



DABUR INDIA LIMITED

CIN: L24230DL1975PLC007908; Regd. Office: 8/3, Asaf Ali Road, New Delhi - 110002; Tel. No.: 011-23253488

Website: www.dabur.com; Email Id : corpcomm@dabur.com; Email Id for investors: investors@dabur.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

FY 2024-25

ASSURANCE STATEMENT ON THIRD-PARTY VERIFICATION OF SUSTAINABILITY INFORMATION

Unique identification no.: **4153963581**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by Dabur India Limited, Corporate office, KCO, Kaushambi, Uttar Pradesh-201010 India, to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (here- after referred as 'BRSR') of Dabur India Limited for the period from 1st April 2024 to 31st March 2025.

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by Dabur India Limited in reference to:

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC- 2/P/CIR/2023/122 dated July12, 2023.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2024-25 as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes (Annexure 1- Format of BRSR Core)

And

Limited level of assurance for the Below Listed non-financial quantitative disclosures in BRSR (Ref: Annexure II of SEBI circular)

Sr No.	BRSR Indicator	Description of Indicator
1	Section A – 20-a	Employees and workers (including differently abled)
2	Section A – 20b	Differently abled Employees and workers
3	Section A – 21	Participation/Inclusion/Representation of women in BoD/ KMP
4	Section A – 22	Turnover rate for permanent employees and workers
5	Section A – 25	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct
6	Section C – Principle 1 – E1	Percentage coverage by training and awareness programmes on any of the Principles during the financial year



Sr No.	BRSR Indicator	Description of Indicator
7	Section C – Principle 1 – E6	Details of complaints with regard to conflict of interest
8	Section C – Principle 1 – L1	Awareness programmes conducted for value chain partners on any of the Principles during the financial year
9	Section C - Principle 2 – E2 (b)	Percentage of inputs were sourced sustainably (For Calendar Year 2023)
10	Section C - Principle 2 – L3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)
11	Section C – Principle 2 – L4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed
12	Section C – Principle 2 – L5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
13	Section C – Principle 3 – E1	Details of measures for the well-being of employees and workers
14	Section C – Principle 3 – E2	Details of retirement benefits, for Current Financial Year (excluding amounts deducted and deposited with the authority)
15	Section C – Principle 3 – E5	Return to work and Retention rates of permanent employees and workers that took parental leave
16	Section C – Principle 3 – E7	Membership of employees and worker in association(s) or Unions recognised by the listed entity
17	Section C – Principle 3 – E8	Details of training given to employees and workers
18	Section C – Principle 3 – E9	Details of performance and career development reviews of employees and workers
19	Section C – Principle 3 – E13	Number of Complaints on working conditions & Health safety made by employees and workers
20	Section C – Principle 3 – E14	Assessments for the year (Health and safety practices, Working Conditions)
21	Section C – Principle 3 – L3	Number of employees and workers having suffered high consequence work related injury/ill-health/fatalities, who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment
22	Section C – Principle 5 – E1	Number of Employees and workers who have been provided training on human rights issues and policies of the entity
23	Section C – Principle 5 – E2	Details of minimum wages paid to employees and workers
24	Section C – Principle 5 – E3	Details of remuneration/salary/wages (median remuneration)
25	Section C – Principle 5 – E6	Number of Complaints on (Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues) made by employees and workers

Sr No.	BRSR Indicator	Description of Indicator
26	Section C – Principle 5 – E10	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third parties) on Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues.
27	Section C – Principle 6 – E6	Details of air emissions (other than GHG emissions) by the entity
28	Section C – Principle 6 – L1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)
29	Section C – Principle 8 – E2	Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity
30	Section C – Principle 9 – E3	Number of consumer complaints in respect of Data Privacy, Advertising, Cyber-Security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, Others
31	Section C – Principle 9 – E4	Details of instances of product recalls on account of safety issues

Note-The non-financial quantitative disclosures have been reviewed in accordance with the audited figures provided by the Finance Auditor. These numbers are provisional and may be subject to revision upon final declaration.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement and materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analyzing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls

- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures, along with control mechanisms, through onsite and offsite verification and Below sites are selected for Onsite Visit.

Sl. No.	Company Name	Site Address
1	Dabur India Limited, Corporate office, KCO, Kaushambi, Uttar Pradesh-201010	Sahibabad Factory Dabur India Limited, Plot No. 22, Site IV, Sahibabad, Ghaziabad, UP, 201010
2		Tezpur, Assam Dabur India Limited, Tezpur, IGC Balipara, Goramari, Dist. Sonitpur, Assam, PIN 784105
3		D-1, Baddi 44 Bigha Dabur India Limited, Hajmola Unit Plot No. 109 HPSIDC Industrial Area, Baddi Tehsil Nalagarh Dist Solan, Himachal Pradesh, PIN 173205
4		D-2 Baddi - CP Unit Dabur India Limited, Hajmola Unit Plot No. 109 HPSIDC Industrial Area, Baddi Tehsil Nalagarh, Dist Solan, Himachal Pradesh PIN 173205
5		D-4, Baddi - GF Dabur India Limited, Green field Unit Village Manakpur Tehsil Nalagarh Dist Solan, Himachal Pradesh, PIN 174101
6		RDPR-U2 Dabur India Ltd. Unit-II Plot No-04, Sector 2, IIE Pant Nagar Dist. Udham Singh Nagar, Uttarakhand, PIN Code 263153
7		RDPR-U3 Dabur India Ltd. Unit-II Plot No-16, Sector 2, IIE Pant Nagar Dist. Udham Singh Nagar, Uttarakhand, PIN Code 263153
8		Corporate Office Dabur India Limited, Corporate office, KCO, Kaushambi, Uttar Pradesh-201010
9		Dabur Research & Development Centre Dabur India Limited, Plot No. 22, Site IV, Sahibabad, Ghaziabad, UP, 201010
10		Sahibabad Warehouse Dabur India Limited, Plot No. 5/1 Site IV, Sahibabad, Ghaziabad, UP, 201010
11		Guwahati Warehouse Dabur India Ltd, Mouzamodartola. Dga No 786, Patta No. 232 Katonipara, North Guwahati, Kamrup, Assam-781030, India
12		Ambala Warehouse Dabur India Ltd, C/O Professional Logistic Solution, Village-Mohri Tehsil Shahbad, Distt-Kurukshetra-136135, Haryana, India

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 2025-04-16 - 2025-05-15, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2024-25 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.

- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place: Mumbai

Date: May 29, 2025

Signature Panel



Prosenjit Mitra

General Manager- Verification, Validation and Audit
Management System Assurance



Sanjeev Sharma

Verification Team Leader, TÜV SÜD
Management System Assurance

Annexure I

S. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/E- Essential Indicator)
1.	Green house gas (GHG) footprint Greenhouse gas emissions maybe measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	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) Total Scope 2 emissions (Break-up of the GHG (CO ₂ e) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) GHG Emission Intensity (Scope 1+2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards wellbeing of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11

S. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/E-Essential Indicator)
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Openness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity	L24230DL1975PLC007908
2. Name of the Listed Entity	Dabur India Limited
3. Year of incorporation	1975
4. Registered office address	8/3, Asaf Ali Road, New Delhi – 110002
5. Corporate address	Dabur India Limited, Kaushambi, Ghaziabad – 201010, Uttar Pradesh, India
6. E-mail	investors@dabur.com
7. Telephone	011-71206000
8. Website	www.dabur.com
9. Financial year for which reporting is being done	FY 2024-25
10. Name of the Stock Exchange(s) where shares are listed	BSE Ltd., National Stock Exchange of India (NSE) Ltd.
11. Paid-up Capital	INR 177.23 Cr.
12. Contact Person	
Name of the Person	Mr. Byas Anand – Head of Corporate Communications and CSR
Telephone	0120-4182507
Email address	byas.anand@dabur.com
13. Reporting Boundary	
Type of Reporting	Disclosures made in this report are on a standalone basis and pertain only to Dabur's India operations.
14. Name of assurance provider	TÜV SÜD South Asia Pvt. Ltd.
15. Type of assurance obtained	Reasonable assurance for core KPIs and limited assurance on other indicators.

II. Product/Services

16. Details of business activities

S.No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing & Marketing	Ayurvedic, Healthcare, Home & Personal Care and Food & Beverages	100%

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

S. No.	Category	Product/Service	NIC Code	% of Total Turnover contributed*
1	Healthcare	Health Supplements	21003 Ayurvedic Preparation	31.3%
			10623 Glucose	
			10791 Tea	
			10794 Malted Foods	
		Digestives	21003 Ayurvedic Preparation	
		OTC & Ethical	21003 Ayurvedic Preparation	
			21004 Homeopathic Preparation	
2	Home & Personal Care	Hair Care	20236 Hair Oils & Shampoos	49.7%
		Oral	20235 Oral Hygiene	
		Home Care	20232 Air Fresheners	
			20239 Toilet Preparations	
		Skin Care	20237 Skin Care/Cosmetics	
3	Foods & Beverages	Beverages	10304 Fruit Juices	19%
			10509 Other Dairy Products	
			11041 Aerated Fruit Drinks	
		Foods	10305 Sauces	
			10306 Pickles, chutneys etc.	
			10401 Ghee	
			10402 Vegetables Oils	
			10403 Edible Oils	
			10795 Spices	

Note: The above table shows sales contribution and doesn't include other operating income and other segments.

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

Location	Number of plants	No. of Offices	Total
National	50*	13	63
International	Not applicable as reporting boundary is standalone.		

***Note:** Number of plants include our 12 manufacturing plants, 26 CFAs and 4 mother warehouses and 8 BRD farms.

19. Market served by the entity

	Locations	Numbers
a. No. of Locations	National (No. of States)	28 States + 8 UT
	International (No. of Countries)	49 countries
b. What is the contribution of exports as a percentage of the total turnover of the entity?	4%	
c. A brief on types of customers	Dabur serves a diverse customer base across multiple consumer product segments including Hair Care, Oral Care, Health Care, Skin Care, Home Care, and Foods & Beverages. With a strong distribution network reaching over 8.5 million retail outlets, the brand has a solid foothold in both urban and rural markets. Many of our customers are health-conscious and inclined towards traditional, herbal solutions. Our natural and trusted product range is well-regarded and resonates with consumers across all age demographics.	

IV. Employees**20. Details as at the end of Financial Year:**

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees (including differently abled)						
1	Permanent (A)	4,038	3,744	93%	294	7%
2	Other than Permanent (B)	4,795	4,150	87%	645	13%
3	Total (A+B)	8,833	7,894	89%	939	11%
Workers (including differently abled)						
1	Permanent (E)	1,303	1,251	96%	52	4%
2	Other than Permanent (F)	4,763	4,484	94%	279	6%
3	Total (E+F)	6,066	5,735	95%	331	5%
b. Differently abled Employees						
1	Permanent	1	1	100%	-	0%
2	Other than Permanent	-	-	0%	-	0%
3	Total	1	1	100%	-	0%
Differently abled Workers						
1	Permanent	8	8	100%	-	0%
2	Other than Permanent	50	50	100%	-	0%
3	Total	58	58	100%	-	0%

21. Participation / Inclusion / Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	12	1	8%
2	Key Management Personnel	4*	0	-

*2 out of 4 are part of BOD.

22. Turnover rate for permanent employees and workers

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.7%	22.1%	27.3%	28.8%	23.4%	28.5%	30.4%	26.9%	30.2%
Permanent Workers	9.0%	19.2%	9.4%	5.9%	13.5%	6.1%	5.8%	11.1%	5.9%

Category-wise voluntary turnover rate (excluding retirement & demise) for permanent employees and 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	Indicate whether it is a holding / Subsidiary / Associate / or 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.	H&B Stores Limited	Subsidiary	100%	No
2.	Dabur International Ltd., Isle of Man	Subsidiary	100%	No
3.	Naturelle LLC	Subsidiary	100%	No
4.	Dabur Egypt Limited.	Subsidiary	100%	No
5.	African consumer care Ltd.	Subsidiary	100%	No
6.	Dabur Bangladesh Pvt Ltd.	Subsidiary	100%	No
7.	Dabur (UK) Ltd.	Subsidiary	100%	No
8.	Hobi Kozmetik Imalat Sana	Subsidiary	100%	No
9.	RA Pazarlama Ltd., Sirketi	Subsidiary	100%	No
10.	Dabur Lanka Pvt Ltd.	Subsidiary	100%	No

S. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or 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)
11.	Namaste Laboratories LLC.	Subsidiary	100%	No
12.	Urban Laboratories International LLC	Subsidiary	100%	No
13.	Dabur Consumer Care Pvt Ltd.	Subsidiary	100%	No
14.	Hair Rejuvenation & Revitalization Nigeria Ltd.	Subsidiary	100%	No
15.	Dabur Tunisia	Subsidiary	100%	No
16.	Asian Consumer Care Pakistan P Ltd.	Subsidiary	100%	No
17.	Dabur Pakistan P Ltd.	Subsidiary	100%	No
18.	Dabur PARS	Subsidiary	100%	No
19.	Dabur S.A. (Pty) Ltd.	Subsidiary	100%	No
20.	Atlanta Body & Health Products Proprietary Limited	Subsidiary	100%	No
21.	D&A Cosmetics Prop Ltd.	Subsidiary	100%	No
22.	Excel Investments FZE	Subsidiary	100%	No
23.	Dermoviva Skin Essentials Inc.	Subsidiary	100%	No
24.	Healing Hair Lab International LLC	Subsidiary	100%	No
25.	Dabur Nepal Pvt Ltd.	Subsidiary	97.5%	No
26.	Badshah Masala P Ltd.	Subsidiary	51%	No
27.	Dabur International FZE, Dubai	Subsidiary	100%	No
28.	Forum 1 Aviation Pvt. Ltd.	Joint Venture	20%	No

VI. CSR Details

24.a. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

Turnover	INR 9,071 Cr.
Net worth (in Rs.)	INR 7,396 Cr.

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)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending at close of the year	Remarks
Communities	Yes, we have strategically placed our development executives at various plant locations to ensure continuous community engagement. Additionally, local volunteers actively collaborate with these communities, meticulously planning and executing impactful development initiatives. Furthermore, our individual unit heads and HR heads work closely with the communities, fostering strong relationships and addressing local needs. To ensure every voice is heard, we provide a dedicated 24/7 independent hotline at 1800-103-1644 for the reporting of grievances, demonstrating our commitment to transparency and responsiveness.	0	0	We haven't received any complaints from the communities that we operate in.	0	0	We haven't received any complaints from the communities that we operate in.
Investors (other than shareholders)	Yes, we have dedicated email addresses - investors@dabur.com and corpcomm@dabur.com for investors to raise their grievances or queries. Additionally, Dabur has a 'Direct Touch' vigil mechanism policy for the stakeholders to report any concerns. Policy can be accessed on our website at https://www.dabur.com/dabur-policies-and-related-documents/direct-touch	0	0	We haven't received any complaints from our Investors	0	0	We haven't received any complaints from our Investors

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Shareholders	Yes. our shareholders are encouraged to reach out to us through investors@dabur.com and / or corpcomm@dabur.com where they can directly register their grievances or queries. Additionally, Dabur has a 'Direct Touch' vigil mechanism policy for the stakeholders to report any concerns. Policy can be accessed on our website at https://www.dabur.com/dabur-policies-and-related-documents/directtouch	29	1	26	2
		One complaint was received in the last week of March 2025 & was duly resolved in subsequent month.		Two complaints were received in the last week of March 2024 & complaints were duly resolved in subsequent month.	
Employees and workers	Yes. Our employees can reach us on corpcomm@dabur.com and on our independent 24/7 hotline no. 1800-103-1644 where they can share their grievances or queries or directly write to their respective HR managers. We also have a comprehensive Whistle Blower policy 'Direct Touch', which allows and encourages employees to bring to the management's notice concerns about suspected unethical behaviour, malpractice, wrongful conduct, fraud and violation of the company's policies. Policy can be accessed at - https://www.dabur.com/Investors/Corporate%20Governance/Polices%20Related%20Documents/237.21-%20Direct%20Touch%20Policy_Amended.pdf	1	0	2	0
		The complaints were duly resolved		The complaints were duly resolved.	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending at close of the year	Remarks
Customers	Yes, our consumers have several ways to connect with Dabur. Our dedicated toll-free hotline 1800-103-1644 is available 24x7. Consumers can also write to us at daburcares@dabur.com or corpcomm@dabur.com to share any grievances regarding our products and services. Additionally, they can consult with our healthcare experts via the toll-free number for any health-related inquiries or speak directly with our executives to address any questions or concerns about our products or their ingredients.	2,194	69	The pending complaints were duly resolved in the subsequent months.	3,475	15	The complaints were duly resolved in the subsequent months.
		0	0	We haven't received any complaints.	0	0	We haven't received any complaints.
Value Chain Partners	Yes, our Value Chain Partners and Business Associates can easily reach out to us through following listed multiple channels:- 1) Centralized email address: corpcomm@dabur.com where they can share their grievances or queries. 2) Grievances Escalation Matrix: For issues related to Raw Material and Packaging Material on the Purchase Order (PO), we have a three-level escalation process: 1. Concerned Buyer 2. Category Head 3. Head of Purchase	0	0	We haven't received any complaints.	0	0	We haven't received any complaints.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
3) Grievance Redressal Mechanism: To safeguard the interests of our value chain partners, we have a detailed grievance redressal mechanism outlined in our Whistle Blower Policy. This policy ensures that all concerns are addressed promptly and effectively. Our Direct Touch policy can be accessed through - https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf					

