



Dabur India Limited

ESG Databook

Growing Responsibly!



Contents

Assurance Statement	1	Message from CEO	4	Company Information	6
Vision, Mission & Our Principals	7	Message from CFO	8	Economic & Governance Disclosures	10
Message from Head of Operations	22	Environment Disclosures	24	Message from CHRO	32
Social Disclosures	34	Certifications	41	Our Governing Policies	42

Scope

The ESG (Environment, Social & Governance) disclosures made in this Databook are on a standalone basis.

Assurance Statement



Assurance statement on third-party verification of sustainability information

Unique identification number: **4153825210**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by Dabur India Ltd to perform a limited assurance verification of sustainability information in the Sustainability Report of Dabur India Limited (hereinafter "Company") for the period from 01.04.2022 to 31.03.2023. 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 limited assurance about whether the sustainability information is prepared with reference to the reporting criteria of the 2021 Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter "Reporting Criteria").

The following selected disclosures are included in the scope of the assurance engagement:

Option "parts of the report" for reporting year Apr 1, 2022 – Mar 31, 2023

- the following selective disclosures on sustainability in the SUSTAINABILITY REPORT", published at LINK Website
- GRI 302: Energy– 302-1, 302-2, 302-3, 302-4;
- GRI 303: Water –303-3, 303-4, 303-5;
- GRI 305: Emissions– 305-1, 305-2, 305-4, 305-5, 305-6, 305-7;
- GRI 306: Effluents and Waste –306-2, 306-3, 306-4;
- GRI 307: Environmental Compliance– 307-1;
- GRI 401: Employment– 401-1, 401-2, 401-3;
- GRI 403: Occupational Health and Safety – 403-1, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10;
- GRI 404: Training and Education – 404-1, 404-2, 404-3;
- GRI 405: Diversity and Equal Opportunity – 405-1, 405-2;
- GRI 406: Non-discrimination– 406-1; 407
- GRI 412: Human Rights Assessment- 412-1, 412-2, 412-3;
- GRI 418: Customer Privacy– 418-1;

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 sustainability 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 sustainability information in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for sustainability reporting, the 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 sustainability 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 upon the ISO 17029 and ISAE 3000. The applied level of assurance was "limited assurance". Because the level of assurance obtained in a limited assurance, the engagement is lower than in a reasonable assurance engagement, the procedures the verification team performs in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report and applying analytical and other limited assurance procedures.

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.

The procedures included amongst others:

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, 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 and control mechanisms through a sample survey at Pantnagar (UK), Baddi (HP), Ghaziabad (UP), Narendrapur (WB), Newai (Rajasthan), Tezpur (Assam) location.

Conclusion

On the basis of the assessment procedures carried out from 15.05.2023 to 25.06.2023, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected sustainability information has not been prepared, in all material aspects, in accordance with the Reporting Criteria.

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 sustainability reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- Financial data were only considered to the extent to check the compliance with the economic indicators provided by the GRI Standards and were drawn directly from independently audited financial accounts. TÜV SÜD did not perform any further assurance procedures on data, which were subject of the annual financial audit.
- 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 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, Date

24th July 2023

Gurugram (Haryana)

A handwritten signature in black ink, appearing to read 'Prosenjit Mitra'.

Prosenjit Mitra

DGM- Audit Services

(Business Line - Verification, Validation & Audit)

A handwritten signature in blue ink, appearing to read 'Shashank Chaudhary'.

Shashank Chaudhary

Manager- Sustainability Services

Message from CEO

We are on a noble mission, to popularise the healing powers of Ayurveda, promote a harmonious coexistence with nature, and provide health and well-being to every household. Along this path, we envision becoming India's most sustainable consumer goods manufacturer.

At the core of everything we do lies our unwavering commitment to sustainability. From conducting our operations ethically to minimizing our environmental impacts, from fostering an inspired and inclusive workplace and workforce to actively engaging with the community, Dabur is committed to driving meaningful change on the ground.

Our responsibility to the People, Planet and Community, is more than just one single decision and goes beyond meeting regulatory compliances. It's a combination of choices that lead to real and positive change.

The year 2022-23 marked a big milestone in our Environment, Social and Governance (ESG) journey. We conducted a thorough assessment to identify key areas for strengthening governance on ESG aspects, improving employee well-being and reducing our environmental impact through effective waste management programmes, maximising operational efficiencies and minimising impact on ecosystem. With a resolute commitment to supporting a greener and cleaner planet for future generations, we are dedicated to taking meaningful and measurable actions as we continue to grow our business.

With immense pride, I announce that Dabur has achieved a remarkable feat in FY 2022-23, becoming the first Plastic positive Indian FMCG Company. During this period, we successfully collected, co-processed/recycled 35,000 MT of post-consumer plastic waste, surpassing the amount of plastic we use in our product packaging annually. Furthermore, we are also embracing transformative measures to significantly reduce our emissions, aiming to emerge as a truly Green



Our responsibility to the People, Planet and Community, is more than just one single decision and goes beyond meeting regulatory compliances. It's a combination of choices that lead to real and positive change.

Enterprise. By reevaluating our actions and behaviours, we are taking a substantial leap forward in pursuit of achieving our ESG commitments.

The year 2022-23 saw Dabur launch our enhanced ESG programme, under which we have taken some ambitious ESG targets, like:

- Achieving Net Zero emissions in the entire value chain, from sourcing to point of sale, by 2045.
- Ensuring Water Positivity within our operations and communities by 2030.
- Eliminating coal across own manufacturing units by 2024-25, replacing it with greener alternatives. We have successfully conducted Coal Free Trials in our Operations in June this year.
- Ensuring that over 60% of our energy comes from renewable and cleaner sources by 2025-26.
- Transforming lives of 5 million by 2030 through community development interventions.
- Sustainably cultivating medicinal and aromatic plants in 15,000 acres by 2030, a 200% increase over 2020.
- Enhancing livelihood of more than 13,500 farmers' families by 2030, a 100% increase over 2020.
- Achieving 18% gender diversity at managerial level by 2028.

Our prime focus is to build a safe, equitable and inclusive workplace for our people. We take immense pride in reporting ZERO Fatalities in our operations for several consecutive years and strive to reduce the number of lost-time injuries. Our human rights policy reflects our commitment to zero tolerance towards human rights

violations, and we proactively work to mitigate risks across our operations and value chain.

In addition to creating a positive impact within our organization, we are dedicated to promoting social progress in the regions where we operate through community-led initiatives. Our community engagement and outreach programmes are designed in consultation with the community members to address their specific needs, like supporting education, healthcare, poverty alleviation, and disaster relief. Empowering women through various skill development initiatives is also a key aspect of our efforts.

Our initiatives have been noticed and we have won a host of recognitions during the year 2022-23. It gives me great pride to inform you that Dabur India Ltd was awarded the Economic Times Sustainable Organisations 2022 award for adopting valuable sustainable initiatives and was ranked amongst Top 10 in the FUTUREScape ET Edge Climate Leadership rankings. Furthermore, our school revamp, water conservation and herb cultivation initiatives have won multiple accolades during the year.

While I am proud of how far we have come in our ESG journey, there is still more work to do. By continuing to work together and prioritising sustainability, we will do our part to ensure a Greener Tomorrow for our Future Generations.

Sincerely,

Mohit Malhotra
Chief Executive Officer



Company Information

REVENUES AND EMPLOYEES

Company Data	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Revenues (Figures are Reported Revenues)	₹6,310 Cr.	₹7,185 Cr.	₹8,180 Cr.	₹8,684 Cr.
Revenues in US Dollars (Revenues in US dollars at the exchange rate of fiscal year-end date)	\$ 837 Mn (\$/₹: 75.41)	\$ 978 Mn (\$/₹: 73.44)	\$ 1,079 Mn (\$/₹: 75.80)	\$ 1,058 Mn (\$/₹: 82.08)
Total Employees (Permanent employees)	5235	5068	5122	5319

ABOUT DABUR

The name Dabur evokes feelings of Trust, Quality and Health in the minds of our consumers. A homegrown consumer products company, Dabur is an R&D-driven organisation that is committed to consistently developing superior products based on nature and the ancient science of Ayurveda, and presenting them to consumers in modern, ready-to-use formats.

There's a lot that goes into a Dabur product. It begins with extensive research that can take months or even years. We then gather the best ingredients by tapping the vast goodness of nature. There's a lot of trial and a whole lot of effort until we finally find a formula that truly works for you. This is what keeps us going every day.

Building on our legacy of quality and experience of over 138 years, Dabur is today India's most trusted name

and the world's largest Ayurvedic and Natural Health Care Company. The company has amongst the widest distribution networks in the country, covering 7.7 Million retail outlets with a high penetration in urban and rural markets. Our products also have huge presence in the overseas markets and are today available in over 120 countries across the globe.

