2, 4(ii)
		Quality, Environment, Safety and Health (QESH) Policy	Policy
		CSR Policy	Policy
3	Businesses should promote the well-being of all employees	DIC Group Code of Business Conduct	Section 2, 4(i), 4(viii)
		Policy for Prevention of Sexual Harassment of Women at Work Place	Section 1, 2
4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised	DIC Group Code of Business Conduct	Section 4(ii)
		CSR Policy	Policy
5	Businesses should respect and promote human rights	DIC Group Code of Business Conduct	Section 2
6	Businesses should respect, protect and make efforts to restore the environment	DIC Group Code of Business Conduct	Section 2, 3, 4(ii)
		CSR Policy	Policy
7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	DIC Group Code of Business Conduct	Section 4(v)
8	Businesses should support inclusive growth and equitable development	Quality, Environment, Safety and Health (QESH) Policy	Policy
		CSR Policy	Policy
9	Businesses should engage with and provide value to their customers and consumers in a responsible manner	DIC Group Code of Business Conduct	Section 4 (ii), 4(vi)
		CSR Policy	Policy

## Web Links of Policies

Policy	Web Link
DIC Group Code of Business Conduct	<a href="https://www.dic.co.in/sites/default/files/2021-01/code-conduct-policy.pdf">https://www.dic.co.in/sites/default/files/2021-01/code-conduct-policy.pdf</a>
Policy on Determination of Material Disclosure	<a href="https://www.dic.co.in/sites/default/files/2021-01/materiality-policy.pdf">https://www.dic.co.in/sites/default/files/2021-01/materiality-policy.pdf</a>
DIC India Limited-Code of Fair Disclosure, Conduct & Internal Procedure for Prevention of Insider Trading	<a href="https://www.dic.co.in/sites/default/files/2021-01/code-fair-disclosure-conduct-internal-procedure-prevention-insider-trading.pdf">https://www.dic.co.in/sites/default/files/2021-01/code-fair-disclosure-conduct-internal-procedure-prevention-insider-trading.pdf</a>
Whistle Blower Policy	<a href="https://www.dic.co.in/sites/default/files/2021-04/Whistle_Blower_Policy_0.pdf">https://www.dic.co.in/sites/default/files/2021-04/Whistle_Blower_Policy_0.pdf</a>
Quality, Environment, Safety and Health (QESH) Policy	<a href="https://www.dic.co.in/sites/default/files/2021-01/qesh-policy.pdf">https://www.dic.co.in/sites/default/files/2021-01/qesh-policy.pdf</a>
CSR Policy	<a href="https://www.dic.co.in/sites/default/files/2022-02/CSR%20Policy.pdf">https://www.dic.co.in/sites/default/files/2022-02/CSR%20Policy.pdf</a>
Policy for Prevention of Sexual Harassment of Women at Work Place	<a href="https://www.dic.co.in/sites/default/files/2021-12/POSH%20Policy_2.pdf">https://www.dic.co.in/sites/default/files/2021-12/POSH%20Policy_2.pdf</a>
Related Party transaction Policy	<a href="https://www.dic.co.in/sites/default/files/2021-01/related-party-policy.pdf">https://www.dic.co.in/sites/default/files/2021-01/related-party-policy.pdf</a>