Dabur India Limited has a grievance redressal mechanism in place for all its stakeholders. The processes are set internally and communicated to the stakeholders. We have a dedicated toll-free hotline number (1800-103-1644) which is available 24x7 for all our stakeholders. Dabur's contact us page also serves as a mechanism for our stakeholders to reach out to Dabur with any queries or grievances. Link: <https://www.dabur.com/contact-us>

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

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Climate Change	Risk	<p>Climate change poses both physical and transition risks to Dabur's business. The increasing frequency of extreme weather events—such as heatwaves, floods, and storms—can disrupt our supply chain, manufacturing, and distribution operations, while also impacting employee health and productivity.</p> <p>Climate transition risks such as -climate regulations along with rising energy prices, may lead to increased operational costs and reduced profitability.</p> <p>Additionally, failure to align with global & national climate agenda in alignment with Paris agreement may be perceived as climate laggard and result in reputational risks, regulatory non-compliance and hinder long-term growth by affecting consumer trust and investor confidence.</p>	<p>By investing in renewable energy, transitioning to cleaner fuels in manufacturing and logistics, and improving energy efficiency across plants and distribution networks, Dabur can reduce its GHG emissions footprint and contribute to national climate goals. In FY2024-25, we have made substantial strides in increasing our green energy consumption, optimizing our network, adopting cleaner fuel alternatives in transportation, and continuing to phase out coal usage in our operations. Additionally, proactive climate action will strengthen Dabur's alignment with global sustainability goals, enhance brand reputation among environmentally conscious consumers, and improve attractiveness to ESG-focused investors.</p> <p>Our key targets to combat climate change include:</p> <ul style="list-style-type: none"> ● Achieving Net-Zero emissions by FY 2045. ● Ensuring over 60% of our energy consumption comes from renewable sources by FY 2026. ● Sustaining 100% elimination of coal usage across operations. 	<p>Negative – Increased costs and reduction in sales/revenue due to extreme weather events. While adopting new and efficient technologies will require significant financial investments and ongoing technical skill training, these measures will ultimately lead to cost savings, improved efficiency, and enhanced corporate reputation in the long term.</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Packaging Material & Waste	Risk	<p>With growing regulatory stringency under Extended Producer Responsibility (EPR) and Plastic Waste Management Rules (PWM) in India and abroad, Dabur may face rising costs related to collection, recycling, and compliance reporting. Limited availability of sustainable and food-safe packaging alternatives can impact product quality and shelf-life, increasing R&D and material sourcing costs. Non-compliance or delays in meeting statutory targets may invite penalties, reputational backlash, and reduced consumer trust.</p> <p>Additionally, shifting market expectations toward sustainable packaging may impact brand competitiveness and profitability if not addressed proactively.</p>	<p>Dabur's strategy for packaging materials and waste management focuses on sustainability and circularity, addressing risks and opportunities. Key initiatives include:</p> <ol style="list-style-type: none"> 1. Plastic Waste Positive: Dabur has been India's first Dabur Neutral FMCG company in FY 2021-22 & became first Plastic positive company in FY 2022-23 and we have been sustaining the same and we are committed to sustain the same going forward also. 2. Reduce, Reuse, and Recycle (3R) Principle: Minimizing waste through innovative packaging solutions and strategic initiatives. Our waste collection plan is aligned with the EPR plan submitted to the Central Pollution Control Board, ensuring our operations adhere to best environmental practices and contribute to a cleaner, greener future. 3. Sustainable Packaging: Investing in alternative materials with goals to achieve specific recycled plastic content as outlined by government guidelines and ensure 80% of our packaging is recyclable, reusable, or compostable by FY 2028. In line with our commitment, we achieved 87% of recyclable packaging. 	<p>Our approach to packaging materials and waste management carries dual financial impacts. On the positive side, we anticipate brand value enhancement as consumers increasingly favor environmentally responsible companies, potentially driving market share growth and customer loyalty while allowing premium positioning for sustainably packaged products. However, these benefits are balanced against negative implications including elevated R&D investments for developing alternative packaging solutions, higher material costs for eco-friendly options, and capital expenditures required for production line modifications to accommodate these new packaging formats.</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
<p>4. Collaboration for Effective Waste Management: Partnering with organizations and NGOs for large-scale waste collection and processing, ensuring regulatory compliance. Through our 'My 10 Kg Plastic' initiative, we encourage community-level plastic waste collection and segregation, rewarding households for responsible disposal and helping divert plastic from landfills and oceans.</p> <p>5. Organic Waste Management: Converting food waste into organic fertilizer to support sustainable agriculture. Additionally, Dabur utilizes food waste for compost and piggery purposes.</p> <p>6. Operational waste: Most of the dry herbs waste generated from operations is used for energy generation purposes within the industry. Additionally, used metal and plastic drums are reused, paper and plastic waste is being recycled.</p> <p>These efforts promote sustainability and circular economy practices while mitigating packaging waste risks.</p>				

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Water Stewardship	Risk	Rising water scarcity and extreme weather events can disrupt operations especially at water-intensive manufacturing sites and agricultural sourcing, impacting production continuity and cost efficiency. Increased regulatory scrutiny on water withdrawal and discharge may lead to higher compliance costs and operational restrictions. Operating in water-stressed regions without strong stewardship may also attract NGO attention, erode social license to operate, and harm Dabur's reputation. Additionally, reduced water availability can impact the demand for products that require excessive water during consumer use or decreasing sales because of reduced product efficacy due to water shortages	<p>Dabur's water stewardship initiatives focus on enhancing water security and supporting local communities, addressing both risks and opportunities related to water scarcity. Key components of their comprehensive water risk management strategy include:</p> <ol style="list-style-type: none"> Rainwater Harvesting & Recharge: Capturing rainwater to reduce reliance on freshwater abstraction. Wastewater Recycle and Reuse: Implementing advanced treatment technologies to recycle wastewater, creating closed-loop systems. Commitment to Water Positivity: Aiming to replenish more water than consumed by FY 2030 through conservation projects, both inside and outside of our factory premises. Expanded Water Monitoring: Extending monitoring to identify inefficiencies and minimize water losses across operations. Community Engagement: Collaborating with local communities to enhance water conservation and resilience. Water usage intensity: Dabur has a target of reducing water intensity in operations by 30% by FY 2026. We have achieved this target 1 year ahead of the target year in FY2024-25, despite strategic pivot to energy intensive beverage manufacturing <p>These efforts not only mitigate water-related risks but also promote sustainable water management and community development.</p>	<p>Positive – Efficient water management through rainwater harvesting (within and beyond the fence), recycling, reuse, and adoption of water-efficient technologies can reduce operational costs</p> <p>Negative – Water scarcity may disrupt operations at water-intensive manufacturing sites and agricultural sourcing, impacting production continuity, cost efficiency and revenue.</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Responsible Sourcing	Risk	Dabur may use different raw and packaging materials to make our products and their packaging and these are subjected to various supply chain risks and may threaten supply chain resilience. To address these risks, as a responsible company, Dabur is prioritising responsible sourcing of its input material which presents an opportunity to build long-term supplier partnerships, ensure ethical supply chain practices, and enhance brand reputation. By adopting sustainable procurement practices, Dabur can strengthen resilience across its value chain and cater to the growing consumer and regulatory expectations for traceability and transparency.	<p>Dabur's responsible sourcing practices focus on ensuring ethical behaviour, decent working conditions, and environmental responsibility across its value chain. Our strategies include:</p> <ol style="list-style-type: none"> Research-Driven Alternatives: Identifying alternative raw materials through advanced R&D to enhance supply chain flexibility. Supply Chain Diversification: Developing multiple vendors across different regions to reduce dependency on single suppliers and ensure consistent material availability. Biodiversity Conservation: Collaborating with farmers and communities as well as our Jeevanti farms are utilized to cultivate endangered herbs, supporting sustainable livelihoods and securing vulnerable plant species. Sustainable Procurement: Committing to 100% sustainable sourcing of high deforestation risk materials by FY 2025-26. <p>These strategies help Dabur address climate vulnerabilities and enhance supply chain transparency while mitigating risks associated with agricultural and forest-derived raw materials.</p>	Positive – improved supplier resilience, brand reputation and vulnerable and marginalised farmer community and supply chain partners benefits

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Human Capital Management	Opportunity	Investing in a diverse, inclusive, and well-supported workforce enables Dabur to attract and retain top talent, boost employee productivity, and foster innovation. Fair pay, robust training programs, and a culture of recognition and engagement enhance workforce morale, reduce attrition costs, and strengthen operational efficiency. A strong human capital strategy also builds Dabur's employer brand, improves ESG performance, and supports long-term business growth in a competitive, talent-driven market.	<p>The key to Dabur's success lies in the talent, dedication and collective expertise of our diverse workforce. Our actions recognize our commitment to nurture talent and foster a supportive work environment.</p> <ol style="list-style-type: none"> 1. Our performance management system serves as the foundation of organizational effectiveness, aligning individual and team efforts with the organization's objectives, strategies and policies. 2. At Dabur, we prioritize open communication channels where our employees are encouraged to share their perspectives, ideas, and concerns freely and create a culture where every opinion is valued and respected. 3. Dabur implements a variety of training sessions to prioritize process optimization, quality assurance, and safety measures within its manufacturing operations. 	Positive – A strong human capital strategy enables Dabur to build brand image and supports long-term business growth in a competitive market by improving productivity and talent attraction and retention.

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Product Safety & Quality	Risk	Neglecting product safety and quality resulting from contaminated raw materials, product defects from human or equipment errors, and non-compliance with hazardous substance regulations, misleading / insufficient product labelling —posing serious risks to consumer health and safety, can impair consumer decision-making, damage brand reputation, and erode consumer trust. Inadequate packaging safety further increases the risk of product misuse or contamination.	<p>We are committed to delivering high-quality products rooted in nature. Drawing inspiration from ancient Ayurvedic wisdom, our products are designed to uphold our pledge to enhance the Health and Well-Being of every household.</p> <p>Quality standards: We adhere to rigorous internal quality standards, diligent processes, and robust quality assurance practices. Our hygiene and quality standards meet both Dabur's stringent internal benchmarks and the requirements set by authorities like AYUSH, FSSAI, Agmark, etc.</p> <p>Product quality and safety information: All our products provide comprehensive quality and safety information, such as sourcing of raw materials, product contents, and safe usage instructions, prominently displayed on packaging materials. In addition, Dabur also have end to end traceability both forward and backward in all it's products.</p> <p>Product ingredients: Use of safe ingredients and chemical safety protocols ensures consumer health and well-being. Reduction of substances of concern (SoC) and SVHCs minimizes health and environmental risks.</p>	Negative — Product Recalls, or non-compliance with regulatory standards can lead to fines and penalties, legal complications and reputational damage. It may erode consumer trust, affect purchase decisions, and ultimately impact brand loyalty and sales.

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Product Stewardship	Opportunity	<p>Investments in sustainable product innovation, patent development, and safer, plant-based alternatives can improve operational efficiency, reduce regulatory risks, and open access to health- and sustainability-conscious markets.</p> <p>Eco-designed packaging and R&D-led innovations help meet evolving global standards, build consumer loyalty, and enhance Dabur's ESG performance—strengthening brand value and market competitiveness in the natural health and wellness segment.</p>	<p>At Dabur, we are steadfast in our commitment to 'Growing Sustainably' by embedding sustainability into our core business strategy.</p> <p>In FY 2023-24, Dabur covered Products contributing to ~50% of the revenue under a comprehensive Cradle to grave Life Cycle Assessment study.</p> <p>Extending that, In FY 2024-25, Additional Products including products in the international business contributing to 29% of the revenue have been covered in a comprehensive Life cycle impact assessment, Thus the completed LCA studies covers ~80% products by revenue.</p> <p>We are dedicated to ensuring sustainability throughout our products' journey, from raw material procurement to manufacturing, distribution, consumer use, and safe disposal. The insights gained from the LCA will lead to several initiatives across our value chain, aligning with our commitment to the Science Based Targets initiative (SBTi) and our goal of achieving Net Zero Emissions.</p>	<p>Positive – By conducting LCAs, we take proactive steps towards meeting our Net Zero targets, allowing us to analyse and address the key challenges involved in reducing emissions associated with our power brands, from sourcing to point of sale. Any cost we incur to conduct the Life Cycle Assessment will yield positive results for us in the long run.</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Biodiversity & Ecosystem	Risk	<p>Unsustainable cultivation and sourcing of endangered herbs, medicinal and aromatic plants, honey and Agri-commodities can threaten local biodiversity, lead to deforestation, and degrade soil health and water resources—contributing to habitat fragmentation, eutrophication, and long-term ecological imbalance. If not managed responsibly, these impacts could undermine ecosystem services and community well-being.</p>	<p>100% of our operations are outside Biodiversity/ Ecologically Sensitive Zones. To further mitigate biodiversity related risks, we have taken initiatives such as:-</p> <ul style="list-style-type: none"> We have put in place direct interventions for either cultivating or sustainably collecting these critical medicinal plants, involving local farmers, ensuring sustained and continued supply of critical raw materials. This has, in turn, helped enhance income levels of local farmers. Dabur has taken a target of ensuring 100% Afforestation equivalent to sourced critically endangered herbs by FY 2025-26 and to ensure zero deforestation through 100% sustainable sourcing of high deforestation risk materials (Juice, Laminates, Paper, Palm Oil) by 2026. Through our CSR arm, Jivanti Welfare and Charitable Trust, we are conserving endangered herbs and medicinal plants under the 'Herbal Kingdom' initiative by establishing nurseries and distributing quality planting materials to farmers for cultivation. 	<p>Negative – Biodiversity loss, environmental degradation, or climate-driven disruptions—such as declining crop yields, water scarcity, reduced availability of ecosystem services, or habitat destruction and shifts—can directly impact availability of critical agricultural and plant-based materials. These challenges may increase procurement and compliance costs, disrupt supply chains, affect production continuity and product quality.</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Community Welfare	Opportunity	<p>Strategic community engagement and well-aligned CSR investments—particularly in water stressed regions where Dabur operates or sources raw materials—can strengthen relationships with local stakeholders, ensure business continuity, and enhance the company's social license to operate. Initiatives in healthcare, sanitation, education, water conservation and sustainable livelihoods help build trust, reduce the risk of disruptions, and foster community support. These efforts contribute to long-term operational stability, reduce compliance costs, and enhance Dabur's brand reputation—ultimately creating a more secure and supportive business environment that drives financial resilience.</p>	<p>Dabur has been engaged in CSR activities for overall development of the community, ensuring their socio-economic development through different participatory and need-based initiatives in the best interest of the poor and deprived sections of the society. These projects seek to help them become self-reliant and build a better tomorrow for themselves. During the year, Dabur positively impacted lives of 3.61 million people through CSR activities focused on creating empowered and self-reliant communities. Sustainably cultivated medicinal and aromatic plants on 13,191 acres of land. In all, 12,753 farmers were engaged in cultivation of herbs and 17,141 individuals engaged in beekeeping, helping to enhance their livelihood.</p>	<p>Positive - The benefits our CSR endeavours bring to the community generates goodwill and enhances our reputation thereby having long term financial benefits.</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Human Rights & Labour Practices	Risk	<p>Violations of human rights can severely tarnish a company's brand reputation, resulting in diminished trust among consumers and investors.</p> <p>Employee strikes and union lockouts, high turnover rates, and the associated costs, as well as operational inefficiencies stemming from low morale and productivity, can lead to substantial financial losses for a business.</p>	<p>We have a grievance redressal system and due diligence process in place to continuously evaluate and promptly address human rights issues.</p> <p>In addition, employees can reach us on corpcomm@dabur.com and on our independent 24/7 hotline no. 1800-103-1644 where they can share their grievances or directly write to their respective HR managers. We also have a comprehensive Whistle Blower policy 'Direct Touch', which allows and encourages employees to bring to the management's notice concerns about suspected unethical behaviour, malpractice, wrongful conduct, fraud and violation</p> <p>of the company's policies, which are being reviewed by the committee promptly to address the issue decisively. This approach enhances our responsiveness and ability to handle such matters timely and effectively.</p>	Negative – Any human rights violation or non-compliance of statutory norms can lead to severe reputational and financial risk for the organization.

