BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

FY 2025-26

ASSURANCE STATEMENT

Assurance statement on third-party verification of sustainability information

To
The Directors of **Dabur India Limited**
Unique identification no.: **3153250503**

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 (hereafter referred as 'BRSR') of **Dabur India Limited** for the period from 01-04-2025 to 31-03-2026. 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 and BRSR Core – Framework for ESG disclosures and assurance as per SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, including Annexure 16 and Annexure 17A.

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.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 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) un-der 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
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
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 6 – L2	Scope 3 emissions & its intensity
30	Section C – Principle 8 – E2	Information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity
31	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
32	Section C – Principle 9 – E4	Details of instances of product recalls on account of safety issues

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 in-formation 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 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, 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		Pithampur, Madhya Pradesh	Dabur India Limited Plot No. 44, 45,46,47 97, Smart Industrial Park, Near Natrip, Pithampur, Dhar-454774
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 Uttrakhand PIN Code 263153
7		RDPR-U3	Dabur India Ltd. Unit-II Plot No-16, Sector 2, IIE Pant Nagar Dist Udham Singh nagar Uttrakhand 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

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 17-04-2026 to 13-05-2026, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limited Level of Assurance- BRSR Reporting Format

On the basis of the assessment procedures carried out from during 17-04-2026 to 13-05-2026, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected Non-Core indicators have 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 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: Kolkata
Date: 02/06/2026

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

Sr. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) foot-print Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6,NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, 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

Sr. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being 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
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 nonpermanent / 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.	Open-ness 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 2025-26
10	**Name of the Stock Exchange(s) where shares are listed**	BSE Ltd., National Stock Exchange of India Ltd. (NSE)
11	**Paid-up Capital**	INR 177.37 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 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	Healthcare including Ayurvedic, 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	30.10%
			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	52.40%
		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	17.50%
			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		–	

***Note:** Number of plants include our 12 manufacturing plants, 26 Carry & Forward Agents (CFA) and 4 mother warehouses and 8 Bio Research Division (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. Consumers increasingly demonstrate a preference for health-conscious choices, and Dabur's portfolio of natural, trusted, and herbal products is well-positioned to meet these evolving needs across all age groups.	

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)	3,506	3,209	92%	297	8%
2	Other than Permanent (B)	5,205	4,456	86%	749	14%
3	**Total (A+B)**	**8,711**	**7,665**	**88%**	**1,046**	**12%**
	Workers (including differently abled)					
1	Permanent (E)	1,262	1,205	95%	57	5%
2	Other than Permanent (F)	4,702	4,280	91%	422	9%
3	**Total (E+F)**	**5,964**	**5,485**	**92%**	**479**	**8%**
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	7	7	100%	-	0%
2	Other than Permanent	52	52	100%	-	0%
3	**Total**	**59**	**59**	**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	8.3%
2	**Key Management Personnel**	3	0	0%

22. Turnover rate for permanent employees and workers

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.4%	22.6%	25.1%	27.7%	22.1%	27.3%	28.8%	23.4%	28.5%
Permanent Workers	9.0%	17.5%	9.4%	9.0%	19.2%	9.4%	5.9%	13.5%	6.1%

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 Limited	Subsidiary	100%	No
3	Naturelle LLC - (One Person)	Subsidiary	100%	No
4	Dabur Egypt Limited	Subsidiary	100%	No
5	African Consumer Care Limited	Subsidiary	100%	No
6	Dabur Bangladesh Private Limited	Subsidiary	100%	No
7	Dabur (UK) Limited	Subsidiary	100%	No
8	Hobi Kozmetik	Subsidiary	100%	No
9	RA Pazarlama	Subsidiary	100%	No
10	Dabur Lanka Private Limited	Subsidiary	100%	No
11	Namaste Laboratories LLC	Subsidiary	100%	No
12	Urban Laboratories International LLC	Subsidiary	100%	No
13	Dabur Consumer Care Private Limited	Subsidiary	100%	No
14	Hair Rejuvenation & Revitalization Nigeria Limited	Subsidiary	100%	No
15	Dabur Tunisie	Subsidiary	100%	No
16	Asian Consumer Care Pakistan Private Limited*	Subsidiary	0%	No
17	Dabur Pakistan Private Limited*	Subsidiary	0%	No
18	Dabur Pars	Subsidiary	100%	No
19	Dabur South Africa (PTY) Limited	Subsidiary	100%	No
20	Atlanta Body and Health Products Proprietary Limited	Subsidiary	100%	No
21	D and A Cosmetics Proprietary Limited	Subsidiary	100%	No
22	Excel Investments FZC*	Subsidiary	0%	No
23	Dermoviva Skin Essentials INC	Subsidiary	100%	No
24	Healing Hair Laboratories International LLC	Subsidiary	100%	No
25	Dabur Nepal Private Limited	Subsidiary	97.5%	No
26	Badshah Masala Private Limited	Subsidiary	51%	No
27	Dabur International FZE, Dubai	Subsidiary	100%	No
28	Forum 1 Aviation Pvt. Ltd.	Joint Venture	20%	No
29	Dabur UK trading Ltd.	Subsidiary	100%	No

*Subsidiary through control by management.

VI. CSR Details

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

Turnover	INR 9,383 Cr
Net worth (in Rs.)	INR 7,499 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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. At Dabur, community engagement is rooted in being present and listening closely. To ensure this, our development executives are strategically based at manufacturing locations, working hand in hand with local volunteers who help plan and implement meaningful community initiatives on the ground. Together, they ensure that development efforts are thoughtful, inclusive, and responsive to local realities. This engagement is further strengthened by the active involvement of unit heads and Unit HR leaders, who regularly interact with community members, build relationships, and address local needs with care and accountability. These ongoing conversations help foster trust and ensure that concerns are addressed early and constructively. To make sure every voice has a safe and accessible channel, Dabur also offers a dedicated, independent 24/7 grievance hotline at 1800-103-1644. This mechanism reinforces our commitment to transparency, openness, and timely response, ensuring that communities always know where to turn and that their concerns will be heard and addressed.	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.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes, we have dedicated email IDs investors@dabur.com and corpcomm@dabur.com — through which investors can raise their queries or concerns. In addition, Dabur offers a 'Direct Touch' vigil mechanism policy that allows stakeholders to report any issues. The policy is available on our website here: https://www.dabur.com/dabur-policies-and-related-documents/direct-touch	0	0	We did not receive any complaints from our Investors	0	0	We did not receive any complaints from our Investors
Shareholders	Yes, we have dedicated email IDs investors@dabur.com — through which investors can raise their queries or concerns. In addition, Dabur offers a 'Direct Touch' vigil mechanism policy that allows stakeholders to report any issues. The policy is available on our website here: https://www.dabur.com/dabur-policies-and-related-documents/direct-touch	43	1	One complaint was received in the last week of March 2026 & was duly resolved in subsequent month.	29	1	One complaint was received in the last week of March 2025 & was duly resolved in subsequent month.
Employees and workers	Yes. Employees can contact us via email at corpcomm@dabur.com or through our independent 24/7 hotline at 1800-103 1644 to raise queries, concerns, or grievances. They may also reach out directly to their respective HR managers.	1	0	The complaint was duly resolved	1	0	The complaint was duly resolved

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	Additionally, we have a comprehensive Whistle Blower Policy, 'Direct Touch', which encourages employees to report any suspected unethical behaviour, malpractice, wrongful conduct, fraud, or violations of company policies to the management. The policy can be accessed here: https://www.dabur.com/dabur-policies-and-related-documents/direct-touch						
Customers	Yes. Staying connected with our consumers is about being accessible, responsive, and genuinely helpful. We offer multiple, easy ways to reach us, so support is always just a call or message away. Our dedicated 24×7 toll-free helpline (1800-103-1644) is available round the clock for any questions, feedback, or concerns. Consumers can also write to us at daburcares@dabur.com or corpcomm@dabur.com to share grievances related to our products and services. Beyond resolving concerns, we also focus on guidance and reassurance. Through the toll-free number, consumers can consult our healthcare experts for health-related queries or speak directly with Dabur executives for clarity on product usage, ingredients, or any other doubts. Every interaction is handled with care, because we believe trust is built when people feel heard, informed, and supported.	1,448	41	The pending complaints were resolved in subsequent months.	2,194	69	The pending complaints were duly resolved in the subsequent months.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
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/ function SPOC 2. Category Head 3. Head of Purchase 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	0	0	We have not received any complaints.	0	0	We have not received any complaints.

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 on the website 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	Dabur's operations are exposed to both physical and transition risks associated with climate change. The rising frequency and severity of extreme weather events - including heatwaves, floods, and storms - threatens supply chain continuity, manufacturing reliability, and distribution efficiency, while also affecting employee health and workforce productivity. Climate transition risks such as - climate regulations along with rising energy prices, may lead to increased operational costs and reduced profitability. 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.	Dabur is actively addressing climate risks through a multi-pronged strategy centred on decarbonisation, energy transition, and operational efficiency. This includes scaling renewable energy adoption, transitioning to cleaner fuels across manufacturing and logistics, and driving energy efficiency improvements across plants and distribution networks, collectively reducing our GHG emissions footprint and advancing national climate objectives. In FY2025-26, we have made meaningful progress in expanding green energy consumption, optimising our logistics network, deploying cleaner fuel alternatives in transportation, and accelerating the phase-out of coal from our operations. Proactive climate action also positions Dabur to capture strategic opportunities, strengthening alignment with global sustainability frameworks, enhancing brand equity among environmentally conscious consumers, and improving attractiveness to ESG-focused investors Our key targets to combat climate change include: • Achieving Net-Zero emissions by FY 2045. • Sourcing over 60% of energy consumption comes from renewable sources by FY 2026. • Sustaining 100% elimination of coal usage across operations	**Negative:** Extreme weather events risk increased operational costs and potential revenue disruption. The transition to cleaner technologies and fuels will require significant upfront capital investment alongside ongoing expenditure on technical capability building.

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	Increasing regulatory pressure through Extended Producer Responsibility (EPR) norms and Plastic Waste Management (PWM) Rules, both in India and key global markets, is making packaging compliance a significant and growing financial risk for Dabur. Rising obligations across collection, recycling, and compliance reporting are expected to drive up operational costs, while constrained availability of food-safe, sustainable packaging alternatives adds further pressure on R&D and material sourcing. Failure to meet statutory targets in a timely manner risks financial penalties, regulatory scrutiny, and reputational damage that could erode consumer trust. Beyond compliance, evolving consumer preferences toward sustainable packaging create a strategic imperative, companies that do not respond proactively risk losing brand relevance, market share, and long-term profitability.	Dabur's packaging and waste management strategy is anchored in sustainability and circular economy principles. Key initiatives include: 1. **Plastic Waste Positive Commitment:** Dabur became India's first plastic-neutral FMCG company in FY 2021–22 and achieved plastic-positive status in FY 2022–23, a milestone Dabur has sustained and remains committed to maintaining. 2. **Reduce, Reuse, Recycle (3R) Framework:** Waste minimisation is embedded across packaging design and operations. Collection targets are aligned with the EPR plan submitted to the Central Pollution Control Board, ensuring regulatory adherence and environmental accountability. 3. **Sustainable Packaging Transition:** Dabur is actively working towards targeting 100% recyclable, reusable, or compostable packaging by FY 2035. During the year, Dabur already achieved its near-term target of 80% reusable, recyclable, or compostable packaging by FY 2028. Progress has been ahead of plan, 90% reusable, recyclable or compostable packaging has already been achieved alongside commitments to meet government-mandated recycled content thresholds.	Dabur's packaging sustainability agenda carries both positive and negative financial implications. On the upside, proactive investment in sustainable packaging is expected to strengthen brand equity, improve consumer loyalty, and support premium pricing for responsibly packaged products, all of which contribute to long-term revenue growth and market share expansion.

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)
			4. **Community and Partner-Led Waste Collection:** Through partnerships with NGOs and waste management organisations, Dabur enables large-scale collection and processing at the community level. The 'My 10 Kg Plastic' initiative incentivises households to segregate and return plastic waste, reducing landfill and ocean leakage while reinforcing EPR compliance. 5. **Organic and Food Waste Management:** Food waste is converted into organic fertiliser, compost, or directed to piggery use, supporting sustainable agricultural practices and diverting waste from landfills. 6. **Operational Waste Circularity:** Dry herb waste from manufacturing is utilised for energy generation. Used metal and plastic drums are reused where possible, while paper and plastic waste streams are channelled into recycling, reinforcing circular economy principles across Dabur's operations.	These gains are offset, in the near term, by elevated costs, increased R&D expenditure to develop and validate alternative packaging solutions, higher unit costs for eco-friendly materials, and capital investment required to adapt or upgrade production lines. Managing this cost-benefit balance effectively, while staying ahead of regulatory timelines, will be critical to maximising the net financial opportunity.

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	Accelerating water scarcity, compounded by the growing frequency of extreme weather events, threatens the operational continuity of Dabur's water-intensive manufacturing sites and the stability of its agricultural supply chains. Stricter regulatory oversight on water withdrawal and discharge adds a layer of compliance risk, while operating in water-stressed regions without demonstrable stewardship could invite NGO scrutiny, undermine community relationships, and damage Dabur's social license to operate. At the consumer end, reduced water availability may also affect demand for water-dependent products or diminish their efficacy, creating a downstream revenue risk.	Dabur's water stewardship strategy is built around securing long-term water availability, reducing operational dependence on freshwater, and strengthening community resilience. Key initiatives include: 1. **Rainwater Harvesting and Recharge:** Systematic capture of rainwater both within and beyond factory premises to reduce reliance on freshwater abstraction and support local water tables. 2. **Wastewater Recycling and Reuse:** Deployment of advanced treatment technologies to recycle and reuse wastewater, moving toward closed-loop water systems across manufacturing operations. 3. **Water Positivity by FY 2030:** Dabur is committed to replenishing more water than it consumes by FY 2030, through conservation projects spanning its operational and community footprint. 4. **Expanded Water Monitoring:** Continuous monitoring across facilities to identify inefficiencies, track consumption patterns, and minimise water losses in real time.	**Positive:** Efficient water management, through rainwater harvesting (within and beyond the fence), recycling, reuse, and adoption of water-efficient technologies, is expected to reduce operational costs meaningfully over time, while strengthening Dabur's regulatory standing and social license to operate. **Negative:** Water scarcity poses a tangible risk to operations at water-intensive manufacturing sites and agricultural sourcing locations. Disruptions to supply continuity could impact production output, increase input costs, and compress revenue, particularly if extreme weather events become more frequent or severe.

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)*
			5. **Community Water Engagement:** Active collaboration with local communities to build water conservation awareness and strengthen collective resilience in water-stressed regions. 6. **Water Intensity Reduction:** Dabur set a target to reduce water intensity in operations by 30% by FY 2026 and achieved 33% reduction from base year, a particularly notable outcome given the company's strategic expansion into water-intensive beverage manufacturing during this period.	
Responsible Sourcing	Risk	Dabur's diverse portfolio of raw and packaging materials exposes its supply chain to a range of sourcing, quality, and continuity risks, any of which can threaten operational resilience and product integrity. At the same time, this complexity presents a meaningful opportunity by embedding responsible and sustainable procurement practices across its value chain, Dabur can forge stronger long-term supplier partnerships, uphold ethical sourcing standards, and build the traceability and transparency that consumers and regulators increasingly demand.	Dabur's responsible sourcing framework is designed to ensure ethical conduct, decent working conditions, and environmental accountability across every tier of its value chain. Key strategies include: 1. **Research-Driven Alternatives:** Leveraging advanced R&D to identify and validate alternative raw materials, reducing supply chain vulnerability and enhancing sourcing flexibility in the face of disruptions. 2. **Supply Chain Diversification:** Building a broad base of suppliers across multiple geographies to reduce concentration risk, ensure consistent material availability, and strengthen overall supply chain resilience.	**Positive:** Enhanced supplier resilience, stronger brand reputation, and meaningful benefits for vulnerable and marginalised farmer communities and supply chain partners.

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)*
			3. **Biodiversity Conservation:** Working closely with farming communities and utilising Dabur's dedicated Jeevanti farms to cultivate endangered medicinal herbs securing long-term access to critical plant species while supporting sustainable livelihoods for local communities 4. **Sustainable Procurement:** Progressing toward 100% sustainable sourcing of high deforestation-risk materials by FY 2025–26, reinforcing Dabur's commitment to forest conservation and responsible land use.	
Human Capital Management	Opportunity	A diverse, inclusive, and well-supported workforce is central to Dabur's long-term competitiveness. Investing in people, through fair compensation, structured development programmes, and a culture of recognition, drives productivity, reduces attrition, and creates the conditions for sustained innovation. A robust human capital strategy also strengthens Dabur's employer brand, elevates ESG performance, and positions the company to attract and retain the calibre of talent needed to compete in an increasingly dynamic market.	Dabur's people strategy is grounded in the belief that its greatest asset is the collective talent, dedication, and expertise of its workforce. Key pillars of this approach include: 1. **Performance Management:** A structured performance management system forms the backbone of organisational effectiveness — aligning individual and team contributions with Dabur's broader strategic objectives, ensuring accountability, and driving continuous improvement.	**Positive:** A strong human capital strategy enhances Dabur's employer brand, reduces the costs associated with attrition and talent gaps, and drives productivity gains - collectively supporting long-term business growth and competitive positioning in a talent-driven market.