Dabur's FMCG portfolio today includes nine distinct Power Brands – eight in India and one in the overseas markets. The Indian Power Brands are: **Dabur Chyawanprash**, **Dabur Honey**, **Dabur Honitus**, **Dabur Pudim Hara** and **Dabur Lal Tail** in the Healthcare space; **Dabur Amla** and **Dabur Red Paste** in the Personal Care category; and **Real** in the Food & Beverages category. **Vatika** is Dabur's International Power Brand offering a range of Personal Care products for the global audience.



Our Vision

Dedicated to the Health & Well-Being of
every Household



Our Mission

Ghar Ghar Ayurveda - Contemporise
Ayurveda and make it relevant for the new
generation

Our Principles

- **Ownership:** This is our Company and we accept personal responsibility and accountability to meet business needs.
- **People Development:** People are our most important asset. We add value through result-driven training, while encouraging and rewarding excellence.
- **Team Work:** We work together on the principle of mutual trust and transparency in a boundaryless organisation. We are intellectually honest in advocating proposals, including recognising risks.
- **Passion for Winning:** We all are leaders in our area of responsibilities with a deep commitment to deliver results. We are determined to be the best at doing what matters the most.
- **Consumer Focus:** We have superior understanding of consumer needs and develop products to fulfil them.
- **Innovation:** Continuous innovation in products and processes is the basis of our success.
- **Integrity:** We are committed to the achievement of business success with integrity. We are honest with consumers, with business partners and with each other.

Message from CFO



As a publicly traded company, Dabur India Ltd is committed to conducting business with integrity, ensuring adherence to all laws and regulations, and achieving the highest standards of Corporate Governance.

At Dabur, we recognize that ensuring the stability of our financial base is key to realizing our growth ambitions and creating sustained value for all our stakeholders. We ensure that we maintain the appropriate level of capital and liquidity to support and protect our operations while continuing to invest in our business to harness emerging opportunities.

The name Dabur evokes a feeling of 'Trust' in the minds of our consumers and investors alike. As a publicly traded company, Dabur India Ltd is committed to conducting business with integrity, ensuring adherence to all laws and regulations, and achieving the highest standards of Corporate Governance. The company has set exceptionally high standards of transparency to not only maintain but also grow the confidence of all its stakeholders. Our strong corporate governance framework reflects our commitment to safeguarding the interests of our stakeholders.

We believe that cultivating a robust risk management culture is critical for the success of our company and our approach to climate and sustainability risk. During the year 2022-23, we made significant changes to our strategy. Our organizational structure has been designed to embed ESG standards across regions and divisions, both within our own

operations and in our value chain. We are also aware of the emerging practices for increased shareholder involvement in sustainability matters, and accordingly, we have engaged with our stakeholders to determine what is important in non-financial reporting.

The year 2022-23 witnessed Dabur establishing a Board-level ESG committee to provide oversight on environmental, social, and governance matters. In May 2023, an Independent Director was inducted into the ESG Committee.

We have always aspired to create value for all our stakeholders, driven by a strong business momentum and leveraging our capabilities in our brands, markets, products, and distribution channels. To achieve this, we strive to manage our finances in an astute and diligent manner to harness emerging opportunities with long-term sustainable economic growth. For us, the true reward of our efforts continues to be the measurable impact we make on the ecosystem, building opportunities for everyone to thrive and grow responsibly.

Sincerely,

Ankush Jain
Chief Financial Officer

Economic & Governance

BOARD OF DIRECTORS: ONE-TIER SYSTEM

Particular	Indicators/Measures
Executive Directors	2
Independent directors	8
Other non-executive directors	4
Total board size	14

CORPORATE GOVERNANCE

Particular	Indicators/Measures
CEO and Chairperson	Role of CEO and chairperson is split and former CEO/ chairperson is now chairperson, but independent lead director is appointed. Mr. Mukesh Hari Butani is lead independent director
Board Independence Statement	We comply with National Stock Exchange (NSE) and SEBI(LODR) - India
Board Independence Target Share	At least 50%
Board Gender Diversity	One Female Director in FY 2022-23. <i>(Another Female Director has been appointed as on June 1st 2023, increasing board gender diversity from 7% to 14% in FY 2023-24)</i> Board Diversity Policy: https://www.dabur.com/sites/default/files/2021-05/111972-policy-on-appointment-of-board-members.pdf
Average Board Meeting Attendance in FY 2022-23	98.6%
Minimum of attendance for all members required, at least (in %)	20%
Average tenure of board members	11.3 years
Board Mandates: Number of other mandates of the board of directors/supervisory board members. This only applies to non-executive and independent directors, not executive directors, or employee representatives.	Number of non-executive/ independent directors with 4 or less other mandates: 11 Names of these directors: Falguni Sanjay Nayar, Ajit Mohan Sharan, Ravindra Chandra Bhargava, Mukesh Hari Butani, Pattamadaai Natraja S Vijay, Ajay Kumar Dua, Rajiv Mehrishi, Amit Burman / Dr. Anand Chand Burman, Aditya Chand Burman, Mohit Burman, Saket Burman. Number of other mandates for non-executive/ independent directors restricted to: 7



BOARD INDEPENDENCE CRITERIA

S. No.	Topic	Board Independence Criteria	P N Vijay	R C Bhargava	S Narayan	Ajay Dua	Falguni Sanjay Nayar	Ajit Mohan Sharan	Rajiv Mehrishi	Mukesh Hari Bhutani
1.	Past employment with the company	The director is not employed by the company in an executive capacity within the last five years	✓	✓	✓	✓	✓	✓	✓	✓
2.	Family Member	The director is not a "Family Member of an individual who is, or during the past three years was employed by the company or by any parent or subsidiary of the company as an executive officer."	✓	✓	✓	✓	✓	✓	✓	✓
3.	Consultant or Adviser	The director is not an adviser or consultant to the company or a member of the company's senior management	✓	✓	✓	✓	✓	✓	✓	✓
4.	Customer or Supplier	The director is not affiliated with a significant customer or supplier of the company	✓	✓	✓	✓	✓	✓	✓	✓
5.	Personal Service Contract	The director does not have personal services contract(s) with the company or a member of the company's senior management	✓	✓	✓	✓	✓	✓	✓	✓
6.	Not-for-Profit Entity	The director is not affiliated with a not-for-profit entity that receives significant contributions from the company	✓	✓	✓	✓	✓	✓	✓	✓
7.	Auditor – Partner or an Employee	The director is not a partner or employee of the company's statutory auditor during the past three years	✓	✓	✓	✓	✓	✓	✓	✓
8.	Business Relationship – Payment from Company	The director does not accept or have a Family Member who accepts any payments from the company or any parent or subsidiary of the company	✓	✓	✓	✓	✓	✓	✓	✓
9.	Any other conflict of interest	The director does not have any other conflict of interest that the board itself determines to mean they cannot be considered independent	✓	✓	✓	✓	✓	✓	✓	✓

BOARD EFFECTIVENESS

Particular	Indicators/Measures
Board Performance Review: Performance assessment of board of directors/ supervisory board members.	<p>Regular self-assessment of board performance.</p> <p>The evaluation of the Board and its Committees takes into account various aspects of their functioning. These include the adequacy of the constitution and composition of the Board and its Committees, the matters addressed in the meetings, the processes followed during the meetings, the focus of the Board, regulatory compliance, and corporate governance, among others.</p> <p>Similarly, when evaluating the performance of individual directors, several parameters are considered. These parameters encompass the director's profile, their contribution in Board and Committee meetings, the execution and performance of specific duties, obligations, regulatory compliance, and governance, among other factors.</p>
Board Election Process	Board members are elected individually (as opposed to elected by slate)

BOARD INDUSTRY EXPERIENCE

Particular	Indicators/Measures
Number of independent or non-executive members with industry experience (e.g., excludes executives):	5
Please list the independent or non-executive directors included in the above count:	Dr. Anand C. Burman, Mr. Aditya Burman, Mr. Amit Burman, Mrs. Falguni Nayar and Mr. Ajit Mohan Sharan

FAMILY OWNERSHIP

Particular	Name(s)	Link for details
Total % of voting rights of founding individuals or family members individually	66.24%	Shareholding Pattern Promoter Group 2023 (BSE) : https://www.bseindia.com/corporates/shpPromoterNGroup.aspx?scripcd=500096&qtrid=117.00&QtrName=March%202023

CEO COMPENSATION - LONG-TERM PERFORMANCE ALIGNMENT

Particular	Indicators/Measures
CEO's variable Compensation – Longest Time vesting period	4 years
Clawback Provision	Yes, we have a clawback option in our variable payout policy which is internally available. The provision lays down the exceptional circumstances as well as the process to decide on matters of principle of the scheme and provide decisions / clarifications in cases of dispute or grey areas including but not limited to clawback of variable payout.

MANAGEMENT OWNERSHIP

Position	Name	Multiple of Base Salary
Chief Executive Officer	Mohit Malhotra	19.3
Average across other Executive Committee Members owning shares	P D Narang, Adarsh Sharma, Ankush Jain, Biplob Baksi, Rahul Awasthi Basis shareholding and average share price on March 31, 2023, and Basic Salary	14.6

CEO-TO-EMPLOYEE PAY RATIO

For more details, please refer Annual Report:

<https://www.dabur.com/sites/default/files/2023-07/Annual%20Report.pdf>

Page 218

GOVERNMENT OWNERSHIP

No governmental institutions own more than 5% of the total voting rights.