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Workforce Health, Safety and Wellbeing	Risk	<p>Non-compliance with occupational health regulations or an increase in workplace safety incidents can expose Dabur to legal liabilities, insurance claims, and reputational harm. High injury rates, inadequate wellbeing support, or workforce attrition may disrupt operations and drive up costs related to recruitment, training, and insurance. Additionally, poor safety records can weaken Dabur's employer brand, making it more challenging to attract and retain skilled talent.</p> <p>Training communities for emergencies fosters swift action and resilience, while safe storage compliance reduces hazards and shows regulatory commitment. Mutual aid agreements improve emergency response and promote collaboration.</p>	<p>Dabur is committed to a healthy, safe and secure environment & culture for our employees as clearly outlined in our Occupational Health & Safety policy.</p> <ul style="list-style-type: none"> The Occupational Health and Safety (OHS) system adopted by Dabur not only deals with safe use of machinery, safe workplace and handling of hazardous substances, but also with mental health issues such as stress, depression and mental well-being. 100% of our manufacturing units in India are certified with ISO 45001 health and safety management system and ISO 14001 environmental management system, adhering to strict industry standards. Dabur focuses on employee training and engagement to build an Occupational Health and Safety culture within the organization. During the year 2024-25, we imparted ~1,09,605 manhours training. We have conducted campaigns on machine safety, Electrical Safety, Road Safety Awareness, and winter season safety to engage the employees and build awareness. Mock drills and fire drills are being conducted periodically in normal shifts and odd hours. 	<p>Positive – increased employee morale;</p> <p>Negative – cost of compliance</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Responsible Marketing & Consumer Relationship	Risk	<p>Unethical marketing practices—including false or misleading claims, sustainability claims without scientific evidence or certifications, misleading packaging and labelling, and non-compliance with advertising standards such as ASCI (Advertising Standards Council of India), FSSAI, or AYUSH norms—can lead to legal complications, penalties, reputational damage, and loss of consumer trust.</p> <p>Dissatisfied customers may refrain from repeat purchases, resulting in revenue loss, declining market share, and long-term brand erosion.</p>	<p>In FY2024, Dabur updated its Ethical & Responsible Marketing Policy to reinforce its commitment to transparent communication, accurate product descriptions, and respect for diverse consumer groups. The policy emphasizes:</p> <ul style="list-style-type: none"> ● Truthful and factual product information. ● Avoidance of misleading claims. ● Inclusivity in marketing communications. ● Mechanisms for consumer feedback and grievance redressal. ● Regular training for employees on policy principles. 	Positive — Strengthened consumer trust can lead to increased brand loyalty and market share.

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Animal Welfare	Risk	<p>Non-compliance with animal welfare regulations or perceived association with unethical animal testing can undermine Dabur's long-standing reputation. This may lead to consumer backlash—particularly in ethically conscious markets—impacting consumer loyalty and limiting access to regions with strict cruelty-free norms. Such risks can result in revenue loss, regulatory scrutiny, and dilution of Dabur's brand differentiation in the growing market for ethical and plant-based personal care products.</p>	<p>Dabur mitigates animal welfare risks through a comprehensive dual strategy. This entire approach is governed by a formal Animal Testing Policy that outlines our principles, standards, and procedures for ensuring ethical practices.. For cosmetics, we've eliminated animal testing entirely, with our entire cosmetic product line earning PETA certification. For our Ayurvedic healthcare products, where some testing remains necessary for regulatory compliance, we implement stringent ethical safeguards. All testing occurs only at licensed facilities with independent oversight, primarily CPCSEA-registered laboratories, and over 75% at AAALAC-accredited facilities. We rigorously apply the 3R principles (Reduce, Refine, Replace) to minimize animal usage and suffering. Our commitment extends to fostering an organizational culture that prioritizes animal welfare and actively invests in developing alternative testing methodologies. Our long-term vision focuses on becoming an industry leader in transitioning away from animal testing through innovative alternatives while maintaining product safety and regulatory compliance.</p>	<p>Negative — loss of market trust if mismanaged;</p> <p>Positive — brand enhancement through ethical practices</p>

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Data Privacy and Cybersecurity	Risk	<p>Non-compliance with data protection laws may expose Dabur to fines, penalties and legal scrutiny, and reputational damage, undermining stakeholder trust. With the accelerated pace of digitization, the risk of cyberattacks, data breaches, and operational disruptions increases—potentially leading to financial losses, higher insurance premiums, and the costly replacement of compromised IT infrastructure. Emerging technologies like AI, RPA, and machine learning also introduce new vulnerabilities, requiring ongoing investment in cybersecurity and risk governance.</p>	<p>Our data privacy and cybersecurity governance operates on two key levels: the Steering Committee meets quarterly to oversee strategic initiatives and ensure regulatory compliance, while executive leadership provides operational guidance and allocates resources for implementation. We maintain rigorous security standards through regular ISO 27001 external and internal audits, which include vulnerability assessments to evaluate system integrity and data protection. Any identified vulnerabilities trigger immediate remediation efforts to secure our infrastructure. A fundamental component of our approach is our investment in monthly comprehensive training programs for global Dabur users, ensuring our workforce has the knowledge and skills needed to protect sensitive information and effectively mitigate potential security risks.</p>	Negative – data breaches can lead to fines, loss of consumer trust

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Governance, Ethics and Compliance	Risk	<p>Weak governance, ethical misconduct, or non-compliance with regulations and ESG disclosure requirements can result in regulatory fines & penalties, litigation, reputational damage, and loss of stakeholder confidence. Inadequate board oversight or failure to meet current and emerging regulations & expectations—such as product safety & quality (e.g., FSSAI's HFSS norms), tax laws, human rights & labor laws, anti-bribery laws, corporate governance norms, or ESG regulations—may limit capital access, have an impact on the business by way of limiting the business activities, increasing operating costs, or resulting in litigation or regulatory action.</p>	<p>Dabur mitigates governance and compliance risks through a comprehensive framework including a robust Corporate Governance Code, the "Direct Touch" whistleblower initiative, and strong anti-corruption policies. This system provides stakeholders direct access to the Audit Committee Chairman through a three-member team with female representation. With transparent political engagement guidelines, effective stakeholder engagement, and proper grievance redressal mechanisms, Dabur encourages reporting of misconduct while ensuring protection against victimization. This approach strengthens their culture of trust while safeguarding against regulatory penalties, litigation, reputational damage, and stakeholder confidence loss.</p>	Negative – regulatory fines; Positive – investor confidence

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Food Loss & Waste	Risk	Inefficient inventory management, especially in Dabur's food and beverage segment, can lead to increased product expiries, unsold stock, and higher disposal costs. Without effective shelf-life optimization or cold chain infrastructure, Dabur may face losses due to spoilage and regulatory non-compliance related to food safety and waste management. Inadequate recovery or redistribution of surplus products not only results in resource inefficiencies but also exposes the company to reputational risks amid growing stakeholder expectations for responsible food handling and waste reduction.	<p>Dabur has undertaken various measures for effective waste management system that focuses on waste avoidance, minimization and reuse and helps in maintaining sustainable practices in our operations. Dabur has taken a commitment to reduce 4% of 'food loss and waste intensity' in our operations year-on-year.</p> <p>Juices, being one of the fastest growing businesses in Dabur, is one of the highest contributors to the food loss which is sent for co-processing in cement industries along with glucose.</p> <p>Additionally, across our manufacturing units, the Company has identified various opportunities for reducing the food waste such as reduction in food spillage losses during manufacturing processes etc. Additionally, we proactively engage our Corporate Social Responsibility (CSR) initiatives to distribute the surplus stock to vulnerable populations, including children and the elderly, ensuring that our products supported the well-being of those in need while also addressing inventory management. That has helped us keeping our overall food waste in check.</p>	Positive – cost savings; Negative – inefficiencies could lead to revenue loss and write-offs

1. For detailed risks identified, please refer to the Risk Management Section on Page 39 of the Annual Report.

2. The material issues are identified based on stakeholder consultations, peer benchmarking and globally recognized ESG ratings and framework for the industry.

3. The ESG risks and opportunities are evaluated for high impact material issues, and we will undertake the process of integration of ESG R&O with ERM.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1 Ethics and integrity	P2 Sustainable products	P3 Employee wellbeing	P4 Stakeholders	P5 Human rights	P6 Environment	P7 Regulatory requirement	P8 Inclusive growth	P9 Consumer and IT
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Policies can be accessed on the link - https://www.dabur.com/investor/corporate-governance/policies-related-documents								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	GRI Standards	<ul style="list-style-type: none"> ISO 9001 FSSC 22000 & ISO 22000 FSSAI Forest Stewardship council (FSC) BRCGS standards SEDEX ISO 15378:2017 ISO 13485:2016 AGMARK ISO 20400 GRI Standards 	<ul style="list-style-type: none"> ISO 45001 standards. GRI Standards 	<ul style="list-style-type: none"> ISAE 3000 SA 8000 (Silvassa manufacturing unit) ISO 45001 Standards GRI Standards 	<ul style="list-style-type: none"> SA 8000 (Silvassa manufacturing unit) ILO Standards GRI Standards 	<ul style="list-style-type: none"> ISO 14001 standards ISO 14040 ISO 14044 EPR GRI Standards 	<ul style="list-style-type: none"> Code of Ethics & Conduct GRI Standards 	<ul style="list-style-type: none"> CSR disclosures pursuant to section 135 of The Companies Act, 2013 SA 8000 (Silvassa manufacturing unit) GRI Standards 	<ul style="list-style-type: none"> ISO 27001 Advertising Standards Council of India (ASCI)- Code on Fair Advertising to consumers. Information security standards ISO/IEC 27001: 2013 Halal and Kosher GRI Standards

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Climate and Biodiversity

1. Net Zero Emissions by FY 2045 (in alignment with SBTi commitment).
2. 100% elimination of coal usage across operations by FY 2025.
3. No Net Loss to Biodiversity by FY 2050.
4. 100% operations outside protected and eco sensitive zones.
5. 100% mitigation of risks associated with critically endangered species (Gugal, Aconite etc.) by FY 2026.

Sustainable Sourcing

1. No Gross Deforestation in the supply chain and in our own business operations by FY 2045.
2. 100% sustainable sourcing of high deforestation risk materials by FY 2026.

Circular Economy

1. 80% reusable, recyclable, or compostable packaging by FY 2028.
2. To maintain plastic waste positive status every year.
3. Use 30%, 10%, and 5% of recycled plastic packaging content in plastic packaging of non-food grade items for Category I, Category II, and Category III plastics, respectively, by FY 2026.

Energy & Water

1. Achieve >60% energy from renewable and cleaner sources in the total energy mix by FY 2026.
2. Reduce water intensity in operations by 30% by FY 2026 from the baseline.
3. Reduce energy intensity 30% by FY 2026 from the baseline.
4. Become Water Positive in own operations and communities by FY 2030.

Diversity

1. Achieve 21% gender diversity at managerial level by FY 2028.

Social Impact

1. To positively impact and transform lives of 5 million individuals by FY 2030 through social interventions focused on creating empowered and self-reliant communities.
2. Sustainably cultivate medicinal & aromatic plants across 15,000 acres by FY 2030.
3. Enhance livelihood of more than 13,500 farmers' families by FY 2030 (100% increase over 2020).

Note: In FY 2025, we conducted a double materiality assessment. Based on the outcomes of this assessment, we are in the process of revisiting our ESG goals and targets to ensure stronger alignment with material issues and stakeholder interests.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Climate and Biodiversity

1. Sustained the achievement of 'zero coal-based emissions' in operations.
2. 100% of DIL's own operations are outside protective and eco-sensitive zones.
3. Achieved 100% mitigation of risk associated with critical endangered herbs through cultivation measures in the reporting year.

Sustainable Sourcing

1. 93.4% sustainable sourcing of high deforestation risk materials in the reporting year.

Circular Economy

1. 87% recyclable packaging consumption in the reporting year.
2. Maintained plastic positivity status by in the reporting year.
3. In the reporting year, use of recycled plastics in 'Category I' is 4%, 'Category II' is 3% and 'Category III' is 0%.

Energy & Water

1. 61% of the total energy consumed in operations is from renewable sources in the reporting year.
2. In the reporting year, we achieved 30% reduction in water intensity (KL/MT) from the baseline.
3. In the reporting year, we achieved 12% reduction in energy intensity¹ (GJ/MT) from the baseline.
4. Water conservation capacity within the fence (factories) enhanced to 2,47,589 KL and water conservation capacity beyond the fence (communities) enhanced to 9,44,697 KL, marking a 353% increase over previous year.

Diversity

1. 13.4% gender diversity at managerial level in the reporting year.

Social Impact

1. Positively impacted lives of 3.61 million people during the reporting year through CSR interventions focused on creating empowered and self-reliant communities.
2. Sustainably cultivated medicinal and aromatic plants on 13,191 acres of land.
3. Engaged 12,753 farmers in cultivation of herbs and 17,141 individuals in beekeepers, enhancing their livelihoods.

Governance

1. Appointment of Lead Independent Director in May 2023.
2. 100% independent Audit Committee.
3. 90.4% Board Meeting attendance.
4. 89.1% average attendance of all board-level committee meetings.

¹ Over the past few years and in the reporting year we have taken several initiatives to transition from non-renewable energy sources to renewable energy sources. This is in alignment with our science-based Net Zero commitment. This transition has led to more than 60% of renewable energy and parallelly 27% reduction in absolute Scope 1 emissions from the 2021 baseline year of energy intensity target. Though the transition to renewable energy in operations (coal / other non-renewable fuels to biomass) has led to significant reduction in emissions, it has limited our energy intensity reduction.

Governance, Leadership and Oversight**7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.**

At Dabur, sustainability is not a destination — it is a journey rooted in our 140-year legacy of trust, responsibility, and care. As we reflect on the year gone by, I am proud to share that our commitment to environmental stewardship, social equity, and ethical governance has only deepened.

Our Environmental, Social, and Governance (ESG) strategy, anchored in Project Prakriti — Growing with Nature, continues to guide our actions across the value chain. Several of our sustainability targets have been met well ahead of schedule in our journey to become a Net Zero Emissions Enterprise by FY 2045 and we are confident that several more milestones will be achieved even sooner than anticipated.

This year, we achieved a significant milestone: 61% of our Scope-1 and 2 energy now comes from renewable sources — 12 months ahead of our public commitment. We are also proud to share that we have reduced water intensity in our operations by 30% — a full year ahead of our target — demonstrating our commitment to responsible resource management and operational efficiency. Progressing on our path to become a Water Positive Enterprise by 2030, we have enhanced the water conservation capacity within the community to 9,44,697 KL, marking a 353% increase over the previous year. With this, our total water conservation capacity now stands at 11,92,286 KL, which is 86% of our total water abstraction.

We have also responsibly managed over 42,525 tonnes of post-consumer plastic waste, exceeding our annual consumption. We also expanded our efforts in organic and operational waste management, converting food waste into compost and energy, and repurposing industrial by-products to support a circular economy.

These efforts have not gone unnoticed. Dabur's Corporate Sustainability Assessment (CSA) score rose to 81 in 2024, placing us among the top two FMCG companies in India as ranked by the Dow Jones Sustainability Index. We were also ranked in the top 5% of S&P Global 2025 Sustainability Yearbook. In addition, Dabur has demonstrated consistent improvement across other key ESG assessments, including Sustainalytics, CDP Climate Change and Water, and MSCI. These recognitions are a testament to the unwavering commitment of our teams and the strength of our ESG governance.

But sustainability at Dabur goes beyond metrics. It is about creating shared value — empowering communities, protecting ecosystems, and building a resilient future. As we look ahead, we will continue to innovate, collaborate, and lead with purpose, ensuring that our growth is not just profitable, but also responsible.

Together, we will continue of this journey of achieving good growth, growth that is measured not just by numbers, but by the positive impact we create for the people, for the communities, and for the planet we all share.

Because at Dabur, sustainability isn't a checkbox — it's who we are.

Mohit Malhotra

Chief Executive Officer, Dabur India Limited

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Mohit Malhotra, Whole Time Director & CEO

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes. We have a board-level ESG Committee responsible for the oversight of ESG-related matters. Refer details of members of the ESG committee below:

S. No.	Name	Designation	Category	DIN
1	Mr. Mohit Malhotra	Chairman	Executive Director	08346826
2	Mr. P. D. Narang	Member	Executive Director	00021581
3	Mr. Mukesh Hari Butani	Member	Independent Director	01452839
4	Mr. Saurabh Lal	Member	Head of Operations	NA
5	Mr. Biplab Baksi	Member	Head of Human Resources	NA
6	Mr. Ashok K. Jain	Member	Executive V P (Finance) & Group Company Secretary	NA
7	Mr. Ankush Jain	Member	Chief Financial Officer	NA
8	Mr. Byas Anand	Member	Head of CSR	NA

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			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The policies are reviewed periodically as per the requirements.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
TÜV SÜD South Asia Pvt. Ltd.								