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)
			2. **Open Communication and Inclusive Culture:** Dabur fosters an environment where employees are genuinely encouraged to voice their perspectives, ideas, and concerns. Every opinion is treated as valuable, building a culture of trust, psychological safety, and mutual respect. 3. **Learning and Capability Development:** Targeted training programmes across manufacturing and broader operations emphasise process optimisation, quality assurance, and safety, equipping employees with the skills to perform at their best while upholding Dabur's operational standards.	
Product Safety & Quality	Risk	Failures in product safety and quality, whether stemming from contaminated raw materials, manufacturing defects, non-compliance with hazardous substance regulations, or inadequate and misleading labelling, pose serious risks to consumer health and can have far-reaching consequences for Dabur. Such lapses impair informed consumer decision-making, invite regulatory action, and can cause lasting damage to brand reputation and consumer trust. Inadequate packaging safety compounds these risks further, increasing the likelihood of product misuse or contamination across the supply chain.	Dabur's commitment to product safety and quality is inseparable from its founding purpose to enhance the health and well-being of every household through products rooted in nature and guided by Ayurvedic wisdom. Key pillars of this commitment include: 1. **Quality standards:** Dabur adheres to stringent internal quality benchmarks supported by robust assurance processes and hygiene protocols. All products meet the requirements of relevant regulatory authorities, including AYUSH, FSSAI, and Agmark, ensuring compliance across its diverse product portfolio.	**Negative:** Product recalls, regulatory non-compliance, or safety failures can result in significant financial penalties, legal liability, and costly remediation efforts. Beyond direct financial impact, such events risk eroding consumer trust, disrupting purchase behaviour, and weakening brand loyalty, with potential long-term consequences for sales and market positioning.

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)
			2. **Product quality and safety information:** Every Dabur product carries comprehensive quality and safety information including raw material sourcing, ingredient details, and safe usage instructions, clearly displayed on packaging. This is reinforced by end-to-end traceability across all products, both forward and backward through the supply chain, enabling rapid response in the event of any quality concern. 3. **Product ingredients:** Dabur applies strict chemical safety protocols in its formulations, ensuring the use of safe, well-evaluated ingredients. The ongoing reduction of Substances of Concern (SoC) and Substances of Very High Concern (SVHCs) minimises potential health and environmental risks, reflecting Dabur's proactive approach to consumer protection.	

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	Strategic investment in sustainable product innovation, spanning patent development, plant-based formulations, and eco-designed packaging — offers Dabur a compelling dual advantage: reducing regulatory and operational risk while unlocking access to the fast-growing segment of health- and sustainability-conscious consumers. R&D-led innovation aligned with evolving global standards strengthens consumer loyalty, enhances ESG credentials, and sharpens Dabur's competitive positioning in the natural health and wellness space.	Dabur's commitment to sustainable innovation is embedded at the heart of its business strategy, guided by the principle of 'Growing Sustainably.' A cornerstone of this approach is the systematic use of Life Cycle Assessment (LCA) to understand and reduce the environmental footprint of its products across every stage, from raw material procurement and manufacturing through to distribution, consumer use, and end-of-life disposal. In FY 2023–24, Dabur completed comprehensive cradle-to-grave LCA studies covering products contributing approximately 50% of revenue. Building on this, FY 2024–25 saw the scope extended to additional products, including those from the international business - covering a further 29% of revenue. Cumulatively, LCA studies now cover approximately 80% of Dabur's revenue base, providing a robust evidence foundation for targeted sustainability interventions across the value chain. The insights generated through these assessments are being translated into actionable initiatives aligned with Dabur's commitments to the Science Based Targets initiative (SBTi) and its long-term goal of achieving Net Zero emissions.	**Positive:** LCA-driven approaches enable Dabur to proactively identify emission reduction opportunities across its power brands, from sourcing through to point of sale, supporting progress toward Net Zero targets. While LCA studies involve upfront investment, the operational efficiencies, regulatory preparedness, and brand value gains they generate are expected to deliver strong long-term returns.

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	The unsustainable cultivation and sourcing of endangered herbs, medicinal and aromatic plants, honey, and agricultural commodities pose significant risks to local biodiversity and broader ecological health. Left unaddressed, such practices can accelerate deforestation, degrade soil quality, deplete water resources, and contribute to habitat fragmentation, eutrophication, and long-term ecosystem imbalance — ultimately undermining the very natural systems and community livelihoods that Dabur's business depends upon.	All of Dabur's operations are located outside Biodiversity and Ecologically Sensitive Zones. Beyond this baseline, Dabur has put in place proactive initiatives to manage and mitigate biodiversity-related risks across its sourcing footprint: 1. **Sustainable Cultivation and Community Sourcing:** Dabur has established direct interventions for the cultivation and responsible wild collection of critical medicinal plants, actively involving local farming communities. This approach not only secures a reliable supply of essential raw materials but also generates meaningful livelihood improvements for the farmers involved. 2. **Afforestation and Zero Deforestation Commitments:** Dabur has committed to 100% afforestation equivalent to its sourcing of critically endangered herbs by FY 2025–26 and achieved the same through cultivation measures during the year. In parallel, the company is working toward 100% sustainable sourcing of high deforestation-risk materials including juice, laminates, paper, and palm oil by 2027.	**Negative:** Biodiversity loss, environmental degradation, and climate-driven disruptions, including declining crop yields, water scarcity, reduced ecosystem services, and habitat shifts, can directly constrain the availability of critical agricultural and plant-based raw materials. These pressures risk increasing procurement and compliance costs, disrupting supply chains, and affecting production continuity and product quality, with downstream implications for revenue and operational efficiency.

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)*
			3. **Herbal Kingdom Initiative:** Through Jivanti Welfare and Charitable Trust, Dabur's CSR arm, the company is actively conserving endangered herbs and medicinal plants via the 'Herbal Kingdom' programme, establishing nurseries and distributing quality planting material to farmers, supporting both biodiversity conservation and sustainable agricultural livelihoods.	
Community Welfare	Opportunity	Strategic and well-targeted CSR investment, particularly in the water-stressed and underserved regions where Dabur operates or sources raw materials, is both a social responsibility and a business imperative. Meaningful engagement with local communities through initiatives in healthcare, sanitation, education, water conservation, and sustainable livelihoods builds trust, reduces the risk of operational disruptions, and strengthens Dabur's social license to operate. Over time, these efforts contribute to greater supply chain stability, lower compliance risks, and an enhanced brand reputation — creating a more secure and resilient foundation for long-term business performance.	Dabur's CSR philosophy is rooted in fostering self-reliance and socio-economic development among the most vulnerable sections of society, through participatory, need-based programmes designed to create lasting impact. In the reporting year, Dabur's CSR activities positively touched the lives of over 4.09 million people, delivering measurable outcomes across empowered and self-reliant communities. **Key highlights include:** • Sustainable cultivation of medicinal and aromatic plants across 15,567 acres of land, supporting biodiversity conservation and responsible sourcing. • Engagement of 14,872 farmers in herb cultivation, providing stable and dignified livelihoods while securing Dabur's supply of critical plant-based raw materials.	**Positive:** Dabur's CSR investments generate meaningful goodwill within the communities it operates in, reinforcing its reputation as a responsible and trusted corporate citizen. This social capital translates into tangible long-term financial benefits through enhanced brand equity, stronger stakeholder relationships, reduced risk of community-level disruptions, and a more stable and secure operating environment

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)*
			Support for 18,041 individuals engaged in beekeeping, strengthening rural income streams and promoting ecosystem health.	
Human Rights & Labour Practices	Risk	Human rights violations carry serious consequences for corporate reputation eroding trust among consumers, investors, and broader stakeholders. Operationally, failures in human rights governance can manifest as employee unrest, strikes, and union disputes, alongside elevated attrition rates, diminished workforce morale, and reduced productivity, each of which translates into tangible financial and operational losses for the business.	Dabur maintains a structured grievance redressal framework and a rigorous human rights due diligence process to proactively identify, evaluate, and address potential violations across its operations. Multiple accessible channels are available to employees and stakeholders to raise concerns: • **Direct Grievance Channels:** Employees may raise concerns directly with their HR managers or write to the corporate communications team at corpcomm@dabur.com. • **24/7 Independent Helpline:** An independent, round-the-clock helpline (1800-103-1644) provides a confidential channel for employees to report grievances at any time. • **'Direct Touch' Whistleblower Policy:** Dabur's comprehensive whistleblower mechanism actively encourages employees to bring to management's attention any suspected unethical behaviour, malpractice, wrongful conduct, fraud, or policy violations. All disclosures are reviewed promptly by a designated committee, ensuring concerns are addressed decisively and transparently.	**Negative:** Any instance of human rights violation or non-compliance with statutory obligations poses a significant reputational and financial risk to the organisation, potentially resulting in regulatory penalties, legal liability, loss of investor confidence, and lasting damage to brand equity.

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)
			Together, these mechanisms reinforce Dabur's commitment to a rights-respecting workplace and enhance the organisation's capacity to respond to human rights matters in a timely and effective manner.	
Workforce Health, Safety and Wellbeing	Risk	Non-compliance with occupational health and safety regulations or a deterioration in workplace safety performance exposes Dabur to legal liability, insurance claims, and reputational damage. Elevated injury rates, inadequate wellbeing support, or workforce attrition driven by poor safety culture can disrupt operations and inflate costs across recruitment, training, and insurance. Beyond the financial impact, a weak safety record undermines Dabur's employer brand, making it harder to attract and retain the skilled talent essential to sustaining operational excellence.	Dabur is committed to fostering a healthy, safe, and secure environment for all its employees a commitment formally enshrined in its Occupational Health and Safety (OHS) Policy. Key elements of Dabur's safety framework include: 1. **Holistic OHS Management:** Dabur's OHS system extends beyond conventional workplace safety covering the safe use of machinery, handling of hazardous substances, and safe working environments to also address mental health and wellbeing, including stress management and psychological support. 2. **International Certification:** All of Dabur's manufacturing units in India are certified under ISO 45001 (Occupational Health and Safety Management) and ISO 14001 (Environmental Management), reflecting adherence to globally recognised standards of operational safety and environmental responsibility.	**Positive:** A strong safety culture enhances employee morale, reduces absenteeism and attrition, and supports sustained operational productivity contributing to a more engaged and stable workforce. **Negative:** The cost of maintaining regulatory compliance, implementing safety systems, and delivering ongoing training represents a recurring operational expenditure that must be managed effectively to avoid margin pressure.

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)*
			3. **Training and Capability Building:** Dabur places significant emphasis on building a strong safety culture through structured employee training and engagement. During the year, approximately 1,01,089 manhours of OHS-related training were delivered across the organisation. 4. **Targeted Safety Campaigns:** Dedicated awareness campaigns on machine safety, electrical safety, road safety, and seasonal hazards are conducted regularly to keep safety front of mind across the workforce. 5. **Emergency Preparedness:** Periodic mock drills and fire drills conducted across both normal shifts and odd hours ensure that employees are equipped to respond swiftly and effectively in emergency situations, building organisational resilience and minimising response time. 6. **Community and Mutual Aid Preparedness:** Emergency training extended to surrounding communities fosters broader resilience, while mutual aid agreements strengthen collaborative emergency response capabilities beyond the factory fence.	

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	Unethical marketing practices - including false or misleading product claims, unsubstantiated sustainability assertions, deceptive packaging and labelling, and non-compliance with established advertising standards such as those set by ASCI, FSSAI, and AYUSH - carry significant legal, financial, and reputational consequences. Regulatory penalties, legal proceedings, and public scrutiny can follow swiftly, while consumer dissatisfaction resulting from misleading communications tends to erode brand loyalty, suppress repeat purchases, and -over time -contribute to declining market share and lasting damage to brand equity.	Dabur has an Ethical and Responsible Marketing Policy, reinforcing its commitment to transparent, accurate, and inclusive consumer communication. The policy is built around four core principles: ● 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:** Consistent, transparent, and responsible marketing builds deep consumer trust translating into stronger brand loyalty, higher repeat purchase rates, and sustainable market share growth over the long term.

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	Non-compliance with animal welfare regulations or even a perceived association with unethical animal testing practices poses a meaningful risk to Dabur's hard-earned reputation. In an era of growing ethical consumerism, such concerns can trigger significant backlash, particularly in markets where cruelty-free standards are well-established and actively enforced. The consequences extend beyond reputational damage: restricted market access, erosion of consumer loyalty, regulatory scrutiny, and dilution of Dabur's brand differentiation in the rapidly expanding market for ethical and plant-based personal care products are all tangible risks if animal welfare is not managed with the highest standards of care.	Dabur addresses animal welfare risks through a comprehensive, policy-driven strategy governed by a formal Animal Testing Policy that sets out the company's principles, standards, and procedures for ethical practice across its entire product portfolio. • **Cosmetics -** Complete Elimination of Animal Testing: Dabur has fully eliminated animal testing across its cosmetics range. This commitment is independently validated through PETA certification for its entire cosmetic product line, providing consumers with credible, third-party assurance of cruelty-free practices. • **Ayurvedic Healthcare Products -** Stringent Ethical Safeguards: Where animal testing remains a regulatory requirement for certain Ayurvedic healthcare products, Dabur applies rigorous ethical controls. All testing is conducted exclusively at licensed facilities under independent oversight, primarily CPCSEA-registered laboratories, with over 75% carried out at AAALAC-accredited facilities that meet the highest international standards of animal care.	**Negative:** Negative: loss of market trust if mismanaged. **Positive:** brand enhancement through ethical practices

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)*
			• **3R Principles - Reduce, Refine, Replace:** Dabur systematically applies the 3R framework across all testing activities to minimise animal use and suffering, continuously seeking opportunities to refine methodologies and accelerate the transition to alternative approaches. • **Investment in Alternative Testing Methodologies:** Dabur actively invests in the development and adoption of non-animal testing alternatives, with a long-term vision of becoming an industry leader in transitioning away from animal testing without compromising product safety or regulatory compliance. • **Culture of Animal Welfare:** Beyond policy and process, Dabur is committed to fostering an organisational culture in which animal welfare is treated as a shared value, embedded in the attitudes and behaviours of employees across the business.	

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	Non-compliance with data protection legislation exposes Dabur to regulatory fines, legal scrutiny, and reputational damage that can meaningfully undermine stakeholder confidence. As the pace of digitalisation accelerates across Dabur's operations, so too does the threat landscape, cyberattacks, data breaches, and IT disruptions carry the potential for significant financial losses, elevated insurance costs, and expensive infrastructure remediation. The growing adoption of emerging technologies such as artificial intelligence (AI), robotic process automation (RPA), and machine learning, while operationally valuable, introduces new and evolving vulnerabilities that demand continuous investment in cybersecurity capability and robust risk governance frameworks.	Dabur's approach to data privacy and cybersecurity is structured across two levels of governance, ensuring both strategic oversight and operational rigour: • **Governance Structure:** A dedicated Steering Committee convenes quarterly to oversee strategic cybersecurity initiatives, monitor the regulatory landscape, and ensure sustained compliance. Executive leadership provides complementary operational guidance, directing resource allocation toward implementation priorities. • **ISO 27001 Certification and Audit Rigour:** Dabur maintains internationally recognised security standards through regular internal and external ISO 27001 audits. These audits incorporate comprehensive vulnerability assessments to evaluate system integrity and data protection controls with any identified vulnerabilities triggering immediate remediation to secure the organisation's infrastructure.	**Negative:** Data breaches or cybersecurity failures can result in substantial regulatory fines, legal liability, and the significant cost of infrastructure recovery. Beyond direct financial impact, such incidents risk eroding consumer and investor trust, with potential long-term consequences for brand reputation and stakeholder relationships that may prove far costlier than the immediate financial penalties

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 Training and Awareness:** Recognising that human behaviour is a critical line of defence, Dabur invests in monthly cybersecurity training programmes for users across its global operations. These programmes are designed to equip employees with the knowledge and practical skills needed to protect sensitive information and respond effectively to emerging security threats. • **Proactive Risk Identification and Remediation:** Dabur maintains a continuous cycle of vulnerability identification and remediation, ensuring that its cybersecurity posture evolves in step with the changing threat environment and does not remain static between audit cycles. • **Responsible AI Governance:** Dabur has established an internal policy on Artificial Intelligence (AI) and adopted Responsible AI principles centred on fairness, transparency, accountability, privacy, and security.	

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	Weak governance structures, ethical misconduct, or failure to comply with regulatory and ESG disclosure requirements can expose Dabur to a wide range of financial, legal, and reputational consequences -including regulatory fines and penalties, litigation, loss of stakeholder confidence, and restricted access to capital markets. Inadequate board oversight or an inability to keep pace with current and emerging regulatory expectations -spanning product safety and quality standards such as FSSAI's HFSS norms, tax legislation, human rights and labour laws, anti-bribery frameworks, corporate governance codes, and evolving ESG regulations - risks constraining business activities, inflating operating costs, and inviting regulatory or legal action that could materially impact Dabur's long-term performance and reputation.	Dabur manages governance and compliance risks through a multi-layered framework designed to embed accountability, transparency, and ethical conduct across the organisation: • **Corporate Governance Code:** A robust and comprehensive Corporate Governance Code sets the standards for board conduct, organisational accountability, and ethical decision-making forming the bedrock of Dabur's compliance culture. • **'Direct Touch' Whistleblower Mechanism:** Dabur's whistleblower programme provides all stakeholders with direct, confidential access to the Audit Committee Chairman through a dedicated three-member oversight team that includes female representation. The mechanism actively encourages reporting of suspected misconduct, malpractice, fraud, or policy violations with strong protections against victimisation to ensure individuals feel safe coming forward.	**Negative:** Regulatory non-compliance, governance failures, or ethical misconduct can result in significant fines, legal costs, and operational restrictions. **Positive:** A strong governance framework and a demonstrated culture of ethical conduct enhance investor confidence, improve access to capital, and support Dabur's ESG ratings, all of which contribute positively to long-term shareholder value and institutional attractiveness.