<https://www.bseindia.com/corporates/shpPublicShareholder.aspx?scripcd=500096&qtrid=117.00&QtrName=March%202023>

MATERIALITY ANALYSIS

Materiality analysis conducted/reviewed	Every 2 years
Involvement of external stakeholders in identifying material issues	✓
Material Issues are prioritized in a materiality matrix	✓
Materiality assessment results signed off by Board of Directors and Senior Management	✓



MATERIAL ISSUES FOR ENTERPRISE VALUE CREATION

Particular	FY 2019-20	FY 2020-21	FY 2021-22
Material Risk or Opportunity	Energy & Climate	Waste management	Diversity and Inclusion
Business Case	<p>We are committed to achieve Net Zero emissions by 2045. This commitment will play an important role in mitigating environmental impacts, adhering to regulatory requirements and consumer preferences.</p> <p>Embracing Net Zero commitment, which is aligned with SBTi, will lead to enhanced reputation, meeting stakeholder expectations and ensuring long-term sustainability.</p>	<p>Waste management is a material issue for us due to its environmental impact, alignment with circular economy principles, regulatory compliance requirements, consumer expectations, cost reduction opportunities, and supply chain resilience considerations. By prioritizing waste management, we can minimize our environmental footprint, comply with regulations, enhance our reputation, and improve operational efficiency.</p>	<p>Diversity and inclusion is a material issue for us because it aligns with consumer expectations, helps attract and retain top talent, fosters innovation, enhances reputation, ensures legal compliance, and contributes to positive social impact. By embracing diversity and inclusion, we are able to create a competitive advantage, drive growth, and foster a more equitable and inclusive society.</p>
Business Impact	Risk	Cost	Revenue
Business strategies	<p>We adopted a holistic approach to mitigate this risk and achieve Net Zero Emissions in our business by 2045.</p> <ol style="list-style-type: none"> 1. Enhance energy efficiency through technology 2. Move to greener fuels in our operations 3. Thrust on solar power usage in our operations 4. Network optimization to reduce distance travelled of our product and thereby reducing scope 3 emissions 5. Sourcing of raw material through sustainable sources 6. To enhance water efficiency and conservation within our operations and community. 	<p>Dabur emerged as the first Plastic positive FMCG Company in India. We promote reduction of waste generation and circularity through:</p> <ol style="list-style-type: none"> 1. Collection of plastic waste and recycling to remain plastic positive. 2. Focus on raw material and packaging material wastage reduction in our factories. 3. Promote usage of recyclable and compostable material for our packaging. 4. Promote usage of recycled material in our packaging. 	<p>Dabur is an equal opportunity employer. We base our employment relationship on the principle of equal opportunity and fair treatment and strive to create an environment that fosters the same. We target to enhance our managerial gender diversity ratio to 18% by 2028. We are equally committed to recruiting, retaining, advancing talent from diverse ethnic, cultural racial backgrounds and people with special ability and helping them thrive within Dabur.</p>

MATERIAL METRICS FOR ENTERPRISE VALUE CREATION

	Material Issue 1	Material Issue 2	Material Issue 3
Material Issue	Energy & Climate	Waste Management	Diversity & Inclusion
Target/Metric	Target set linked to material issue: <ul style="list-style-type: none"> Achieve Net Zero Emissions by FY 2045 Achieve >60% energy from renewable and cleaner sources in the total energy mix by FY 2025-26 Eliminate coal across our operations by FY 2025 	Target set linked to material issue: <ul style="list-style-type: none"> Move from Plastic Neutrality in 2021-22 to Plastic Positivity in 2022-23 4% reduction in plastic intensity by 2030 80% reusable, recyclable or compostable packaging by 2028 	Target set linked to material issue: <ul style="list-style-type: none"> 18% gender diversity at managerial level by 2028
Target Year	<ul style="list-style-type: none"> FY 2045 for Net Zero Emissions FY 2025-26 for Greater than 60% energy from renewables and cleaner sources in the total energy mix FY 2024-25 for elimination of coal across own manufacturing units 	<ul style="list-style-type: none"> FY 2022-23 for Plastic Positivity 	<ul style="list-style-type: none"> 2028 for 18% gender diversity at managerial level
Progress	Progress on target specified: <ul style="list-style-type: none"> ~50% of energy (scope 1 and 2) sourced from renewable sources Successful Coal Free Trials in Operations in June 2023. 	Progress on target specified: <ul style="list-style-type: none"> Dabur emerges as a Plastic positive enterprise in 2022-23, having collected, recycled and processed 35,000 MT of post-consumer Plastic Waste 20% recycled material used in packaging 	Progress on target specified: <ul style="list-style-type: none"> 70 bps improvement in gender diversity in permanent employees and workers Managerial gender diversity is currently at 12% (improved from 9% in FY 2020-21)

MATERIAL ISSUES FOR EXTERNAL STAKEHOLDERS

	Impact 1	Impact 2
Material Issue for External Stakeholders	Emissions	Employee health and safety
Cause of the Impact	Business value chain: <ul style="list-style-type: none"> Operations Supply chain Business activity coverage: >50% of business activity	Business value chain: <ul style="list-style-type: none"> Operations Supply chain Business activity coverage: >50% of business activity
External stakeholder(s)/ impact area(s) evaluated	<ul style="list-style-type: none"> Environment Society 	<ul style="list-style-type: none"> Society External employees (e.g. supply chain, contractors)
Topic relevance on external stakeholders	Reducing air emissions is material to external societal stakeholders and the environment due to its significant environmental impact, public health considerations, social equity implications, regulatory compliance requirements, alignment with SDGs, and stakeholder expectations. By taking proactive measures to reduce air emissions, we can contribute to a cleaner, healthier, and more sustainable future. Type of impact: Positive	Employee health and safety is material to external societal stakeholders as it aligns with social responsibility expectations, legal compliance requirements, SDGs, and supply chain resilience. By prioritizing employee well-being, we have been able to foster a positive work environment, enhance our reputation, minimize legal risks, and build stronger relationships with stakeholders. Type of impact: Positive

MATERIAL METRICS FOR EXTERNAL STAKEHOLDERS

	Impact 1	Impact 2
Material Issue for External Stakeholders	Emissions	Employee Health and Safety
Output Metric	Air pollution reduction (reduction in CO ₂ emissions, NOx Emissions, SOx emissions in %).	Zero fatalities

RISK GOVERNANCE

Particular	Name and Position	Reporting Line
Highest ranking person with dedicated risk management responsibility on an operational level (not CEO)	Mr. Ashok Jain (Chief Risk Officer)	Board of Directors
Highest ranking person with responsibility for monitoring and auditing risk management performance on an operational level (not CEO)	Mr. Girraj Bansal (Head - Internal Audit)	Executive Management
Particular	Details	
Number of non-executive members of board of directors/supervisory board with expertise in (enterprise) risk management.	2 Non-executive board members: Mr. Mukesh Hari Butani, Mr. Rajiv Mehrishi	

EMERGING RISKS

Particular	Emerging Risk 1	Emerging Risk 2
Name of the risk	Information Security	Product & plastic packaging
Category	Technological	Environmental
Description	With increasing digitalization and data-driven operations, emerging risks in data privacy involve potential breaches, unauthorized access, loss of sensitive information or breakdown in systems.	The emerging risk associated with plastic packing material relates to increasing concerns about environmental sustainability and regulations restricting the use of plastic.
Impact	A cyber-attack or non-availability of IT systems could have severe financial, regulatory and reputational consequences for our business. We face the risk of leak or misuse of sensitive data and information, including production plans, investment strategies and new product launches. With AI gaining traction, there is also the risk of losing important and confidential information over the Internet.	The regulatory environment with respect to plastic packaging and responsibly disposing packaging waste is evolving. Failure to comply with current or future regulations on plastic packaging or failure to meet commitments on packaging and the environment would attract hefty fines and may even lead to loss of Sales.
Mitigating Actions	<ul style="list-style-type: none"> We have installed a robust IT security system to safeguard all our sensitive information. We continue to work with industry leaders in developing and deploying a wide array of advanced defensive technologies. Completed scoping of Data Privacy assessment and procedure. Putting in place a Data Privacy framework across functions, along with external consultants. End-to-End assessment performed, and 2-year roadmap is in place to enhance system access controls, prevention of impersonation attacks, secure sensitive data, breach attack simulation. Strict vigilance is maintained in all offices and manufacturing 	<ul style="list-style-type: none"> Dabur has become a Plastic Positive enterprise, having collected and recycled 35000 MT of post-consumer plastic waste from 35 states across India. We are working with Government-approved waste collection agencies and recyclers to meet and exceed our EPR commitments. Also working on reducing the amount of plastic used in our product packaging. Replaced plastic straws with paper straws across our packs and manufacturing. We have also started developing vendors for polylactic acid (PLA) straws which are compostable, environmentally friendly and economically viable.

