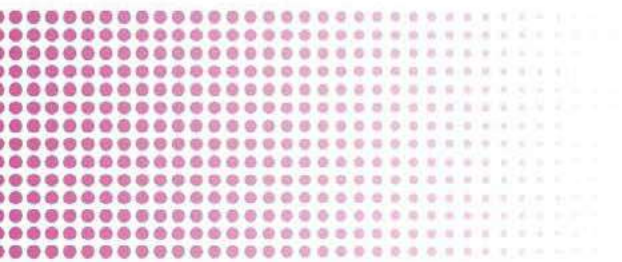


# **Business Responsibility and Sustainability Report FY 2024-25**





## About the Company

DCX Systems Limited (“DCX” or “the Company”) is a leading Indian manufacturing partner for foreign Original Equipment Manufacturers (OEMs) in the defence and aerospace sectors. It offers built-to-print electronic systems, wire harnesses, PCB assemblies, electromechanical modules, and system integration services. The Company’s reputation is built on timely delivery, precision engineering, and operational efficiency.

DCX is known for its strong quality management systems and efficient supply chain practices, which help manage extended lead times while maintaining customer satisfaction. With high visibility of future revenues and a strong financial position, the Company is well-positioned to respond to emerging opportunities in the defence and aerospace ecosystem.

### BRSR Core Compliance

The Company has aligned its BRSR Core disclosures with Part B, Attribute 9 of the Industry Standards Note (Dec 2024) on BRSR Core, issued jointly by ASSOCHAM, CII, and FICCI in accordance with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122. This ensures consistency with regulatory requirements under Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and reflects DCX’s commitment to transparent and responsible sustainability reporting.

## BEYOND THE BLUEPRINT: PEOPLE, PURPOSE & PROGRESS AT DCX



### “GREENER STEPS: WORLD ENVIRONMENT DAY 2025 CELEBRATION”

DCX SYSTEMS CAME TOGETHER TO CELEBRATE WORLD ENVIRONMENT DAY 2025 WITH ENTHUSIASM AND ECO-CONSCIOUS SPIRIT. THE EVENT FEATURED INTERACTIVE SESSIONS ON SUSTAINABILITY, GROUP PLANTING ACTIVITIES, AND REAFFIRMED THE TEAM'S COMMITMENT TO A GREENER FUTURE. IT WAS A MEANINGFUL OCCASION THAT BLENDED ENVIRONMENTAL AWARENESS WITH CORPORATE CULTURE.





### **“DCX-IAI ALLIANCE: SIGNING THE ELTA JV”**

**A LANDMARK MOMENT CAPTURED IN PHOTOS — THE OFFICIAL SIGNING CEREMONY FORMALISING THE DCX-IAI ELTA JOINT VENTURE. THIS STRATEGIC PARTNERSHIP MARKS A MILESTONE IN COLLABORATION, INNOVATION, AND THE VISION TO STRENGTHEN INDIA'S DEFENCE ECOSYSTEM THROUGH WORLD-CLASS AEROSPACE MANUFACTURING.**





### “SAFETY FIRST: EMERGENCY PREPAREDNESS DRILL”

SCENES FROM A COMPREHENSIVE EMERGENCY MOCK DRILL, DESIGNED TO TEST SAFETY PROTOCOLS AND RESPONSE READINESS. THE EVENT DEMONSTRATED DCX'S STEADFAST COMMITMENT TO ENSURING THAT TEAM MEMBERS ARE TRAINED, PREPARED, AND CONFIDENT IN MANAGING CRITICAL SITUATIONS.



## “WELLNESS AT WORK: ANNUAL EMPLOYEE HEALTH CAMP”

SNAPSHOTS FROM THE ANNUAL HEALTH CHECKUP CAMP SHOWCASING DCX'S FOCUS ON EMPLOYEE WELL-BEING. FROM PREVENTIVE SCREENINGS TO HEALTH AWARENESS DRIVES, THE INITIATIVE REFLECTED HOW THE COMPANY PRIORITIZES A HEALTHY AND PRODUCTIVE WORKPLACE.

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2024-25

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

- Corporate Identity Number (CIN) of the Listed Entity** – L31908KA2011PLC061686
- Name of the Listed Entity** – DCX Systems Limited
- Year of incorporation** – 2011
- Registered office address** – Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadasanahalli, Bengaluru Rural, 562110 KA, India
- Corporate address** – Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadasanahalli, Bengaluru Rural, 562110 KA, India
- E-mail** – [cs@dcxindia.com](mailto:cs@dcxindia.com)
- Telephone** – +91 80 – 6711 9555
- Website** – [www.dcxindia.com](http://www.dcxindia.com)
- Financial year for which reporting is being done** – 2024-25
- Name of the Stock Exchange(s) where shares are listed:-**

Name of the Exchange	Stock Code
BSE Ltd.	543650
National Stock Exchange of India Ltd.	DCXINDIA

- Paid-up Capital** – 22,27,72,854.00
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –**  
Mr. Gurumurthy Hegde  
Company Secretary, Legal and Compliance Officer  
Tel - +91 80-6711 9555  
E-mail - [cs@dcxindia.com](mailto:cs@dcxindia.com)
- Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). –**  
The disclosures made under this report are made on a standalone basis for DCX Systems Limited.
- Name of assurance or assessment provider<sup>1</sup>** – Not Applicable
- Type of assurance or assessment obtained<sup>2</sup>** – Not Applicable

1 The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.

2 The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.



## II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of Defence and Aerospace related Products	100.00

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	System Integration Assemblies	27320	*Kindly refer the note below
2.	Cable and Wire Harness	27900	
3.	Kitting	27320	



\*We operate with a single business segment, and all the products and services mentioned fall within this segment. (For internal data purpose we have bifurcated three product and services.) None of the individual product or services of the Company contributes more than 90% of the total turnover.