12.If all Principles are not covered by a policy, reasons to be stated.

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	1. All Board of Directors are governed by the Code of Ethics and Conduct and affirm compliance with the same annually. 2. All Board members are updated on the key amendments and updates in laws and regulations governing the Company, on a quarterly basis.	100%
Key Management Personnel	2	1. All KMPs go through Code of Ethics and Conduct during joining along with declaration of the understanding. 2. All KMPs are governed by and given access through our website/portals on our Human Rights, Non-Discrimination and Anti-Harassment, POSH and Direct Touch Policy 3. All KMPs are governed by and given access through our website/portals on our Anti-Bribery and Anti-Corruption Policy 4. All KMPs are updated on the key amendments and updates in laws and regulations governing the Company, on a quarterly basis.	100%*
Employees other than BODs and KMPs	27	1. All employees and workers go through Code of Ethics and Conduct during joining along with declaration of the same. 2. All employees and workers are governed by and given access through our website/portals on our Human Rights, Non-Discrimination, and Anti-Harassment, POSH and Direct Touch Policy, Code of Ethics and Conduct 3. All employees are governed by and given access through our website/portals on our Anti-Bribery and Anti-Corruption Policy	100%*

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
		4. Mental Wellness - Dabur Employee Assistant Program (EAP) through which employees have access to professional Counselling Services, e-workshops, self-assessment tools as well as self-help content for mental and emotional wellbeing. 5. Physical Wellness - Access to a health consultant for consultation. 6. All employees and workers have been covered under Data Privacy and Cyber Security trainings.	
Workers	384	Contractual employees and workers Trainings on Code of Ethics and Conduct, Human Rights, Non-Discrimination and Anti-Harassment, POSH, and Direct Touch Policy, Anti Bribery and Anti Corruption Policy, POSH Policy and Health & Safety in manufacturing operations/Units.	100%

*All employees are mandated to abide by the Code of Ethics & Conduct when joining the company.

We also have Human Rights, Non-Discrimination and Anti-Harassment, POSH, Direct Touch, Anti-Bribery and Anti-Corruption policies in place which governs all our employees and is accessible to them through company portals and websites etc. Additionally, abstracts of relevant Act/ Rules prohibiting child Labour / bonded Labour and adherence of minimum wages are displayed in factory premises for perusal of all direct / indirect employees. We are further strengthening our processes by assigning training courses to employees through internal portal.

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.

During FY 2024-25, there were no material fines / penalties / punishments / awards / compounding fees / settlements as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 imposed on the Company or its Directors/KMPs.

a. Monetary

Type	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/ Punishment/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

b. Non-Monetary

Type	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 preferred in cases where monetary or non-monetary action has been appealed.

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

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

Yes, Dabur has an Anti-Bribery and Anti-Corruption Policy that outlines our responsibility to comply with laws, acts, and enactments prohibiting all forms of bribery and corruption. This policy is well complemented by our Code of Ethics & Conduct and Direct Touch policies. We also ensure that every employee has access to online sessions and respective policies available in internal portals for their awareness. Thereby, it encourages every company personnel to report any concerns regarding bribery issues, suspicion of malpractice, any case of corrupt practice, any breach of this policy, or applicable laws at the earliest possible stage. In addition, we also have a 24/7 independent hotline no. 1800-103-1644 for reporting of any such incidents. Suspected violations will be reviewed and investigated appropriately and may lead to disciplinary action as per company rules. Such actions may include warnings, censures, withholding of increments, adverse comments in performance appraisals, and, in severe cases, termination of employment.

Anti-Bribery and Anti-Corruption Policy:

<https://www.dabur.com/sites/default/files/2023-05/Anti-Bribery-Anti-Corruption-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:

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Topic	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	-	0	-

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

Not applicable as no such penalties were levied in the reporting year.

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	133	135

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:

Category	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	15%	20%
	b. Number of trading houses where purchases are made from	312	252
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	37%	35%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	66%	68%
	b. Number of dealers / distributors to whom sales are made	6,673	7,214
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3%	3%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	14%	15%
	b. Sales (Sales to related parties / Total Sales)	1%	1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	9%	14%
	d. Investments (Investments in related parties / Total Investments made)	9%	9%

Leadership Indicators

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

Total number of training and awareness programmes held	Topics/principles covered under the training	%age of persons in value chain covered by the awareness programmes
5	1. Purpose and Importance of the Supplier Code of Conduct (SCOC) 2. Supplier Assessment and Compliance Expectations: Suppliers are encouraged to accept the Supplier Code of Conduct (SCOC) on a dedicated platform to initiate the ESG evaluation process, which includes submission of an ESG assessment form, post-assessment report and action plan. ESG Assessment Criteria cover these following topics:- <ul style="list-style-type: none"> Legal Compliance, Ethics and Business Conduct, 	63.75%

Total number of training and awareness programmes held	Topics/principles covered under the training	%age of persons in value chain covered by the awareness programmes
	<ul style="list-style-type: none"> • Quality and Safety, • Human Rights and Employment Practices, • Employee Health and Safety, • Environmental Sustainability, • Management Systems, • Transparency, disclosure and BRSR Compliance 	
	3. Preferential Procurement Policy which focuses on social and economic growth by supporting and empowering small scale and marginalized businesses.	
	4. Governance and Grievance Mechanism	

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

Yes, we have robust processes in place to avoid and manage conflicts of interest involving members of the Board. To ensure transparency and integrity, Dabur mandates that all Board members submit a declaration annually, confirming their compliance with the Dabur Code of Conduct. By ensuring regular compliance checks and transparency, we actively manage potential conflicts of interest, safeguarding the integrity of its governance practices.

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.

Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	43%	42%	<p>Dabur is committed to formulating products that prioritize consumer well-being while minimizing the impact on the environment. Our dedication extends to providing healthier choices and fostering social welfare.</p> <p>Within our Home and Personal Care line, we emphasize sustainability by incorporating natural ingredients rather than petrochemical derivatives and reducing the presence of hazardous chemicals. Some of new launches in skin and hair product are free from harmful chemicals like Sulphate, synthetic exfoliants ,phthalate, parabens, etc. and contains natural ingredients enabling us to reduce the environmental impact while improving the product quality. Some examples include 'Oxylife facial kit' contains orange extract, almond oil, cica and kombucha , Aloe vera 'Oxylife tan removal cream' is made by using natural ingredients like turmeric and kesar , 'Cool King talcum powder' is launched with natural ingredients, offering consumer benefits of relaxation. In our air freshener portfolio, 'Odonil Automatic diffuser' is saving on plastic consumption with refill cans, aligning with our commitment of sustainability. Local manufacturing for various products in home and personal care for Nepal and Bangladesh is saving carbon emissions from transportation which was imported from India in past. In hair care category many products are using some % of recycled packaging which is aligned to plastic positivity goal of organisation.</p> <p>In the healthcare segment, our traditional products contain natural ingredients and herbs which encourage a healthy lifestyle. We also offer a range of natural alternatives to chemical-based medications. By promoting a more sustainable and ecofriendly approach to healthcare, we strive to improve the health and wellbeing of individual and communities. Kesarprash launch is an example where natural ingredients like date sugar are used.</p>

Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in social and environmental aspects
			<p>In our food dimension, we're committed to reducing sugar content in our products without compromising on taste or quality demonstrate our commitment to promoting healthier options for our customers like recent launch of Seins Marine collagen. Kinnow orange, Pineapple and apple Juices are crafted from 100% locally sourced ingredients, minimizes the transportation requirements, promotes local farmers for sustainable income sources, and reduces the carbon footprints.</p> <p>Our focus on product innovation aimed at promoting social well-being and minimizing environmental impact underscores our commitment to a healthier and more sustainable future. Siens multivitamin tablet for men and Women, Pre probiotic powder for healthy gut, is example of product offerings which is improving human health by providing nutritional deficiency.</p>
Capital Expenditure (CAPEX)	15.60%	12.80%	<p>Renewable energy consumption and efficient energy management is the foundation of its strategy towards managing environmental footprint. Ensuring lesser energy consumptions in operations has been a focus area for Dabur and we have undertaken capital expenditure projects towards enhancing energy efficiency, elimination of coal usage in our operations and use of green energy, new biomass boilers installation, harnessing solar energy for generating electrical power, etc. during the year. This not only helps us reduce our carbon footprint but also provides a reliable and sustainable source of energy.</p> <p>We are committed to implementing comprehensive water conservation measures across our production sites, proximate communities and throughout the value chain. We are prioritizing water stewardship by effective water conservation and reutilization programmes, embracing the "Reduce, Reuse, Recycle" (3R) practices. By adopting these measures, we aim to minimize our impact on local watersheds and reduce our reliance on freshwater withdrawals, ensuring a sustainable and responsible approach to water management.</p> <p>At Dabur, our commitment extends beyond environmental sustainability to include the health, safety, well-being, and development of our workforce. We have implemented various programs to support and enhance these crucial aspects, ensuring a holistic approach to sustainability that prioritizes our people.</p>

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

Yes

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

30.97%

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

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Dabur has achieved a significant milestone, becoming India's first Plastic Waste Positive FMCG company, through its comprehensive waste management program developed in collaboration with multiple partners across the country. Building on this success, we continued our environmental stewardship efforts, collecting and responsibly managing 42,525 tonnes (105% of consumption) of post-consumer plastic waste in FY 2024-25, a notable increase from the 41,100 tonnes collected in the previous year.
b. E-waste	Not Applicable
c. Hazardous waste	Not Applicable
d. Other waste	Not Applicable

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

Yes, Extended Producer Responsibility (EPR) applies to Dabur. Our waste collection plan is aligned with the EPR plan submitted to the Central Pollution Control Board, ensuring our operations adhere to best environmental practices and contribute to a cleaner, greener future. We remain committed to our sustainability goals and strive for continuous improvement in environmental performance.

Notably, we have been collecting and processing more plastic packaging waste across India than the plastic used in our finished products' packaging. In FY 2024-25, we effectively collected and responsibly managed 42,525 tonnes (105% of Consumption) of post-consumer plastic waste, a significant increase from the 41,100 tonnes collected in the previous year

Leadership Indicators

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

At Dabur, building on our commitment to "Growing Sustainably," we continued our Life Cycle Assessment (LCA) efforts in FY2024-25 by assessing the environmental impact of Shampoo, Odonil, Hajmola, and Hair Oils. These assessments were conducted by an accredited external agency following the "Cradle to Grave" approach, in line with ISO 14040/44 standards.

This follows the LCAs we conducted in FY2023-24 for Juice, Dabur Chyawanprash, Dabur Honey, and Toothpaste, which together contributed significantly to our revenue. While the results are not yet disclosed publicly, these assessments are key to identifying opportunities for improvement and advancing our Net Zero goals under the Science Based Targets initiative (SBTi).

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20236	Shampoo	4%	Cradle to Grave	Yes	Currently results are not disclosed in public domain
20232	Odonil	6%	Cradle to Grave	Yes	
21003	Hajmola	4%	Cradle to Grave	Yes	
20236	Hair oils	15%	Cradle to Grave	Yes	

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

We have conducted a comprehensive Life Cycle Assessment (LCA) for our key power brands, spanning multiple categories and covering approximately ~80% of our revenue. The LCA results indicate no significant negative environmental impacts. Building on these findings, we are utilizing the insights to drive reductions in our overall emission footprint, further solidifying our commitment to environmental sustainability.

S. No.	Name of the product	Description of the risk	Action Taken
1	NIL	NIL	NIL

3. Percentage of recycled or reused 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	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Packaging Materials	20%	19%

1. Tetra pack laminates are 100% sustainable sourced through FSC certified value chain partners.
2. Majority of the products being consumables, 67% (FY 2023-24) and 68% (FY2024-25) of the raw materials used cannot be classified as recycled or reused.

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:

In the reporting year, we achieved a recycling rate of approximately 70% for post-consumer plastic waste, while around 30% was safely disposed of through waste-to-energy recovery. Notably, Dabur maintained its plastic positivity by processing 105% of post-consumer plastic waste, underscoring our commitment to responsible waste management

	FY 2024-25			FY 2023-24		
	(Current Financial Year)			(Previous Financial Year)		
	Reused	Recycled, MT	Safely Disposed, MT	Reused	Recycled, MT	Safely Disposed
Plastics (including packaging)	0	29,768	12,757	0	30,090	11,010
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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
Food & Beverage	52%
Healthcare	36%
Home and Personal Care	58%

The above data represents the packaging material reclaimed. As our products are consumables, only the packaging materials can be reclaimed. This reclaimed packaging materials has been categorised based on the product categories in the above table.

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*	
		No.(B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	3,744	3,744	100%	3,744	100%	NA	NA	3,744	100%	0	0%
Female	294	294	100%	294	100%	294	100%	NA	NA	294	100%
Total	4,038	4,038	100%	4,038	100%	294	100%	3,744	100%	294	100%
Other than Permanent Employees											
Male	4,150	3,987	96%	3,862	93%	NA	NA	NA	NA	NA	NA
Female	645	615	95%	590	91%	645	100%	NA	NA	NA	NA
Total	4,795	4,602	96%	4,452	93%	645	100%	NA	NA	NA	NA

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities*	
		No.(B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	1,251	1,251	100%	1,251	100%	NA	NA	1,251	100%	NA	NA
Female	52	52	100%	52	100%	52	100%	NA	NA	52	100%
Total	1,303	1,303	100%	1,303	100%	52	100%	1,251	100%	52	100%

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities*	
		No.(B)	%(B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Other than Permanent Employees											
Male	4,484	4,484	100%	4,484	100%	NA	NA	NA	NA	NA	NA
Female	279	279	100%	279	100%	279	100%	NA	NA	NA	NA
Total	4,763	4,763	100%	4,763	100%	279	100%	NA	NA	NA	NA

*100% of permanent women workforce are covered under day-care facilities as applicable. In addition, we have lactation room facility in some of our locations.

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

Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.17%	0.16%

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

Sr. No.	Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y*	100%	100%	Y*
3	ESI	100%	100%	Y	100%	100%	Y
4	Others – Life Insurance	100%	100%	Y	100%	100%	Y

* Employer deposited Gratuity to LIC

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.

The facility is presently partially accessible to individuals with disabilities. Recognizing the diverse needs of our workforce, we have introduced ergonomic work environments in some of our manufacturing units to better support employees with disabilities. These initiatives reflect our commitment to enhance accessibility and inclusivity across all facilities. We are working towards designing new infrastructure and modernizing older facilities to eliminate barriers, ensuring that all employees and workers can fully participate in the workplace.

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.

We are proud to be an equal opportunity employer, and this principle is not only reflected on our website but also ingrained in our ways of working as governed by our Code of Ethics & Conduct. Our Human Rights policy clearly outlines that at Dabur, all employees are evaluated solely on their performance, regardless of their race, religion, caste, gender, sexual orientation, age, or disability, ensuring no discrimination in recruitment, remuneration, promotion processes and career development.

Website Link: <https://www.dabur.com/life-at-dabur-old>

Human Rights Policy Link:- <https://www.dabur.com/sites/default/files/2024-04/Dabur%20Human%20Rights%20Policy-link.pdf>

Code of Conduct - <https://www.dabur.com/sites/default/files/2021-05/165-codeofconductslidesnew.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	100%	92%	100%	94%
Female	100%	88%	100%	100%
Total	100%	91%	100%	94%

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.