CODES OF CONDUCT: SYSTEMS/ PROCEDURES

Aspect	Please provide supporting evidence for the aspect and indicate page numbers
Responsibilities, accountabilities and reporting lines are systemically defined in all divisions and group companies	https://www.dabur.com/sites/default/files/2021-05/165-codeofconductslidesnew.pdf Page 2
Dedicated help desks, focal points, ombudsman, hotlines	https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf Page 5
Employee performance appraisal systems integrates compliance/codes of conduct	Our performance management system covers aspects of this through an assessment on the parameter "Championing Vision & Values" under the Lead competencies assessment
Disciplinary actions in case of breach, i.e. warning, dismissal, zero tolerance policy	https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf Page 4

REPORTING ON BREACHES

Reporting Areas	Number of Breaches in FY 2022-23
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0



CONTRIBUTIONS AND OTHER SPENDINGS

Particular	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Lobbying, interest representation or similar	Nil	Nil	Nil	Nil
Local, regional or national political campaigns/ organizations/ candidates	Nil	Nil	Nil	Nil
Trade associations or tax- exempt groups	Nil	Nil	Nil	Nil
Other spending relate to ballot measures or referendums	Nil	Nil	Nil	Nil

SUPPLIER ESG PROGRAM

Particular	Indicators/measures
Oversight of supplier ESG programs	Executive Management
Suppliers with better ESG performance are preferred by applying a minimum weight to ESG criteria in supplier selection and contract awarding.	<p>Environmental criteria are essential prerequisites in the procurement of materials, encompassing material quality specifications and the necessary certifications for allocation and contract awards. These criteria hold particular significance in cases involving Tetra pack laminates and the usage of recycled or re-used input material in CBB Boxes, Mono-cartons, Glass etc. Suppliers who possess the required certifications, such as ISO 14001, FSC, Rainforest Alliance, and those who meet the recycling specifications, are given preference in the allocation and contract award process.</p> <p>The Executive Management (MANCOM) of Dabur diligently monitors and reviews the ESG (Environmental, Social, and Governance) agenda for sourcing on a quarterly basis.</p> <p>For more details, please refer Annual Report: https://www.dabur.com/sites/default/files/2023-07/Annual%20Report.pdf</p> <p>Page 63, 85-88</p>



SUPPLIER SCREENING

Particular	Indicators/measures
Systematic supplier screening process	<p>Dabur implements a comprehensive supplier screening process using a set of frameworks that assign weightage to various criteria. These criteria include volume, supplier base, endangered species, seasonality, region specificity (domestic and import), critical components, specialized products, technicality, and substitution. These aspects primarily focus on business relevance and environmental considerations, addressing commodity-specific and country-specific risks. Based on these evaluations, Tier 1 critical/ significant suppliers are identified.</p> <p>For the fiscal year 2022-23, a total of 91 Tier 1 critical / significant suppliers have been identified across 22 materials, contributing to approximately 5.1% of the total procurement spend. Our objective for the FY 2023-24 is to reduce the list of critical materials by approximately 10% by expanding the number of vendors, as seen with Garric Powder and Litchi, reducing usage as demonstrated with Pink Guava and transitioning to other variants, and implementing biodiversity afforestation to minimize the risks associated with endangered herb species, among other measures.</p> <p>For more details, please refer Annual Report: https://www.dabur.com/sites/default/files/2023-07/Annual%20Report.pdf page 85-88</p>
Aspects for Supplier screening	<ul style="list-style-type: none"> • Environmental • Business relevance
Methodology for suppliers screening: Risks considered in your screening process	<ul style="list-style-type: none"> • Country-specific risk • Commodity-specific risk



SUPPLIER ASSESSMENT

Particular	Indicators/measures
Supplier assessments (desk or on-site) are carried out using standards and methodologies of a recognized industry or multi-stakeholder initiative	<p>Dabur has implemented a comprehensive supplier assessment process and collaborates with suppliers to conduct desk/on-site assessments through an independent accredited auditing body. These assessments adhere to recognized industry standards and methodologies. In FY 2022-23, approximately 15% of supply chain partners, based on procurement spend, have undergone third-party audits by SEDEX to evaluate their practices concerning environmental, social, and governance (ESG) criteria.</p> <p>For more details, please refer Annual Report: https://www.dabur.com/sites/default/files/2023-07/Annual%20Report.pdf page 85-88</p>

SUPPLIER DEVELOPMENT

Supplier Development Process	Description
In-depth technical support programs to build capacity and ESG performance in suppliers	<p>We are currently in the process of developing supplier development modules and training workshops focusing on quality, human rights, and ethical trade practices, among other areas. Dabur has conducted technical capacity building programs specifically for Honey and Herbs to enhance efficiency and improve quality and safety management. In the crucial areas of herbs and honey, 8.4% of the suppliers underwent training to enhance technical expertise and increase efficiency, surpassing the target set for FY 2022-23 by 340 basis points.</p> <p>For more details, please refer Annual Report: https://www.dabur.com/sites/default/files/2023-07/Annual%20Report.pdf page 85-88</p>



KPIS FOR SUPPLIER SCREENING

Supplier Screening	FY 2022-23
Total number of Tier-1 suppliers	1118
Total number of significant suppliers in Tier-1	91
% of total spend on significant suppliers in Tier-1	5.1%
Total number of significant suppliers (Tier-1 and non Tier-1)	91
Third party verification	Yes

KPIS FOR SUPPLIER ASSESSMENT AND DEVELOPMENT

Supplier Assessment	FY 2022-23	Target year:
Total number of suppliers assessed via desk assessments/on-site assessments	40	Number of suppliers: 15
% of significant suppliers assessed	43%	

Capacity building programs	FY 2022-23	Target year:
Total number of suppliers in capacity building programs	15	Number of suppliers: 10

EFFECTIVE TAX RATE

Particulars	FY 2021-22	FY 2022-23
Earnings before Tax	23,52,27,95,165.27	23,49,17,52,751.33
Reported Taxes	5,26,78,35,839.89	5,17,35,00,000.00
Cumulative acceptable adjustments	84,61,00,000	35,72,00,000
Effective Tax Rate (in %)	22.39%	22.02%
Cash Taxes Paid	3,90,18,62,779.46	4,73,54,00,000
Cash Tax Rate (in %)	16.59%	20.15%

IT SECURITY/ CYBER SECURITY GOVERNANCE

Board Responsibility	Relevant experience and previously held positions	Please indicate the Board member's membership in the committee which oversees cyber security strategy
Dr. Ajay Dua and Mr. P. N. Vijay	Dr Ajay Dua is a former senior bureaucrat and Mr. P N Vijay is a financial services expert. They are members of Dabur's Risk Management Committee, which has been overseeing the various business risks, which includes matters related to Data Protection & Cybersecurity.	Risk Management Committee

Executive Management Responsibility	Chief Information Officer (CIO) Mr. Kaustubh Dabral
--	---

PRODUCT RECALLS

	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Number of product lines for which products were recalled:	0	0	0	0
Expenses incurred due to recalls issued in the corresponding fiscal year	0	0	0	0
Currency:				

Message from Head of Operations



**We already became
Plastic positive in
FY 2022-23 and have
set for ourselves the
target to become Water
Positive by 2030
and to achieve
Net Zero Emissions
by 2045**

As the world's leading Ayurveda and Nature-based Consumer Products Company, Dabur India Limited has been focusing on bringing the complex science of Ayurveda into consumer households to deliver holistic Health & Well-Being. Our products have a profound impact on the lives of millions of consumers daily, across villages and cities. Our cutting-edge research and development (R&D) and advanced manufacturing facilities guarantee that each Dabur product delivered to our customers is of the utmost quality, and we take immense pride in the efficacy and excellence of each offering.

Being in the business of nature-derived products, managing natural resources sustainably comes naturally to us and we diligently work to ingrain it across our value chain. All our policies, systems, and practices are aligned with our ESG commitments, focusing on identifying innovative ways to reduce our impacts while giving back to nature what it generously provides us.

Across our operations, we have made considerable progress on the Environment, Social and Governance (ESG) pillars. We strive to create an engaged and inspired workplace, building healthier communities, protecting the planet, and creating inclusive growth opportunities for all stakeholders.

At Dabur, we understand that Climate Action is a time-bound imperative. We already became Plastic positive in FY 2022-23 and have set for ourselves the target to become Water Positive by 2030 and to achieve Net Zero Emissions by 2045. In pursuit to achieve Net Zero targets, we have collaborated with the Science Based Targets initiative (SBTi) to ensure that our Net Zero objectives are in line with scientific guidelines.

While the increase in business activity may result in our GHG emissions increasing, we have put in place measures to ensure that the intensity will reduce, year on year. We have also set high standards in water conservation and herbal waste recycling across all our manufacturing facilities. We are investing in renewable energy projects within our facilities to replace fossil fuel with alternate clean fuels such as bio-briquettes and Piped Natural Gas as part of our efforts to proactively reduce our overall emissions footprint. We are progressing well on the path to ensuring that over 60% of our Scope 1 and Scope 2 energy comes from renewable and cleaner sources by 2025-26. This document provides a detailed view of our ESG Goals and achievements.