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)
			• **Anti-Corruption and Anti-Bribery Policies:** Stringent anti-corruption policies are in place across Dabur's operations, reinforcing a zero-tolerance stance toward bribery and unethical conduct at all levels of the organisation. • **Political Engagement Guidelines:** Transparent and clearly defined guidelines govern Dabur's approach to political engagement, ensuring that any such interactions are conducted with integrity and in full compliance with applicable regulations. • **Stakeholder Engagement and Grievance Redressal:** Structured mechanisms for stakeholder engagement and grievance resolution ensure that concerns are heard, escalated appropriately, and addressed in a timely and accountable manner, strengthening trust across Dabur's broader stakeholder ecosystem.	

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, particularly within Dabur's food and beverage segment, can result in increased product expiries, unsold stock, and elevated disposal costs. Without robust shelf-life optimisation processes or adequate cold chain infrastructure, losses from spoilage and food safety non-compliance become a tangible operational risk. Beyond direct financial impact, inadequate recovery or redistribution of surplus products represents a broader resource inefficiency that is increasingly difficult to justify in an environment of heightened stakeholder expectations around responsible food handling, waste reduction, and sustainable business practices.	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. 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. 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. Dabur proactively redistributes surplus stock through its CSR initiatives, channelling usable products to vulnerable populations, including children and the elderly. This approach simultaneously addresses food waste, supports community well-being, and reflects Dabur's commitment to responsible resource stewardship.	**Positive:** cost savings. **Negative:** inefficiencies could lead to revenue loss and write-offs

1. 1. For detailed risks identified, please refer to the section ["] forming part 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. Whether the entity has translated the policy into procedures. (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	• 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	• ISO 45001 standards. • GRI Standards	• ISAE 3000 • SA 8000 (Silvassa manufacturing unit) • ISO 45001 Standards • GRI Standards	• SA 8000 (Silvassa manufacturing unit) • ILO Standards • GRI Standards	• ISO 14001 standards • ISO 14040 • ISO 14044 • EPR • GRI Standards	• Code of Ethics & Conduct • GRI Standards	• CSR disclosures pursuant to section 135 of The Companies Act, 2013 • SA 8000 (Silvassa manufacturing unit) • GRI Standards	• ISO 27001 • Advertising Standards Council of India (ASCI)- Code on Fair Advertising to consumers. • Information security standards ISO/ IEC 27001: 2022 • Halal and Kosher • GRI Standards

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

Climate & Biodiversity:

1. Achieve Net Zero emissions by FY 2045 (in alignment with SBTi commitment)
2. Maintain sustenance of coal free operations
3. No net loss / net positive impact 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
2. 100% sustainable sourcing of high deforestation risk materials by FY 2026

Circular Economy

1. Achieve 80% reusable, recyclable, or compostable packaging by FY 2028 (near-term) and 100% use of reusable, recyclable, or compostable packaging by FY 2035 (long-term).
2. To maintain plastic waste positive status every year.
3. 20% reduction in virgin plastic packaging in non-food items by FY 2030

Energy & water:

1. Achieve 60% renewable energy consumption in India operations (standalone) by FY 2026 and 60% renewable energy consumption across global operations (consolidated) by FY 2030.
2. Reduce water intensity in own operations by 30% by FY 2026 from the baseline.
3. Become Water Positive in own operations and communities by FY 2030

Diversity:

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

Health & Safety

1. Sustain zero Fatalities

Product Quality and Safety

1. Sustain zero product recalls
2. Sustain the independent assessment of 100% of operating units for product safety and quality audits
3. 100% elimination of hazardous substances (Dichloromethane, Nonylphenol) from product portfolio by December 2026

Social Impact:

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

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

Climate & Biodiversity:

1. SBTi targets have been successfully validated. The next phase focuses on logistics decarbonization and reducing emissions across the extended supply chain.

Reduction in Scope 1 emissions by 14.4% from previous year

Reduction in Scope 2 emissions by 5.0% from previous year

Reduction in Scope 1 + 2 by 6.6% from previous year

Reduction in Scope 1 + 2 intensity per lakhs of revenue (tCO2e/lakh) by 9.7% from previous year

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

Sustainable Sourcing:

1. Sustainable sourcing of high deforestation risk materials improved by 460 basis points, increasing from 93.4% to 98% in the reporting year.

Circular Economy:

1. Achieved 90% reusable, recyclable, or compostable packaging in FY 2025-26, surpassing the near-term milestone ahead of schedule.
2. Maintained plastic positivity status by in the reporting year.
3. Achieved a 3.2% reduction in virgin plastic packaging in non-food items in FY2025-26
4. In the reporting year, use of recycled plastics in 'Category I' is 2%, 'Category II' is 6% and 'Category III' is 1%.

Energy & Water:

1. In FY 2025-26, renewable energy usage reached 65% in India operations and 53% at the consolidated level, reflecting strong progress towards both targets.
2. In the reporting year, we achieved 33% reduction in water intensity from the baseline.
3. During FY 2025-26, Dabur achieved 107% water positivity by creating a water conservation capacity of 14,53,304 kilolitres through its operational and community-based water stewardship initiatives.

Diversity:

1. 15.2% gender diversity at managerial level in the reporting year.

Health & Safety

1. Sustained zero fatalities in the reporting year

Product Quality and Safety

1. Sustained zero product recalls during the reporting year.
2. Sustained the independent assessment of 100% of operating units for product safety and quality audits
3. Achieved 45% elimination of hazardous substances, indicating ongoing progress towards full phase-out.

Social Impact:

1. Positively impacted lives of 4.09 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 15,567 acres of land.
3. Engaged 14,872 farmers in cultivation of herbs and 18,041 individuals in beekeepers, enhancing their livelihoods.

Governance:

1. 100% independent audit committee

2. 97.6% board meeting attendance
3. 92.1% average attendance of all board-level committee meetings

Governance, Leadership and Oversight

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

Building a Future That Thrives, Responsibly

At Dabur, we have always believed that true growth is not measured only by scale, but by the positive impact we leave behind. Every decision we take carries a responsibility -- towards the planet we depend on, the communities we serve, and the generations that will follow us. That is why sustainability is not a parallel effort at Dabur; it is woven into the very fabric of how we operate, innovate and grow.

This year has been particularly meaningful on that journey. It was not just about meeting targets, it was about going further than we had set out to, and discovering what we are truly capable of when purpose drives performance. As an organization, we have moved from intent to action, and from commitment to tangible, measurable outcomes.

One of the moments that stands out for me is our achievement of becoming a Water Positive Enterprise. To know that we are replenishing more water than we consume is both a proud milestone and a powerful reminder of what focused, collective effort can achieve. But beyond the milestone itself, it represents something deeper, a culture of accountability, where teams across the organisation are aligned in making sustainability real, not just aspirational.

What gives me even greater confidence is the consistency of our progress. Whether it is sustaining our Plastic Waste Positive and Coal Free Operations status, or transitioning steadily towards renewable energy, these achievements reflect a discipline that is now deeply embedded in our ways of working. At the same time, our efforts to support farmers, strengthen livelihoods, and uplift communities continue to expand, touching millions of lives in meaningful ways.

Equally important is our unwavering commitment to doing things the right way. In an increasingly complex world, trust is everything; and we earn that trust every day by upholding the highest standards of safety, quality, and governance. The fact that we have consistently maintained zero fatalities and zero product recalls is not just an operational metric, it is a reflection of the care, responsibility and integrity that define us.

As I reflect on the year gone by, one thought becomes clear: we are building momentum. And that momentum is encouraging us to aim higher. Our sustainability ambitions today are more progressive, more integrated, and more aligned to the future we want to help shape, whether it is advancing towards Net Zero, accelerating circularity in packaging, or creating deeper and more inclusive impact across our value chain.

At its heart, this journey is about balance, growing as a business while preserving the resources we depend on; creating value for shareholders while ensuring that value is shared with society. It is about making choices today that we can be proud of tomorrow.

As we move forward, I am confident that Dabur will continue to lead with purpose, building not just a stronger business, but a more responsible and resilient one. Because in the end, the true measure of our legacy will not just be what we grow, but how we grow… and the difference we make along the way.

Mohit Malhotra
Global Chief Executive Officer
Dabur India Ltd.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Mohit Malhotra, Whole Time Director & Global 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	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	P2	P3	P4	P5	P6	P7	P8	P9
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	4	1. All Board of Directors were presented with the Vision Plan of the Company. Additionally, they were invited to visit the manufacturing unit and R&D centre for first-hand information on operations of the Company. 2. All Board of Directors are governed by the Code of Ethics and Conduct and affirm compliance with the same annually.	100%
Key Management Personnel	3	1. All KMPs go through Code of Ethics and Conduct at the time of joining along with declaration of understanding. An annual confirmation is also obtained on compliance of the Code of Ethics and Conduct. 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	100%
Employees other than BODs and KMPs	33	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	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
		3. All employees are governed by and given access through our website/portals on our Anti-Bribery and Anti-Corruption Policy 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	364	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. At the time of joining, they are given a copy of the Code and provide written declaration of understanding.

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 2025-26, 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 paid by 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 established an Anti-Bribery and Anti-Corruption Policy that defines our commitment to complying with all applicable laws and regulations prohibiting bribery and corruption in any form. This policy is reinforced by our Code of Ethics & Conduct and the 'Direct Touch' policy.

To ensure awareness, all employees have access to online training sessions and relevant policies through internal portals. Employees are encouraged to promptly report any concerns related to bribery, suspected malpractice, corrupt practices, policy violations, or breaches of applicable laws.

Additionally, we provide a 24/7 independent hotline (**1800-103-1644**) for reporting such incidents. All reported concerns are thoroughly reviewed and investigated, and violations may result in disciplinary action in line with company policies. These actions may include warnings, censures, withholding of increments, adverse performance remarks, or, in serious cases, termination of employment.

Link: 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 2025-26 (Current Financial Year)	FY 2024-25 (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 2025-26 (Current Financial Year)		FY 2024-25 (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	-

The Company has robust processes and procedures in place to ensure that conflict of interest involving members of the Board/KMPs are avoided. In this regard, the Company obtains a declaration from each of the Director on a quarterly basis to disclose transactions, if any, done by them or their relatives or entities in which they have interest with the Company or its subsidiary or associate companies. Further, through related party transactions tracking mechanism, any potential conflict of interest is regularly checked, monitored and reported.

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 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*
Number of days of accounts payables*	**116**	100

*Previous year figures have been restated to align with the current year's disclosure in accordance with applicable guidance, including the Industry Standards Note on BRSR Core, to enhance comparability. Such restatements reflect disclosure requirements and do not arise from changes in underlying data/transactions.

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 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	11%	12%
	b. Number of trading houses where purchases are made from	268	312
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	33%	37%
Concentration of Sales*	a. Sales to dealers / distributors as % of total sales	68%	69%
	b. Number of dealers / distributors to whom sales are made	5,084	6,673
	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)*	10%	11%
	b. Sales (Sales to related parties / Total Sales)	1%	1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	5%	9%
	d. Investments (Investments in related parties / Total Investments made)	9%	9%

*Previous year figures have been restated to align with the current year's disclosure in accordance with applicable guidance, including the Industry Standards Note on BRSR Core, to enhance comparability. Such restatements reflect disclosure requirements and do not arise from changes in underlying data/transactions.

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
8	**Dabur Supplier Code of Conduct:** Covered expectations on ethical business practices, compliance, sustainability, and responsible conduct across Dabur's supplier ecosystem. **Greenhouse Gas Emissions and Accounting:** Focused on understanding GHG emission sources, calculation methodologies, reporting frameworks, and reduction strategies. **Occupational Health and Safety Workshop:** Addressed workplace safety requirements, hazard identification, risk mitigation, and building a strong safety culture. **Human Rights Workshop**: Discussed respect for human rights, prevention of child and forced labor, non-discrimination, and fair working conditions. **NGRBC Principles & New Labor Laws Awareness Workshop**: The session focused on explaining the nine NGRBC principles and how they are embedded into responsible business conduct, governance, and sustainability practices within organizations. The workshop further elaborated on the importance of prioritizing employee well-being through fair wages, safe and healthy working conditions, social security, and respect for labor rights, in alignment with India's new labor codes. **ESG Awareness Workshop for MSME Suppliers:** The workshop was designed to build awareness among MSME suppliers on the importance of Environmental, Social, and Governance (ESG) practices and their growing relevance in supply chains. It emphasized how adopting ESG principles enables MSMEs to enhance operational efficiency, ensure regulatory compliance, and remain competitive in an evolving business landscape where large organizations increasingly prioritize sustainable sourcing.	66%

The reporting boundary for the above table is comprising raw materials, packaging materials, thirdparty manufacturing, and logistic partners.

Dabur strengthened its value chain resilience and long-term ESG performance by engaging suppliers through its sustainability training initiatives, delivering over 1,828 participant hours.

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 established robust mechanisms to identify, prevent, and manage conflicts of interest involving members of the Board. All Board members are required to annually disclose and affirm their adherence to the Company's Code of Conduct and governance policies. Through periodic compliance reviews, transparent disclosure practices, and continuous monitoring, the Company proactively addresses potential conflicts of interest and upholds high standards of corporate governance and ethical business conduct.

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 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*	*Details of improvement in social and environmental aspects*
Research & Development (R&D)	40.6%	43%	Dabur is committed to designing and delivering products that exemplify superior performance, reliability, and innovation. We believe that technological advancement must go hand-in-hand with environmental responsibility. Guided by this principle, we continuously invest in sustainable practices, eco-efficient processes, and green technologies throughout our product lifecycle. In home and personal care division, focus remains on creating value added benefits for our customers while minimizing our ecological footprint and upholding our commitment to long-term sustainability. Several new launches in the skin and hair care segment are formulated without harmful chemicals such as sulphates, synthetic exfoliants, parabens, and added salts. These products incorporate natural ingredients, contributing to reduced environmental impact while enhancing product quality. Notable examples include the 'Oxylife Radiance Kit', which is based on natural extracts; 'Vatika Bio Infusion' Shampoo, formulated with plant-based actives; and 'Cool King Lemon Talc', enriched with natural and Ayurvedic actives, offering relaxation benefits to consumers. In our air freshener portfolio, 'Odonil Natural' is a new product launch with natural charcoal and reduced use of chemicals. Localization of the Odonil product range in Nepal and Bangladesh contributes to carbon footprint reduction by lowering transportation-related emissions. In the healthcare segment, our new launch "Himalaya Shilajit" is manufactured using an innovative process that does not use water, thereby supporting Dabur's water conservation agenda.

Type	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvement in social and environmental aspects
			In our food segment, we are committed to reducing sugar content and enhancing nutritional value without compromising on taste or quality, demonstrating our dedication to offering healthier choices to consumers. Recent initiatives include Imli Sauce with reduced sugar content, the launch of Real Vitamin Boost enriched with added vitamins, and the relaunch of Gluco C+ with enhanced vitamin fortification. Additionally, Real Apple Juice, crafted from 100% locally sourced ingredients, minimizes transportation requirements, supports local farmers by promoting sustainable income opportunities, and contributes to the reduction of carbon footprint. 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.
Capital Expenditure (CAPEX)	15.4%	15.6%	Renewable energy consumption and efficient energy management form the cornerstone of Dabur's strategy to minimize its environmental footprint. Reducing energy usage across operations has remained a key priority, supported by capital expenditure projects aimed at enhancing efficiency, phasing out coal, and expanding the use of green energy. We continue to invest in new biomass boilers, harnessed solar power for electricity generation, and advanced other initiatives that not only lower our carbon footprint but also ensure a reliable and sustainable energy supply. In parallel, we are committed towards comprehensive water conservation across our production sites, surrounding communities, and the broader value chain. Our approach emphasizes water stewardship through conservation and reutilization programs, guided by the principles of "Reduce, Reuse, Recycle (3R)." These measures are designed to minimize our impact on local watersheds and reduce dependence on freshwater withdrawals, ensuring responsible and sustainable water management. Ensuring the health, safety, and well-being of our employees, alongside maintaining a safe and secure workplace, remains a core priority for the organization. We continue to demonstrate our commitment by investing in the systematic upgrading of fire and life safety systems, as well as strengthening workplace infrastructure. These initiatives are designed to provide a resilient and compliant environment that safeguards our workforce, supports operational excellence, and reflects our dedication to the highest standards of occupational health and safety. At Dabur, sustainability extends beyond environmental responsibility to encompass the health, safety, well-being, and growth of our workforce. We have implemented a range of initiatives to support these priorities, reflecting a holistic approach to sustainability that places equal emphasis on people and the planet.

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?**

   31% of the inputs for our raw materials and packaging materials (by value) were sourced sustainably.

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 sustainability milestone by becoming India's first Plastic Waste Positive FMCG company, reaffirming its leadership in responsible manufacturing and environmental stewardship. This achievement is the result of a comprehensive, pan-India plastic waste management program developed and implemented in collaboration with multiple waste management partners, recyclers, and community organizations. The program focuses on systematic collection, segregation, recycling, and environmentally sound disposal of post-consumer plastic waste. Building on this accomplishment, Dabur has continued to strengthen its commitment to addressing plastic pollution and promoting a circular economy. Over the past three years, the Company has consistently collected and responsibly managed more post-consumer plastic waste than the total plastic used in its product packaging. This sustained Plastic Waste Positive status reflects Dabur's efforts to go beyond regulatory compliance, including those under Extended Producer Responsibility (EPR). Through investments in waste collection infrastructure, partnerships with authorized recyclers and co-processors, and initiatives aimed at improving awareness and traceability across the plastic value chain, Dabur has contributed to reducing environmental leakage of plastic waste. These actions not only mitigate the environmental footprint of packaging materials but also support livelihoods within the informal waste management sector, thereby creating shared environmental and social value. Dabur remains committed to scaling these initiatives further, increasing the use of recyclable packaging materials, and strengthening closed-loop systems as part of its long-term ESG strategy and commitment to sustainable growth.
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) is applicable to the Company's activities, as Dabur places plastic packaging materials in the market and is therefore covered under the Plastic Waste Management Rules and EPR framework prescribed by regulatory authorities.