Category	Yes/ No	Details of the mechanism in brief
Permanent Workers	Yes	<p>The Company has a whistle-blower and protection policy (Direct Touch) in place to provide guidance for raising complaints in case of any concerns. Additionally, there is a dedicated team under Direct Touch initiative to address complaints and an independent 24/7 hotline no. 1800-103-1644 for reporting of any incidents.</p> <p>Link: https://www.dabur.com/Investors/Corporate%20Governance/Policies%20Related%20Documents/237.21-%20Direct%20Touch%20Policy_Amended.pdf</p>
Other than Permanent Workers	Yes	<p>We have a grievance redressal committee in each of our factories, which meets regularly to assess incoming issues and take corrective actions in case of any complaints. Additionally, there is a dedicated team under Direct Touch initiative to address complaints and an independent 24/7 hotline no. 1800-103-1644 for reporting of any incidents.</p>
Permanent Employees	Yes	<p>The Company has a whistle-blower and protection policy (Direct Touch) in place to provide guidance for raising complaints in case of any concerns. Additionally, there is a dedicated team under Direct Touch initiative to address complaints and an independent 24/7 hotline no. 1800-103-1644 for reporting of any incidents.</p> <p>Link: https://www.dabur.com/Investors/Corporate%20Governance/Policies%20Related%20Documents/237.21-%20Direct%20Touch%20Policy_Amended.pdf</p>
Other than Permanent Employees	Yes	<p>Our Direct Touch policy applies not only to employees but also to business associates. We have a dedicated team under Direct Touch initiative to address complaints and an independent 24/7 hotline no. 1800-103-1644 for reporting of any incidents.</p>

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male	3,744	0	0%	3,786	0	0%
Female	294	0	0%	239	0	0%
Total	4,038	0	0%	4,025	0	0%
Permanent Workers						
Male	1,251	145	12%	1,305	150	11%
Female	52	0	0%	37	0	0%
Total	1,303	145	11%	1,342	150	11%

8. Details of training given to employees and workers

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health & safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	3,744	3,744	100%	3,712	99%	3,786	821	22%	2,596	69%
Female	294	294	100%	294	100%	239	110	46%	79	33%
Total	4,038	4,038	100%	4,006	99%	4,025	931	23%	2,675	66%
Workers										
Male	1,251	1,231	98%	1,168	93%	1,305	1,065	82%	1,037	79%
Female	52	52	100%	52	100%	37	27	73%	23	62%
Total	1,303	1,283	98%	1,220	94%	1,342	1,092	81%	1,060	79%

Above mentioned data is for permanent employees and workers only. However, trainings and awareness sessions on Code of Ethics and Conduct, Human Rights, Non-Discrimination and Anti-Harassment, POSH, and Direct Touch Policy, Anti Bribery and Anti-Corruption Policy, POSH Policy and Health & Safety were organized for contractual workers also during the year.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Employees						
Male	3,744	3,744	100%	3,786	3,786	100%
Female	294	294	100%	239	239	100%
Total	4,038	4,038	100%	4,025	4,025	100%
Workers						
Male	1,251	1,251	100%	1,305	1,305	100%
Female	52	52	100%	37	37	100%
Total	1,303	1,303	100%	1,342	1,342	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, what is the coverage of such system?**

Yes, Dabur has a comprehensive Occupational Health and Safety (OHS) policy, duly authorized by our Board-level ESG Committee and signed by our CEO. A robust OHS system is in place across the organization, complemented by ISO certifications for our factories, including:

- ISO 45001:2018 for Health and Safety
- ISO 14001:2015 for Environment

For more information, our OHS policy and related documents can be accessed at: <https://www.dabur.com/dabur-policies-and-related-documents>

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

We have established a robust framework to identify work-related hazards and assess risks, encompassing:

- Hazard Identification & Risk Assessment (HIRA)
- Job Safety Analysis (JSA)
- Permit to Work systems
- A digital platform to identify unsafe acts and conditions
- Management of Change protocols

These processes work in tandem to ensure a safe and controlled work environment, underscoring our commitment to operational safety and risk management.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, we have established processes in place that enable workers to report work-related hazards and remove themselves from such risks. Our systems include:

- A reporting mechanism for workers to identify and report hazards
- Procedures for workers to safely remove themselves from hazardous situations
- Training and awareness programs to empower workers in identifying and managing risks

These processes are designed to ensure worker safety and well-being, aligning with our commitment to occupational health and safety.

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

Yes

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

Safety Incident/Number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.03
	Workers	0.08	0.09
Total recordable work-related injuries	Employees	2	8
	Workers	7	5
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

At Dabur, we are committed to providing a safe and healthy workplace for all employees. Our initiatives include an Employee Assistance Program (EAP) offering mental health support and counselling by professional psychologists, along with regular safety training on machinery, chemicals, fire prevention, and road safety. Hazard identification and risk assessments are conducted by an internal team, and third-party agencies perform regular audits in line with ISO 45001 standards. We also use a mobile and web-based platform to report unsafe conditions and incidents.

In addition to safety, we focus on employee wellness and engagement. Awareness sessions on Prevention of Sexual Harassment, health webinars, and free consultations with a senior medical professional support overall well-being. We have a gym facility and also conduct periodic indoor and outdoor sports activities to promote employee fitness and wellbeing. These efforts reflect our commitment to a safe, supportive, and health-conscious work culture.

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

Topic	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

Our manufacturing facilities, corporate office and company owned warehouses undergo annual assessments by a competent third-party auditor, evaluating occupational health and safety practices and working conditions. The actionable points identified are reviewed and tracked for compliance at multiple management levels, including:

- Head of Manufacturing
- Head of Operations
- Risk Committee

This rigorous process ensures accountability and drives continuous improvement in our occupational health and safety performance.

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

During the reporting period, we were fortunate to have no fatalities or high-impact injuries among our employees while on duty. To maintain a safe working environment, we implement stringent measures, including:

- Proactive risk assessments
- Safety-related training
- Access to first aid
- Mandatory use of Personal Protective Equipment (PPEs)
- Standard hygiene protocols
- Free access to medical professionals, psychologists, and webinars for employees

Additionally, we have:

- Safety committees at each manufacturing operation, meeting regularly to address and formulate actions for a safe work environment
- Periodic mock drills conducted across manufacturing operations
- A work permit system in place for modifications, routine maintenance, electrical installations, erection, and commissioning of machines, adhering to defined safety guidelines

These measures underscore our commitment to ensuring a safe and healthy work environment for all employees

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, we have a term insurance policy, group personal accident insurance policy as well as gratuity life cover, EDLI and ESI that applies to 100% of all permanent employees and permanent workers.

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

Dabur believes in maintaining transparent and compliant business practices across our value chain. We ensure that statutory dues pertaining to indirect taxes (GST) have been deducted and deposited for all our value chain partners involved in sourcing. As of Q4 FY 2024-25, GST reconciled for 99% of value chain partners. Our meticulous verification process, which uses GST 2B (an auto-drafted ITC statement), ensures that we accurately credit the GST paid by our partners.

To further strengthen compliance, we encourage our value chain partners to ensure that all other statutory dues, such as those for PF, ESIC, etc., have been deducted and deposited. We also collaborate with our partners to upload / submit necessary documents. By working together, we uphold the highest standards of compliance and build a sustainable future for our businesses and communities.

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 no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, as part of our transition assistance initiative for exiting employees, we provide comprehensive support services, including resume building, career coaching, professional networking opportunities, and guidance in exploring relevant career paths. These initiatives are designed to facilitate a smooth transition and empower individuals as they move forward in their professional journeys.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	64%
Working Conditions	64%

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. –

Dabur is committed to ensuring the health and safety of our value chain partners by promptly addressing any health and safety incidents. We work diligently with our partners to improve their business practices and promote a healthy and secure workplace environment.

To uphold our commitment to health and safety, we have implemented service agreements with our vendor partners and extended third-party workforce. The Service Provider acknowledges compliance with Dabur's Policies as an integral part of the agreement, and any breach of these policies may result in appropriate action being taken.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.



Essential Indicators

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

Dabur employs a systematic approach to identify and engage with key stakeholders, aiming to strengthen relationships and enhance mutual understanding. The process involves assessing and identifying individuals, groups, or institutions that contribute value to the corporation's business chain as core stakeholders. This includes both internal stakeholders such as employees and leadership, and external stakeholders such as business associates, shareholders, investors, customers, suppliers, and the wider community. We prioritize open, honest, and transparent communication with stakeholders.

Dabur conducts comprehensive materiality assessments, which include stakeholder engagement activities. These engagements entail reaching out to various groups of identified stakeholders through methods like one-on-one calls and questionnaire dissemination among employees, gathering their perspectives and insights.

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 & Marginalized 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
Communities	Yes	One-to-one meetings; Focused Group Discussions; Pamphlet distribution, NGO Partners, social media, etc.	Regularly	<ul style="list-style-type: none"> Need assessments for CSR projects and development programs to understand community needs and preferences. Post-implementation project upkeep & management, Social impact assessments Grievance redressal to address any concerns or feedback from stakeholders
Investors (other than shareholders)	No	E-mail, SMS, advertisements, website, newspapers, investor conferences, annual report, analyst meetings etc.	Regularly	<ul style="list-style-type: none"> Communication on general updates New product developments Queries resolution Business performance

Stakeholder Group	Whether identified as Vulnerable & Marginalized 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
				<ul style="list-style-type: none"> ESG (Environmental, Social and Governance) Updates Events and activations such as campaigns and announcements
Shareholders	No	E-mail, SMS, advertisements, website, newspapers, investor conferences, analyst meetings etc.	Regularly	<ul style="list-style-type: none"> Communication on dividend updates Annual updates - overview of our performance, strategies, and achievements throughout the year ESG (Environmental, Social and Governance) Updates New product development
Employees and workers	No	Townhalls, e-mail, notice board, intranet etc.	Regularly	<ul style="list-style-type: none"> Communication on Rewards and Recognitions Talent management New opportunities CSR & Sustainability updates Training programs Employee assistance programs Company performance updates Any relevant changes in policies or procedures Employee volunteering programs
Customers	No	Call Centre, Website, trade shows, Haats, Melas and fairs	Regularly	<ul style="list-style-type: none"> Communication on new product development Current and future business management Receiving feedback on product and services
Value Chain Partner	Yes	Email, website, supplier meets, etc.	Regularly	<ul style="list-style-type: none"> Supply chain management Query resolution and grievance redressal Sustainability initiatives, Any relevant changes in policies or procedures

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.

In FY 2024–25, Dabur conducted a double materiality assessment in consultation with key stakeholders, supported by an external consultant. This exercise gathered feedback from various groups—employees, investors, customers, suppliers, and community representatives—to identify both the company's impact on sustainability issues and how these issues affect the business.

Insights from the assessment were shared with senior management and routed to the Board of Directors through established governance structures, including the ESG, CSR, and Risk Management Committees. These committees review the material topics, assess associated risks and opportunities, and monitor the company's response.

The ESG Committee supports the Board in overseeing environmental, social, and governance areas, while the CSR Committee ensures alignment of community initiatives with stakeholder expectations. This structured approach ensures that stakeholder feedback directly informs Dabur's strategic direction and reinforces its commitment to sustainable growth.

2. a. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

Yes. Stakeholder consultation played a key role in our most recent double materiality assessment conducted in FY 2024–25. Facilitated by an independent third party, the process ensured confidentiality and objective insights from both internal and external stakeholders. This approach helped us identify and prioritize environmental and social issues from both impact and financial materiality perspectives. Further details are provided in the Stakeholder Engagement and Materiality sections of our Annual Report and relevant BRSR disclosures.

b. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Stakeholder input received through the FY 2024–25 double materiality assessment has been actively integrated into Dabur's policies and operational activities. These insights have informed strategic decision-making, helping us prioritize key sustainability and ESG issues that are most relevant to our stakeholders and business impact.

In response, Dabur has strengthened its commitments across focus areas including Climate Action & Biodiversity, Circular Economy, Sustainable Sourcing, Energy & Water Efficiency, Social Impact, and Ethical Governance. These priorities have shaped internal policies and influenced the design of programs that engage and support our value chain partners in adopting more sustainable and resilient practices.

Additionally, people- and planet-positive goals have been embedded into our talent development and stakeholder engagement strategies, reinforcing an ESG-first approach across the organization.

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

Dabur has implemented several initiatives to engage with and address the concerns of vulnerable and marginalized stakeholder groups. Our approach involves having development executives stationed at various plant locations, supported by local volunteers, to ensure direct engagement with these communities. Additionally, unit heads and unit HR heads in other locations work closely with communities, facilitating daily interactions to promptly address queries and concerns.

Regular meetings with vulnerable and marginalized groups are conducted to gain insights into their needs, allowing us to tailor development programs accordingly. Through these engagements, specific concerns have been identified, leading to the development and rollout of targeted interventions during the year.

1. Malnutrition & Healthcare: We organized health and nutrition awareness programs, provided seeds for growing nutritious vegetables, and conducted health, menstrual hygiene and oral hygiene camps. Special programs were organized for educating children about personal safety by providing them self-defence training. Targeting the young kids, particularly the girl child in these communities, we organized special activity based and interactive programs to educate them about 'Good Touch' and 'Bad Touch'.

- 2. Access to Sanitation:** We supported households in constructing toilets to address the lack of proper sanitation facilities. We also conduct regular surveys and audits to identify toilets that are not maintained properly. The households are then educated about proper maintenance and even supported in revamping them, wherever needed.
- 3. Quality of Education:** Ensuring an intellectually stimulating and transformative learning atmosphere, extending beyond the scope of basic education, one of the biggest aspirations of the vulnerable community. To address this need, we operate 18 remedial education centers in 5 states where we provided basic education to out-of-school children and prepared them for formal schooling. 11 of our students from these centres have secured top ranks in their respective classes this year. In addition, we undertook a complete revamp and facelift of 17 schools in 7 states in 2023-24, benefiting 7,209 students. Under this, the entire school was refurbished with new classrooms, toilet blocks, boundary walls, potable water facility, kitchen area and hand wash area, etc. We ensured that the schools were made accessible and inclusive for individuals with disabilities, while also equipping select schools with well-equipped science labs and computer labs.
- 4. Access to Water:** Several vulnerable communities cited access to water as a key concern. To meet this need, we rolled out community-level water conservation initiatives in Ghaziabad (Uttar Pradesh); Pithampur (Madhya Pradesh); Baddi (Himachal Pradesh); Tezpur (Assam); Newai (Rajasthan); and Indore (Madhya Pradesh) in 2024-25, which ensured that communities had access to potable water and water for their irrigation purposes all through the year. In all, we have revived and created 20 Ponds, Water Bodies and Check Dams in these 6 states. Our efforts have helped create total Water Conservation capacity of 621,645 KL within the community in 2024-25, taking our total water replenishment capacity to 11,92,286 KL.
- 5. Access to Solar Street Lights:** Absence of streetlights within villages was another big concern as darkness led to several crimes and limited access for the villagers. Together with the communities, we installed solar streetlights in these villages to enhance safety and security. In all, 122 Solar Street Lights/Equipment were set up in 15 villages and 10 schools across Assam, Himachal Pradesh, Madhya Pradesh, and Uttarakhand in 2024-25.
- 6. Enhancing Farmer Income:** Understanding the needs of several low-income farmer groups and tribals in the country, we engaged them in cultivation of medicinal plants and herbs. We provided quality plantation material to these farmers free of cost and trained them in sustainable cultivation techniques, which is helping them improve their income.
- 7. Women Empowerment:** We operate 28 skill training centers across 5 states offering local women and girls training on income generation vocational skills like stitching, tailoring, beauty care, etc. These trainings go on to establish their own small ventures and earn livelihood. In 2024-25, 784 girls were trained at these centers. In addition, 17,141 farmers - largely women - were provided beekeeping training during the year, and another 197 women were supported to undertake livestock rearing as an income-generating activity.
- 8. Sports Training:** In response to specific demands in Assam, we hired local trainers and set up training camps for football and boxing, promoting sports talent in the region. We have hired local trainers and set up training camps to help youth and kids from the villages emerge as sporting talent for our country.

These actions reflect our commitment to addressing the concerns of vulnerable and marginalized groups, promoting their well-being, and fostering sustainable development.

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	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	4,038	4,038	100%	4,025	4,025	100%
Other than Permanent	4,795	4,795	100%	4,615	4,615	100%
Total Employees	8,833	8,833	100%	8,640	8,640	100%
Workers						
Permanent	1,303	1,303	100%	1,342	1,342	100%
Other than Permanent	4,763	4,763	100%	4,862	4,862	100%
Total Workers	6,066	6,066	100%	6,204	6,204	100%

Note: We have a Code of Ethics & Conduct policy in place which covers the aspects of human rights. The employees are mandated to abide by these policies during joining the company and can also access the same during their tenure through our website/company portals. We also have a human rights policy as well as POSH policy governs all our employees and is accessible to them via company portals/websites etc. Additionally, abstracts of relevant Act/ Rules prohibiting child Labour / bonded Labour and adherence of minimum wages are displayed in factory premises for perusal of all direct / indirect employees.