Given the nature of our business, sustainably managing natural resources is critical to the success and sustainability of our operations. We have been identifying environmentally sensitive Herb species that are part of our product formulations and developed strategies to address the associated sustainability concerns. The programme explores all possibilities of sustainable supply chain through contract farming mode and promotes direct engagement with local & small farmers. Our programme today covers 9,653 farmers and has helped bring 7,731 acres of land under cultivation for these medicinal herbs. We have targeted to sustainably cultivate medicinal and aromatic plants in 15,000 acres by 2030 (a 200% increase over 2020) and enhance the livelihood of more than 13,500 farmers' families by 2030 (100% increase over 2020).

In all of the steps that we have taken, acting ethically and with integrity while respecting people and caring for the planet was at the heart of our decisions. At Dabur, we view sustainability as an ongoing journey in our quest to be not merely a responsible compliant organisation, but a thought-leader.

As we move forward, we pledge to reach even greater heights on our ESG journey. With our values firmly guiding us, we remain committed to making a positive and lasting impact on society and the environment.

Sincerely,

Rahul Awasthi
Head-Operations

Environment Disclosures

ENVIRONMENTAL POLICY

Parameter	
Environmental policy	Dabur Environment Policy: https://www.dabur.com/sites/default/files/2023-07/Dabur-Environment-Policy.pdf
Board of Directors oversight	Yes

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

EMS verification	Coverage	Document/ certification link
ISO 14001 Standard	75%	Surveillance and recertification audits are being carried out by external agencies which are verified through international standards ISO 14001. The Company is further looking to extend the coverage of ISO 14001 to the new factories in Indore and Tezpur which will be completed in near future. Refer Certification section on Page 41 of this Report.
Internal certification / audit / verification	25%	Self-assessment & system audit is conducted for new plants in compliance with EMS standards by certified Lead / Internal Auditors. All sites undergo internal audit in compliance with EMS standards on half yearly or yearly basis with Corporate EHS team lead the audit.

ENVIRONMENTAL VIOLATIONS

Parameter	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Number of violations of legal obligations/ regulations	1	0	0	0
Amount of fines/ penalties related to the above. (in ₹)	8,25,000	0	0	0
Environmental liability accrued at year end. (in ₹)	8,25,000	0	0	0

SCOPE 1: GHG EMISSIONS

Parameter	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	TargetFY22-23
Total Direct GHG emissions (Scope 1)	MT CO2e	12,011	14,195	15,046	13,573	13,992 (7% emission reduction)

SCOPE 2: GHG EMISSIONS

Parameter	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	TargetFY22-23
Total indirect GHG emissions (Scope 2) Location-based	MT CO2e	39,621	41,739	44,497	48,172	45,387

SCOPE 3: GHG EMISSIONS

Parameter	Unit	FY 2022-23
Total indirect GHG emissions (Scope 3)	MT CO2e	4,93,411.05

SCOPE 3: GHG EMISSION CATEGORIES

Scope 3 Category	Emissions (MT CO2e)	Emission calculation methodology and exclusions
Category 1: Purchased goods and services	4,21,583.7	The emissions are computed basis GHG protocol scope 3 evaluator tool "Quantis". The tool uses spend method to evaluate the emissions under this category. The conversion rate for INR to USD is calculated based on average RBI conversion rate for FY 2022-23.
Category 2: Capital Goods	46,049.7	The emissions are computed basis GHG protocol scope 3 evaluator tool "Quantis". The tool uses spend method to evaluate the emissions under this category. The conversion rate for INR to USD is calculated based on average RBI conversion rate for FY 2022-23.
Category 3: Fuel-and-energy-related-activities (not included in Scope 1 or 2)	13,027.65	The emissions are computed basis GHG protocol scope 3 evaluator tool "Quantis". The total Scope 1 and 2 emissions were used as an input to compute the scope 3 emissions in this category.
Category 7: Employee commuting	12,750	The emissions are computed basis GHG protocol scope 3 evaluator tool "Quantis". The range of total employee and workers count for the reporting year is used as an input to compute the scope 3 emissions in this category.

NOX EMISSIONS

Parameter	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
NOx	MT	51.99	51.63	51.27	51.03

ENERGY CONSUMPTION

Total energy consumption	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	Target FY 2023
Total non-renewable energy consumption	MWH	78,584.7	90,550.5	94,165.3	96,953.6	97,766.5

PACKAGING MATERIALS

Packaging Materials	Coverage	Total weight (MT)	Recycled and/or certified material	Target FY 2023 (% of total weight)
Wood/Paper fiber packaging	100%	32,000	85%	85%
Metal (e.g. aluminum or steel) packaging	100%	238	0%	0%
Glass packaging	100%	16,970	35%	35%

PLASTIC PACKAGING

Parameter	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	Target for FY 2023
Total weight of all plastic packaging	25,447	26,834	31,456	39,727	40,000
% of recyclable plastic packaging (as a % of the total weight of all plastic packaging)	62%	63%	58%	54%	50%
Percentage of compostable plastic packaging (as a % of the total weight of all plastic packaging)	0%	0%	0%	0%	0%
Percentage of recycled content within your plastic packaging (as a % of the total weight of all plastic packaging)	0%	0%	0%	0.01%	0%
Coverage (as a % of cost of goods sold)	90%	90%	90%	100%	100%

WASTE DISPOSAL

Total Waste consumption	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	Target FY 2022-23
Total waste recycled/ reused	MT	10,884.34	10,815.13	10,866.6	11,390.8	11,192.6
Total waste disposed	MT	14,679.8	14,572.53	14,471.23	13,820.4	13,183.95
• Waste landfilled	MT	13,689	13,623.7	13,591.7	12,962.49	
• Waste incinerated with energy recovery	MT	-	-	-	-	
• Waste incinerated without energy recovery	MT	69.3	70.2	65.5	70.6	
• Waste otherwise disposed	MT	921.5	878.63	814.0	787.35	
• Waste with unknown disposal method	MT	-	-	-	-	

WATER CONSUMPTION

Parameter	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
A. Withdrawal: Total municipal water supplies (or from other water utilities)	Million m ³	0.027	0.025	0.03	0.1
B. Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million m ³	0	0	0	0
C. Withdrawal: Fresh groundwater	Million m ³	1.35	1.4	1.4	1.3
D. Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)	Million m ³	0.11	0.12	0.14	0.14
E. Total Net Freshwater Consumption (A+B+C-D)	Million m ³	1.26	1.29	1.28	1.25

Target for FY 2022-23

1.26 (2% reduction in water consumption)

CLIMATE GOVERNANCE

Indicator	Practice
Board oversight	ESG Committee
Frequency of climate-related issues on the board meeting agenda	Quarterly
Management responsibility	Executive level sustainability-specific committee

CLIMATE-RELATED MANAGEMENT INCENTIVES

Entitled Position	Type of incentive	Incentivized KPIs:
Global Head of Operations	Monetary, Recognition & External Recognition	<ol style="list-style-type: none"> 1. Emissions 2. Energy Reduction 3. Efficiency 4. Purchasing 5. Supply Chain Engagement 6. Water 7. Plastic Waste Offset 8. Waste Processing
Business Unit managers	Monetary, Recognition & External Recognition	<ol style="list-style-type: none"> 1. Emissions 2. Energy Reduction 3. Efficiency 4. Purchasing 5. Supply Chain Engagement 6. Water 7. Plastic Waste Offset 8. Waste Processing
Other: EHS Head & Managers, Factory Head & CAPEX project head	Monetary, Recognition & External Recognition	<ol style="list-style-type: none"> 1. Emissions 2. Energy Reduction 3. Efficiency 4. Purchasing 5. Supply Chain Engagement 6. Water 7. Plastic Waste Offset 8. Waste Processing

EMISSIONS REDUCTION TARGETS

Scope covered by the target	Target Time frame	Baseline year emissions covered	% reduction target from base year	Is this target validated by the Science-based Targets Initiative?
Scope 1+2	Base Year: 2022-23 Target Year: 2030	Base year Scope 1+2 emissions: 61,745 MT	30%	No, but we have publicly committed to seek validation to the target by the SBTi

NET-ZERO COMMITMENT

Target Time Frame	Target scope & related emission reduction target (as % of base year emissions)	Is the target validated by Science-Based Targets initiative?
Base Year: 2022 Target Year: 2045	Target Scope: Scope 1 + 2 + 3 Emission reduction target (as & of base year emissions): 90% We intend to neutralize residual emissions and/or further mitigate emissions beyond our value chain with the following activities: <ul style="list-style-type: none"> • Offsetting, e.g., purchasing carbon credits • Investing in permanent carbon removal 	No, but we have publicly committed to seek validation to the target by SBTi