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	0	2
International	0	0	0

**Note:** DCX's Corporate Office operates within the Bengaluru SEZ Unit premises, with an additional plant/office set up in the Domestic Tariff Area (DTA) during FY 2024–25.

19. Markets served by the entity:

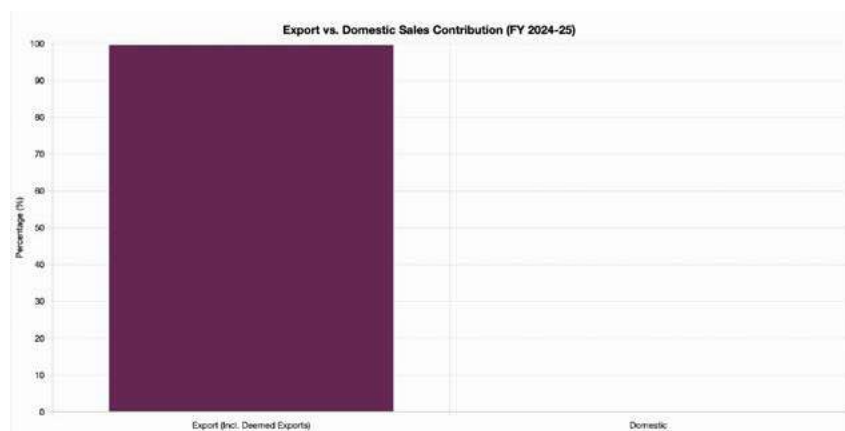
a. Number of locations

Locations	Number
National (No. of States & UTs)	1
International (No. of Countries)	3

International Markets Served- Israel, Korea, and the United States

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

99.44% (Including deemed exports. The Company is located in Special Economic Zone (SEZ) and hence, any supply or services to another Special Economic Zone (SEZ) or Export Oriented Unit (EOU) within India will amount to deemed export).

**c. A brief on types of customers:**

The Company caters to a broad spectrum of Original Equipment Manufacturers (OEMs) in both domestic and international markets, prioritizing the Defence and Aerospace sectors. Its clients are primarily based in Israel, India, Korea, and the United States. The Company fulfils specialized customer requirements by delivering value-added services, such as system integration, build-to-print solutions, and cable and wire harness offerings. By serving clients globally and locally, the Company has earned a reputation as a dependable partner in the Defence and Aerospace industry, utilizing its expertise, skilled workforce, superior products, and timely deliveries to meet the sector's essential needs.

**IV. Employees****20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	88	77	87.50	11	12.50
2.	Other than Permanent (Es)	0	0	0.00	0	0.00
3.	<b>Total employees (D + E)</b>	88	77	87.50	11	12.50
WORKERS						
4.	Permanent (F)	57	52	91.23	5	8.77
5.	Other than Permanent (G)	25	24	96.00	1	4.00
6.	<b>Total workers (F + G)</b>	82	76	<b>92.68</b>	6	7.32

**b. Differently abled Employees and workers:**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	<b>Total differently abled employees (D + E)</b>	0	0	0.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	0	0	0.00	0	0.00
6.	<b>Total differently abled workers (F + G)</b>	0	0	0.00	0	0.00

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	5	1	20.00
Key Management Personnel	9	0	0.00

**22. Turnover rate for permanent employees and workers (in percent)**

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.68	40.00	26.89	8.93	0.00	8.93	7.00	3.00	10.00
Permanent Workers	8.51	0.00	4.26	9.30	0.00	9.30	2.00	1.00	3.00

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

**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Raneal Advanced Systems Private Limited	Subsidiary	100.00	No
2.	NIART Systems Limited (Israel)	Subsidiary	100.00	No

**VI. CSR Details**

**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

**(ii) Turnover (in ₹) – 11,120.60 Million**

**(iii) Net worth (in ₹) – 11,541.78 Million**



## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievance on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	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, for community grievances this link can be accessed: <a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>						
Investors (other than shareholders)	Yes, for grievances from investors (other than shareholders) this link can be accessed: <a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>						
Shareholders	Yes, for grievances from shareholders this link can be accessed: <a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a> Further, the complaints can be raised at SEBI specified mechanism through: <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a>						
Employees and workers	For Employees and Workers Grievances, the Company has an established Code of Business Conduct & Ethics and Employee's Handbook which is available on the Company's Intranet						
Customers	Yes, for grievances from customers this link can be accessed: <a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>						
Value Chain Partners	Yes, for grievances from Value Chain Partners this link can be accessed: <a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>						
No Complaints or grievances received from any of the mentioned stakeholders for both the reporting years							

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications<sup>3</sup>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
1	Energy Management	Risk	Energy is crucial for the Company in the aerospace and Defence manufacturing sector, with electricity being the primary expense, followed by purchased fuels. The specific energy sources, consumption levels, and management strategies vary based on the products manufactured. The energy mix, including on-site generation, grid electricity, and alternative energy, affects the cost and reliability of the energy supply. Consequently, this can influence the Company's cost structure and is an operational risk.	The Company recognizes the criticality of energy management in the aerospace and defence manufacturing sector, where electricity is the primary expense followed by purchased fuels. To address this, the Company is striving to manage its energy consumption effectively and reduce its environmental footprint. Efforts include planting trees, optimizing air conditioning usage, and exploring alternative energy sources to ensure a reliable and cost-effective energy supply. These initiatives are part of the Company's broader strategy to mitigate operational risks.	Negative  * There was no negative financial impact in the reporting period of FY 24-25.