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total Count	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
Employees										
Permanent										
Male	3,744	0	0%	3,744	100%	3,786	0	0%	3,786	100%
Female	294	0	0%	294	100%	239	0	0%	239	100%

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total Count	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
Other than permanent										
Male	4,150	93	2.2%	4,057	97.8%	4,052	142	3.5%	3,910	96.5%
Female	645	23	3.6%	622	96.4%	563	17	3%	546	97%
Workers										
Permanent										
Male	1,251	0	0%	1,251	100%	1,305	0	0	1,305	100%
Female	52	0	0%	52	100%	37	0	0	37	100%
Other than permanent										
Male	4,484	3,705	83%	779	17%	4,744	3,931	83%	813	17%
Female	279	158	57%	121	43%	118	41	35%	77	65%

3. Details of remuneration/salary/wages, in the following:

a. Median remuneration / wages:

	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category, (INR)	No.	Median remuneration/ salary/ wages of respective category, (INR)
Board of Directors	11	10,00,000	1	21,20,000
Key Managerial Personnel	2	2,32,89,536	0	-
Employees other than BoD and KMP	3,742	7,71,000	294	9,00,000*
Workers	1,251	4,58,000	52	4,60,000

*At Dabur, we evaluate all employees based on performance, regardless of gender, ensuring a fair and non-discriminatory recruitment, compensation, and promotion process. In the above statistics, the median salary of women employees (other than the Board of Directors and Key Management Personnel) is higher due to their higher representation in managerial positions compared to junior non-managerial roles.

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

Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	7%	6%

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

Yes. Dabur has established a team as part of its direct touch initiative, which focuses on whistle-blower protection and policy implementation, to address any human rights issues that may arise. Moreover, the Direct Touch committee is responsible for addressing any human rights issues that may have been caused or contributed to by the business, which is reported periodically by Compliance Officer to the Chairman of the Audit Committee.

In addition to the above, we have a dedicated toll-free hotline number (1800-103-1644) for anonymous reporting of issues/ concerns around the Code of Ethics & Conduct.

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

Dabur's Human Rights Policy emphasizes the importance we place on providing effective remedies wherever human rights impacts occur, through company-based grievance mechanisms. Our Code of Ethics & Conduct and Direct Touch (Whistleblower & Protection policy) provide a platform for our employees and individuals in the extended supply chain to report any violations. In addition, we have an independent 24/7 hotline no. 1800-103-1644 under Direct Touch initiative for reporting of any such incidents. We encourage our all stakeholders to voice any concerns they may have without fear of reprisal.

The Direct Touch team investigates complaints upon receipt of a violation disclosure to ascertain its genuineness and veracity. In addition, to ensure the fairness in the grievance redressal process, we have an Independent Director in the Direct Touch Committee. Based on the outcome of such investigation, the Direct Touch team recommends corrective action to the management within 30 days of the receipt of the disclosure. The management takes appropriate action immediately on the basis of the Direct Touch team's recommendations.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	The complaint was duly resolved.	2	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of omen at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	2
Complaints on POSH as a % of female employees / workers	0.29%	0.7%
Complaints on POSH upheld	1	1

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

To create awareness and educate our employees, we ensure online sessions/trainings and policies such as: Human Rights Policy, Code of Ethics and Conduct, Non-Discrimination and Anti-Harassment, Anti Bribery and Anti-Corruption Policy, Direct Touch Policy and Prevention Of Sexual Harassment are accessible to them.

Under our Prevention of Sexual Harassment Policy, The Company has instituted an “Internal Complaints Committee” for redressal of sexual harassment complaint and for ensuring time bound redressal of such complaints.

The policy outlines clauses on Protection to Complainant, wherein the Company calls out its commitment to ensuring that no employee who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. The Company also ensures that the complainant and/or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.

We are an equal opportunity employer, and all our employees are evaluated solely on their performance, regardless of their race, religion, caste, gender, sexual orientation, age, or disability, ensuring no discrimination in recruitment, remuneration, promotion processes and career development.

In addition, under our Direct touch initiative (whistle-blower & protection policy), stakeholders can come together and help the organisation eliminate any malpractices in the system. This policy has constituted a Direct touch team to investigate the complaints and recommend corrective actions. It states that the disclosures of wrongful conduct are submitted on a confidential basis or submitted anonymously. Such disclosures are confidential to the extent possible, convenient with the need to conduct an adequate investigation. No adverse action shall be taken against a stakeholder in “knowing retaliation” (defined as an adverse action taken by a supervisor or other authority against a stakeholder because of a prior disclosure of alleged wrongful conduct), who makes any good faith disclosure of suspect wrongful conduct to the Direct Touch team.

Policy can be referred below:

Non-Discrimination and Anti-harassment Policy: <https://www.dabur.com/sites/default/files/2022-10/3262-Non-Discrimination-policy.pdf>

Direct Touch Policy: https://www.dabur.com/sites/default/files/2024-05/237.21-%20Direct%20Touch%20Policy_Amended.pdf.

Human Rights Policy: <https://www.dabur.com/sites/default/files/2024-04/Dabur%20Human%20Rights%20Policy-link.pdf>

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

Yes. To ensure our commitment towards human rights, we have executed service agreements with our suppliers and extended third party workforce which has been duly acknowledged by them.

All our suppliers are governed by the Supplier Code of Conduct. The supplier code of conduct document calls out that the Dabur expects all its suppliers to comply with all applicable laws in terms of labour and human rights, environment conservation, food safety and statutory compliance for business practices in true spirit & intent. The same also lays down the mechanism to report any illegal or unethical business practices at workplace without fear of reprisal.

10. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Forced/involuntary labor	100%
Others – please specify	-

Dabur India Ltd. has internal tools and tracking mechanisms wherein we track statutory compliances across our operations. Additionally, our human rights policy governs our operations which lays out non-tolerance to forced labor.

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

Dabur has a robust human rights due diligence process, governed by the human rights policy, through which we continuously assess and improve our ability to respond to any human rights-related issues. We have enhanced our Direct Touch policy by introducing an independent 24/7 hotline facility (No. 1800-103-1644) where employees can report their grievances. Additionally, employees can directly write to or contact their respective HR representatives.

To maintain a safe workplace and educate our employees, we regularly conduct awareness sessions/ trainings on human rights. Upon receiving a grievance, the Direct Touch team investigates to verify its authenticity and veracity. We also have an Independent Director in the Direct Touch Committee to ensure the fairness in the grievance redressal process.

Leadership Indicators

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

Dabur has a robust human rights due diligence process through which we continuously assess and improve our ability to respond to any human rights-related issues. We have enhanced our Direct Touch policy by introducing an independent 24/7 hotline facility (No. 1800-103-1644) where employees can report their grievances. Additionally, employees can directly write to or contact their respective HR representatives.

To maintain a safe workplace and educate our employees, we regularly conduct awareness sessions/ trainings on human rights. Upon receiving a grievance, the Direct Touch team investigates to verify its authenticity and veracity. We also have an Independent Director in the Direct Touch Committee to ensure the fairness in the grievance redressal process.

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

At Dabur, we respect and are dedicated to upholding the human rights of all our stakeholders. Our Human Rights Policy and due diligence practices encompass all Dabur employees, workers, including trainees, part-time and contractual workforce across our business units, entities we own, and entities in which we own a majority interest.

Our Human Rights and Non-Discrimination and Anti-Harassment policies outline the organization's commitment to identify issues covering child labour, forced labour, human trafficking, harassment and discrimination within our operations and extended value chain, and develop the mitigation plan for the same. We are an equal opportunity employer, and all employees are evaluated solely on their performance, regardless of their race, religion, caste, gender, sexual orientation, age, or disability, ensuring no discrimination in recruitment, remuneration, promotion processes and career development.

To ensure the protection of human rights, we have implemented a robust system of due diligence, continuous monitoring and grievance redressal across our operations through -

- Our internal audit tools and mechanisms to identify and assess any actual or potential non-compliance related to Human Rights and take necessary action as applicable.
- Our Direct Touch initiative (Whistle-blower & Protection policy), POSH policy, and Supplier Code of Conduct. We actively encourage stakeholders to raise any concerns or complaints related to human rights issues, and we address the grievances promptly and appropriately.
- Our grievance redressal committee in manufacturing units addresses all issues as appropriate
- Our service agreements executed with vendor partners and extended third party workforce in order to ensure that they adhere to the human rights principles.

By implementing these measures, we strive to maintain the highest ethical standards and uphold human rights across our entire value chain.

Human Rights Policy Link - <https://www.dabur.com/sites/default/files/2024-04/Dabur%20Human%20Rights%20Policy-link.pdf>

Whistle Blower and Protection Policy - https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf

No-Discrimination and Anti-Harassment - <https://www.dabur.com/sites/default/files/2022-10/3262-Non-Discrimination-policy.pdf>

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?

The facility is presently partially accessible to individuals with disabilities. Recognizing the diverse needs of our workforce, we have introduced ergonomic work environments in some of our manufacturing units to better support employees with disabilities. These initiatives reflect our commitment to enhance accessibility and inclusivity across all facilities. We are working towards designing new infrastructure and modernizing older facilities to eliminate barriers, ensuring that all employees and workers can fully participate in the workplace.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Child labour	64%
Forced/involuntary labour	64%
Sexual harassment	64%
Discrimination at workplace	64%
Wages	64%
Others – please specify	-

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

At Dabur, we recognize the importance of upholding ethical and human rights standards throughout our value chain. The assessment of value chain partners is conducted through a third party. This assessment covers child labour, forced / involuntary labour, sexual harassment, discrimination at workplace, wages etc.

Moving forward, we remain committed to promoting and respecting human rights across our value chain. We encourage our vendors to do the same, and we will work collaboratively with them to promote responsible practices. Should any concerns arise, we have a supplier code of conduct in place to ensure that they are addressed in a timely and appropriate manner.

We believe that by promoting and respecting human rights, we can build a more sustainable and equitable future for all stakeholders. We will continue to prioritize this important work and work with our partners to create positive change.

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	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (GJ)	31,571	12,687
Total fuel consumption (B) (GJ)	4,53,871	3,58,300
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C) (GJ)	4,85,442	3,70,987
From non-renewable sources		
Total electricity consumption (D)	2,66,160	2,48,955
Total fuel consumption (E)	46,332	1,12,767
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	3,12,492	3,61,722
Total energy consumed (A+B+C+D+E+F)	7,97,933	7,32,710
Energy intensity per rupee of turnover (Total energy consumption, GJ / lakh rupees)	0.88	0.80
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue in lacs from operations adjusted for PPP)	18.2	18.4
Energy intensity in terms of physical output - (Total Energy / Production - GJ/MT)	2.1	2.00
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
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*	Yes*

* Dabur India Limited has appointed TUV to validate and assure reported environmental and safety data.

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

Not Applicable

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

Parameters	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	10,82,668	11,86,771
(iii) Third party water	2,97,635	1,80,103
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater storage)	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,80,303	13,66,874
Total volume of water consumption (in kilolitres)	11,75,585	11,85,216
Water intensity per rupee of turnover (Water consumed, KL / lakh rupees)	1.3	1.30
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue in lacs from operations adjusted for PPP)	26.77	29.77
Water intensity in terms of physical output – Water withdrawn vs Production (KL / MT)	3.67	3.71
Water intensity (optional) – the relevant metric may be selected by entity		
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*	Yes*

*Dabur India Limited has appointed TUV to validate and assure reported environmental and safety data.

4. Provide the following details related to water discharged:

Parameters	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
• No treatment		
• With treatment – please specify level of Treatment		
(ii) To Groundwater	0	0
• No treatment		
• With treatment – please specify level of Treatment		
(iii) To Seawater	0	0
• No treatment		
• With treatment – please specify level of Treatment		

Parameters	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iv) Sent to third parties, (in kilolitres)	2,04,718	1,75,601
<ul style="list-style-type: none"> No treatment With treatment – please specify level of Treatment 	Tertiary	Tertiary
(v) Others	0	0
<ul style="list-style-type: none"> No treatment With treatment – please specify level of Treatment 		
Total water discharged (in kilolitres)	2,04,718	1,75,601
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*	Yes*

* Dabur India Limited has appointed TUV to validate and assure reported environmental and safety data.

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

At Dabur, we're committed to becoming water positive by FY 2030. To achieve this goal, we're guided by the 3R principle: Reduce, Reuse, and Recycle. Our manufacturing units strive to minimize raw water withdrawal and maximize treated water utilization. Key initiatives include:

- Water usage monitoring systems
- Water-efficient technologies
- Efficient wastewater treatment systems, such as sewage treatment plants (STPs) and effluent treatment plants (ETPs)
- These efforts enable us to repurpose treated wastewater. Notably:
- Five manufacturing units are currently water positive as per our internal assessment
- Another three units recharge or conserve more than 50% of their water withdrawal
- Our water conservation capacity in factories is 247,589 KL
- Our water conservation initiatives have yielded significant results:
- 30% reduction in water intensity across India since the base year

We're dedicated to sustainable water management, striving to go beyond compliance and minimize our water footprint.

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

Dabur has implemented various initiatives across our manufacturing facilities. These include the installation of Retro-fitting Emission Control Devices (RECD), deployment of filters, and the substitution of High-Speed Diesel with Piped Natural Gas (PNG). These measures are part of our commitment to reducing air pollutants and promoting cleaner operations in line with our sustainability goals.

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	MT	30.5	35
SOx	MT	9.3	11
Particulate matter (PM 10)	MT	42	52
Persistent organic pollutants (POP)	-	-	-

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
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	Yes

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 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)	tCO ₂ e	10,970	12,185
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)	tCO ₂ e	51,705	49,644
Total Scope 1 and Scope 2 Emissions	tCO ₂ e	62,675	61,829
Total Scope 1 and Scope 2 emissions per lakh rupee of turnover	tCO ₂ e/lakh rupees	0.069	0.068
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)	tCO ₂ e / lakh rupees (adjusted for PPP)	1.43	1.55
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e / MT	0.16	0.17
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity		-	-
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*	Yes*

1. * Dabur India Limited has appointed TUV to validate and assure reported environmental and safety data.

2. Biogenic CO₂ emission amounting to **58,429** metric tonnes of CO₂ in the FY 2024-25, and **46,430** metric tonnes in the FY 2023-24., are excluded from Total Scope 1 emissions mentioned above.

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

Dabur is committed to reducing greenhouse gas emissions and combating climate change. We're working towards achieving Net-Zero Emissions by FY 2045, aligning with science-based targets. Our strategy focuses on efficient energy management and conservation.

Key highlights include:

- By maximizing green energy sources, Dabur has achieved 61% of total energy consumption from green energy sources which is a 20% increase compared from previous year.
- We have significantly reduced our reliance on fossil fuels by transitioning to renewable energy sources across our manufacturing operations. Currently, 90% of our boilers are powered by green fuels.

- In FY 2024-25, Dabur's corporate office became fully solar-powered, and the Sahibabad Manufacturing Facility in Uttar Pradesh now operates entirely on renewable electricity.
- Successful reduction of energy intensity by 12% from the base year
- Elimination of coal from operations, replaced by green fuels such as:
 - Bio briquettes
 - Biodiesel
 - Husk/dry herbs
- In FY 2024-25, 12% of our total energy in manufacturing sites was generated from our own operations' herbal waste
- Installation of new captive rooftop solar power plants at multiple locations
- Investments in open-access solar PPAs
- Adoption of energy-efficient motors and process equipment
- Implementation of energy conservation measures, such as:
 - Optimizing compressed air consumption
 - Addressing leakages
 - Upgrading to next-generation air compressors
 - Utilization of energy-efficient LED lights and Variable Frequency Drives (VFDs)
 - Integration of process automation, process improvements, and IoT-enabled operations
 - Deployment of robust condensate recovery systems and advanced monitoring in boilers, incorporating IoT and AI technologies
 - Emphasis on green energy usage to reduce both Scope 1 and Scope 2 emissions

Our efforts demonstrate our commitment to minimizing our environmental footprint and contributing to a more sustainable future

Dabur remains committed to minimizing its environmental footprint by prioritizing the use of green energy in its operations. This focus enables us to limit the impact of our scope 1 and scope 2 emissions.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2,016	2,009
E-waste (B)	5	6
Bio-medical waste (C)	1	3
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	249	162
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	19,909	21,359
Total (A+B + C + D + E + F + G+ H)	22,180	23,539

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.024	0.026
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.51	0.59
Waste intensity in terms of physical output (Total Waste in MT / Total Production in MT)	0.059	0.064
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	6,322	6,671
(ii) Re-used	2,377	2,040
(iii) Other recovery operations	3,851	4,642
Total	12,550	13,353
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	126	77
(ii) Landfilling	5,824	6,257
(iii) Other disposal operations (Waste to energy recovery)	3,680	3,852
Total	9,630	10,186
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes*	Yes*

- * Dabur India Limited has appointed TUV to validate and assure reported environmental and safety data.
- Currently, waste herbs are utilized in operations, primarily in boilers, to optimize resource utilization. Any remaining quantity of waste herbs is safely sent to the cement industry for waste-to-energy recovery, totalling approximately 10-12 tons per day which were previously disposed through landfilling.