Alignment of Waste Collection Plan with Approved EPR Plan:

The Company's plastic waste collection and management initiatives are fully aligned with the Extended Producer Responsibility (EPR) plan submitted to and approved by the respective Pollution Control Boards.

Dabur has implemented a comprehensive waste management program through authorized and registered waste management partners across India to ensure systematic collection, channelization, recycling, and/or end-of-life disposal of post-consumer plastic waste. Over the last three years, the Company has consistently collected and responsibly managed more plastic waste than the quantity of plastic used in its product packaging, thereby maintaining its Plastic Waste Positive status.

The waste collection plan adheres to regulatory requirements and EPR targets, supported by:

- Engagement with authorized recyclers and processors
- Robust tracking and documentation mechanisms
- Periodic reporting and verification through the EPR portal
- Ongoing monitoring to ensure compliance with evolving regulations

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?**

In line with its commitment to "Growing Sustainably," Dabur continues to build upon insights derived from Life Cycle Assessments (LCAs) conducted in previous years. During FY 2024–25, the Company undertook LCAs for Shampoo, Odonil, Hajmola, and Hair Oils to assess their environmental impacts. These assessments were carried out by an accredited external agency using a "Cradle to Grave" approach and were aligned 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. The findings and learnings from the LCAs undertaken in FY 2024–25 and FY 2023–24 continue to inform Dabur's product sustainability strategies, identify opportunities for environmental impact reduction, and support progress towards the Company's long-term Net Zero emissions ambitions aligned with Science Based Targets initiative (SBTi).

<table>
<tr><th>NIC Code</th><th>Name of Product/ Service</th><th>% of total Turnover contributed</th><th>Boundary for the Life Cycle Perspective/ Assessment was conducted</th><th>Whether conducted by independent external agency (Yes/No)</th><th>Results communicated in public domain (Yes/ No) If yes, provide the web-link.</th></tr>
<tr><td>20236</td><td>Shampoo</td><td>4%</td><td>Cradle to Grave</td><td>Yes</td><td rowspan="4">Conducted in FY2024-25. Currently, results are not disclosed in public domain</td></tr>
<tr><td>20232</td><td>Odonil</td><td>6%</td><td>Cradle to Grave</td><td>Yes</td></tr>
<tr><td>21003</td><td>Hajmola</td><td>4%</td><td>Cradle to Grave</td><td>Yes</td></tr>
<tr><td>20236</td><td>Hair oils</td><td>15%</td><td>Cradle to Grave</td><td>Yes</td></tr>
<tr><td>10304</td><td>Juice</td><td>20%</td><td>Cradle to Grave</td><td>Yes</td><td rowspan="4">Conducted in FY2023-24. Currently, results are not disclosed in public domain</td></tr>
<tr><td>21003</td><td>Dabur Chyawanprash</td><td>7%</td><td>Cradle to Grave</td><td>Yes</td></tr>
<tr><td>21003</td><td>Dabur Honey</td><td>7%</td><td>Cradle to Grave</td><td>Yes</td></tr>
<tr><td>20235</td><td>Toothpaste</td><td>16%</td><td>Cradle to Grave</td><td>Yes</td></tr>
</table>

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 completed a comprehensive Life Cycle Assessment (LCA) for our key power brands, covering multiple product categories and approximately 80% of our revenue. The results show no significant adverse environmental impacts. Building on these insights, we are actively leveraging the findings to reduce our overall emissions footprint, further strengthening our commitment to sustainability and responsible environmental stewardship.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Packaging Materials	20%	20%

1. Tetra pack laminates and 25% of monocartons (by value) are 100% sustainable sourced through FSC certified value chain partners.
2. Majority of the products being consumables, 69% (FY2025-26) are raw materials used and 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:**

During the reporting year, the Company achieved a recycling rate of over 70% for the post-consumer plastic waste collected through its Extended Producer Responsibility (EPR) initiatives. The remaining approximately 30% of the collected plastic waste was safely and responsibly processed through waste-to-energy recovery, ensuring environmentally sound end-of-life management and preventing leakage into landfills or the natural environment.

Notably, Dabur continued to maintain its Plastic Waste Positive status during the year by collecting and managing volumes of post-consumer plastic waste that exceeded the quantity of plastic introduced into the market through its product packaging. This achievement reflects the Company's strong commitment to responsible waste management practices, regulatory compliance, and the promotion of circular economy principles.

Through a balanced approach that prioritizes recycling while responsibly utilizing energy recovery for non-recyclable plastic fractions, Dabur has reinforced its leadership in sustainable packaging and resource efficiency. These efforts contribute meaningfully to reducing environmental impact, conserving resources, and supporting India's broader plastic waste management and sustainability goals.

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Reused	Recycled, MT	Safely Disposed, MT	Reused	Recycled, MT	Safely Disposed
Plastics (including packaging)	0	28,542	11,658	0	29,768	12,757
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	50%
Healthcare	31%
Home and Personal Care	53%

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	3,209	3,209	100%	3,209	100%	NA	NA	3,209	100%	-	0%
Female	297	297	100%	297	100%	297	100%	NA	NA	297	100%
Total	**3,506**	**3,506**	**100%**	**3,506**	**100%**	**297**	**100%**	**3,209**	**100%**	**297**	**100%**
Other than Permanent Employees											
Male	4,456	4,299	96%	4,103	92%	NA	NA	NA	NA	NA	NA
Female	749	707	94%	665	89%	749	100%	NA	NA	NA	NA
Total	**5,205**	**5,006**	**96%**	**4,768**	**92%**	**749**	**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	1,205	1,205	100%	1,205	100%	NA	NA	1,205	100%	-	0%
Female	57	57	100%	57	100%	57	100%	NA	NA	57	100%
Total	**1,262**	**1,262**	**100%**	**1,262**	**100%**	**57**	**100%**	**1,205**	**100%**	**57**	**100%**
Other than Permanent Employees											
Male	4,280	4,280	100%	4,280	100%	NA	NA	NA	NA	NA	NA
Female	422	422	100%	422	100%	422	100%	NA	NA	NA	NA
Total	**4,702**	**4,702**	**100%**	**4,702**	**100%**	**422**	**100%**	**NA**	**NA**	**NA**	**NA**

*100% of permanent women workforce is 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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.14%	0.17%

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

Sr. No.	Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (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 currently partially accessible to individuals with disabilities. In recognition of 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 efforts demonstrate our commitment to improving accessibility and fostering inclusivity across all facilities. We are also working towards developing new infrastructure and upgrading existing facilities to remove barriers, ensuring that all employees and workers can participate fully 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, this principle not only shown on our website but also part of how we work as per our Code of Ethics & Conduct. Our Human Rights policy clearly say that at Dabur, all employees are evaluated only on performance, no matter their race, religion, caste, gender, sexual orientation, age or disability, making sure there is no discrimination in hiring, salary, promotion and career growth.

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

Policy Links:-

Human Rights - 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.**

	Permanent employees		Permanent Workers	
Gender	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	91%	100%	97%
Female	100%	85%	100%	100%
Total	100%	90%	100%	97%

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	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. Link: https://www.dabur.com/Investors/Corporate%20Governance/Policies%20Related%20Documents/237.21-%20Direct%20Touch%20Policy_Amended.pdf
Other than Permanent Workers	Yes	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.
Permanent Employees	Yes	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. Link: https://www.dabur.com/Investors/Corporate%20Governance/Policies%20Related%20Documents/237.21-%20Direct%20Touch%20Policy_Amended.pdf
Other than Permanent Employees	Yes	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.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	3,209	0	0%	3,744	0	0%
Female	297	0	0%	294	0	0%
Total	**3,506**	**0**	**0%**	**4,038**	**0**	**0%**
Permanent Workers						
Male	1,205	198	16%	1,251	145	12%
Female	57	0	0%	52	0	0%
Total	**1,262**	**198**	**16%**	**1,303**	**145**	**11%**

8. **Details of training given to employees and workers**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	3,209	3,209	100%	3,163	99%	3,744	3,744	100%	3,712	99%
Female	297	297	100%	297	100%	294	294	100%	294	100%
Total	**3,506**	**3,506**	**100%**	**3,460**	**99%**	**4,038**	**4,038**	**100%**	**4,006**	**99%**
Workers										
Male	1,205	1,205	100%	1,088	90%	1,251	1,231	98%	1,168	93%
Female	57	57	100%	57	100%	52	52	100%	52	100%
Total	**1,262**	**1,262**	**100%**	**1,145**	**91%**	**1,303**	**1,283**	**98%**	**1,220**	**94%**

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	3,209	3,209	100%	3,744	3,744	100%
Female	297	297	100%	294	294	100%
Total	**3,506**	**3,506**	**100%**	**4,038**	**4,038**	**100%**
Workers						
Male	1,205	1,205	100%	1,251	1,251	100%
Female	57	57	100%	52	52	100%
Total	**1,262**	**1,262**	**100%**	**1,303**	**1,303**	**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 maintains a comprehensive Occupational Health and Safety (OHS) Policy that underscores our commitment to safeguarding the health, safety, and well-being of all employees. This policy has been formally approved by the Board-level ESG Committee and is endorsed and signed by our Chief Executive Officer, reflecting strong leadership commitment and governance oversight at the highest level of the organization.

To ensure effective implementation of the policy, Dabur has established a robust and integrated OHS management system across all its operations. This system provides a structured framework for identifying hazards, assessing risks, implementing preventive and corrective controls, and continuously improving health and safety performance. Our approach emphasizes regulatory compliance, proactive risk mitigation, and fostering a strong safety culture throughout the organization.

Further reinforcing this commitment, Dabur's manufacturing facilities are certified to internationally recognized standards, including:

ISO 45001:2018 for Occupational Health and Safety Management Systems, ensuring systematic management of workplace health and safety risks, and

ISO 14001:2015 for Environmental Management Systems, supporting responsible environmental practices alongside safety excellence.

These certifications demonstrate our alignment with global best practices and our focus on continual improvement in health, safety, and environmental performance.

For additional details, Dabur's OHS policy and related governance documents are publicly available and can be accessed at:

https://www.dabur.com/dabur-policies-and-related-documents

Together, these measures reflect Dabur's strong commitment to providing a safe, compliant, and sustainable work environment, while integrating occupational health and safety into our broader ESG framework and long-term business strategy.

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 implemented a comprehensive and structured framework for the identification of work-related hazards and the assessment and mitigation of associated risks across our operations. This framework is designed to systematically anticipate potential safety concerns, strengthen operational controls, and prevent incidents before they occur.

Key elements of this framework include:

- **Hazard Identification and Risk Assessment (HIRA)**: A proactive and periodic process to identify workplace hazards, evaluate their potential risks, and establish appropriate control measures to minimize exposure and prevent harm.
- **Job Safety Analysis (JSA):** Task-specific risk assessments conducted prior to carrying out critical or high-risk activities. JSAs ensure that job-related hazards are clearly understood and that safe operating procedures are defined and communicated to all involved personnel.
- **Permit-to-Work (PTW) System**: A formal authorization mechanism for high-risk activities such as confined space entry, hot work, electrical work, and work at height. The PTW system ensures that risks are evaluated in advance, safety precautions are in place, and responsibilities are clearly assigned before work begins.
- **Digital Safety Reporting Platform**: A mobile and web-based system that enables employees to proactively report unsafe acts, unsafe conditions, near misses, and incidents in real time. This enhances transparency, encourages workforce participation, and supports timely corrective actions.
- **Management of Change (MoC) Protocols:** A structured process to assess and manage risks arising from changes in processes, equipment, materials, or organizational arrangements. MoC

ensures that potential safety and health impacts are evaluated and mitigated before changes are implemented.

Together, these interlinked processes create a controlled and resilient work environment, embedding safety into day-to-day operations and decision-making. The framework reinforces accountability at all levels and reflects our strong commitment to operational safety, risk management, and continuous improvement in occupational health and safety performance.

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 put in place clearly defined and accessible processes that empower workers to proactively report work-related hazards and, where necessary, remove themselves from situations that pose an imminent risk to their health or safety. These processes are designed to reinforce a culture of accountability, awareness, and shared responsibility for workplace safety.

Key elements of our approach include:

- **Structured Hazard Reporting Mechanisms:** Workers are encouraged and enabled to identify and report unsafe conditions, unsafe acts, near misses, or potential hazards through formal reporting channels. These mechanisms ensure timely escalation, assessment, and corrective action.
- **Right to Withdraw from Unsafe Work**: Established procedures allow employees to safely disengage from hazardous situations without fear of retaliation when they perceive an imminent risk. Such cases are immediately reviewed by supervisory and safety teams to ensure risks are addressed before work resumes.
- **Training and Awareness Programs**: Regular training, safety briefings, and awareness sessions are conducted to equip employees with the knowledge and confidence to recognize hazards, understand risk controls, and take appropriate action. This includes education on hazard identification, emergency response, and safe work practices.

Together, these measures foster an environment where employees are actively involved in safeguarding their own safety and that of their colleagues. By encouraging early reporting, empowering workers to act decisively, and reinforcing risk awareness through training, we strengthen our safety culture and demonstrate our ongoing commitment to occupational health, safety, and employee well-being.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0.03	0
	Workers	0.08	0.08
Total recordable work-related injuries	**Employees**	1	2
	Workers	7	7
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 contractual workforce

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

At Dabur, we place the highest priority on ensuring a safe, healthy, and supportive work environment for all employees and workers across our operations. Our occupational health and safety framework is built on a combination of proactive risk management, continuous training, employee engagement, and alignment with international standards.

To support employee mental well-being, we have implemented an Employee Assistance Program (EAP) that provides access to confidential mental health support and counselling services delivered by qualified professional psychologists. This initiative reinforces our commitment to holistic employee care, beyond physical safety alone. Complementing this, we conduct regular safety training programs covering key risk areas such as machinery operation, chemical handling, fire prevention, emergency response, and road safety, ensuring employees are well-equipped to manage workplace hazards safely.

Hazard identification and risk assessments are carried out systematically by an internal safety team, enabling early identification of potential risks and implementation of appropriate control measures. In addition, periodic audits by independent third-party agencies, aligned with ISO 45001 Occupational Health and Safety Management System standards, provide an objective evaluation of our safety practices and compliance levels, helping drive continuous improvement.

To encourage active participation in safety, we have deployed a mobile- and web-based reporting platform that allows employees to promptly report unsafe conditions, near misses, and incidents. This transparent and accessible system strengthens our safety culture by empowering employees to play an active role in risk prevention.

Beyond safety, Dabur places strong emphasis on employee wellness and engagement. We conduct regular awareness sessions on the Prevention of Sexual Harassment (POSH) to foster a respectful and inclusive workplace. Health webinars and free consultations with senior medical professionals further support preventive healthcare and overall, well-being. To promote physical fitness and a balanced lifestyle, employees have access to an on-site gym facility, along with periodic indoor and outdoor sports activities that encourage participation, teamwork, and healthy living.

Collectively, these initiatives reflect Dabur's sustained commitment to building a safe, inclusive, and health-conscious work culture, where employee well-being is integral to operational excellence and long-term organizational success.

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

Topic	*FY 2025-26 (Current Financial Year)*			*FY 2024-25 (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:

Our manufacturing facilities, corporate office, and company-owned warehouses are subject to comprehensive annual occupational health and safety assessments conducted by independent, competent third-party auditors. These assessments systematically evaluate workplace health and safety practices, working conditions, regulatory compliance, and risk-management controls across all locations.

The findings and actionable recommendations arising from these audits are formally documented and integrated into a structured corrective and preventive action (CAPA) tracking mechanism. Progress against identified actions is closely monitored and periodically reviewed at multiple levels of senior management, including the Head of Manufacturing, Head of Operations, and the Risk Committee. This multi-tier oversight framework ensures clear ownership, timely closure of action items, and alignment with organizational risk-management priorities.

Through this disciplined and transparent process, we reinforce accountability at every level of the organization, strengthen governance, and promote a culture of safety. The approach not only supports regulatory compliance but also drives continuous improvement in occupational health and safety performance, enhancing employee well-being and operational resilience across our operations.

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%

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. This positive outcome reflects the effectiveness of our strong occupational health and safety framework and our continued focus on preventive measures to safeguard employee well-being.

To maintain a safe and healthy working environment, we have implemented stringent and proactive safety measures, including:

- Regular risk assessments to identify potential hazards and implement appropriate control measures in advance
- Comprehensive safety training programs to build awareness and capability across all levels of the workforce
- Readily accessible first-aid facilities to ensure prompt response in case of any medical emergency
- Mandatory use of Personal Protective Equipment (PPE) based on task-specific risk requirements
- Standard hygiene and workplace sanitation protocols to promote overall health and infection prevention
- Free access to medical professionals, psychologists, and wellness webinars, supporting both physical and mental health of employees

In addition to these controls, we have established strong governance and preparedness mechanisms, including:

- Dedicated safety committees at each manufacturing location, which meet regularly to review safety performance, discuss concerns, and develop action plans to continuously improve workplace safety.
- Periodic mock drills conducted across manufacturing operations to test emergency preparedness, evacuation procedures, and response effectiveness
- A structured Permit-to-Work (PTW) system governing activities such as equipment modifications, routine maintenance, electrical installations, and machine erection and commissioning, ensuring adherence to defined safety guidelines and authorization protocols before work commencement.

Together, these measures demonstrate our unwavering commitment to preventing incidents, promoting a strong safety culture, and ensuring a safe, healthy, and resilient work environment for all employees. Continuous monitoring, training, and management oversight remain central to sustaining and further strengthening our occupational health and safety performance.

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 is committed to upholding transparent and compliant practices throughout its value chain. We ensure that all applicable indirect tax (GST) obligations for our sourcing partners are accurately deducted and duly deposited. As of February 2026, GST reconciliation has been completed for 99% of our value chain partners. Through a rigorous verification approach leveraging GST 2B, an auto-generated input tax credit statement, we ensure that GST paid by partners is precisely accounted for.