<sup>3</sup> Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 14th April, 2025 at 11:108 IST

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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	Environmental Compliance	Risk	The aerospace and defence sector operates under strict environmental regulations due to the potential impacts of emissions, effluents, and waste generated during manufacturing processes. Non-compliance with these regulations may result in legal action, fines, or reputational damage. Environmental regulations are continuously evolving, and failing to meet these evolving standards can present operational and financial risks.	The Company stays informed about applicable environmental regulations at local, national, and international levels and incorporates compliance checks within its operational review process. Efforts are made to ensure that all environmental clearances, permits, and reporting requirements are diligently fulfilled. Additionally, periodic internal audits help assess compliance and identify areas for improvement.	Negative  * There was no negative financial impact in the reporting period of FY 24-25.
3	Product Quality & Safety	Opportunity	Product Safety is critical for aerospace and Defence entities due to their significant role in aviation and military operations. The Company is a preferred Indian Offset Partner (IOP) for IAI Group, Israel, specializing in the Indian defense market and catering to foreign OEMs for classified products.  The products are constructed according to the customers' design and specifications. Manufacturing and testing follow standard operating procedures using Automatic Testing Equipment (ATEs) supplied by the Original Equipment Manufacturers (OEMs), ensuring compliance with quality and safety standards.	Not Applicable	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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	Data Security	Risk	Given the aerospace and Defence industry's involvement in developing sensitive military and advanced aviation products, entities within this sector face a heightened risk of cyber-attacks. These attacks can target proprietary technologies, confidential military data, and critical infrastructure systems. Compromised information systems due to data security breaches can lead to significant costs, including financial losses, damage to reputation, legal liabilities, and loss of intellectual property. Moreover, such breaches can disrupt operations, jeopardize national security, and erode the trust of clients and government agencies.	The Company prioritizes data security due to its role in defence and aerospace manufacturing. To safeguard all aspects of data security, the Company has dedicated resources and established Standard Operating Procedures for information security, cyber-attacks, and data theft. Regular security audits and vulnerability assessments are conducted to identify and address potential weaknesses and associated risks. Implementing employee training programs on cybersecurity best practices is essential. Collaborating with cybersecurity experts and participating in information-sharing networks enhances threat intelligence. By taking these preventive measures, the Company aims to minimize the financial and reputational impacts of data breaches, ensuring system integrity, protecting client information, and maintaining customer trust.	Negative  * There was no negative financial impact in the reporting period of FY 24-25.
5	Materials Sourcing & Efficiency of supply chain	Risk	Aerospace and defence entities encounter supply chain risks related to the use of critical materials in their products. These materials, which have limited or no substitutes, are often sourced from deposits concentrated in a few countries, making them vulnerable to geopolitical uncertainties. Additionally, increasing global demand from various sectors heightens competition, resulting in price hikes and supply risks. To mitigate the financial impacts of supply disruptions and fluctuating input prices, entities in this industry can explore alternative options and actively secure their supply chains to reduce reliance on critical materials.	To mitigate the supply chain risks associated with critical material sourcing, the Company has implemented strategic measures. It engages with pre-approved and vetted suppliers in accordance with OEM requirements. This approach, combined with established supply chain management, ensures that the Company is protected from delays or damage to materials needed for manufacturing, because of the well-planned schedules for timely deliveries. Building strong supplier relationships and implementing robust supply chain management practices, such as monitoring and early warning systems, further enhance resilience.	Negative  * There was no negative financial impact in the reporting period of FY 24-25.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
6	Business Ethics	Opportunity	Aerospace and defence entities operating in regions with robust business ethics laws may face regulatory scrutiny due to their operations and sales in areas with less stringent enforcement of such laws. Consequently, implementing strong governance practices can help mitigate the risk of breaching business ethics laws and facing regulatory penalties or negative impacts on brand value. To ensure effective governance and address pertinent issues, the Company has adopted and follows all applicable regulations and laws.	Not Applicable	Positive
7	Human Capital Management (Health, Safety & Employee Well-being)	Risk	In the high-precision aerospace and defence manufacturing industry, the health, safety, and well-being of employees especially at operational sites are critical. Any lapse in safety protocols could result in accidents, impacting employee morale, causing work stoppages, or triggering liabilities. This can also impact the Company's ability to attract and retain skilled talent.	The Company aims to maintain a safe and supportive work environment by fostering a culture of safety awareness, following standard operating procedures, and ensuring that proper safety gear and protocols are in place. Employee awareness is enhanced through regular briefings and checks. The Company also observes general best practices related to workforce well-being to mitigate health-related risks.	Negative * There was no negative financial impact in the reporting period of FY 24-25.
8	Digitalisation and Process Automation	Opportunity	The increasing adoption of digital technologies and process automation presents a significant opportunity for entities in the aerospace and defence sector. Embracing digital tools such as ERP systems, automated testing, smart warehousing, and predictive analytics can enhance operational efficiency, reduce downtime, improve quality control, and support data-driven decision-making. Such advancements contribute to improved productivity and long-term competitiveness.	Not Applicable	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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 available at: <a href="https://dcxindia.com/investors/policies/">https://dcxindia.com/investors/policies/</a> (Refer to the table below for individual policy web link)								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	CSR Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/1_CSR_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/1_CSR_Policy.pdf</a>	P4, P8
2	Risk Management Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/2_Risk_Management_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/2_Risk_Management_Policy.pdf</a>	P1, P2
3	Vigil Mechanism Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/3_Vigil_Mechanism_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/3_Vigil_Mechanism_Policy.pdf</a>	P1
4	Whistle blowers operating guidelines	<a href="https://dcxindia.com/wp-content/uploads/2022/04/4_Whistle_Blower_Operating_Guidelines.pdf">https://dcxindia.com/wp-content/uploads/2022/04/4_Whistle_Blower_Operating_Guidelines.pdf</a>	P1
5	Remuneration Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/5_Remuneration_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/5_Remuneration_Policy.pdf</a>	P5
6	Code of Conduct	<a href="https://dcxindia.com/wp-content/uploads/2022/12/6_Code_of_Conduct_v2.pdf">https://dcxindia.com/wp-content/uploads/2022/12/6_Code_of_Conduct_v2.pdf</a>	P1, P7
7	Policy on Succession planning	<a href="https://dcxindia.com/wp-content/uploads/2022/04/8_Policy_on_Succession_Planning.pdf">https://dcxindia.com/wp-content/uploads/2022/04/8_Policy_on_Succession_Planning.pdf</a>	P1, P3
8	Familiarization programme for Independent Directors	<a href="https://dcxindia.com/wp-content/uploads/2022/04/9_Familiarisation_Programme_for_Independent_Directors.pdf">https://dcxindia.com/wp-content/uploads/2022/04/9_Familiarisation_Programme_for_Independent_Directors.pdf</a>	P1
9	Policy on Board Diversity	<a href="https://dcxindia.com/wp-content/uploads/2022/04/10_Policy_on_Board_Diversity.pdf">https://dcxindia.com/wp-content/uploads/2022/04/10_Policy_on_Board_Diversity.pdf</a>	P1
10	Code of Practices and procedures for Fair disclosures of unpublished and Price Sensitive Information	<a href="https://dcxindia.com/wp-content/uploads/2023/03/22.-code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price-sensitive-information.pdf">https://dcxindia.com/wp-content/uploads/2023/03/22.-code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price-sensitive-information.pdf</a>	P1
11	Policy on preservation of documents and Archival Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/11_Policy_on_Preservation_of_Documents_Archival_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/11_Policy_on_Preservation_of_Documents_Archival_Policy.pdf</a>	P1, P4
12	Policy on determination of Materiality of events	<a href="https://dcxindia.com/wp-content/uploads/2022/04/12_Policy_for_Determination_of_Materiality_of_Event_or_Information.pdf">https://dcxindia.com/wp-content/uploads/2022/04/12_Policy_for_Determination_of_Materiality_of_Event_or_Information.pdf</a>	P1
13	Materiality Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/13_Materiality_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/13_Materiality_Policy.pdf</a>	P1
14	Material Subsidiaries	<a href="https://dcxindia.com/wp-content/uploads/2022/04/14_Material_Subsidiaries.pdf">https://dcxindia.com/wp-content/uploads/2022/04/14_Material_Subsidiaries.pdf</a>	P1, P4
15	Dividend Distribution Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/15_Dividend_Distribution_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/15_Dividend_Distribution_Policy.pdf</a>	P1



Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into								
16	Policy on Determination of Legitimate Purpose	<a href="https://dcxindia.com/wp-content/uploads/2022/04/16/Operating_Guidelines_for_determination_of_legitimate_purpose_under_the_SEBI_Insider_Trading_Regulations.pdf">https://dcxindia.com/wp-content/uploads/2022/04/16/Operating_Guidelines_for_determination_of_legitimate_purpose_under_the_SEBI_Insider_Trading_Regulations.pdf</a>	P1								
17	Policy on Related Party Transactions	<a href="https://dcxindia.com/wp-content/uploads/2022/04/17/Policy_on_Related_Party_Transactions.pdf">https://dcxindia.com/wp-content/uploads/2022/04/17/Policy_on_Related_Party_Transactions.pdf</a>	P1, P7								
18	Anti-Bribery Anti- Corruption Policy	<a href="https://dcxindia.com/wp-content/uploads/2022/04/18/Anti_Bribery_Anti_Corruption_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/18/Anti_Bribery_Anti_Corruption_Policy.pdf</a>	P5								
19	POSH Policy	<a href="https://dcxindia.com/wp-content/uploads/2024/08/POSH-Policy.pdf">https://dcxindia.com/wp-content/uploads/2024/08/POSH-Policy.pdf</a>	P9								
20	Comprehensive-Cybersecurity Policy for DCX Systems	<a href="https://dcxindia.com/wp-content/uploads/2023/08/Comprehensive-Cybersecurity-Policy-for-DCX-Systems.pdf">https://dcxindia.com/wp-content/uploads/2023/08/Comprehensive-Cybersecurity-Policy-for-DCX-Systems.pdf</a>	P1								
21	Code Of Conduct To Regulate, Monitor And Report Trading In Securities Of The Company By Insiders	<a href="https://dcxindia.com/wp-content/uploads/2023/12/Code-of-Conduct-for-trading-securities-of-the-Company-by-Insiders.pdf">https://dcxindia.com/wp-content/uploads/2023/12/Code-of-Conduct-for-trading-securities-of-the-Company-by-Insiders.pdf</a>	P3								
22	Occupational, Health and Safety Policy	Policy is present in the intranet	P3, P6								
23	Environmental, Health and Safety Procedure	Policy is present in the intranet	P2								
24	Store Management Procedure	Policy is present in the intranet	P2, P3								
25	Resource Planning and Control	Policy is present in the intranet	P1, P4								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes    Yes    Yes    Yes    Yes    Yes    Yes    Yes    Yes    Yes									
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No									
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company has the following certifications in place: (Following certifications are applicable to the Aerospace SEZ unit only)</p> <ul style="list-style-type: none"><li>Protection of Electrical and Electronic Parts, Assemblies and Equipment (Excluding Electrically Initiated Explosive Devices): ANSI ESD S20.20-2014</li><li>Quality Management Systems- Requirement of Aviation, Space and Defence Organization: AS9100:2016</li><li>Quality Management Systems: ISO 9001: 2015</li><li>Certified IPC trainer: IPC/WHMA-A-620</li></ul> <p>The Company has initiated certification process for ISO 14001, ISO 27001 and ISO 45001.</p>									