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

At Dabur, we understand that waste-reducing, reusing, recycling, management, and the promotion of a circular economy are integral components of sustainable development and environmental stewardship. In today's world, where resource scarcity and environmental degradation are pressing concerns, transitioning towards a circular economy model is essential for minimising waste generation, conserving resources, and reducing the environmental footprint of our activities. All our manufacturing facilities ensure compliance with applicable legal requirements as specified by the consents and authorisations. The waste is sorted by material type and shape and sold to recyclers for recycling or safe disposal. Hazardous wastes are sent to authorized recyclers or co-processors for material recovery or co-processing for energy recovery through waste-to-energy facilities.

Dabur acknowledges the detrimental impact of plastic waste on the environment and public health. In response, we have developed a nationwide Extended Producer Responsibility (EPR) model, underscoring our commitment to sustainable waste

management. Our EPR journey, initiated in 2016, involves collaborating with a competent waste management company to conduct thorough waste assessments and analyses. Notably, in FY 2024-25, we successfully recycled 70% of post-consumer plastic waste and safely disposed of 30% through waste-to-energy and cement industries. Furthermore, we have sustained 'Plastic Positivity' by processing 105% of post-consumer plastic waste in FY 2024-25.

Also, Dabur remains an active participant in industry events and forums focused on plastic neutrality, waste management, and EPR, solidifying our position as a thought leader in this domain.

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

Dabur does not have any operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.). Environmental clearance is not required for any manufacturing facility or offices of Dabur.

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	Nil	Nil	Nil

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil	Nil	Nil	Nil	Nil	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.

Yes. Dabur is 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.

S. 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
1	Nil	Nil	Nil	Nil

Leadership Indicators

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

a. Name of the area –

- i. Uttar Pradesh - Sahibabad
- ii. Rajasthan - Newai, Alwar
- iii. Madhya Pradesh – Indore, Pithampur
- iv. Dadra & Nagar Haveli - Silvassa

b. Nature of operations - Manufacturing

c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater, <i>(in kilolitres)</i>	1,74,726	1,85,498
(iii) Third party water	2,97,635	1,80,103
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	4,72,361	3,65,601
Total volume of water consumption (in kilolitres)	4,14,879	3,19,734
Water intensity per rupee of turnover (Water consumed, KL / turnover in rupees lakhs)	0.46	0.35
Water intensity <i>(optional)</i> – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	0	0
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(iii) Into Seawater	0	0
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(iv) Sent to third parties, <i>(in kilolitres)</i>	57,482	45,867
• No treatment	-	-
• With treatment – please specify level of treatment	Tertiary	Tertiary
(v) Others	0	0
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	57,482	45,867
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**	Yes**

- ** Dabur India Limited has appointed with TUV to validate and assure reported environmental and safety data.
- Based on our internal assessment, five of our manufacturing units in water stress area are water positive (Silvassa, Newai, Sahibabad, Indore and Pithampur). Dabur has total recharge / conservation capacity of ~8,49,325 KL (within the fence and beyond the fence) in water stress areas.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 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)	tCO ₂ e	7,76,352	7,93,651
Total Scope 3 emissions per rupee of turnover	tCO ₂ e / lakh rupees	0.86	0.87
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

In FY 2024–25, the Scope 3 emissions reported for FY 2023–24 differ from the previous year's figures due to an enhanced computation methodology. This includes expanding the Life Cycle Assessment (LCA) product coverage from 50% last year to ~80% (by revenue). The enhancement aims to measure a more accurate and representative estimate of Dabur's Scope 3 emissions through the LCA approach.

3. With respect to the ecologically sensitive areas reported at Question 10 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.

Dabur does not have any operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.)

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water Consumption & Conservation	<p>Dabur acknowledges the scarcity of water as a vital natural resource. In line with our Environmental, Social, and Governance (ESG) commitment, we have implemented comprehensive water conservation measures across our production sites and value chain. Our approach encompasses monitoring water data not only at manufacturing sites but also at non-production facilities, including offices, warehouses, nurseries, and employee dormitories. This holistic strategy enables us to identify opportunities for improvement and enhance sustainability throughout our operations. Notably, we have achieved a 30% reduction in water intensity across India over the past six years, despite our significant beverage portfolio. Furthermore, this 30% achievement was a public commitment which has been achieved 1 year ahead of the stated timeline.</p> <p>In line with its public commitment to be water positive by 2030, Dabur, through actions both within and beyond fence a capacity of ~85% water positivity We are pleased to share</p> <p>Dabur's commitment to water conservation extends beyond its operational boundaries. In addition to reducing water consumption within its facilities, the company is proactively engaging with local communities to ensure a water-positive future for generations to come.</p>	Dabur has reduced its water intensity by 30% across India from the Base Year 2018-19, despite its focus on a large beverage portfolio.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Water and Waste-Water Management-			
		<p>Dabur is dedicated to implementing the 3R principle (Reduce, Reuse, Recycle) to conserve water, aligning with its commitment to sustainable practices. Our manufacturing units continually strive to minimize raw water extraction and maximize the utilization of recycled water in our processes</p> <ul style="list-style-type: none"> • 2X increase in reuse of treated water in secondary processes from FY 2023-24 • Installation of Multi-stage RO Plants, having higher recoveries (>90% vs 70% Conventional RO plants), benefitting in reduced raw water consumptions. • Installation of UF and RO plant to recycle ETP treated water into secondary processes. • Utilization RO reject water into secondary processes to reduce raw water extraction. • Reuse of contra mixer vacuum pump discharge water in cooling tower (reducing wastage of water). • Reduction in water consumption by installation of water efficient taps / aerator/ dual toilets and water less urinals. • Installation of Rainwater harvesting system for recharging it back to ground or utilization in secondary processes based on geographical requirements. • Installation of steam condensate recovery system. • Installation and effective monitoring through digital flow meter system to keep track of water utilization. 	
2	Energy Consumption & Conservation	<p>As a responsible corporate citizen, Dabur has consistently prioritized energy conservation in its operations, aiming to minimize reliance on non-renewable fossil fuels, enhance energy productivity, and reduce operational costs. Effective energy management is a cornerstone of Dabur's environmental sustainability strategy. Despite the energy-intensive nature of beverage manufacturing, Dabur has successfully reduced its energy intensity by 12% from the base line</p> <p>Some of the key initiatives taken this year are:</p> <ul style="list-style-type: none"> • Use of Energy efficient motors (IE3/IE4) and process equipment's in its operations • Use of Energy efficient LED lights & Variable frequency drives (VFDs) to optimize energy usages. • Energy conservation measures towards compressed air by optimizing consumptions, set pressure-based operations controlled through VFD, piping sizes/routing minimising losses and arresting leakages etc. 	Dabur has reduced its energy intensity by 12% from the Base Year 2020-21.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		<ul style="list-style-type: none"> • Use of Bio-mass based boilers coupled with fuel saving measures using waster heat recovery devices like APH (Air-preheater), Economiser etc. • Implementation of robust Condensate recovery System, Monitoring and parameters-based operations in Boilers, using IoT and AI yielding energy savings. <p>Dabur remains committed to minimizing its environmental footprint by prioritizing the use of green energy in its operations. This focus enables us to limit the impact of our scope 1 and scope 2 emissions. Notably, in FY 2024-25, through maximizing renewable fuels & electricity, we achieved 800bps increase in use of renewable energy in our operations and consequently 61% of our total energy consumption was sourced from renewable energy sources. This has been achieved 12 months ahead of our stated public commitment of FY 2025-26.</p> <p>Dabur India Limited is proud to announce in FY 2024-25, that its corporate office is fully solar electricity powered</p> <p>In addition, the Sahibabad Manufacturing Facility in Uttar Pradesh has become the first factory in the Dabur Network to operate using 100% Solar Electricity.</p> <p>In continuation of its holistic approach, Dabur focused on mitigating Scope 1 and Scope 2 emissions during the year. The company commenced monitoring electricity and fuel data from its production facilities, including offices, warehouses, daycare centers, and employee dormitories. This comprehensive approach enabled the identification of key opportunities for improvement across the value chain, ultimately enhancing sustainability. As part of its ongoing efforts to reduce energy consumption, Dabur has been prioritizing energy efficiency and the integration of green energy within its operations. Notably, the company replaced more than 90% of fossil fuel boilers with new biomass boilers in its network, with additional initiatives planned for the upcoming financial year</p>	
3.	Plastic Waste Recycling and Management	<p>Dabur acknowledges the detrimental impact of plastic waste on the environment and public health. In response, we have developed a nationwide Extended Producer Responsibility (EPR) model, underscoring our commitment to sustainable waste management. Our EPR journey, initiated in 2016, involves collaborating with a competent waste management company to conduct thorough waste assessments and analyses. Notably, in FY 2024-25, we successfully recycled 70% of post-consumer plastic waste and safely disposed of 30% through waste-to-energy and cement industries. Furthermore, we have sustained 'Plastic Positivity' by processing 105% of post-consumer plastic waste in FY 2024-25.</p> <p>Dabur remains an active participant in industry events and forums focused on plastic neutrality, waste management, and EPR, solidifying our position as a thought leader in this domain."</p>	<p>Dabur has continued Plastic Positivity by Processing 105% Post Consumer Plastic Waste in FY 2024-25</p>

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Technology Absorption	<p>Dabur is continuously on the lookout for the latest and cutting-edge technologies to improve its operational performance and consumer experience. There is continuous engagement with domain experts, equipment manufacturers, industry bodies, digital experts, startups for ideation and adoption.</p> <p>i) The efforts made towards technology absorption and benefits derived like product improvement, cost reduction, product development, import substitution</p> <ul style="list-style-type: none"> ● Manufacturing processing systems – <ul style="list-style-type: none"> ○ Dabur has installed two state of the art Ultra High temperature sterilizer set ups which enhances its capability to produce more beverage innovations. ○ Dabur has commissioned inhouse new high speed Carbonated Soft Drink manufacturing processing line in Jammu. ● Primary Product Filling Systems – <ul style="list-style-type: none"> ○ A first of its kind, high speed Aseptic PET bottle filling line has been installed at Indore, which can pack from 150 ml to 2L packs per hour, with end to end automation. ○ Ultra high speed PET bottle filling line with German technology installed in Indore, which can pack from 150 ml to 2L packs at 36000 bottles per hour, with end to end automation. ○ World's fastest Beverage filling line which can pack 40000 Packs per hour with state of the art European technology has been installed in the Dabur Network ● End of Packing Line Automation – Use of robotic palletizers to pack 4 SKUs at a time thus efficiently managing multiple SKUs in different lines to improve manpower productivity. At Indore unit, the company has started to use case packers and palletizers in high-speed juice filling lines. ● Warehousing and Inventory Management Systems - The material storage blocks in Tezpur factory have been equipped with software SAP WMS, Dabur can now run and manage a high volume of goods and run agile operations with digitalized and accelerated warehouse processes, wherein the SKUs are tagged with a bar code which is mapped in SAP thus improving FIFO. ● Digital Technologies – As part of its Digital Transformation journey, Dabur has implemented best-in-class technology solutions centered on new-age technologies like Industrial IoT 4.0 for Improved Safety Monitoring, ESG Performance Tracking, Asset management, Freight Optimization solutions and Robotic Process Automation on certain aspects of customer service. Dabur has also embarked on organization wide Digital Initiatives like Journey to cloud and data lake implementation in order to strengthen the analytical prowess. 	Efficiency Improved & Cost Saving

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5.	Health, Safety and Environment	<p>At Dabur, health, and safety are the cornerstones of our business and deeply ingrained in our culture. As a fundamental responsibility, all employees are expected to prioritize these values.</p> <p>Dabur is dedicated to creating a green, healthy, safe, and secure environment for our employees, as outlined in our Occupational Health and Safety (OH&S) Policy. To achieve the safest possible working conditions, we implement strategic measures across our manufacturing units.</p> <p>Notably, most of our units are certified with ISO 45001 (health and safety management system) and ISO 14001 (environmental management system), adhering to rigorous standards. Each unit has designated safety personnel and we ensure to conduct regular safety campaigns, regular safety training, and also we collaborate with external subject matter experts to integrate and monitor health and safety standards in our operating practices.</p> <p>As a responsible and employee-centric organization, Dabur is committed to ensuring the occupational health and safety of all employees. We continually strive to enhance safety standards at our manufacturing facilities through continuous monitoring and focused campaigns</p> <p>Health</p> <p>At Dabur, protecting the physical, mental, and emotional well-being of our employees is a core responsibility. We recognize that accidents and occupational diseases can have long-term consequences, impacting not only our employees but also our business and society.</p> <p>To ensure the health and safety of our employees, we have implemented a comprehensive Occupational Health and Safety (OHS) system. This system encompasses not only the safe use of machinery, mitigating ergonomic risks, and the safe handling of hazardous substances but also addresses mental health issues such as stress, depression, and mental well-being. Our goal is to create optimal working conditions that foster operational efficiency while prioritizing the health and safety of our employees. In all our business activities, particularly in our production facilities, the well-being of our employees is paramount. At Dabur, we are committed to providing a safe and healthy work environment, where our employees can thrive and contribute to our shared success.</p> <p>Safety</p> <p>At Dabur, we prioritize employee training and engagement to foster a robust Occupational Health and Safety (OH&S) culture. In FY 2024-25, we conducted multiple training programs, imparting approximately 109605 training hours.</p> <p>Our training modules covered critical topics, including:</p> <ul style="list-style-type: none"> ● OH&S and Environment Policy ● EHS Procedures ● Emergency Response Plan 	<p>Dabur have been a Zero fatality organisation for many years now. 905 EHS Kaizens were done by the employees and workers which is an increase of 58% in comparison to previous year.</p>

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		<ul style="list-style-type: none"> Incident and Near Miss Reporting Work Permit System Workplace Hazard Control Risk Assessment and Hazard Identification <p>To enhance the employee engagement and encourage reporting of safety incidents, we use a dedicated mobile app, accessible to all employees.</p> <p>Throughout the year, we conducted various awareness campaigns, including:</p> <ul style="list-style-type: none"> Machine Safety Campaign Electrical Safety Campaign Winter Season Safety Campaign National Safety Day Campaign Fire Service Day Campaign Road Safety Awareness Campaign Monsoon Safety Program <p>We also engaged employees through creative initiatives, such as:</p> <ul style="list-style-type: none"> Nukkad Natak (Street Plays) – On different safety themes Safety Skits Safety Poster & Safety Slogan Competitions Hazard Hunting Mock Drills & Fire Drills across all shifts including silent hours Safety Exhibitions etc. <p>At Dabur, we promote Toolbox Talk culture, where employees start their day by discussing job-specific risks and controls. This practice encourages employees to prioritize their safety, plan their work carefully, and execute tasks with caution.</p>	

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

At Dabur, we emphasize our ongoing commitment to enhancing operational efficiency, cultivating a resilient supply chain ecosystem, and strengthening our IT infrastructure to minimize disruptions. Through periodic business impact analysis, we identify risks and dependencies, empowering proactive decision-making during crises. Our scenario analysis incorporates physical climate-related hazards, safeguarding both our assets and agricultural supply chains. A robust Business Continuity Plan encompasses our manufacturing facilities, offices, and supply chain operations. Leveraging multi-phase, multi-location production facilities enable seamless production continuity, even amidst plant shutdowns or failures. Our diversified supply chain mitigates dependency risks, with a focus on securing alternate key input ingredients as part of our incident response measures.

Dabur maintains a robust Business Continuity and Disaster Recovery (BCP DR) plan for vital applications, rigorously tested annually. The plan encompasses comprehensive elements such as Business Impact Assessment, Risk Evaluation, and Crisis Management Team details. This structured approach ensures swift recovery from potential disasters, safeguarding business operations and minimizing downtime.

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.

Dabur recognizes the potential environmental risks associated with its value chain. To proactively address this, we conducted a climate risk assessment and an internal assessment to evaluate the environmental impact of our sourcing practices, specifically, due to deforestation risk (wherever we use paper as a form of packaging). Basis our internal assessment, we implemented a structured mitigation strategy that includes sourcing paper and packaging material from FSC-certified suppliers, avoiding the use of virgin paper in corrugated box board (CBB), and increasing the use of recycled paper in our packaging.

Dabur has conducted a deforestation risk assessment of both raw materials and packaging materials. We have taken measures to effectively mitigate the risks associated with the raw materials and packaging materials categorized as high risk under the deforestation risk assessment. Furthermore, as part of our dedication to responsible sourcing practices and environmental sustainability, we have taken necessary corrective actions to address critical issues pertaining to endangered species in our supply chain, including:

- 93.36% sustainable sourcing of high deforestation risk materials in FY 2024-25
- As part of our ongoing efforts to reduce our environmental impact, we have sourced 21% of our packing material from recycled sources.
- Implemented Bio-Resource Development (BRD) programs. This program identifies and addresses sustainability concerns of endangered herbs and plant species in the supply chain and promotes sustainable agricultural practices to protect such species.
- We have achieved 100% sustainability in sourcing our laminates through FSC-certified value partners.
- Additionally, Dabur is committed to ensure 100% Afforestation equivalent to sourced critically endangered herbs like Kuth, Gugglu Raw, Jatamansi, and Aconite Raw Root by FY 2026.