   To further enhance compliance, we actively encourage our partners to meet all other statutory requirements, including PF and ESIC contributions, by ensuring timely deductions and deposits. We also work closely with them to facilitate the submission of required documentation. Through this collaborative effort, we aim to maintain high compliance standards while contributing to sustainable growth for our business and the wider community.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (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 support for exiting employees, we provide a range of services such as resume development, career coaching, networking opportunities, and guidance in identifying suitable career paths. These initiatives are aimed at ensuring a smooth transition and helping individuals confidently 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	77.5%

Working Conditions	77.5%

Note: Dabur has conducted ESG assessments for suppliers, covering key occupational health and safety (OHS) aspects such as working conditions and health & safety policies. To further strengthen value chain sustainability focused capacity building sessions and awareness initiatives on these topics were also conducted.

The reporting boundary for the above table is comprising raw materials, packaging materials, thirdparty manufacturing, and logistic partners.

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 has put in place a structured system to identify and manage risks related to health & safety and working conditions across its value chain through its ESG framework. As part of this, the company conducted desk-based assessments of 272 unique significant suppliers out of a total of 1,333 unique suppliers, covering 77.5% by business value. This included raw and packaging materials, contract manufacturers, and freight service providers, with a focus on occupational health and safety, labour practices, and workplace conditions. It also evaluated how mature each supplier's safety systems are, including whether they have formal OHS policies, certifications like ISO 45001, and effective safety governance in place. Based on the findings, suppliers received detailed feedback reports highlighting gaps and risks, along with Corrective and Preventive Action Plans (CAPAs) that included clear actions, timelines, and performance indicators to improve safety and compliance.

For high-risk suppliers, Dabur carried out 2nd party on-site assessments for 51 suppliers to verify actual practices. These visits included checking safety measures, reviewing records, observing drills, and interacting with workers to understand how well safety policies are implemented. After these assessments, stronger CAPAs were issued and closely monitored to ensure improvements are made.

Dabur also follows a continuous monitoring approach, tracking supplier progress through regular follow-ups and reviews, and providing support where needed to improve safety systems and compliance. Additionally, 41 suppliers have undergone third-party audits.

To strengthen supplier capabilities, Dabur conducts training programs on health & safety, human rights, and its Supplier Code of Conduct, reaching over 975 supplier representatives. These initiatives help suppliers address gaps, implement better systems, and improve working conditions over time.

Overall, Dabur combines assessments, audits, corrective actions, continuous monitoring, and training to effectively manage and reduce health & safety risks across its supply chain.

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 follows a structured and systematic approach to identifying and engaging with its key stakeholders, with the objective of strengthening relationships and fostering mutual understanding. This process involves evaluating and recognizing individuals, groups, and institutions that contribute to the Company's value chain as core stakeholders. These include internal stakeholders such as employees and leadership, as well as external stakeholders including business partners, shareholders, investors, customers, suppliers, and the broader community.

   The Company places strong emphasis on maintaining open, honest, and transparent communication with all stakeholders. As part of this approach, Dabur undertakes comprehensive materiality assessments that incorporate stakeholder engagement initiatives. These engagements involve interacting with identified stakeholder groups through various channels, such as one-on-one discussions and the circulation of questionnaires among employees, to capture their perspectives, expectations, 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	• 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

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
Investors (other than shareholders)	No	E-mail, SMS, advertisements, website, newspapers, investor conferences, annual report, analyst meetings etc.	Regularly	• Communication on general updates • New product developments • Queries resolution • Business performance • ESG (Environmental, Social and Governance) Updates • Events and activations such as campaigns and announcements
Shareholders	No	E-mail, SMS, advertisements, website, newspapers, Stock exchange, investor conferences, analyst meetings etc.	Regularly	• Communication on dividend updates and regulatory updates concerning shareholders • 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	• Communication on Rewards and Recognitions • Talent management • New opportunities • CSR & Sustainability updates • Training programs • Employee assistance programs
Customers	No	Call Centre, Website, trade shows, Haats, Melas and fairs	Regularly	• Communication regarding new product development • Current and future business management • Receiving feedback on products and services
Value Chain Partner	Yes	Email, website, supplier meets, etc.	Regularly	• 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.**

   The Company undertakes a comprehensive stakeholder engagement and materiality assessment, periodically supported by external experts. This process involves collecting inputs from all stakeholder groups to identify key business priorities. The outcomes, along with identified gaps, are shared with senior management for necessary action, and progress is regularly reported to the Board through committees such as CSR, ESG, and Risk Management.

   For CSR initiatives, any required changes are discussed by senior management in CSR Committee meetings, considering program goals, challenges, and stakeholder feedback. The ESG Committee, which includes an Independent Director, assists the Board in overseeing areas such as environmental impact, health and safety, sustainability, diversity, inclusion, community engagement, and governance.

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

   Yes, stakeholder consultation was a key component of our double materiality assessment conducted in FY 2024–25. Facilitated by an independent third party, the process ensured confidentiality and enabled objective inputs from both internal and external stakeholders. This approach supported the identification and prioritization of critical environmental and social issues from both impact and financial materiality perspectives. Further details are available 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 inputs from the FY 2024–25 double materiality assessment have been incorporated from the outset into Dabur's policies and operational activities. These insights have guided strategic decision-making, enabling the Company to prioritize key sustainability and ESG issues aligned with stakeholder expectations and business impact.

   As a result, Dabur has strengthened its focus areas, including Climate Action & Biodiversity, Circular Economy, Sustainable Sourcing, Energy & Water Efficiency, Social Impact, and Ethical Governance. These priorities are reflected in enhanced internal policies and programs that engage and support value chain partners in adopting sustainable and resilient practices. Additionally, people- and planet-centric goals have been integrated into talent development and stakeholder engagement strategies, reinforcing an ESG-focused culture across the organization.

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

   At Dabur, our engagement with vulnerable and marginalised communities begins with listening and grows through sustained presence and partnership. Across our manufacturing locations, dedicated development executives, supported by local volunteers, work closely with communities to understand their realities, priorities, and concerns. This engagement is strengthened by the active involvement of unit heads and Unit HR teams, who interact regularly with community members, ensuring that questions are addressed promptly and trust is built through everyday dialogue.

   Regular meetings and interactions with vulnerable groups help us gain first-hand insights into their challenges. These conversations help design specific development projects, enabling us to roll out targeted, need-based interventions that deliver meaningful impact on the ground. Over the years, these engagements led to focused action across the following key areas:

- **Improving Health, Nutrition and Personal Safety**

  Addressing malnutrition and healthcare gaps remains a priority. We conduct health and nutrition awareness programmes, distribute seeds to promote kitchen gardens, and organise health, menstrual hygiene, and oral hygiene camps. Recognising the importance of child safety, especially for girls, we also organise self-defence training and interactive, activity-based sessions to help children understand concepts such as 'Good Touch' and 'Bad Touch' in a safe and age-appropriate manner.

- **Strengthening Access to Sanitation**

  To improve dignity and hygiene, Dabur supported households in constructing toilets where sanitation facilities were lacking. Regular surveys and audits help identify poorly maintained toilets, followed by awareness sessions on upkeep and, where required, support for repairs and revamping, ensuring long-term use and impact.

- **Enhancing the Quality of Education**

  For many vulnerable families, education represents hope and opportunity. To support this aspiration, Dabur operates 19 remedial education centres across five states, providing foundational learning for children and preparing them for competitive exams. Several students from these centres secured top ranks in their classes during the year.

  In addition, 17 schools across seven states were completely revamped in 2025-26, benefiting 10,073 students. This includes upgraded classrooms, toilet blocks, boundary walls, potable water facilities, kitchens, and hand-wash areas. Schools were also made accessible and inclusive for children with disabilities, with select institutions equipped with science and computer labs. Complementing this effort, we also run four Adult Literacy Centres and seven Computer Literacy Centres in villages.

- **Ensuring Access to Water**

  Access to water emerged as a critical concern across several communities. In response, we implemented community-level water conservation initiatives in Ghaziabad, Pithampur, Baddi, Tezpur, Alwar, Jammu, and Indore during 2025-26. These efforts ensured year-round access to drinking and irrigation water. In total, 33 water bodies -- including rivers, ponds, and wells -- were revived or created across seven states, generating a community-level water replenishment capacity of 11.31 lakh kilolitres and helping Dabur emerge as a Water Positive Enterprise during the year.

- **Improving Safety through Solar Street Lighting**

  Lack of street lighting was a major concern, contributing to safety risks and restricted mobility. Working closely with communities, Dabur installed solar streetlights in villages, improving visibility, safety, and a sense of security after dark.

- **Enhancing Farmer Incomes**

  To support low-income farmers and tribal communities, Dabur facilitated engagement in the cultivation of medicinal plants and herbs. Farmers were provided with high-quality planting material free of cost and trained in sustainable farming practices, helping diversify incomes while promoting environmental stewardship.

- **Empowering Women through Livelihoods**

  Women empowerment remains central to our community development efforts. We operate 26 skill-training centres across five states, offering vocational training in stitching, tailoring, beauty care, and other income-generating skills. In 2025-26, 870 girls were trained through these centres. Additionally, 18,327 farmers -- largely women -- received beekeeping training, while 298 women were supported to take up livestock rearing as a sustainable livelihood option.

- **Promoting Sports and Youth Development**

  Responding to community demand in Assam, Dabur engaged local trainers and set up football and boxing training camps, creating opportunities for children and youth to develop sporting skills and pursue athletic aspirations.

  Together, these efforts reflect Dabur's commitment to inclusive growth, community well-being, and sustainable development, ensuring that vulnerable and marginalised groups are not only supported, but empowered to shape their own futures.

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 2025-26 (Current Financial Year)			FY 2024-25 (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	3,506	3,506	100%	4,038	4,038	100%
Other than Permanent	5,205	5,205	100%	4,795	4,795	100%
Total Employees	**8,711**	**8,711**	**100%**	**8,833**	**8,833**	**100%**
Workers						
Permanent	1,262	1,262	100%	1,303	1,303	100%
Other than Permanent	4,702	4,702	100%	4,763	4,763	100%
Total Workers	**5,964**	**5,964**	**100%**	**6,066**	**6,066**	**100%**

Note: We have a Code of Ethics & Conduct policy in place that addresses key aspects of human rights. Employees are required to adhere to these policies at the time of joining and can access them throughout their tenure via our website and internal portals. In addition, our Human Rights Policy and POSH Policy apply to all employees and are readily available through company portals and websites.

Further, abstracts of relevant Acts and Rules relating to the prohibition of child labour/bonded labour, and compliance with minimum wages are prominently displayed at factory premises for the awareness of all direct and indirect employees.

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	3,209	0	0%	3,209	100%	3,744	0	0%	3,744	100%
Female	297	0	0%	297	100%	294	0	0%	294	100%
Other than permanent										
Male	4,456	91	2.0%	4,365	98%	4,150	93	2.2%	4,057	97.8%
Female	749	31	4.1%	718	96%	645	23	3.6%	622	96.4%

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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
Workers										
Permanent										
Male	1,205	0	0%	1,205	100%	1,251	0	0%	1,251	100%
Female	57	0	0%	57	100%	52	0	0%	52	100%
Other than permanent										
Male	4,280	3,501	82%	757	18%	4,484	3,705	83%	779	17%
Female	422	249	59%	173	41%	279	158	57%	121	43%

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*	7	39,00,000	1	43,20,000
Key Managerial Personnel	3	2,27,72,287	0	-
Employees other than BoD and KMP	3,206	8,83,806	297	10,37,843
Workers	1,205	4,85,958	57	4,25,000

*4 Promoter Non-Executive Directors do not draw any remuneration from the Company.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females* as % of total wages	8.6%	7%

*including permanent employees and workers

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 constituted a dedicated team under its 'Direct Touch' initiative to strengthen whistle-blower protection and ensure effective implementation of the policy, including addressing any human rights concerns that may arise. The Direct Touch Committee is responsible for reviewing and addressing such issues, which are periodically reported by the Compliance Officer to the Chairman of the Audit Committee.

Additionally, we provide a dedicated toll-free hotline (1800-103-1644) to enable anonymous reporting of concerns related to 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 highlights our commitment to providing effective remedies for any human rights impacts through established company-based grievance mechanisms. Our Code of Ethics & Conduct and the Direct Touch (Whistleblower and Protection) Policy offer a platform for employees and individuals across our extended supply chain to report any violations.

Additionally, we have an independent 24/7 hotline (1800-103-1644) under the Direct Touch initiative to enable reporting of such concerns. We encourage all stakeholders to raise issues without fear of retaliation. Upon receiving a complaint, the Direct Touch team conducts a thorough investigation to assess its authenticity and validity.

To ensure fairness in the grievance redressal process, the Direct Touch Committee includes an Independent Director. Based on the findings, the team recommends corrective actions to management within 30 days of receiving the disclosure, and appropriate actions are promptly taken in line with these recommendations.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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.	1	0	The complaint was duly resolved.
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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.07%	0.09%
Complaints on POSH upheld	1	1

Note: Methodology updated to include all female employees and workers, previous year figures have been accordingly restated.

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

To promote awareness and educate employees, we ensure access to online training sessions and key policies such as the Human Rights Policy, Code of Ethics & Conduct, Non-Discrimination and Anti-Harassment Policy, Anti-Bribery and Anti-Corruption Policy, Direct Touch Policy, and the Prevention of Sexual Harassment (POSH) Policy.

Under the POSH Policy, the Company has established an Internal Complaints Committee to address sexual harassment complaints and ensure their timely resolution. The policy also emphasizes protection for complainants, reaffirming the Company's commitment to ensuring that no employee raising a concern faces any form of retaliation. Any such retaliatory action is subject to disciplinary measures. Additionally, the Company ensures that complainants and witnesses are not subjected to victimization or discrimination during the investigation process.

As an equal opportunity employer, all employees are assessed solely based on their performance, irrespective of their race, religion, caste, gender, sexual orientation, age, or disability, thereby ensuring fairness across recruitment, compensation, promotion, and career development processes.

Furthermore, under the Direct Touch initiative (Whistleblower and Protection Policy), stakeholders are encouraged to report any malpractice and contribute to maintaining ethical practices within the organization. A dedicated Direct Touch team is responsible for investigating complaints and recommending corrective actions. The policy ensures that disclosures of wrongful conduct can be made confidentially or anonymously, with confidentiality maintained to the extent possible while enabling a fair investigation. It also clearly states that no adverse action will be taken against any stakeholder for "knowing retaliation," meaning any retaliatory action taken against an individual for reporting suspected wrongdoing in good faith is strictly prohibited.

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. Dabur demonstrates its commitment to human rights by formalizing service contracts & agreements with its suppliers and third-party workforce partners, all of whom acknowledge and accept these requirements. Suppliers are required to follow the Supplier Code of Conduct, which clearly sets expectations for ethical and responsible business practices. These requirements are also implemented at the Dabur Central Planning & Procurement (CPPD) Division. The Code of conduct ensures that suppliers comply with all applicable laws related to labor rights, human rights, environmental protection, food safety, and other statutory obligations, both in principle and in practice. It also establishes a clear mechanism for employees and stakeholders to report any unethical or illegal activities at the workplace, ensuring that such concerns can be raised safely without fear of retaliation.

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 labour.

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

Nil

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 that enables us to continuously evaluate and strengthen our ability to address human rights-related concerns. We have further strengthened our Direct Touch policy by introducing an independent 24/7 hotline (1800-103-1644), allowing employees to report their grievances at any time. Employees can also reach out directly to their respective HR representatives.

   To promote a safe workplace and build awareness, we conduct regular training sessions on human rights for our employees. Once a grievance is received, the Direct Touch team carries out a thorough investigation to assess its authenticity and validity. Additionally, an Independent Director is part of the Direct Touch Committee to ensure fairness and impartiality 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 committed to upholding the human rights of all our stakeholders. Our Human Rights Policy and due diligence practices cover all Dabur employees and workers, including trainees, part-time staff, and contractual workforce across our business units, entities we own, and those in which we hold a majority stake.

   Our Human Rights, Non-Discrimination, and Anti-Harassment policies define the organization's commitment to identifying risks such as child labour, forced labour, human trafficking, harassment, and discrimination within our operations and extended value chain, and to implementing appropriate mitigation measures. As an equal opportunity employer, all employees are evaluated solely on their performance, irrespective of race, religion, caste, gender, sexual orientation, age, or disability, ensuring fairness in recruitment, compensation, promotions, and career development.

   To safeguard human rights, we have established a robust framework for due diligence, continuous monitoring, and grievance redressal across our operations through:

   - Internal audit tools and mechanisms to identify and assess any actual or potential human rights non-compliance and take necessary corrective actions.
   - Our Direct Touch initiative (Whistleblower & Protection Policy), POSH Policy, and Supplier Code of Conduct.
   - Encouraging stakeholders to report concerns or complaints related to human rights, which are addressed promptly and appropriately.
   - Grievance redressal committees at manufacturing units to handle issues effectively.
   - Service agreements with vendor partners and extended third-party workforce to ensure adherence to human rights principles.

   Through these measures, we strive to uphold the highest ethical standards and promote respect for 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 and the visitors, we have introduced ergonomic environments in some of our manufacturing units to better support workforce and visitors 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 workforce and visitors 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	77.5%
Forced/involuntary labour	77.5%
Sexual harassment	77.5%
Discrimination at workplace	77.5%
Wages	77.5%
Others – please specify	-

Note: The reporting boundary for the above table is comprising raw materials, packaging materials, thirdparty manufacturing, and logistics partners.