<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>To ensure continuous upgradation and timely renewal of certifications, the Company sets specific commitments, goals, and targets with defined timelines. These structured objectives serve as a comprehensive plan for tracking progress and achieving re-certification within predetermined time frames. By establishing clear timelines and milestones, the Company can systematically monitor and manage the certification process, ensuring that all necessary steps are completed on time.</p> <p>This approach promotes ongoing expertise development by encouraging employees to engage in continuous learning and skill enhancement. Regularly scheduled evaluations and assessments ensure that the workforce remains proficient and up-to-date with the latest industry standards and practices. Additionally, ensuring compliance with regulatory requirements enhances the Company's overall credibility and reliability in the market.</p>
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>The Company has identified a set of long-term sustainability goals and objectives, which we diligently track on an annual basis. To support these objectives, we have developed a comprehensive action plan that encompasses various key components such as resource allocation, stakeholder engagement, performance measurement, and continuous improvement.</p> <p>The action plan ensures that resources are effectively allocated to the most critical areas, facilitating the achievement of sustainability targets. Engaging stakeholders is a crucial part of this strategy, ensuring that all parties are aligned and working collaboratively towards shared sustainability goals. Performance measurement mechanisms are put in place to monitor progress, identify areas for improvement, and ensure accountability. Continuous improvement processes are integrated into the plan to ensure that sustainability practices evolve and adapt over time, enhancing the effectiveness.</p>

## Governance, leadership and oversight



- Dr. H S Raghavendra Rao  
Chairman and Managing Director

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

I firmly believe that considering environmental, social and governance (ESG) factors is vital not only for ensuring the long-term prosperity of our business, but also for the overall health of our planet and society. We are committed to recognizing the impact of our operations on the environment, employees, local communities, and stakeholders. That is why we are dedicated to integrating ESG considerations into every aspect of our business strategy and decision making. DCX Systems prioritizes global environmental sustainability by actively reducing ecological impact and promotion of renewable energy and energy-efficient technologies to reduce greenhouse gas emissions. In addition, society recognizes the urgent need to deal with climate change.

Our success is closely linked to the well-being and growth of our employees, the communities we serve and society at large. We prioritize health and safety by ensuring a safe working environment and comprehensive implementation protocols. Our employees are our most valuable asset and we support diversity, equality and inclusion while encouraging their professional development and meaningful contribution to Company and society. We are firmly committed to the highest ethical standards in all our operations and in promoting transparency, integrity and responsibility. Strict compliance with applicable laws, regulations and international best practices followed. Our priority is to engage stakeholders to understand their expectations and concerns and to maintain openness in communication for mutual trust and cooperation. We have robust systems to identify, assess and manage risks related to ESG factors that ensure compliance with regulations and industry standards. By adopting ESG principles, DCX Systems strive to create long-term value for shareholders, employees, customers and society. Responsible decisions, innovation and technical expertise are used promote positive change and contribute to a sustainable future for generations to come.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).** Dr. H S Raghavendra Rao  
Chairman and Managing Director

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, The Risk Management Committee plays a pivotal role in overseeing sustainability-related issues within the Company. This committee is tasked with evaluating potential risks and opportunities associated and providing well-informed recommendations to the Board for strategic decision-making.

The members of the Risk Management Committee were as follows as on March 31, 2025:

1. Dr. H.S. Raghavendra Rao - Chairman
2. Mr. Prakash Nagabushan – Member
3. Mr. Kalyanasundaram Chandrasekaran - Member

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken 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	The Board of Directors undertakes a periodic review of the Company's performance against the policies aligned with the NGRBCs.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company strictly adheres to all legal and statutory standards and requirements, ensuring full compliance in all operational aspects. Notably, there have been no reports of non-compliance, underscoring the Company's commitment to regulatory adherence and ethical conduct.																		

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>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.</b>	Dhir & Dhir Associates, an eminent law firm, conducted an in-depth analysis to evaluate the effectiveness and operationalization of the Company's policies. Their evaluation focused on assessing how well these policies were functioning in practice. Additionally, the policies undergo periodic review and revision by department and business heads to ensure they remain relevant and effective. These revisions are then authorized by the board or management.								

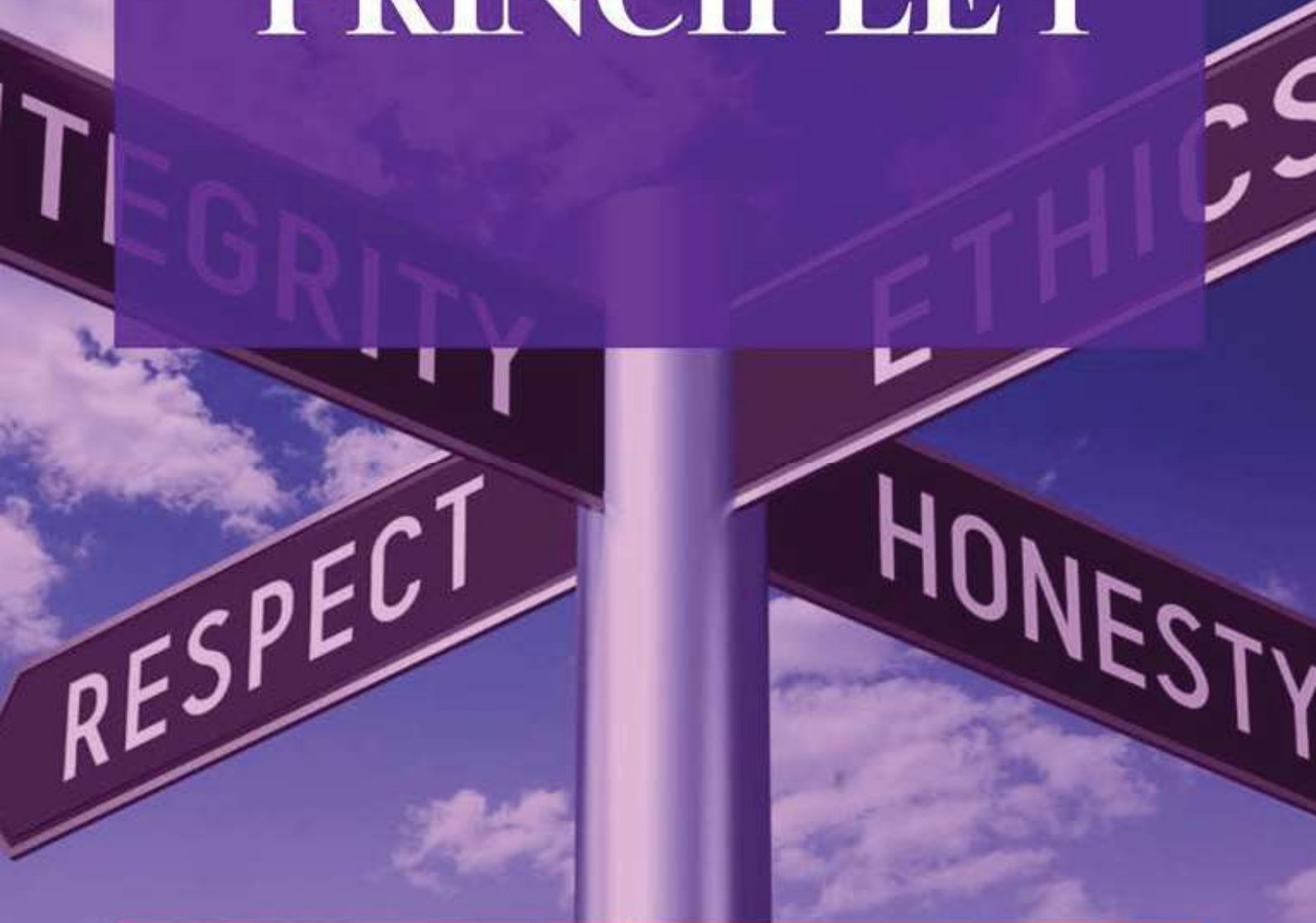
#### 12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