Going forward, our commitment is to mitigate 100% deforestation risk associated with endangered herbs by FY 2026

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

64%

8. Green Credits:

a. Green credits generated or procured by the entity.

b. Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)

As of the reporting period, Dabur has not generated or procured any green credits. Currently, there are no formalized or operational frameworks in India mandating or standardizing the issuance and trading of green credits. However, we continue to monitor evolving policy developments, including the Indian government's Green Credit Programme under the Ministry of Environment, Forest and Climate Change (MoEFCC), and anticipate aligning our efforts once clear guidelines and mechanisms are established.

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.

Dabur India Limited is affiliated with 12 trade and industry 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.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CII (Confederation of Indian Industry)	National
2	FICCI	National
3	PHDCCI (PHD Chamber of Commerce and Industry)	National
4	IBA (Indian Beverage Association)	National
5	PACE (PET packaging association for clean environment)	National
6	AARC (Action Alliance for Recycling Beverage Carton)	National
7	IHA (India Honey Alliance)	National
8	ADMA (Ayurvedic Drug Manufacturers Association)	National
9	IBHA (Indian Beauty and Hygiene Association)	National
10	AMAM (Association of Manufacturers of Ayurvedic Medicines)	National
11	AIFPA (All India Food Processors Association)	National
12	WECARE (Waste Efficient Collection And Recycling Efforts)	National

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

Name of Authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

There were no cases of anti-competitive conduct during the reporting period.

Leadership Indicators

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

S. No	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1	We participate in multi-stakeholder engagements and public consultations, whenever relevant. Only authorised individuals engage with various Government departments and regulatory bodies, through trade and industry associations, to proactively address changes/ suggestions to regulations, and on issues pertaining to the FMCG industry.	Through industry bodies	No	Annually	N/A

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 project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Swasthya aur Suraksha: An Integrated Development Project designed to enhance health, nutrition, and overall well-being among underprivileged communities. Aligned with the organization's Vision, Mission, and Core Values, the initiative focuses on improving the quality of life for individuals below poverty line by providing access to healthcare, nutrition, education, and livelihood opportunities. The program is implemented in select locations across Assam, Himachal Pradesh, Uttarakhand, Uttar Pradesh, and Madhya Pradesh. It is designed to benefit children, adolescent girls, pregnant and lactating women, household and community members, and students.	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	https://www.dabur.com/Investors/Financial%20Information/Reports/Impact%20Assesment%20Reports/2024-25/Swasthya%20aur%20Suraksha%20Impact%20Assesment%20Report-Web.pdf
A total of 428 respondents were covered as part of the Impact Assessment study, comprising direct beneficiaries such as students and community members and other stakeholders.					

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
<p>Herbal Kingdom is a development projects that seeks to encourage sustainable cultivation of rare medicinal plants and herbs. As part of Dabur's Environmental Sustainability initiative, the project promotes sustainable cultivation of rare medicinal plants and herbs by working closely with farmers and tribal communities. Through targeted support and guidance, the initiative helps farmers across eight project states, focusing on long-term conservation of medicinal plant species while offering improved livelihood opportunities.</p> <p>The expected outcome of the program includes an increase in cultivation of medicinal herbs, plantation, and forestry. It also aims to contribute to an increase in farmers' income through improved agricultural practices and market linkages. Additionally, the program focuses on the conservation of likely endangered herbs, ensuring their sustainable management.</p>	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	dabur.com/Investors/FinancialInformation/Reports/ImpactAssessmentReports/2024-25/2025-HerbalKingdomImpactAssessmentReport-Web.pdf
<p>The Adarsh Pathshala Initiative was designed to modernize outdated school infrastructure, promote student well-being, and enhance learning outcomes. The project focused on improving classrooms, sanitation facilities, drinking water systems, and mid-day meal spaces while incorporating BaLA (Building as Learning Aid) designs to create interactive learning environment.</p> <p>This initiative works closely with school management teams, teachers, students, and local communities to improve school infrastructure and enhance the overall learning experience. By engaging school management committees from schools across India, the program primarily targets the improvement of infrastructure in primary schools. Led by school management and teachers, it uses a collaborative approach to refine school facilities, ensuring a better learning environment for students.</p>	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	dabur.com/Investors/FinancialInformation/Reports/ImpactAssessmentReports/2024-25/AdarshPathshalaImpactAssessmentReport-Web.pdf

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
<p>As a socially responsible organization, Dabur has been working proactively on programs related to spread of awareness and management of plastic waste. These programs have been designed to promote Extended Citizen Responsibility (ECR). The campaign focuses on encouraging individuals to actively participate in plastic waste management by collecting and responsibly disposing post-consumer plastic waste. By fostering awareness about waste segregation, recycling, and sustainable disposal practices, the programs are aimed to reduce environmental pollution and enhance community engagement in sustainable waste management. The initiative aligns with India's Swachh Bharat Mission and supports broader environmental sustainability goals.</p> <p>As part of this project, the company has conducted awareness sessions on waste segregation and management; distributed cotton carry bags to reduce single-use plastic; installed separate bins for dry and wet waste in schools and communities; provided training on safe waste handling for ragpickers; organized community clean-up drives and waste collection campaigns; conducted medical camps for waste workers with subsidized healthcare services; engaged students in interactive sessions with videos, demonstrations, and discussions; and collaborated with local authorities to strengthen waste management policies.</p>	CG-DLE-22012021-224640	22-Jan-21	Yes	Yes	https://www.dabur.com/Investors/Financial%20Information/Reports/Impact%20Assesment%20Reports/2024-25/2025-Plastic%20Waste%20Management%20Impact%20Assessment%20Report-Web.pdf

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

We do not have any R&R projects as communities have not been displaced by us.

S. No	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in INR)
1.	Nil	Nil	Nil	Nil	Nil	Nil

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

We have our CSR and community development executives stationed at various plant locations, in addition to local volunteers. Besides, the individual unit heads and unit HR heads work closely with the communities. These individuals interact with the community members, village elders and local opinion leaders on a daily basis to assess their specific needs and concerns; address their queries and grievances, if any. We haven't received any complaints from the communities we operate in. In addition to this, communities can contact us through the toll-free number 18001031644 and through an email id - daburcares@dabur.com.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	36%	53%
Directly from within India	86%	99%

Note: The percentage of input material sourced from MSME vendors and direct sourcing from within India has changed for the current reporting period due to a revision in the methodology used for calculation.

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.

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

The above data represents permanent employees and workers.

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	0.3%	0.2%
Semi-urban	12.2%	12.3%
Urban	20.1%	19.9%
Metropolitan	67.3%	67.6%

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

Details of negative social impact identified	Corrective action taken.
No negative social impacts were identified during the SIA.	NA
1. SIA has helped us identify certain improvement opportunities to better serve the needs of the community. The suggested actions were, for instance Creation of specific IEC material for healthcare support program.	
2. Diversifying food items to enhance effectiveness of nutrition support program.	
3. Improving irrigation facilities for herb cultivation program.	
4. Organize training and capacity-building sessions on maintaining upgraded infrastructure in School Support program.	
5. Impact created by Plastic Waste Management initiative to be shared with participants to keep them motivated.	

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

S. No	State	Aspirational District	Amount spent (INR)
1	Andhra Pradesh	Visakhapatnam	27,478
2	Bihar	Araria	40,000
3	Bihar	Purnia	47,039
4	Bihar	Katihar	42,000
5	Bihar	Muzaffarpur	51,000

S. No	State	Aspirational District	Amount spent (INR)
6	Bihar	Begusarai	46,439
7	Bihar	Khagaria	52,000
8	Bihar	Banka	46,839
9	Bihar	Aurangabad	43,000
10	Bihar	Gaya	2,38,461
11	Bihar	Nawada	47,039
12	Bihar	Jamui	48,000
13	Jharkhand	Ranchi	1,97,326
14	Madhya Pradesh	Chhatarpur	25,10,870
15	Madhya Pradesh	Khandwa	1,91,422
16	Odisha	Kandhamal	4,12,000
17	Odisha	Kalahandi	4,23,000
18	Odisha	Koraput	4,16,667
19	Rajasthan	Dholpur	1,91,422
20	Tamil Nadu	Virudhunagar	23,00,730
21	Uttar Pradesh	Chitrakoot	4,29,412
22	Uttar Pradesh	Fatehpur	2,92,000
23	Uttar Pradesh	Bahraich	2,68,000
24	Uttar Pradesh	Shrawasti	2,71,429
25	Uttar Pradesh	Chandauli	21,75,000
26	Uttarakhand	Udham Singh Nagar	2,34,68,369

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

Yes.

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

Procurement from marginalized and vulnerable groups includes migrant beekeepers, small scale and marginal farmers, hinterland and tribal areas, businesses run by women entrepreneurs, and marginalized ethnicities in hilly terrain.

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

Procurement from the marginalized and vulnerable group constitutes approximately 5.7% of the total procurement value.

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating of benefits shared
-	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

Name of authority	Brief of case	Corrective action taken
Integrated Annual Report 2024-25 Not Applicable	Not Applicable	Not Applicable



Not applicable as there were no disputes regarding intellectual property.

6. Details of beneficiaries of CSR Projects.

S. No	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Project Poshan	10,484	50%
2	Swasth Bharat Swasth Samuday Abhiyaan (Healthy Community Healthy India Campaign)	97,936	60%
3	Social Endeavour for Health (SEHAT)	5,715	40%
4	Dabur Sahaay Endeavour (Dil-Se)	5,823	65%
5	Mission Aahaar	10,700	85%
6	Madaari Mission for Total Rehabilitation (Madaari MITR)	10,000	90%
7	Project Sahara	12,11,684	75%
8	Mission Aashray	49,005	75%
9	Jeevika	9,700	75%
10	Social Warriors	4,89,850	50%
11	Prabhav	12,040	70%
12	Swasthya and Suraksha (SAS)	47,805	70%
13	Sanitation Drive	2,225	90%
14	Healthcare & Awareness Programme at Religious places/shrines	1,950	60%
15	Dengue Mukh Bharat - Fighting the Dengue Epidemic	2,500	50%
16	Immune India Health Campaign among School Kids	6,750	40%
17	Safe Motherhood Initiative	2,545	50%
18	Women's Healthcare & Awareness Programme	1,252	50%
19	Avlamb	44,500	75%
20	Swasth Bharat	500	85%
21	Oral Hygiene Awareness	7,242	80%
22	Arogya East	8,43,746	60%
23	Nirogata	4,44,927	65%
24	Revive	8,555	65%
25	Seva	49,885	50%
26	Vridhcare	1,361	95%
27	Saksham - Head Injury Rehabilitation	2,253	65%
28	Health Camps to provide easy access to reliable healthcare for poor & needy	25,969	50%
29	Dabur Wellness Centre	3,495	70%

S. No	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
30	Ayurveda Health Centres at Pithampur and Tezpur	512	70%
31	Herbal Kingdom	11,738	75%
32	Jeewanti Greenhouse	1	75%
33	Tree Plantation Drive	61,490	80%
34	Harnessing The Sun - Promotion of Solar Energy	3,180	85%
35	Desert Bloom - Water Conservation Project	24,137	85%
36	Activities to Support Plastic Waste Management	67,080	80%
37	Programmes for promoting education through NFEs, Remedial classes	551	90%
38	Adarsh Pathshala - School Support Programme	7,209	95%
39	Adult Literacy Centres	120	95%
40	Community Library	165	90%
41	Computer Literacy Centre	224	90%
42	Anganwadi Support Programme	196	95%
43	Vocational Training to women and villagers	784	90%
44	Promoting & managing Self Help Groups (SHG) for women	1,282	90%
45	Beekeepers Livelihood initiatives	17,141	80%
46	Livelihood Promotion Programme	197	80%
47	Sport Training in Tezpur	72	85%
48	Energising India (Glucose)	5,800	70%
49	PM Internship Scheme	2	90%
Total		36,12,278	73%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN RESPONSIBLE MANNER



Essential Indicator

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

Dabur has a well-established consumer care and response management system in place to support our consumers with queries, feedback or concerns/grievances that they may have. Dedicated expert teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. Consumers can contact us through a toll-free number (18001031644), cited on all its products, along with an email address (daburcares@dabur.com), to assist consumers in case of any grievance or query. We have also hired a courier agency to ensure speedy replacement of consumer complaint packs. The first response is shared immediately upon receiving the call and/or e-mail. The complaint is registered and a unique complaint number is generated and also shared with the consumer for future reference. This is followed by a detailed conversation with the consumer within the same working day ensure timely closure of the issue. These conversations help resolve the complaints that are not genuine or have occurred due to mishandling of the product by the consumer. Dabur also offers online consultations with Ayurvedic practitioners for personalized health concerns and remedies.

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

As a percentage to total turnover	
Environment and Social parameters relevant to product	62%
Safe and responsible usage	100%
Recycling and/or safe disposal	54%

3. Number of consumer complaints

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Product Related	2,194	69	The pending complaints were resolved in subsequent months.	3,475	15	The pending complaints were resolved in subsequent months.

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

	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes, Dabur has a privacy policy in-place which relates to the use and protection of any personal information provided to Dabur India Limited. It applies to the personal data collected by Dabur in connection with the services and product it offers. Dabur is ISO 27001:2022 certified and has a cybersecurity framework, which includes a set of guidelines to help the organization better manage and reduce cybersecurity risks.

The privacy policy can be accessed here: <https://www.dabur.com/img/upload-files/3264-Privacy-Policy.pdf>

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.

A stringent quality standard is in place against which compliance of every single batch of product is verified. Dabur takes prompt and timely action whenever we encounter products, which do not meet the quality and safety standards and ensures that only the right quality product goes in the market. We have robust systems in place for continuously engaging with consumers for addressing their queries and concerns, if any, in a time-bound manner. Dedicated product experts are in place to address any product-related queries and concerns, while doctors provide tele-consultation to consumer's health-related queries. We also have an online reputation management team that interacts with consumer via social media platforms and channels, responding to their queries and addressing their concerns on a real-time basis. A web-based Customer Relationship Management platform is also in place for capturing queries, concerns, complaints, feedback and suggestions received across channels.

7. Provide the following information relating to data breaches:**a. Number of instances of data breaches**

There were no instances of data breaches in FY2024-25.

b. Percentage of data breaches involving personally identifiable information of customers

Not applicable as there were no cases of data breaches.

c. Impact, if any, of the data breaches

Not applicable as there were no cases of data breaches.

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

Consumers can access information about Dabur's product and services through company's website (www.dabur.com), along with a dedicated email address and toll-free phone number for contacting product specialists. Consumers can speak to qualified Ayurvedic practitioners for consultations and ordering Ayurvedic medicines. Consumers can also purchase products online through various marketplaces or directly from the company via the Dabur Shop (www.daburshop.com) platform. Dabur engages with consumers through local haats, melas, and retail chains, where personnel provide information, address queries, and distribute pamphlets.

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

To ensure that consumers are well-informed and educated about the safe and responsible usage of our products, we implement various strategies:

Our product labels provide detailed information, including instructions for safe usage and a list of key ingredients. Additionally, graphical representations are used on certain products to visually illustrate proper usage. We actively engage with consumers on social media platforms, sharing informative content about product safety and manufacturing processes. Through posts and videos, we educate consumers about the natural properties of products like Honey and Juices, as well as proper handling techniques.

Specialized educational videos are created to address common consumer queries and concerns, such as the crystallization of honey. These videos are distributed through platforms like WhatsApp and social media and are also promoted through media channels to reach a wider audience. By employing these strategies, we aim to empower consumers with the knowledge needed to use our products safely and responsibly, thereby fostering trust and confidence in our brand.

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

This does not apply to Dabur as we do not fall under essential services.

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

Yes, Dabur continues to prioritize consumer-centric practices by ensuring comprehensive product information compliant with local regulations. Our product labels not only adhere to mandated requirements but also offer additional details like appropriate portion guidance based on serve size and Recommended Daily Amount to educate consumers on nutritional attributes of the product, particularly for fruit-based beverages. We also include tips on pack preservation pre- and post-opening on the 'juice' packaging. Furthermore, select products feature QR codes linking to microsites for deeper insights into our quality standards.

Regarding consumer satisfaction, Dabur conducts regular surveys to gather feedback on various aspects including consumer satisfaction, product quality, sustainable packaging, and grievance handling. Additionally, we conduct annual brand surveys where we capture brand health, brand perceptions and consumer satisfaction. We gauge consumer response and satisfaction levels through brand perception studies and surveys.