BIODIVERSITY RISK ASSESSMENT

Biodiversity Risk Assessment Process	we have conducted internal biodiversity risk assessment at Dabur. The assessment was conducted with the utmost diligence, utilizing the IBAT (Integrated Biodiversity Assessment Tool), the TNFD (Task Force on Nature-related Financial Disclosures) framework, and pertinent information from publicly available government sources on biodiversity sensitive zones. We also conduct Impact Assessment programs to assess the impact on endangered species of herbs & plants and develop the mitigation measures to protect endangered species of herbs & plants, enhancing livelihood under our CSR wing.
References to methodologies or frameworks used for assessment	The internal biodiversity risk assessment was conducted with the utmost diligence, utilizing the IBAT (Integrated Biodiversity Assessment Tool), the TNFD (Task Force on Nature-related Financial Disclosures) framework, and pertinent information from publicly available government sources on biodiversity sensitive zones.
Integrated into multi-disciplinary company-wide risk management processes	Dabur has successfully integrated biodiversity risk related to endangered herbs into its company-wide risk management processes. Through our biodiversity initiatives, we have taken concrete steps to protect these endangered herbs. This involves direct interventions such as cultivation and sustainable collection, partnering with local farmers to ensure a steady supply of critical raw materials. By doing so, we not only secure the smooth functioning of our business but also contribute to the conservation of endangered herbs. Furthermore, this approach has resulted in improved income levels for local farmers, promoting socio-economic development and fostering a harmonious relationship between business and biodiversity conservation.
Dependency-related biodiversity risks considered in risk assessment	In the biodiversity risk assessment through our CSR wing we assess the dependency-related biodiversity risks pertaining to endangered species of herbs & plants and develop the mitigation measures to protect these endangered herbs. Currently, 30% of these herbs are cultivated, but we are committed to achieving 100% afforestation equivalent to our annual consumption of critically endangered species by 2026. In the fiscal year 2022-2023, our biodiversity conservation initiatives covered 7,000 acres of endangered herb cultivation. Through distributing 25 lakh saplings of 32 species, we've positively impacted 9,770 farmers. These efforts not only secure our supply chain but also contribute to habitat protection, restoration, and overall environmental sustainability.
Impact-related biodiversity risks considered in risk assessment	At Dabur, we take impact-related biodiversity risks seriously and incorporate them into our risk assessment and strategies. We ensure that our manufacturing operations are located outside Bio Endangered/protected biodiversity zones. Moreover, in FY 2022-23, we sourced 84% of high-deforestation risk materials sustainably, reflecting our commitment to responsible sourcing. Additionally, we hold our direct suppliers to stringent standards, requiring them to meet certified benchmarks for all supplies. By adopting these measures, we aim to minimize our ecological footprint, safeguard biodiversity, and promote sustainable practices throughout our supply chain.
Scope of assessment	Own operation and upstream
Risks identified	Risk pertaining to endangered herbs species

BIODIVERSITY COMMITMENT

Biodiversity Policy	https://www.dabur.com/sites/default/files/2023-07/Dabur%20Biodiversity%20Policy.pdf
Definition of biodiversity-related targets for priority areas to work towards no net loss	No Net Loss by 2050
Scope of commitment	Own operations, suppliers and value chain partners
Policy endorsed by	Board of Directors

NO DEFORESTATION COMMITMENT

Policy	https://www.dabur.com/sites/default/files/2023-07/Dabur%20Biodiversity%20Policy.pdf
Extent of policy / commitment	We are committed to source 100% of our critically endangered herbs through sustainable contract farming or equivalent afforestation of these species caused due to our use by 2026.
Time-bound target	2026
Scope of commitment	Own operations, Suppliers and value chain partners
Policy endorsed by	Board of Directors

PRODUCT DESIGN CRITERIA

Aspects	Details
Choice of raw materials or components that have a lower environmental footprint (e.g. reduced water/energy/material use, increase in renewable raw materials, reduction of hazardous substances and toxic materials)	In the design phase of product development, careful consideration is given to the environmental impact of ingredients. This involves assessing the potential environmental effects of the ingredients and ensuring compliance with local and global regulations. For instance, in Oral Care India products, we prioritize being fluoride-free, while in Skin Care and Hair Care India products, we focus on being paraben-free. Similarly, for Home Care India products, we ensure that they are free from triclosan. To guide our decision-making, our teams follow relevant guidelines such as the Bureau of Indian Standards (BIS) guidelines for cosmetics, FDA requirements for drug products, Ayush Guidelines for healthcare, FSSAI regulations for food, and IFRA guidelines for fragrances, depending on the product type.
Direct operations, production & manufacturing (e.g. reduction of emissions/energy/water use/waste generation)	In the fiscal year 2022-23, we have made significant progress in incorporating environmental criteria into our direct operations, manufacturing, and production processes. Currently, 77% of our fuel consists of green fuel, including bio-briquettes, herbs, and bio-diesel. Additionally, 50% of our total energy consumption is sourced from renewable sources, and we have set a target to increase this to 60% by the fiscal year 2025-26. Moreover, we have achieved a commendable feat of reusing 70% of our treated or recycled water for alternate purposes such as sanitation. These initiatives reflect our commitment to sustainable practices and reducing our environmental footprint.
Distribution, storage and transportation (e.g. increased safety, packaging choice, or reduced environmental impact)	In the distribution, storage, and transportation stage, we have implemented several measures to prioritize environmental criteria. For our primary packaging in juices and beverages, which constitutes approximately 20% of our overall business, we ensure that 100% of the Tetra Pak materials used are procured from Forest Stewardship Council (FSC) certified vendors. Furthermore, we have made significant progress in using recycled materials for our cartons, corrugated boxes, and dispenser cartons, with 86% of these materials being recycled. We also prioritize the use of 100% recycled paper for printing directions and leaflets. Additionally, we are proud to announce that in the fiscal year 2022-23, we achieved a 0% usage of palm oil in our products. These initiatives showcase our commitment to environmentally-friendly practices throughout the distribution, storage, and transportation stage.

Aspects	Details
Use phase - operation and servicing/ maintenance (e.g. provides energy/ water/material savings, increased product durability)	<p>In the use-phase of our products, we have implemented several measures to prioritize environmental criteria and promote sustainable practices. For example,</p> <ul style="list-style-type: none"> Oil Pulling Mouthwash is surfactant-free, resulting in less water required for mouth rinsing. Odopic Dish Wash Charcoal Powder provides 50% less scrubbing benefit, reducing water usage for washing stubborn stains. Odomos offers 100% mosquito bite protection without the need for electricity, unlike liquid vaporizers. Odomos Mosquito Killer Spray eliminates the need for electricity for mosquito control, unlike liquid vaporizers. Odonil Gel Pocket (20g) and Odonil Zipper (20g) reduce carbon footprint compared to conventional air fresheners (48g) while providing 30 days of freshness. Sanifresh Toilet Cleaner with optimized color and surfactant system disperses faster, requiring less water for toilet cleaning. Vatika Naturals Neelibhringa²¹ Ayurvedic Hair Oil, Vatika Select Shampoo range, Vatika Naturals Hair Fall Control Shampoo (Onion & Saw Palmetto), and Vatika Naturals Intense Moisturizing Shampoo (Olive & Aloe Vera) are silicone-free formulas, reducing environmental risks. Vatika shampoo with optimized surfactant reduces water usage during hair wash. Fem Hand Wash, with optimized syndent technology, minimizes hand/skin dryness and roughness compared to regular soap, reducing the need for additional products such as moisturizers.
End of life management (e.g. recovery, disposal, biodegradation)	<p>Dabur is committed to responsible plastic waste management, aiming to make a positive impact on the environment. In the fiscal year 2022-23, we successfully recycled or safely disposed of a total of 35,000 metric tons of plastic. Out of this, 23,596 metric tons were recycled, while 11,404 metric tons were safely disposed of. These efforts demonstrate our dedication to reducing plastic waste and implementing sustainable practices in the end-of-life management of our products.</p>

HAZARDOUS SUBSTANCES COMMITMENT

Indicator	Details
Description of commitment	<ol style="list-style-type: none"> 1. Elimination of Dichloromethane from Healthcare products portfolio. 2. Removal of Nonylphenol from raw material portfolio
Target year	2026
Progress achieved towards target	<p>We have made significant progress in our commitment to eliminate hazardous listed materials from our product developments. Firstly, we have made a decision to exclude any chemicals that are classified as hazardous according to the Reach or SVHC list in our forthcoming products. As part of this effort, we have identified suitable alternative raw materials to replace Dichloromethane and Nonylphenol, two hazardous substances commonly used in our industry. After careful consideration, we have shortlisted hydroalcoholic solvents and polyethylene glycol (PEG) substitutes as potential substitutes. Furthermore, we have successfully identified vendors who can supply these alternate raw materials, ensuring a smooth transition in our production process.</p> <p>Moving forward, we will initiate product stability and testing to ensure the suitability of the new formulations. Once the formulations are stable and ready for implementation, we will update our product licenses accordingly. Additionally, changing the packaging artworks and print materials will be necessary to reflect the new formulations. Ultimately, our goal is to phase out the use of hazardous listed materials completely, promoting safer and more sustainable products.</p>