Not Applicable



# PRINCIPLE 1



Businesses should conduct and govern themselves with integrity,  
and in a manner that is Ethical, Transparent and Accountable

### Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Plant Visit to newly built manufacturing facilities at Domestic Tariff Area (DTA) unit of the Company and provided insights into the business operations to be carried out from that unit.  Interaction with Senior Management of the Company to understand the business model/activities of the Company, future projects execution, business expansion program, segment diversion etc.	100.00
Key Managerial Personnel	4	Awareness on ESD (Electro-Static Discharge), AS-9100, Fire Fighting & Mock-drill training	100.00 (Production, Quality and Stores)
Employees other than BoD and KMPs	10	1. On Job Process Training 2. 5S* Training 3. QMS Process, Etc. 4. Fire Fighting & Mock-drill training	100.00 (Production, Quality and Stores)
Workers	15	1. On Job Process Training 2. 5S Training 3. Fire Fighting & Mock-drill training	100.00 (Production, Quality and Stores)

\*5S training stands for Sort, Set in Order, Shine, Standardize, and Sustain. The Company has adopted this methodology that aims to improve efficiency and eliminate waste by organised work environment.

#### 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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	The Company remained fully compliant during the reporting period with no monetary fines, penalties or sanctions imposed				
Punishment					

#### 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
Not Applicable, as no monetary or non-monetary fines, penalties or punishment were imposed on the Company	

**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, the Company enforces a rigorous zero-tolerance approach to bribery and corruption. It is wholly committed to conducting all business activities and engagements with the highest degree of professionalism and ethical conduct. To ensure integrity across its operations, the Company is focused on establishing and maintaining a robust system to effectively deter and address any instances of bribery or corruption.

This commitment extends to full compliance with all applicable anti-bribery and anti-corruption regulations in every jurisdiction and market where the Company operates. The Anti-Bribery and Anti-Corruption Policy has been thoughtfully designed to provide a framework that ensures alignment with global anti-bribery and anti-corruption standards. This policy clearly outlines the expected standards of behavior for all employees, ensuring that everyone within the organization maintains exemplary ethical standards in their professional duties. The Company regards the prevention of bribery as a vital pillar of its corporate governance structure, acknowledging its critical significance.



URL of the Policy: [https://dcxindia.com/wp-content/uploads/2022/04/18\\_Anti\\_Bribery\\_Anti\\_Corruption\\_Policy.pdf](https://dcxindia.com/wp-content/uploads/2022/04/18_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:**

	FY 2024-25	FY 2023-24
<b>Directors</b>	Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/ KMPs/ Employees/ Workers in the reporting year	
<b>KMPs</b>		
<b>Employees</b>		
<b>Workers</b>		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of conflict of interest of the Directors</b>	Nil.	No complaints were received in relation to issues of conflict of interest against any of our Directors or KMPs in the reporting year		
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>				

**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, since there were no such complaints raised in the reporting year.

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:<sup>4</sup>**

	FY 2024-25	FY 2023-24
<b>Number of days of accounts payables</b>	27.58	113.19

<sup>4</sup> The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

## 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:<sup>5</sup>

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	0.00	0.00
	b. Number of trading houses where purchases and made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00	0.00
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.00	0.00
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0.00	0.00
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	21.44	35.34
	b. Sales (Sales to related parties/Total Sales)	37.43	0.01
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	81.44	48.27
	d. Investments (Investments in related parties/Total Investments made)	91.90	48.64

### Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
No awareness programmes were conducted for Value Chain Partners during the reporting year. However, DCX is actively exploring opportunities to develop and implement these programmes in the future.		

#### 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.

The Company has established a thorough Code of Conduct policy tailored to manage conflicts of interest involving Directors and Senior Management. This policy outlines precise guidelines and standards to direct the actions and decisions of individuals in these critical roles, ensuring their conduct aligns with the Company's ethical values and strategic goals.

Furthermore, the Company has created a comprehensive employee handbook that offers in-depth guidance on addressing conflicts of interest. This handbook details the procedures and expectations for all employees to avoid circumstances that might undermine their impartiality or commitment to the Company. By clearly specifying the measures to be followed and the standards to be maintained, the handbook enables employees to effectively handle potential conflicts of interest, upholding the organization's integrity and credibility.