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

Dabur conducted desk-based human rights assessments of 272 unique significant suppliers out of a total of 1,333 unique suppliers, covering 77.5% by business value, focusing on key risk areas such as sexual harassment, workplace discrimination, child labour, forced or involuntary labour, and wage practices. The assessment also reviewed whether suppliers have proper policies and systems in place, including child labour prevention measures, age verification processes, and compliance with labour laws. Based on the findings, all suppliers received detailed feedback reports highlighting gaps, risks, and recommended actions.

On-site second-party assessments were conducted for 51 suppliers to verify adherence to actual practices. After these audits, comprehensive Corrective and Preventive Action Plans (CAPAs) were issued to address critical issues and improve compliance with labour laws and ethical standards. During site visits, Dabur verified worker documentation, including age proof, assessed compliance with minimum age requirements, and identified the youngest worker at the facility. Sample employee interviews were also conducted to understand awareness and implementation of human rights policies. Additionally, 41 suppliers were assessed through third-party audits.

Dabur follows a continuous engagement approach by regularly tracking the progress of CAPA implementation and ensuring timely closure of identified issues. Suppliers with higher human rights risks are closely monitored and supported to improve their practices.

To strengthen awareness and capabilities, Dabur also conducts training sessions on key human rights topics and shares related materials with suppliers, reaching over 975 participants. Overall, this approach helps Dabur systematically identify, monitor, and address human rights risks across its supply chain.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

Note: The Purchasing Power Parity (PPP) conversion rate used in intensity ratio calculations across Principle 6 is 20.34 for FY 2025-26.

Essential Indicators

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

Parameter	*FY 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*
From renewable sources		
Total electricity consumption (A) (GJ)	39,945	31,571
Total fuel consumption (B) (GJ)	4,77,059	4,53,871
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	**5,17,004**	**4,85,442**
From non-renewable sources		
Total electricity consumption (D)	2,55,498	2,66,160
Total fuel consumption (E)	21,154	46,332
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**2,76,652**	**3,12,492**
Total energy consumed (A+B+C+D+E+F)	**7,93,656**	**7,97,934**
Energy intensity per rupee of turnover *(Total energy consumption, GJ / lakh rupees)*	0.85	0.88
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / PPP-adjusted lakh of revenue)	17.2	18.2
Energy intensity in terms of physical output - **(Total Energy / Production - GJ/MT)**	2.06	2.12
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 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	9,61,531	10,82,668
(iii) Third party water	3,91,346	2,97,635
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,52,877	13,80,303
Total volume of water consumption (in kilolitres)	11,93,886	11,75,585
Water intensity per rupee of turnover (*Water consumed, KL / lakh rupees*)	1.27	1.3
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / PPP-adjusted lakh of revenue)	25.9	26.8
Water intensity in terms of physical output – Water withdrawn vs Production (KL / MT)	3.5	3.7
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 2025-26 (Current Financial Year)*	*FY 2024-25 (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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(iv) Sent to third parties, (in kilolitres)	1,58,991	2,04,718
• No treatment	-	-
• With treatment – please specify level of Treatment	Primary, Secondary & Tertiary	Primary, Secondary & Tertiary
(v) Others	0	0
• No treatment	-	-
• With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	**1,58,991**	**2,04,718**
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.**

Dabur has established a comprehensive and robust water management framework aligned with its commitment to become water positive by FY 2030, a milestone the Company has successfully achieved four years ahead of schedule. The Company has implemented ZLD aligned practices at its manufacturing facilities through the adoption of the 3R principle – Reduce, Reuse and Recycle, with a strong focus on minimizing freshwater withdrawal and eliminating wastewater discharge to the environment. Through these initiatives, Dabur has achieved a 33% reduction in water intensity across its India operations compared to the base year FY2018-19, demonstrating continuous improvement in water stewardship despite business growth.

Across its manufacturing operations, Dabur has deployed advanced systems and processes to ensure optimal water efficiency and responsible wastewater management. These include:

- Real time water usage monitoring systems to track consumption and identify opportunities for reduction
- Adoption of water efficient technologies and fixtures across processes and utilities
- Installation and effective operation of Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) at all manufacturing sites
- Periodic water audit by external agency
- Reuse of treated wastewater for secondary applications such as cooling, gardening, flushing and other non-potable uses

These measures enable the maximum possible reuse and recycling of treated wastewater within factory premises, significantly reducing dependence on fresh water sources and preventing untreated effluent discharge.

As a result of sustained interventions:

- Nine manufacturing units have already achieved water positivity based on internal water balance assessments

- Three additional manufacturing units are currently under implementation to achieve water positivity with respect to their water withdrawals
- The Company has established an aggregate water conservation and recharge capacity of 339,204 kilolitres (KL) across its factories

Through these initiatives, Dabur effectively aligns its water management practices with the principles of Zero Liquid Discharge by ensuring responsible treatment, reuse and recovery of wastewater. The Company remains committed to strengthening ZLD aligned practices, going beyond regulatory compliance and minimizing its overall water footprint, while contributing to long term water security for communities and ecosystems.

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

Parameter	*Please specify unit*	*FY 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*
NOx	MT	30.3	30.5
SOx	MT	9.2	9.3
Particulate matter (PM 10)	MT	41.5	42
Persistent organic pollutants (POP)	-	-	-
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*

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

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.

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

Parameter	*Unit*	*FY 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	9,392	10,970
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	49,145	51,705
Total Scope 1 and Scope 2 Emissions	tCO2e	58,537	62,675
Total Scope 1 and Scope 2 emissions per lakh rupee of turnover	tCO2e/lakh rupees	0.062	0.069
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 / PPP-adjusted lakh of revenue)	tCO2e / lakh rupees (adjusted for PPP)	1.27	1.43
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e / MT	0.15	0.16

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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 61,353 metric tonnes of CO2 in the FY 2025-26, and 58,429 metric tonnes in the FY 2024-25, 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.

Climate Action, Energy Management, and Emissions Reduction

Dabur remains firmly committed to mitigating climate change and reducing its greenhouse gas (GHG) emissions by embedding sustainability across its operations. The Company has set an ambitious goal to achieve Net Zero Emissions by FY 2045, aligned with science-based targets and global climate action pathways. This long-term commitment is supported by a comprehensive strategy focused on energy efficiency, conservation, and rapid transition to renewable and low carbon energy sources.

Increased Adoption of Green Energy

During the reporting year, Dabur significantly accelerated its transition to renewable energy. Green energy accounted for 65% of the Company's total energy consumption. This progress was driven by a combination of on-site renewable generation, open access solar power purchase agreements (PPAs), and the replacement of conventional fossil fuels with cleaner alternatives across manufacturing locations.

The Company has substantially reduced its dependence on fossil fuels, with more than 90% of boilers now powered by green fuels. Coal has been completely eliminated from operations and replaced with sustainable alternatives such as bio briquettes, biodiesel, husk, and dry herbal waste, reinforcing Dabur's commitment to low carbon energy systems.

Renewable Energy Milestones

- The corporate office became fully solar powered, demonstrating leadership in decarbonizing non-manufacturing operations.
- The Sahibabad Manufacturing Facility (Uttar Pradesh) transitioned to 100% renewable electricity, marking a significant step in reducing Scope 2 emissions.
- In FY 2025-26, Approximate 10% of total energy consumption at manufacturing sites was met through internally generated energy from herbal waste, supporting circular economy principles while lowering Scope 1 emissions.
- New captive rooftop solar power plants were installed at multiple locations, complemented by strategic investments in open access solar PPAs.

Energy Efficiency and Conservation

Alongside renewable energy adoption, Dabur continues to prioritize operational energy efficiency. Since the base year, the Company has achieved a 14% reduction in energy intensity, reflecting continuous improvements in processes, technology, and infrastructure.

Key energy conservation initiatives implemented across operations include:

- Optimization of compressed air systems, addressing leakages and deploying next generation high efficiency air compressors
- Transition to energy efficient motors, process equipment, LED lighting, and Variable Frequency Drives (VFDs)
- Integration of process automation, IoT enabled monitoring, and data driven process improvements
- Deployment of robust condensate recovery systems and advanced boiler monitoring solutions, incorporating IoT and AI based technologies to enhance efficiency and reduce energy losses

Emissions Management and Future Outlook

Dabur's emphasis on green energy and energy efficiency directly contributes to the reduction of both Scope 1 and Scope 2 GHG emissions, strengthening the Company's climate resilience and long-term sustainability performance. By embedding renewable energy, waste derived fuels, and digital optimization technologies into its operations, Dabur continues to decouple growth from emissions.

These efforts underscore Dabur's commitment to minimizing its environmental footprint, supporting India's clean energy transition, and creating long term value for stakeholders. The Company remains focused on further scaling renewable energy adoption, enhancing operational efficiencies, and progressing steadily towards its Net Zero 2045 ambition.

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

Parameter	*FY 2025-26 (Current Financial Year)*	*FY 2024-25 (Previous Financial Year)*
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	2,108	2,016
E-waste ***(B)***	12	5
Bio-medical waste ***(C)***	2	1
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)***	186	249
Other non-hazardous waste generated ***(H).*** *Please specify, if any.* (Break-up by composition i.e., by materials relevant to the sector)	18,906	19,909
Total (A+B + C + D + E + F + G+ H)	**21,214**	**22,180**
Waste intensity per rupee of turnover *(Total waste generated / Lakhs of Revenue from operations)*	0.023	0.024
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) *(Total waste generated / PPP-adjusted lakh of revenue)*	0.46	0.51
Waste intensity in terms of physical output (Total Waste in MT / Total Production in MT)	0.055	0.059
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)		

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Category of Waste		
(i) Recycled	6,603	6,322
(ii) Re-used	1,893	2,377
(iii) Other recovery operations	3,360	3,851
Total	**11,856**	**12,550**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	84	126
(ii) Landfilling	5,715	5,824
(iii) Other disposal operations (Waste to energy recovery)	3,560	3,680
Total	**9,359**	**9,630**
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	Yes*	Yes*

1. * Dabur India Limited has appointed TUV to validate and assure reported environmental and safety data.
2. 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.

- **Waste Management and Responsible Chemical Use**

  At Dabur, responsible waste management and the reduction of hazardous substances form an integral part of our sustainability strategy and commitment to environmental stewardship. We recognize that effective waste reduction, reuse, recycling, and recovery are critical to enabling a circular economy, particularly in the context of growing resource scarcity and environmental challenges. Our approach focuses on minimizing waste generation at source, maximizing material recovery, and ensuring environmentally sound disposal practices.

- **Waste Management Practices**

  All Dabur manufacturing facilities operate in full compliance with applicable environmental regulations, including consents and authorizations issued by statutory authorities. Waste generated across operations is systematically segregated at source based on material type, recyclability, and hazard classification. Recyclable waste streams are channelized to authorized recyclers to ensure material recovery, while non-recyclable waste is disposed of through environmentally safe and compliant methods.

  Hazardous waste generated during manufacturing processes is managed with heightened controls and traceability. Such waste is sent exclusively to authorized recyclers or co-processors for material recovery or co-processing for energy recovery through waste-to-energy facilities, where it is either recovered as secondary raw material or utilized for energy recovery through waste to energy and cement kiln co processing, thereby minimizing landfill disposal and associated environmental risks.

- **Plastic Waste and Extended Producer Responsibility (EPR)**

  Dabur acknowledges the environmental and public health challenges posed by plastic waste and has taken proactive leadership in addressing this issue. In alignment with national regulatory frameworks, the Company has developed and implemented a pan India Extended Producer Responsibility (EPR) program, which underlines its long-standing commitment to responsible plastic waste management.

  Initiated in 2016, Dabur's EPR journey involves partnerships with competent and authorized waste management agencies to conduct comprehensive plastic waste assessments, collection, channelization, and processing. During FY 2025–26, Dabur achieved a recycling rate exceeding 70% of post-consumer plastic waste, with the remaining approximately 30% safely managed through waste to energy recovery and co processing in cement industries.

  Notably, Dabur sustained its Plastic Positive status by responsibly processing approximately 40,200 metric tonnes of post-consumer plastic waste during the year, exceeding the quantity of plastic used in its product packaging. This achievement reflects the Company's commitment to going beyond regulatory compliance and actively contributing to circular economy outcomes.

- **Reduction and Management of Hazardous and Toxic Chemicals**

  Dabur's strategy to reduce the use of hazardous and toxic chemicals is guided by principles of green chemistry, safer substitutes, and continual process improvement. The Company actively evaluates raw materials and formulations to minimize the use of potentially harmful substances, wherever viable alternatives are available without compromising product quality, safety, or efficacy.

  Operational controls, standard operating procedures, and employee training programs are implemented to ensure the safe handling, storage, and disposal of hazardous materials. Waste streams containing hazardous constituents are closely monitored and managed through authorized channels to prevent environmental contamination and protect worker and community health.

- **Continuous Improvement and Industry Engagement**

  Beyond operational practices, Dabur actively participates in industry forums, knowledge sharing platforms, and policy discussions related to plastic neutrality, waste management, and EPR implementation. This engagement strengthens sectoral collaboration, promotes best practice adoption, and reinforces Dabur's role as a thought leader in sustainable waste management.

  Through these integrated efforts, Dabur continues to reduce its environmental footprint, ensure regulatory compliance, and advance responsible resource use across its value chain, supporting long term sustainability and stakeholder value creation.

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

b. Nature of operations - Manufacturing

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater, ***(in kilolitres)***	1,40,259	1,74,726
(iii) Third party water	3,84,100	2,97,635
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	**5,24,359**	**4,72,361**
Total volume of water consumption (in kilolitres)	**4,81,018**	**4,14,879**
Water intensity per rupee of turnover (Water consumed, KL / turnover in rupees lakhs)	0.51	0.46
Water intensity *(optional)* – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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, **(in kilolitres)**	43,341	57,482
• 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)	**43,341**	**57,482**
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 engaged TÜV to independently verify and validate its reported environmental and safety information.
2. As per the latest CGWB report, Silvassa manufacturing unit does not fall under water stress area in FY2025-26.
3. According to internal evaluations, four out of five Dabur's manufacturing facilities located in water-stressed regions— Newai, Alwar, Sahibabad, Indore, and Pithampur - have achieved water-positive status. In these regions, the company has established a total water recharge and conservation capacity of 928,226 KL (within the fence and beyond the fence).

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO2e	7,92,306	7,91,660
Total Scope 3 emissions per rupee of turnover	tCO2e / lakh rupees	0.84	0.84
Total Scope 3 emission intensity *(optional)* – the relevant metric may be selected by the entity		-	-

Previous year figures have been restated to align with the current year's enhanced Scope 3 calculation methodology, ensuring greater consistency and comparability.

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 Stewardship and Management	Dabur recognizes water as a critical and finite natural resource and places responsible water stewardship at the core of its Environmental, Social and Governance (ESG) commitments. The Company has adopted a comprehensive and integrated approach to sustainable water management across its operations and value chain. Water consumption is systematically monitored across all operational touchpoints, including manufacturing facilities as well as nonproduction locations such as offices, warehouses, nurseries and employee dormitories. This enterprisewide monitoring enables a holistic understanding of water use, helping identify efficiency opportunities, mitigate waterrelated risks and continuously improve water performance. Through sustained interventions and process optimization, Dabur has achieved a reduction of over 30% in water intensity across its India operations over the past seven years, despite maintaining a significant beverage portfolio. Notably, this milestone was achieved one year ahead of the publicly committed timeline, demonstrating strong execution discipline and transparency. In line with its ambition to become water positive by 2030, Dabur has intensified actions both within operational boundaries and beyond, through communitybased water stewardship initiatives. By integrating inhouse water efficiency measures with external water conservation and recharge projects, the Company has already created water conservation and recharge capacity equivalent to approximately 107% water positivity. This represents a sixfold improvement over the past four years, enabling Dabur to achieve water positivity four years ahead of its 2030 target. Through these efforts, Dabur continues to strengthen longterm water resilience, enhance community water security and reaffirm its leadership in sustainable resource management.	Achieved more than 30% reduction in Specific water consumption from base year
2	Water and Wastewater Management	Dabur is committed to conserving water through the implementation of the 3R principle – Reduce, Reuse and Recycle. Across manufacturing units, continuous efforts are made to minimize raw water withdrawal while maximizing the reuse of treated and recycled water. Key initiatives include: 3X increase in the reuse of treated water in secondary processes during FY 202324 Installation of multistage Reverse Osmosis (RO) systems with recovery rates exceeding 90%, significantly higher than conventional RO systems (~70%), leading to reduced raw water consumption	3X increase in the reuse of treated water in secondary processes as compared to FY 202324