FOOD LOSS & WASTE COMMITMENT

Indicator	Details
Food loss & waste commitment	<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. In 2022, we introduced a new commitment on food loss and waste reduction which includes target of keeping food loss and waste intensity in our operations year-on-year compared at <4%. The Company strives to measure and minimize the food loss and waste in their operation through well-established IT systems which helps in monitoring the progress towards our goals and commitment.</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. Being a growing industry, the Company has an ambition of higher percentage of food loss intensity reduction rate in comparison with absolute food loss intensity reduction target as stated above.</p>
Target	<4% food loss and waste intensity

FOOD LOSS & WASTE IMPACT

Food loss & waste	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
a) Total weight of all food loss & waste	6950	8990	7241	9767
b) Total weight of food loss & waste volumes used for alternative purposes	2874	4153	2424	2917
c) Total discarded (a- b)	4076	4837	4817	6851
d) Food loss & waste intensity	3.84%	4.85%	3.31%	3.69%
Third-party verification	Yes	Yes	Yes	Yes

Food Loss & Waste Intensity Target	<4%
---	---------------



Message from our CHRO



**Our goal is to achieve
18% managerial
gender diversity in our
workforce by 2027-28 as
part of our commitment
to diversity, equity, and
inclusion**

Being a people-oriented organization, Dabur firmly believes in the strength of our most valuable asset – our workforce of over 5,000-strong individuals. To maintain a competitive edge in this highly dynamic industry, we recognize the significance of having a consumer-focused, performance-driven, and future-capable workforce.

The welfare and safety of our employees are of paramount importance. We have implemented various policies and initiatives to strike a healthy balance between business needs and individual aspirations. We firmly believe that a healthy and happy workforce not only enhances productivity but also fosters a positive organizational culture, promotes a sense of responsibility, and ignites innovation.

We have taken significant steps to embrace diversity, equity, and inclusion, aspiring to build a vibrant, purpose-driven, and merit-based talent culture that aligns with our values. Our employees serve as the foundation of our success, and we take a great pride in sharing that success with them. We reward their incredible contributions in many ways, like providing competitive pay, giving instant reward and recognition for path-breaking contribution, and through softer incentives like birthday/anniversary day off, family get-togethers, etc.

Our commitment to enhancing the lives of our people is reflected through various wellness initiatives, training and development programs, and capability-building efforts. Being part of the Dabur family means being part of a highly safe, inclusive, supportive, and productive community, where you can learn and grow in a thriving business environment.

We have made conscious efforts to promote gender diversity in the workplace. While our overall diversity currently stands at 5%, our managerial diversity has reached 12%. In key functions such as Marketing (25%), Research & Development (32%) and Corporate Finance (20%), we have achieved over 20% gender diversity. Additionally, we are committed to hiring specially abled

individuals, with 7 PWD (Persons with Disabilities) currently employed. Our goal is to achieve 18% managerial gender diversity in our workforce by 2027-28 as part of our commitment to diversity, equity, and inclusion.

We highly value human dignity and recognize the inherent entrepreneurial spirit in people. Therefore, we continuously invest in capacity and capability building, focusing on new ideas and skill sets that cater to an ever-evolving business landscape. Talent management and succession planning are integral parts of our efforts to ensure continuity in critical positions and foster employee development. Our aim is to create a culture that empowers employees and enhances their overall experience.

Aligned with our sustainability framework, we are actively building a sustainability-conscious organization. Our business success goes hand-in-hand with sustainable development in the geographies and communities where we operate. Our employees play a crucial role in this sustainability journey. To empower them further, we provide knowledge and awareness training on sustainability issues, making them accountable for ESG performance.

Employee development and career growth will continue to be our key focus areas as we advance on our vision of being 'Dedicated to the Health & Well-being of every Household' and build our future each day with the industry's top talent.

Sincerely,

Biplab Baksi

Executive Director-HR

Social Disclosures

WORKFORCE BREAKDOWN: GENDER

Diversity indicator	Percentage share
Share of women in total workforce	5%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	12%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	17%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	2%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	14%
Share of women in STEM-related positions (as % of total STEM positions)	32%

Target	18% gender diversity in all management positions, including junior, middle and top management by 2028.
---------------	---

WORKFORCE BREAKDOWN: NATIONALITY*

Breakdown	Percentage Share	Share in all management positions (junior, middle, senior) (as % of total management workforce)
Indian	77%	76%
Nepalese	9%	6%
Egyptian	7%	5%
Others (Turkey, Bangladesh, Pakistan, South Africa, Sri Lanka, Nigeria, USA, Iran, Yemen, U.K., Morocco, Zimbabwe, Algeria, Iraq, Jordan, Kenya, Malaysia, Norway, Palestine, Philippines, Tunisia)	6%	13%

* This is global workforce data

GENDER PAY INDICATORS

Indicator	Difference between men and women employees (%)
Mean gender pay gap	24%
Median gender pay gap	57%
Mean bonus gap	64%
Median bonus gap	13%

FREEDOM OF ASSOCIATION

Indicator	Percentage Share
% of employees represented by an independent trade union or covered by collective bargaining agreements	1.3%

HUMAN RIGHTS DUE DILIGENCE

Indicator	Details
Human rights due diligence process	<p>At Dabur, we recognize the importance of upholding ethical and human rights standards throughout our value chain. We respect 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. Furthermore, we ensure that our value chain partners also adhere to these principles.</p> <p>To ensure the protection of human rights, we have implemented a robust system of due diligence and continuous monitoring throughout our operations via our grievance redressal mechanisms, including the 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 them promptly and appropriately.</p> <p>Additionally, we collaborate with our supply chain partners to assess the ethical and human rights aspects of their operations. Through a in-depth due diligence conducted by a third-party audit agency, we verify compliance and request assessment certificates for transparency. Should any concerns be identified, we have a Supplier Code of Conduct in place to ensure that they are addressed in a timely and appropriate manner.</p> <p>By implementing these measures, we strive to maintain the highest ethical standards and uphold human rights across our entire value chain.</p>
Review of risk mapping	We do a systematic periodic review of the risk mapping of potential issues
Coverage for risk identification	<ul style="list-style-type: none"> • Our process covers the following: • Risk identification in our own operations • Risk identification in our value chain or other activities related to our business • Risk identification in new business relations (mergers, acquisitions, joint ventures, etc.)
Actual or potential human rights issues covered/ identified:	<ul style="list-style-type: none"> • Forced labor • Human trafficking • Child labor • Equal remuneration • Discrimination
Groups at risk of human rights issues covered/ identified:	<ul style="list-style-type: none"> • Own employees • Women • Children

EMPLOYEE DEVELOPMENT PROGRAMS

Program 1	Program 2
CDCs (Competency Development Centers): <p>Talent Assessment & Development with industry leading vendor (Mercer Mettl) and Right Management for all grades</p> <ol style="list-style-type: none"> HIPOs are taken through Structured Full day Assessment Centres where they are assessed on our leadership competency framework by external experts from vendor end; through multiple tools like personality assessments, case study, role plays, mancom level interviews This is followed by internal mancom assessment of HIPOs via interviews. <p>The assessment is followed by talent profiling and identification of strengths and areas of development on leadership competencies, followed by customised IDPs. For the sales force, the same process is done online through proctored online assessments, followed by talent profiling and IDP creation to help them in development journey to take senior roles in the organization.</p>	Gurukool: <p>Gamified virtual learning program for Sales capability building enabled on Gurukool app. The app has an inbuilt Learning Academy to develop sales capabilities in sales field force to enhance performance.</p> <p>Online, engaging content on business relevant modules for field force. Programs on product training, supervisor working, MSL, SFA training etc.</p>

TRAINING AND DEVELOPMENT INPUTS

Indicator	Program 1
Average hours per FTE of training and development	9.3 Hours
Average amount spent per FTE on training and development.	₹1,817

EMPLOYEE DEVELOPMENT PROGRAMS

Indicator	Program 1	Program 2
Description of program objective/ business benefits	Structured and Scientific Assessments of key talent with external experts to ensure right talent is placed in the right positions	Functional skill development in the critical sales function through an app. This specially focuses on field staff which is spread across the country, and therefore an on- the-go learning solution becomes relevant, leading to direct business impact
Quantitative impact of business benefits (monetary or non-monetary)	700+ hours of internal and experts led external assessment and development	2200+ hours of upskilling training of salesforce
% of FTEs participating in the program	4% Note: This intervention is designed for key High Potential Talent only, wherein we focus on the quality of assessment and not the mass coverage	35%

HUMAN CAPITAL RETURN ON INVESTMENT

Indicator	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
a) Total Revenue (₹ Cr.)	6,310	7,185	8,180	8,684
b) Total Operating Expenses (₹ Cr.)	4,593	5,211	6,035	6,604
c) Total employee- related expenses (salaries + benefits) (₹ Cr.)	486	567	589	614
Resulting HC ROI (a- (b-c)) / c	4.54	4.48	4.64	4.39
Total Employees	5,235	5,201	5,122	5,319

HIRING

Indicator	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Total number of new employee hires	1,240	641	1,192	1,721
Average hiring cost/ FTE (₹)	13,387	27,769	12,248	12,202