<sup>5</sup> The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.



# PRINCIPLE 2

The background of the slide features a close-up of two hands holding a glowing lightbulb. Overlaid on this image are several hexagonal icons representing different aspects of sustainability: a globe, a factory, a tree, a lightbulb, a water drop, a recycling symbol, a house, a pie chart, a gear, and a world map. The entire slide has a purple gradient background.

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.**

	FY 2024-25	FY 2023-24	Details of Improvements in environmental and social impacts
<b>R&amp;D</b>	No R&D investments has been done by the Company in both reporting year.		
<b>Capex</b>	The Company did not incur any Capex towards specific technologies aimed at improving the environmental and social impacts of its products and processes.		

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

Yes, the Company has mandated its suppliers to adhere to the Terms and Conditions outlined in the Purchase Order (PO) and expects them to operate in accordance with sustainable business practices. These include maintaining a safe and healthy work environment, complying with applicable labour and human rights laws, and implementing robust environmental, health, and safety (EHS) policies that promote responsible and sustainable sourcing.

The Company follows a systematic sourcing process. Initially, the compatibility of potential vendors with the Company's requirements is assessed. Thereafter, suppliers undergo a detailed evaluation based on defined supplier assessment criteria. Engagement decisions are taken based on the evaluation ratings. Furthermore, all new suppliers are subject to thorough assessment prior to being included in the Company's Approved Vendor List (AVL).

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

The Company has well-established procedures for sustainable sourcing, with approximately 80% of our inputs being sustainably sourced.

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.**

DCX Systems Ltd has established a well-defined process to implement the principles of **Reuse, Recycle, Rethink, and Reduce** across its operations, ensuring responsible waste management and environmental stewardship.

- (a) Metal & Plastic (including packaging materials):** All metal and plastic waste, including packaging materials, is disposed of through agencies authorized by the Pollution Control Board. This ensures full compliance with environmental regulations and significantly reduces the Company's ecological footprint.
- (b) E-waste:** Electronic waste generated by the Company is responsibly handed over to authorized agencies certified by the Pollution Control Board. This facilitates proper recycling and disposal, ensuring alignment with statutory environmental standards.
- (c) Hazardous Waste:** The Company follows a meticulous approach to managing hazardous waste. Such waste is appropriately classified and disposed of in strict adherence to local and national regulations. This ensures safe handling, treatment, and disposal in compliance with legal and safety norms.
- (d) Organic Waste (Food Waste):** Leftover food waste is utilized as fertilizer for agricultural land, thereby promoting organic recycling and contributing to sustainable farming practices.



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.**

EPR is not applicable to the Company as per CPCB (Central Pollution Control Board)'s regulations considering the Company's Business operations

#### 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?**

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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Not Applicable, the Company has not conducted LCA for its products or services.

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.**

Name of Product/ Service	Description of the risk/ concern	Action Taken
--------------------------	----------------------------------	--------------

Not Applicable

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24

Nil

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:**

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed (MT)	Re-Used	Recycled	Safely Disposed (MT)
Plastics (including Packaging)			0.70			0.10
E-waste			0.07			0.00
Hazardous Waste	Not Applicable		0.00	Not Applicable		0.00
Other waste			3.93			14.57

**Note:** Under 'Other Waste' we have considered the following:

- Carton Box Waste
- Pallet Wood Waste
- Other General Scrap

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 percentage of products sold) for each product category
---------------------------	---

Not Applicable

# “Building India’s Defence—Responsibly”



As a key Indian Offset Partner (IOP) to global defense OEMs like IAI Group (Israel), DCX delivers value-added system integration and harnesses a resilient supply chain. Their controlled vendor onboarding process with sustainability clauses and ISO/AS9100 compliance reflect ethical, efficient, and future-ready manufacturing.





# PRINCIPLE 3

HEALTH  
AND  
SAFETY  
AT  
WORK

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:

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	77	77	100.00	77	100.00	NA	0.00	0	0.00	0	0.00
Female	11	11	100.00	11	100.00	11	100.00	NA	0.00	0	0.00
Total	88	88	100.00	88	100.00	11*	100.00	0	0.00	0	0.00
<b>Other than Permanent Employees</b>											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

\*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	52	52	100.00	52	100.00	NA	0.00	52	100.00	0	0.00
Female	5	5	100.00	5	100.00	5	100.00	NA	0.00	0	0.00
Total	57	57	100.00	57	100.00	5*	100.00	52	100.00	0	0.00
<b>Other than Permanent Workers</b>											
Male	24	24	100.00	24	100.00	NA	0.00	0	0.00	0	0.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	0	0.00
Total	25	25	100.00	25	100.00	1	100.00	0	0.00	0	0.00

\*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

### c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:<sup>6</sup>

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.0702	0.0028

<sup>6</sup> The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

## 2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	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 workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI*	100.00	100.00	Y	100.00	100.00	Y

\*ESI is being provided to applicable employee/ worker

## 3. Accessibility of workplaces:

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard**

Yes, to ensure that facilities are accessible to employees and workers with disabilities, the Company adheres to the requirements of "The Rights of Persons with Disabilities Act, 2016" (the Disabilities Act) by providing ramps, designated work areas, and accessible restrooms.



## 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.

The Company has not yet formalized a specific policy but is diligently taking measures to ensure equal opportunities for all employees. It acknowledges the significance of fostering equal opportunities and cultivating an inclusive workplace environment. The Company is actively working on developing and implementing an equal opportunity policy that aligns with the requirements of the Disabilities Act.