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		Deployment of UltraFiltration (UF) and RO systems for recycling Effluent Treatment Plant (ETP) treated water into secondary applications Utilization of RO reject water in secondary processes to minimize freshwater extraction Reuse of vacuum pump discharge water from contra mixers in cooling towers, reducing water wastage Installation of waterefficient fixtures, including aerated taps, dualflush toilets and waterless urinals Implementation of rainwater harvesting systems for groundwater recharge or secondary usage, depending on sitespecific conditions Installation of steam condensate recovery systems Deployment of digital flow meters for realtime monitoring and effective management of water utilization	
3	Energy Consumption and Conservation	As part of its integrated sustainability strategy, Dabur continues to advance its efforts to mitigate Scope 1 and Scope 2 greenhouse gas (GHG) emissions, recognizing energy management as a critical lever for climate action and operational efficiency. During the year, the Company further strengthened its energy governance framework by implementing comprehensive monitoring of electricity and fuel consumption across its entire operational footprint. This includes manufacturing facilities as well as nonmanufacturing locations such as corporate offices, warehouses, distribution centres and employee residential facilities. The expansion of energy data coverage has significantly enhanced the accuracy and robustness of Dabur's energy and emissions baseline. This improved visibility enables more informed, datadriven decisionmaking and supports the identification of highimpact opportunities for efficiency improvement and emission reduction. Systematic tracking of energy consumption has also allowed the Company to pinpoint operational hotspots, optimize processes and reinforce accountability across functions and locations. In parallel, Dabur has continued to prioritize energy efficiency interventions and the progressive transition to renewable and cleaner energy sources to reduce its dependence on fossil fuels. These initiatives form a key pillar of the Company's climate strategy, contributing to lower operating costs, reduced environmental impact and enhanced longterm resilience. A major milestone achieved in this journey is the replacement of more than 90% of fossil fuelbased boilers with biomassbased boilers across Dabur's manufacturing operations. This transition has resulted in a substantial reduction in direct (Scope 1) emissions while promoting the use of renewable biomass fuels, supporting both decarbonization and circular resource use.	Dabur has reduced its energy intensity by 14% 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
		Building on the progress achieved to date, Dabur plans to further intensify its focus on energy transition and efficiency in the upcoming financial year. Planned initiatives include the deployment of advanced energyefficient technologies, increased integration of renewable energy sources and continuous optimization of combustion and utility systems. Through these sustained efforts, Dabur remains committed to reducing its emissions footprint, improving resource efficiency and supporting the global transition towards a lowcarbon and sustainable future.	
4	Technology Absorption	Dabur continues to proactively adopt advanced and emerging technologies to enhance operational efficiency, product quality and consumer experience, while supporting longterm sustainability and competitiveness. The Company maintains continuous engagement with domain experts, equipment manufacturers (both domestic and international), industry bodies, digital solution providers and startups to identify, pilot and scale nextgeneration technologies across its value chain. Technology adoption efforts during the year were focused on strengthening manufacturing capabilities, driving automation, improving digital integration and enabling datadriven decisionmaking. These initiatives have resulted in tangible benefits, including product innovation, cost optimization, operational efficiency improvements and import substitution, while also contributing to reduced environmental impact and enhanced workplace safety. i) Impact of Technology Absorption The Company's technology initiatives have delivered multiple valuecreating outcomes, including: Enhanced manufacturing flexibility and capacity to support product innovation Improved productivity through automation and digitalization Reduced operating costs and increased asset utilization Strengthened supply chain resilience and inventory efficiency Advancement of digital maturity across operations **Key Areas of Technology Deployment** **1. Manufacturing Processing Systems** To expand its beverage manufacturing capabilities and support innovation, Dabur has invested in stateoftheart processing technologies: Installation of two advanced UltraHigh Temperature (UHT) sterilizer systems, significantly enhancing the Company's capacity to develop and manufacture innovative beverage products with improved shelf stability and safety.	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
		Commissioning of a new inhouse highspeed Carbonated Soft Drink (CSD) processing line at the Jammu facility, reducing dependence on external sources and supporting import substitution. **2. Primary Product Filling Systems** Significant upgrades were undertaken in filling and packaging technologies to improve speed, flexibility and quality consistency: Installation of a firstofitskind highspeed aseptic PET bottle filling line at the Indore facility, capable of packaging pack sizes ranging from 150 ml to 2 litres with complete endtoend automation. Deployment of an ultrahighspeed PET bottle filling line at Indore with similar flexible packaging capabilities, supporting highvolume production. Commissioning of the world's fastest beverage carton filling line within the Dabur manufacturing network, with a capacity of up to 40,000 packs per hour, incorporating stateoftheart automation and quality controls. **3. EndofLine Packaging Automation** To improve handling efficiency and manpower productivity, Dabur has progressively implemented automation at the endofpacking lines: Use of robotic palletizers capable of handling up to four SKUs simultaneously, enabling efficient management of multiple product configurations across production lines. At the Indore facility, case packers and palletizers have been deployed on highspeed juice filling lines, resulting in improved safety, consistency and throughput. **4. Warehousing and Inventory Management Systems** Digital transformation initiatives were extended to inbound and outbound logistics operations: The material storage blocks at the Tezpur factory have been equipped with SAP Warehouse Management System (WMS). Integration of barcodebased SKU tracking mapped to SAP enables automated, FIFObased inventory retrieval, minimizing manual intervention and improving accuracy. These systems allow the handling of high volumes of goods with greater agility, transparency and control. **5. Digital Technologies and Industry 4.0 Initiatives** As part of its broader digital transformation journey, Dabur has adopted bestinclass digital solutions leveraging newage technologies: Implementation of Industrial IoT (Industry 4.0) solutions for enhanced safety monitoring, asset performance management and ESG performance tracking.	

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		Deployment of freight optimization systems to improve logistics efficiency and reduce transportationrelated emissions. Use of Robotic Process Automation (RPA) in select customer service and backoffice processes to improve service quality and turnaround times. Organizationwide digital initiatives, including the journey to cloud migration and data lake implementation, to strengthen analytics, enable advanced reporting and support datadriven decisionmaking. Through sustained investments in technology absorption, Dabur continues to strengthen its manufacturing excellence, digital capabilities and innovation ecosystem. These initiatives not only enhance operational and cost efficiency but also support the Company's broader sustainability objectives by promoting resource optimization, reducing environmental footprint and building a futureready organization.	
5	Plastic Waste Management and Extended Producer Responsibility (EPR)	Dabur recognizes the growing environmental, social and public health challenges posed by plastic waste and considers responsible plastic management a key pillar of its sustainability strategy. In response, the Company has adopted a robust Extended Producer Responsibility (EPR) framework, reflecting its longstanding commitment to reducing plastic pollution, promoting circularity, and aligning with national waste management priorities. Demonstrating leadership in sustainable waste management, Dabur has established a nationwide EPR implementation model that ensures environmentally sound management of postconsumer plastic waste across its product portfolio and geographical footprint. This model is designed not only to meet regulatory requirements but also to drive systemic change across the value chain. Dabur's EPR journey began as early as 2016, when the Company partnered with authorized and competent waste management organizations. These partnerships enabled comprehensive plastic waste mapping, baseline assessments and traceability analyses to understand material flows and ensure transparent, accountable waste collection and processing mechanisms. This structured and datadriven approach ensures responsible collection, recycling and recovery of postconsumer plastic waste across regions. During FY 2025–26, Dabur successfully recycled more than 70% of its postconsumer plastic waste through authorized recyclers. The remaining approximately 30% was responsibly managed through alternative recovery pathways, including wastetoenergy facilities and coprocessing in cement kilns, ensuring zero plastic leakage into the environment. These practices reflect Dabur's commitment to high environmental integrity and compliance with prescribed EPR norms.	Dabur has sustained Plastic Waste Positive status in the reporting year

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		Going beyond statutory obligations, Dabur has sustained its Plastic Positivity commitment, maintaining performance levels that exceed regulatory requirements. The Company takes pride in being India's first FMCG company to achieve plastic waste neutrality, and subsequently the first to become plastic waste positive, thereby setting new benchmarks for the industry and reinforcing its role as a sustainability frontrunner. In addition to operational execution, Dabur actively participates in industry platforms, policy discussions and sustainability forums related to plastic waste management, EPR implementation and circular economy transitions. Through these engagements, the Company contributes to knowledge sharing, policy advocacy and collaboration with stakeholders, including government bodies, industry associations and implementation partners. Through its comprehensive EPR framework and sustained commitment to plastic neutrality and positivity, Dabur continues to demonstrate thought leadership, drive sectorwide transformation and promote responsible plastic waste management practices, contributing meaningfully to environmental protection and national sustainability goals.	
6	Occupational Health and Safety	At Dabur, occupational health and safety are fundamental to the Company's values and way of working. Protecting the well-being of employees is not viewed merely as a responsibility, but as an integral part of the organization's culture and long-term success. Every employee is encouraged to play an active role in maintaining a safe, healthy and secure workplace. Guided by its Occupational Health and Safety (OH&S) Policy, Dabur is committed to creating workplaces that are green, healthy, safe and secure. Across its manufacturing operations and offices, the Company adopts proactive measures to prevent injuries, occupational illnesses and unsafe conditions. All Dabur manufacturing units are certified under ISO 45001 (Occupational Health and Safety Management System) and ISO 14001 (Environmental Management System), reflecting adherence to globally recognized standards. Dedicated and trained safety professionals are deployed at each location, supported by regular training programs, safety campaigns and external expert audits. These practices ensure continuous monitoring, regulatory compliance and systematic improvement of safety performance. As an employee centric organization, Dabur places the highest priority on the health and safety of its workforce. Through ongoing assessments, targeted interventions and a strong culture of prevention, the Company strives to continually raise safety standards across all operations.	Dabur have been a Zero fatality organisation for many years now. 985 EHS Kaizens were done by the employees and workers in the reporting year.

<table>
<tr><th>Sr. No</th><th>Initiative undertaken</th><th>Details of the initiative (Web-link, if any, may be provided along-with summary)</th><th>Outcome of the initiative</th></tr>
<tr><td>7</td><td>Health and Well Being</td><td>Dabur recognizes that employee well-being encompasses physical, mental and emotional health, and that workplace incidents or illnesses can have wide ranging impacts on individuals, families and society. The Company has therefore established a comprehensive Occupational Health and Safety (OHS) framework that addresses both traditional occupational risks and emerging health concerns.

The OHS system ensures safe operating practices through:
• Proper use and safeguarding of machinery
• Ergonomic assessments to reduce musculoskeletal risks
• Safe handling and storage of hazardous substances
• Preventive health monitoring and workplace hygiene measures

In addition, Dabur has expanded its focus to include mental health and emotional well-being, implementing initiatives aimed at stress reduction, emotional resilience and awareness of mental health issues such as anxiety and depression.

By integrating health considerations into all business activities—particularly in manufacturing environments—Dabur ensures that operational excellence is achieved without compromising employee well-being. The Company remains committed to fostering a workplace where employees feel safe, valued and supported, enabling them to perform at their best.</td><td>Zero Occupational illness</td></tr>
<tr><td>8</td><td>Safety Culture and Training</td><td>Building a strong safety culture is a key priority at Dabur and is driven through continuous training, engagement and leadership commitment. During FY 2025–26, the Company delivered 101,089 hours of health, safety and environment (HSE) training across locations.

Training Focus Areas included:
• OH&S and Environment Policy
• EHS Procedures and Standard Operating Procedures (SOPs)
• Water, Waste and Energy Management
• Emergency Response and Crisis Management
• Incident and Near Miss Reporting
• Permit to Work Systems
• Workplace Hazard Control
• Risk Assessment and Hazard Identification
• Proactive reporting through Unsafe Act/Unsafe Condition (UA/UC) reporting

These programs aim to enhance awareness, build competence and reinforce safe behaviours across all levels of the organization.</td><td>0 Fatality

Training hours ~101,089 hours</td></tr>
</table>

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
9	Safety Awareness and Engagement Campaigns	Throughout the year, Dabur conducted focused safety awareness initiatives addressing key risks relevant to operations and seasonal conditions, including: • Road Safety Month • National Safety Month • Fire Service Week • Machine and Electrical Safety • Slip, Trip and Fall Prevention • Working at Height Safety • Chemical Safety • Monsoon and Winter Safety Creative and Participatory Initiatives Employee engagement was further enhanced through interactive and innovative activities such as: • Nukkad Nataks (street plays) and safety skits • Poster and slogan competitions • Hazard hunting campaigns such as the GARV initiative • Mock drills and fire drills across all shifts, including silent hours • Safety exhibitions and demonstrations Toolbox Talk and Daily Safety Practices To integrate safety into everyday work routines, Dabur promotes a strong Toolbox Talk culture, where teams begin each day with discussions on task specific risks and preventive measures. These short, focused interactions reinforce hazard awareness, encourage planning and ensure safe execution of daily activities.	Reinforces risk awareness, drives proactive participation, and embeds safety as a core behavioural norm across the workforce
10	Digital Engagement for Safety	Dabur has implemented a digital safety management platform to enable transparent and real time reporting of safety incidents, unsafe acts/conditions and permit to work processes. This system actively engages employees across organizational levels and has transformed the way safety is managed. Key outcomes of the digital platform include: • Improved employee morale by encouraging participation and valuing employee inputs • Faster identification and mitigation of safety risks • Reduced recurrence of incidents through effective root cause analysis • Increased ownership and accountability for safety outcomes This digital initiative strengthens compliance, enhances operational resilience and embeds safety as a shared organizational value, forming a cornerstone of Dabur's continuous improvement journey.	Drives real-time risk visibility, strengthens compliance, and fosters a proactive, accountable safety culture across the organization

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
11	Incident Reporting, Investigation and Communication	Dabur has established a robust, organization wide Incident Reporting, Investigation and Communication system. All incidents and near misses are thoroughly investigated, and learnings are shared across locations to drive transparency and continuous improvement. Every employee has direct access to on-site EHS representatives, enabling prompt resolution of concerns. This open-door approach strengthens trust and empowers employees to speak up on safety matters. Dabur's safety vision is clear: Zero Incidents and Zero Harm. The Company has proudly maintained a Zero Fatality record for many years, underscoring its unwavering commitment to employee safety and well being.	Drives continuous learning, builds employee trust, and sustains a zero-harm safety culture
12	Risk Assessment and Safety Kaizens	All manufacturing locations operate under formal risk assessment and hazard reporting systems, encouraging employees to proactively identify and report unsafe conditions. Factory Managers are accountable for timely risk mitigation and implementation of corrective actions. Safety Kaizen Initiatives During FY 2025–26, employees across units contributed 985 Safety and Environment Kaizens, focused on key risk areas such as: • Machine guarding and equipment safety • Electrical safety controls • Forklift and driving safety	Enables proactive hazard mitigation, enhances accountability, and continuously strengthens workplace safety performance.
13	Safety Promotion and Governance	Safety promotion activities were conducted throughout the year, including: • National Fire Safety Week • National Safety Week • Road Safety Week • World Environment Day The overarching theme, "Engage, Educate and Empower People to Enhance Safety," guided initiatives such as: • Safety oaths and signature campaigns • Training on electrical safety, permit to work and Lock Out/Tag Out procedures • Odd hour mock drills • Workplace and home safety awareness • Online quizzes and spot safety competitions • Community outreach programs in nearby government schools	Empowers employees, strengthens accountability, and embeds a culture of safety excellence across operations and communities

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		Safety Committees and Oversight Each Dabur location has a Health and Safety Committee comprising management representatives, workers and EHS professionals. These committees address site specific risks and track action plans. Safety performance is reviewed monthly by senior leadership and reported quarterly to the Board and Management Committee, ensuring strong governance and accountability. Through robust systems, employee participation and leadership commitment, Dabur continues to strengthen its health and safety performance—ensuring that safety remains not just a priority, but a way of life across the organization.	

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

At Dabur, we remain committed to strengthening operational resilience, enhancing supply chain sustainability, and reinforcing our IT infrastructure to minimize potential disruptions. Through periodic business impact assessments, we identify critical risks and dependencies, enabling informed and proactive decision-making during crisis situations. Scenario analysis also incorporates physical climate-related risks to protect our assets, manufacturing operations, and agricultural supply chain network.

Our comprehensive Business Continuity Plan (BCP) covers manufacturing units, offices, and supply chain operations, ensuring uninterrupted business functioning even during plant shutdowns or unforeseen disruptions. The company's diversified supply chain strategy further reduces dependency risks by securing alternate sources for key raw materials and inputs as part of our incident response framework.

Dabur has also established a robust Business Continuity and Disaster Recovery (BCP-DR) framework for critical applications and systems, which is rigorously tested on an annual basis. The framework includes detailed processes such as Business Impact Assessment, Risk Evaluation, and Crisis Management Team protocols. This structured and proactive approach enables rapid recovery from potential disruptions, safeguards business continuity, and minimizes operational 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 and addresses these through comprehensive assessments and mitigation measures. The Company has conducted climate risk and internal environmental impact assessments of its sourcing practices, with a specific focus on deforestation risks linked to paper-based packaging materials.

Based on these assessments, Dabur has implemented a structured mitigation strategy, including sourcing paper and packaging materials from FSC-certified suppliers, reducing the use of virgin board in monocartons, and increasing the share of recycled packaging materials.

Dabur has also undertaken deforestation risk assessments across raw and packaging materials and implemented mitigation actions for high-risk categories. As a result, 98.23% of high deforestation-risk materials were sustainably sourced in FY 2025–26, while 20% of packaging materials were sourced from recycled inputs.

To support biodiversity conservation, Dabur has implemented Bio-Resource Development (BRD) programs focused on sustainable cultivation of endangered herbs. The Company has achieved 100% sustainable sourcing of Tetrapacks and monocartons (representing 25% of the total monocarton value) through FSC-certified partners and (remains committed to afforestation equivalent to sourcing volumes of critically endangered herbs such as Kuth, Gugglu Raw, Jatamansi, and Aconite Raw Root.)

In addition, Dabur has institutionalized an ESG risk identification and mitigation framework across its supply chain. 272 suppliers have been assessed on ESG parameters, with 63 identified as high-risk. Corrective and Preventive Action Plans (CAPAs) have been implemented for all high-risk suppliers, and 51 suppliers have undergone second-party ESG assessments to ensure closure of gaps.

Dabur also addresses climate and water-related risks through supplier engagement programs, including GHG accounting, emission reduction initiatives, and water stewardship measures focused on efficient water use and wastewater management. Further, supplier capacity-building initiatives covering environmental topics have reached more than 975 participants, strengthening overall environmental performance.

Overall, Dabur's integrated approach of risk assessment, corrective action, supplier engagement, and monitoring ensures effective mitigation of environmental impacts across its value chain while enhancing long-term sustainability.

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

77.5%*

*The reporting boundary for the above is comprising raw materials, packaging materials, thirdparty manufacturing, and logistics.

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. At present, the Green Credit ecosystem in India is still at an evolving stage, with no fully operationalized, standardized or mandatory frameworks governing the generation, certification or trading of Green Credits across sectors.