Hiring Data FY2022-23	Breakdown by Gender	Breakdown by Management level
Total number of new employee hires: 1,721	Male: 1,605 Female: 116	Junior Management: 1,510
		Middle Management: 186
		Senior Management: 25
Average hiring cost/ FTE: ₹12,202	Male: 1,95,84,210 Female: 14,15,432	Junior Management: 18,425,020
		Middle Management: 22,69,572
		Senior Management: 3,05,050

PERFORMANCE APPRAISAL

Indicator	Frequency
Management by objectives	At least yearly
Team Based performance appraisal	At least yearly
Agile conversations	More than quarterly

EMPLOYEE SUPPORT PROGRAMS

Employee support programs	Details
Workplace stress management	We have a tie up with an industry leading vendor on EAP services (Employee Assistance Program) for psychological wellbeing to all employees. Through EAP, employees have 24/7 access to professional counsellors for sessions (online/Video/Telephone consulting/app based) as well as self-help material on psychological well-being.
Sport & health initiatives	Through an annual engagement plan, multiple activities are done throughout the year on sports and health, including but not limited to dedicated doctor helpline for employee and families, monthly webinars by doctors on health-related topics, fitness challenges through professional tie-ups, yoga day etc.
Flexible working hours	We allow flexible and work-from-home ways of working on an exception and on a need basis.
Childcare facilities or contributions	We have childcare facility tie up with an industry leading vendor with pan-India network presence of childcare facilities. We also have a childcare policy under which we reimburse the child day care fees of upto ₹7,500 per month
Paid parental leave for the primary caregiver	A total of 26 weeks is offered to our majority of the employees as paid parental leave for primary caregiver.
Paid parental leave for the non-primary caregiver	A total of 2 weeks is offered to our majority of the employees as paid parental leave for non-primary caregiver.

EMPLOYEE TURNOVER RATE

Indicator	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Voluntary employee turnover rate	12%	10%	18%	24%

Breakdown by Gender	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Female	11%	7%	15%	25%
Male	12%	10%	18%	24%
Total Voluntary employee turnover rate	12%	10%	18%	24%

Breakdown by Management Level	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Senior management	6%	12%	8%	17%
MS	8%	8%	18%	19%
FS	19%	14%	27%	36%
Others	3%	3%	4%	7%
Total voluntary employee turnover rate	12%	10%	18%	24%

TREND OF EMPLOYEE WELLBEING

Employee Engagement Survey	FY 2022-23
Employee Net Promoter Score (e NPS)	93.4%

In the Employee Engagement Survey, following aspects are covered:

- Job Satisfaction
- Purpose
- Development and Growth
- Employee Wellbeing
- Employee Engagement



OHS POLICY

Indicator	Details
OHS Policy:	https://www.dabur.com/sites/default/files/2023-07/Dabur-OHS-Policy.pdf
Applicability	Company's entire operations/employees as well as contractors or individuals under the company's supervision
Policy Endorsement	Board of Directors

OHS PROGRAMS

Indicator	Details
OHS Management System	ISO 45001:2018 Standard

FATALITIES

Fatalities	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Employees	0	0	0	0
Contractors	0	0	0	0

LOST-TIME INJURY FREQUENCY RATE (LTIFR)

Indicator	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Employees	LTIFR (n/million hours worked)	0.06	0	0.058	0.045
Data Coverage	Operations	100% (Standalone)	100% (Standalone)	100% (Standalone)	100% (Standalone)

Indicator	Unit	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Contractors	LTIFR (n/million hours worked)	0.22	0.24	0.06	0.05
Data Coverage	Contractors	100% (Standalone)	100% (Standalone)	100% (Standalone)	100% (Standalone)

CUSTOMER SATISFACTION MEASUREMENT

- There is a regular process of measuring consumer satisfaction for key brands to our business which we ensure is undertaken so that we are able to monitor satisfaction with our brands and products and also work on the improving any issues identified.
- There is a process of meeting consumers physically to measure consumer satisfaction and the number of consumers are fairly large with almost 10,000+ consumers each year.
- We have a dedicated control center which monitors consumer comment / feedback online and measures consumer sentiments 24 X 7. Response time to any consumer complaint is less than 24 hours in most cases.
- All our products carry a link to the Dabur website, besides a dedicated email id and a toll free phone number where our customers can reach our product specialists for detailed information on our products, their ingredients and benefits
- Detailed information about our products, including the benefits they offer, the key ingredients and information on Clinical Studies conducted on the products are also available on the company's website (www.dabur.com)
- On e-comm and digital commerce (D2C), there is a regular monitoring of consumer satisfaction, feedback mechanism and therefore product / service improvement in Dabur to improve our online rating.
- Also, twice a year, we conduct a customer satisfaction survey with our retailers / distributors as an added layer for measuring consumer satisfaction

PRIVACY POLICY: SYSTEMS/ PROCEDURES

Aspect	Details
Privacy policy	https://www.dabur.com/sites/default/files/2022-10/3264-Privacy-Policy.pdf
Designated person/ department responsible for privacy issues	IT department is responsible for privacy related concerns Mr. Kaustubh and Mr. Girraj
Privacy policy system embedded in group- wide risk/compliance management	Yes. Refer our 'Risk Management' section in the integrated report.
Disciplinary actions in case of breach (i.e. zero tolerance policy)	Our 'Direct touch' policy prohibits initiation of adverse action against stakeholders or failing to take an otherwise appropriate action. The following are some of disciplinary actions:- Termination of employment/contract, suspension, dismissal, discharge, demotion, harassment, written, reprimand, retaliatory investigation, decision not to promote, awarding an unwarranted performance rating, withholding of appropriate salary adjustments, imposition of involuntary transfer or reassignment, denial of awards, leave, benefits for which the stakeholder, as and wherever applicable, would normally be eligible. https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf
We conduct internal audits of the privacy policy compliance.	Yes








CUSTOMER PRIVACY INFORMATION

Customers are informed about	Practice
Nature of information captured	Yes
Use of the collected information	Yes
Possibility for customers to decide how private data is collected, used, retained and processed	Yes
How long the information is kept on corporate files	Yes
How the information is protected	Yes
Third-party disclosure policy (private and public entities)	Yes




Certifications

Annexure 1: ISO 14001 Certifications for factories

1. Alwar Plant 
2. Baddi Plant 
3. Jammu Plant 
4. Narenderpur Plant 
5. Newai Plant 
6. Pantnagar Plant 
7. Pithampur Plant 
8. Sahibabad Plant 
9. Silvassa Plant..... 



Annexure 2: ISO 45001 Certifications for factories







1. Alwar Plant 
2. Baddi Plant..... 
3. Jammu Plant 
4. Narenderpur Plant 
5. Newai Plant 
6. Pantnagar Plant 
7. Pithampur Plant 
8. Sahibabad Plant 
9. Silvassa Plant 

Annexure 3: ISO 27001 Certification









1. Corporate Office 

Annexure 4: ISO 9001 Certifications for factories



1. Alwar Plant 
2. Baddi Plant 

3. Jammu Plant 
4. Newai Plant 
5. Pantnagar Plant 
6. Pithampur Plant 
7. Sahibabad Plant 
8. Silvassa Plant 

Annexure 5: FSSC 22000/ISO 22000 Certifications for factories

1. Alwar Plant 
2. Baddi Plant 
3. Jammu Plant 
4. Narendrapur Plant 
5. Newai Plant 
6. Pantnagar Plant 
7. Pithampur Plant 
8. Sahibabad Plant 


Annexure 6: USFDA Certifications for factories

1. Alwar Plant 
2. Baddi Plant 


Annexure 7: SA 8000 Certifications for factories

1. Silvassa Plant 


























Annexure 8: ISO 22716 Certifications for factories

1. Silvassa Plant 

Annexure 9: ISO 13485 Certifications for factories

1. Silvassa Plant 

Our Governing Policies

1. ESG Policy	
2. Anti-Bribery and Anti-Corruption Policy	
3. Human Rights Policy	
4. Biodiversity Policy	
5. Supplier Code of Conduct	
6. Quality Policy	
7. Food Safety Policy	
8. Risk Management Policy	
9. Privacy Policy	
10. Occupational Health and Safety Policy	
11. Non-Discrimination and Anti-Harassment Policy	
12. Environment Policy	
13. Ethical and Responsible Marketing Policy	
14. Policy on Disclosure of Info Under Listing Regulations	
15. CSR Policy	
16. Policy on Related Party Transactions	
17. Policy on the Preservation of Documents	
18. Dividend Distribution Policy	
19. Policy on Material Subsidiary	
20. Investors Policy	
21. Code of Corporate Disclosures	
22. Policy on Directors Appointment and Policy on Remuneration	
23. Direct Touch (Whistleblower policy)	
24. Code of Ethics and Conduct	
25. Tax Responsibility Policy	

Dabur India Limited

8/3, Asaf Ali Road, New Delhi - 110002, India

Website: www.dabur.com | E-mail: corpcomm@dabur.com

Email for Investors: investors@dabur.com