Dabur closely monitors regulatory and policy developments in this area, including initiatives introduced by the Government of India under the Green Credit Programme (GCP) led by the Ministry of Environment, Forest and Climate Change – MoEFCC. While the program lays a foundational intent to incentivize environmental actions through tradable credits, detailed implementation guidelines, sector-specific methodologies and market mechanisms are still under development.

The Company remains committed to aligning with emerging national mechanisms once clear, transparent and verifiable frameworks for Green Credit issuance and trading are formally established. In the interim, Dabur continues to focus on direct environmental impact through on-ground sustainability initiatives, including water stewardship, energy efficiency, waste management, biodiversity conservation and community-based environmental interventions.

Dabur will evaluate opportunities for participation in Green Credit mechanisms as and when they become operational and will integrate them into its sustainability strategy in a manner that ensures credibility, accountability and meaningful environmental outcomes.

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	N/A	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 is a holistic development initiative rooted in a simple belief that healthy individuals build stronger communities. Designed to improve health, nutrition, and overall well-being, the programme works closely with underprivileged families to help them lead healthier, more secure lives. Guided by Dabur's Vision, Mission, and Core Values, the initiative goes beyond medical support. It creates an ecosystem of care -- bringing together access to healthcare, balanced nutrition, education, and livelihood opportunities for those living below the poverty line.	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	dabur.com/Investors/Financial Information/Reports/Impact Assesment Reports/2025-26/Swasthya Aur Suraksha Impact Assessment Report 2025-26-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
Implemented across select regions of Uttar Pradesh, Himachal Pradesh, Uttarakhand, Madhya Pradesh, and Assam, the programme touches lives at every stage. From children and adolescent girls to pregnant and lactating women, students, households, and the wider community, Swasthya aur Suraksha supports those who need it most, when it matters most. To understand its real-world impact, an assessment study was conducted with 383 respondents, including students, community members, and key stakeholders.					
The Adarsh Pathshala Initiative was born from a simple idea that children learn best when their schools are safe, welcoming, and inspiring. The programme set out to breathe new life into ageing school infrastructure, creating spaces that support student well-being and encourage joyful, meaningful learning. The initiative focused on transforming everyday school environments -- revamping classrooms, upgrading sanitation facilities, ensuring access to safe drinking water, and improving mid-day meal spaces. By integrating BaLA (Building as Learning Aid) concepts, school walls, corridors, and common spaces were turned into interactive learning tools, sparking curiosity and making education more engaging beyond textbooks. Implemented across Assam, Himachal Pradesh, Madhya Pradesh, Uttarakhand, Uttar Pradesh, and Rajasthan, the Adarsh Pathshala initiative places strong emphasis on collaboration. School Management Committees play a central role, guiding infrastructure improvements in schools and ensuring that changes are practical, sustainable, and student-focused. Led by school teachers and students, this collective approach helps strengthen facilities while enriching the everyday learning experience for children.	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	dabur.com/Investors/Financial Information/Reports/Impact Assesment Reports/2025-26/2026-Adarsh Pathshala Impact Assessment Report-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
As part of Dabur's Environmental Sustainability efforts, the Herbal Kingdom programme works alongside farmers and tribal communities to encourage the sustainable cultivation of rare and medicinal herbs, protecting valuable plant species while creating meaningful income opportunities. Across ten states -- Uttarakhand, Odisha, Himachal Pradesh, Chhattisgarh, Rajasthan, Tamil Nadu, Andhra Pradesh, Uttar Pradesh, Gujarat, and Assam -- Herbal Kingdom supports participants with focused guidance, helping them adopt better cultivation practices, strengthen long-term conservation of medicinal species, and move towards more secure, resilient livelihoods. The programme is designed to deliver dual outcomes for people and for the planet. On one hand, it aims to increase the cultivation of medicinal herbs through plantation and forestry-linked efforts. On the other, it works to improve farmers' incomes by enabling better agricultural practices and stronger market linkages. At the same time, it supports the conservation and sustainable management of herbs that are likely endangered, reducing pressure on wild harvesting and strengthening biodiversity conservation.	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	dabur.com/Investors/Financial Information/Reports/Impact Assesment Reports/2025-26/2026-Herbal Kingdom Impact Assessment Report-Web.pdf
As a socially responsible organisation, Dabur has been actively working on programmes that encourage responsible plastic use and mindful waste management, recognising that lasting change begins with informed communities. These initiatives invite individuals and communities to become active partners in managing plastic waste. The focus is simple yet powerful: collect, segregate, and responsibly dispose of post-consumer plastic waste. By spreading awareness around waste segregation, recycling, and sustainable disposal practices, the programmes aim to reduce environmental pollution while strengthening community ownership of cleaner surroundings.	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	dabur.com/Investors/Financial Information/Reports/Impact Assesment Reports/2025-26/2026-Plastic Waste Management Impact Assessment Report-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
On the ground, this effort takes many forms. Dabur has conducted awareness sessions on waste segregation and plastic waste management, supported the shift away from single-use plastic through the distribution of reusable cotton carry bags, and enabled better waste handling by installing separate bins for wet and dry waste in schools and community spaces. The initiative also places people at its heart, especially those working at the frontline of waste collection. Ragpickers are trained in safe waste-handling practices, while medical camps offering subsidised healthcare services have been organised for waste workers. Community clean-up drives and waste collection campaigns bring neighbourhoods together, turning awareness into collective action. Students, too, play a key role. Through interactive sessions, young minds are encouraged to understand the importance of responsible consumption and environmental stewardship. Alongside this, Dabur collaborates with local authorities to help strengthen existing waste management systems—ensuring that awareness leads to impact that lasts.					

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.**

   At Dabur, our relationship with communities is built on everyday engagement and trust. Across our manufacturing locations, dedicated CSR and community development executives, supported by local volunteers, work closely with residents on the ground. They are joined by unit heads and Unit HR teams, who actively engage with nearby communities, not as visitors, but as partners.

   These teams interact daily with community members, village elders, and local opinion leaders to understand their priorities, listen to concerns, and respond to needs as they arise. This continuous dialogue helps us address queries promptly, resolve issues, and ensure that our initiatives remain relevant and responsive to local realities. To date, we have not received any complaints from the communities where we operate, reflecting the strength of these relationships.

   In addition to face-to-face engagement, Dabur has also established accessible grievance-redressal channels. Community members can reach out anytime through our toll-free number 1800-103-1644 or write to us at daburcares@dabur.com, ensuring that every voice is heard and addressed with care and accountability.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	24.8%	28%
Directly from within India	99.7%	89%

Note: Previous year figures have been restated to align with the current year's disclosure in accordance with applicable guidance, including the Industry Standards Note on BRSR Core, to enhance comparability. Such restatements reflect disclosure requirements and do not arise from changes in underlying data/transactions.

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 data represents permanent employees and workers.

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0.8%	0.3%
Semi-urban	11.9%	12.2%
Urban	18.8%	20.1%
Metropolitan	68.5%	67.3%

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

Based on the Social Impact Assessment across CSR projects, several forward-looking suggestions have emerged to deepen impact and ensure long-term sustainability. These include:

- Scaling up WASH infrastructure by enhancing access to clean water.
- Instituting regular monitoring of sanitation facilities, and empowering student-led committees to support upkeep and hygiene practices.
- For education and gender equity, assessors recommended leveraging self-defence training for promoting gender equity.
- Curating complementary resources such as shared book collections.
- In livelihood-focused interventions like medicinal plant cultivation, the suggestion was to prioritise shorter-gestation crops, and strengthening community-level aggregation, storage, and basic processing facilities.

- For plastic waste and behaviour-change initiatives, the assessment highlights the need for periodic follow-up visits, hands-on demonstrations, institutionalised awareness sessions, and wider distribution of low-cost alternatives like cloth bags, alongside stronger coordination with local authorities to ensure reliable door-to-door waste collection.

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	4,59,175
2	Andhra Pradesh	Vizianagaram	1,72,000
3	Assam	Baksa	14,16,667
4	Assam	Barpeta	3,95,000
5	Assam	Dhubri	16,822
6	Assam	Goalpara	16,822
7	Assam	Udalguri	14,34,653
8	Bihar	Araria	68,025
9	Bihar	Aurangabad	68,025
10	Bihar	Banka	3,75,717
11	Bihar	Begusarai	6,84,837
12	Bihar	Gaya	1,18,492
13	Bihar	Jamui	3,92,539
14	Bihar	Katihar	84,847
15	Bihar	Khagaria	84,847
16	Bihar	Muzaffarpur	3,92,539
17	Bihar	Nawada	84,847
18	Bihar	Palamu	16,822
19	Bihar	Purnia	84,847
20	Bihar	Sitamarhi	33,645
21	Chhattisgarh	Bastar	3,98,316
22	Chhattisgarh	Kondagaon	3,98,316
23	Chhattisgarh	Korba	5,75,183
24	Jharkhand	Begusarai	16,822
25	Jharkhand	Bokaro	5,00,000
26	Jharkhand	Dumka	3,07,692
27	Jharkhand	Giridih	3,24,515
28	Jharkhand	Godda	3,07,692
29	Jharkhand	Gumla	1,77,273
30	Jharkhand	Hazaribagh	1,77,273
31	Jharkhand	Latehar	1,77,273
32	Jharkhand	Ranchi	15,50,467

S.no	State	Aspirational District	Amount spent (INR)
33	Jharkhand	Simdega	1,77,273
34	Kerala	Wayanad	16,822
35	Madhya Pradesh	Chhatarpur	33,645
36	Madhya Pradesh	Khandwa	16,822
37	Odisha	Balangir	33,645
38	Odisha	Kandhamal	4,16,667
39	Odisha	Koraput	4,33,489
40	Odisha	Nabarangpur	16,822
41	Punjab	Firozpur	1,77,273
42	Rajasthan	Dholpur	16,822
43	Rajasthan	Sirohi	33,645
44	Tamil Nadu	Virudhunagar	5,75,183
45	Uttar Pradesh	Bahraich	1,77,273
46	Uttar Pradesh	Chitrakoot	11,20,192
47	Uttar Pradesh	Fatehpur	1,94,095
48	Uttar Pradesh	Sitamarhi	4,022
49	Uttarakhand	HARIDWAR	16,822
50	Uttarakhand	Udham Singh Nagar	1,43,71,220
	Total		**2,91,43,723**

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?

   The Company procures from migrant beekeepers, small and marginal farmers, suppliers based in high-altitude and conflict-affected regions (including Kashmir), hinterland and tribal areas, women-led enterprises, and marginalized ethnic communities in hill regions.

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

   Dabur's inclusive value chain contributes to 6.4% of its raw materials procurement from marginalized and vulnerable groups, across categories honey from migrant beekeepers, green amla from small farmers, and Keshar sourced from the high-altitude terrains of Kashmir, and herbs procurement from hinterland & tribal areas.

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
-	NA	NA	NA	NA

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

Name of authority	Brief of case	Corrective action taken
NA	NA	NA

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	58,013	50%
2	Swasth Bharat Swasth Samuday Abhiyaan (Healthy Community Healthy India Campaign)	72,540	60%
3	Social Endeavour for Health (SEHAT)	20,337	40%
4	Dabur Sahaay Endeavour (Dil-Se)	17,295	65%
5	Mission Aahaar	2,02,021	85%
6	Madaari Mission for Total Rehabilitation (Madaari MITR)	59,517	90%
7	Project Sahara	1,54,075	75%
8	Mission Aashray	4,81,334	75%
9	Jeevika	48,349	75%
10	Social Warriors	6,71,231	50%
11	Prabhav	25,753	70%
12	Swasthya and Suraksha (SAS)	96,061	70%
13	Sanitation Drive	2,165	90%
14	Healthcare & Awareness Programme at Religious places/shrines	2,13,909	60%
15	Dengue Mukt Bharat - Fighting the Dengue Epidemic	79,431	50%
16	Immune India Health Campaign among School Kids	9,314	40%
17	Safe Motherhood Initiative	52,237	50%
18	Women's Healthcare & Awareness Programme	18,304	50%
19	Avlamb	1,38,195	75%
20	Swasth Bharat	44,739	85%
21	Oral Hygiene Awareness	33,084	80%
22	Arogya East	28,085	60%
23	Nirogata	9,29,155	65%
24	Revive	46,261	65%
25	Seva	2,82,880	50%
26	Vridhcare	6,761	95%
27	Saksham - Head Injury Rehabilitation	2,322	65%
28	Health Camps to provide easy access to reliable healthcare for poor & needy	79,072	50%

S.No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
29	Dabur Wellness Centre	3,505	70%
30	Ayurveda Health Centres at Pithampur and Tezpur	1,934	70%
31	Fitness & Inner Transformation (FIT)	1	0%
32	Wellness for All	1	0%
33	Herbal Kingdom	14,872	75%
34	Jeewanti Greenhouse	1	75%
35	Tree Plantation Drive	22,058	80%
36	Harnessing The Sun - Promotion of Solar Energy	4,690	85%
37	Desert Bloom - Water Conservation Project	44,460	85%
38	Activities to Support Plastic Waste Management	95,288	80%
39	Programmes for promoting education through NFEs, Remedial classes	532	90%
40	Adarsh Pathshala - School Support Programme	10,073	95%
41	Adult Literacy Centres	101	95%
42	Community Library	151	90%
43	Computer Literacy Centre	272	90%
44	Anganwadi Support Programme	290	95%
45	Vocational Training to women and villagers	870	90%
46	Promoting & managing Self Help Groups (SHG) for women	1,299	90%
47	Beekeepers Livelihood initiatives	18,327	80%
48	Livelihood Promotion Programme	298	80%
49	Sport Training in Tezpur	87	85%
50	Energising India (Glucose)	3,300	40%
51	PM Internship Scheme	26	90%
	Total	**40,94,876**	**70%**

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 implemented a robust consumer care and grievance redressal mechanism to assist consumers with their queries, feedback, concerns, and complaints. Specialized teams across business functions are responsible for handling all consumer interactions, ensuring quick responses and timely resolution of issues.

   Consumers can reach out through the toll-free helpline (18001031644), mentioned on all product packaging, or via email at daburcares@dabur.com for any queries or grievances. To facilitate faster resolution, Dabur has also partnered with a courier service provider for prompt replacement of complaint-related product packs.

   An initial response is provided immediately upon receipt of a call or email. Each complaint is formally registered, and a unique reference number is generated and shared with the consumer for future tracking. This is followed by a detailed interaction with the consumer within the same working day to ensure effective closure of the concern. Such discussions also help identify cases arising from improper product handling or non-genuine complaints. In addition, Dabur provides online consultations with Ayurvedic practitioners to offer personalized health guidance 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	75%
Safe and responsible usage	100%
Recycling and/or safe disposal	70%

3. **Number of consumer complaints**

	FY 2025-26 (Current Financial Year)			*FY 2024-25 (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	1,448	41	The pending complaints were resolved in subsequent months.	2,194	69	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/privacy-policy

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.**

   Dabur follows stringent quality control standards to ensure that every batch of product complies with established safety and quality requirements before reaching the market. Immediate and appropriate corrective actions are undertaken whenever any product is found to be non-compliant with the prescribed standards, thereby ensuring that only products meeting the required quality benchmarks are made available to consumers.

   The Company has established robust consumer engagement and grievance management mechanisms to address customer queries and concerns in a timely and effective manner. Dedicated product specialists handle product-related queries and complaints, while qualified doctors provide teleconsultation support for health-related concerns raised by consumers.

   In addition, Dabur has an online reputation management team that actively interacts with consumers across social media platforms and digital channels, responding to concerns and queries on a real-time basis. A web-based Customer Relationship Management (CRM) platform is also in place to systematically capture and manage consumer queries, complaints, concerns, feedback, and suggestions received through multiple communication 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 FY2025-26.

   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 obtain information regarding Dabur's products and services through the company's official website (www.dabur.com), as well as through a dedicated email support system and toll-free helpline that connect them with product experts. Consumers also have access to consultations with certified Ayurvedic practitioners for guidance on health concerns and Ayurvedic medicine requirements.

In addition, Dabur's products are available for online purchase through multiple e-commerce platforms and directly via the (www.daburshop.com) platform. The company further strengthens consumer engagement through participation in local haats, melas, and retail outlets, where representatives interact with consumers, respond to queries, and distribute informational materials.

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

   To promote awareness regarding the safe and responsible use of our products, we undertake several consumer education initiatives. Detailed product labels are provided to help consumers understand proper usage instructions, precautions, and ingredient information. For enhanced clarity, certain products also feature visual guides demonstrating the correct method of use.

   We regularly engage with consumers through social media platforms by sharing informative content on product safety, manufacturing standards, and recommended usage practices. Through videos and digital posts, consumers are educated about the natural properties of products such as honey and juices, along with appropriate handling and storage methods.

   Furthermore, we develop specialized awareness videos to address common consumer questions and concerns. These educational materials are disseminated through WhatsApp, social media platforms, and various media channels to ensure wider consumer reach. Through these efforts, we strive to empower consumers with the knowledge required for safe product usage while reinforcing 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 prioritizes consumer-centric practices by ensuring product labels not only adhere to mandated local regulations but also provide additional educational and functional details.

   - **Nutritional Education:** Labels offer extra guidance on portion sizes and Recommended Daily Amounts (RDA) to inform consumers of nutritional attributes, specifically for fruit-based beverages.
   - **Product Care:** Relevant Packaging labels include specific tips for pack preservation both pre and post opening.
   - **Digital Transparency:** Select products feature QR codes that link to dedicated microsites, providing consumers with deeper insights into Dabur's quality standards.

   Dabur maintains a robust feedback mechanism through:

   - **Regular Consumer Surveys:** Dabur conducts regular surveys to gather feedback on various aspects including consumer satisfaction, product quality, sustainable packaging. Additionally, we conduct brand surveys where we capture brand health and consumer perceptions for our various brands.