## 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

## 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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has implemented a mechanism that allows all employees to access grievance registers, offering a platform to voice any concerns or issues they may encounter. The management prioritizes the swift and equitable resolution of these grievances, striving to address them in a cordial manner. Notably, the Company has not recorded any grievances from employees or workers to date.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	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)
Total Permanent Employees	None of the Company's employees and workers are affiliated with any associations or unions in both financial years.					
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	77	77	100.00	0	0.00	59	59	100.00	0	0.00
Female	11	11	100.00	0	0.00	8	8	100.00	0	0.00
Total	88	88	100.00	0	0.00	67	67	100.00	0	0.00
Workers										
Male	52	52	100.00	52	100.00	45	45	100.00	45	100.00
Female	5	5	100.00	5	100.00	2	2	100.00	2	100.00
Total	57	57	100.00	57	100.00	47	47	100.00	47	100.00

Note- the Numerical are basis all permanent employees and workers, excludes other than permanent workers

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	77	77	100.00	59	59	100.00
Female	11	11	100.00	8	8	100.00
Total	88	88	100.00	67	67	100.00
<b>Workers</b>						
Male	52	52	100.00	45	45	100.00
Female	5	5	100.00	2	2	100.00
Total	57	57	100.00	47	47	100.00

Note- the Numerical are basis all permanent workers, excludes other than permanent workers

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

Yes, the Company maintains a robust occupational health and safety management system. This system thoroughly encompasses various facets of workplace health and safety. It includes mechanisms for recognizing and evaluating risks, formulating and executing policies and procedures, conducting regular training and awareness programs, establishing protocols for incident reporting and investigation, and promoting ongoing improvement. The system is designed to foster a secure and healthy workplace, safeguard employee well-being, and ensure adherence to occupational health and safety regulations. Through this system, the Company underscores its dedication to prioritizing employee health and safety while upholding a responsible and consistent approach to occupational health and safety management.

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

The Company employs several strategies to identify work-related hazards effectively:

**Regular Reviews and Assessments:** The Company conducts periodic evaluations and reviews for employees handling hazardous materials to ensure their safety knowledge and practices remain current. This proactive strategy helps detect any deficiencies in safety protocols and enables prompt corrective measures to be implemented.

**Hazardous Material Storage:** The Company maintains a designated storage area for hazardous materials, clearly labeled and equipped with Material Safety Data Sheets (MSDS) for all such substances. These sheets provide essential details, including the Date of Manufacturing (DOM) and Date of Expiry (DOE), to support safe handling and effective management of hazardous materials.

**Personal Protective Equipment:** The Company emphasizes employee safety by supplying Personal Protective Equipment (PPE), such as aprons, safety glasses, gloves, masks, and safety shoes. Additionally, employees receive Electrostatic Device (ESD) slippers to reduce the risk of static discharge. By providing this protective equipment, the Company significantly reduces the likelihood of workplace accidents and injuries related to hazardous material handling.

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

Yes, the Company is actively working toward adopting ISO 14001 and ISO 45001 standards, which provide frameworks for identifying and managing work-related hazards in manufacturing processes. These standards will steer the Company in handling hazardous activities, such as soldering, potting, and conformal coating, and will incorporate procedures for employees to report hazards and safely withdraw from such risks.

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

Yes, the Company ensures that employees and workers have access to non-occupational medical and healthcare services. It offers free health check-ups to support their physical and mental well-being, enabling them to perform optimally for the Company and its stakeholders. Furthermore, the Company requires its vendors to implement comparable health measures to maintain a safe and reliable supply chain with minimal interruptions. The Company has also upgraded its transportation and security systems to provide enhanced protection for employees and workers during work-related travel.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	No safety related incidents occurred in both financial years.	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		



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

The Company places a high priority on employee health and well-being, conducting regular first aid and fire safety training programs. It is committed to maintaining and overseeing fire prevention equipment, ensuring fire extinguishers are refilled on schedule, emergency evacuation route maps are clearly displayed, and mock drills are carried out. Furthermore, health and safety practice posters are prominently placed in work areas, providing employees with a visual guide to adhere to established safety protocols.



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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	There were no complaints regarding working conditions and health & Safety in both financial years.					
<b>Health &amp; Safety</b>						

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	The Company has not conducted any assessment, for the mentioned matters in the Financial Year 24-25.
<b>Working Conditions</b>	

**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.**

Not applicable, as no such safety-related incidents occurred during the reporting year.

**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).**

The Company has not yet implemented a specific life insurance or compensation package. Nonetheless, it recognizes the critical importance of providing support in such unfortunate situations and is open to exploring the development of such packages in the future.

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

The Company guarantees prompt payment of contractor invoices through a meticulous verification procedure. Prior to processing payments, it confirms that all necessary legal fees have been submitted to the appropriate authorities. This verification is conducted by thoroughly reviewing the deposit or remittance Challans alongside the invoice.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
<b>Employees</b>	Not Applicable, as no work-related injury occurred to any employees/workers in both reporting years.			
<b>Workers</b>				

**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)**

No, the Company has not yet implemented transition assistance programs to support ongoing employability or manage career transitions due to retirement or termination.

**5. Details on assessment of value chain partners:**

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

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable, as no assessments were conducted

## “People First, Always”



At DCX, human capital is the core of precision manufacturing. The Company ensures 100% health and accident insurance, PF & ESI coverage, maternity benefits, and safe workspaces for all employees and workers—permanent and contractual alike. Training modules, performance reviews, and skill-building programs are integrated across levels, with 100% coverage for health and safety. With zero recorded incidents, and zero worker grievances, DCX exemplifies what it means to invest in a safe, compliant, and empowered workforce.








## **“TEAM SPIRIT UNLEASHED: ANNUAL SPORTS DAY 2024”**

**DYNAMIC IMAGES FROM THE 2024 SPORTS DAY — FULL OF ENERGY, EXCITEMENT, AND COMPETITIVE CAMARADERIE. EMPLOYEES PARTICIPATED IN A RANGE OF ATHLETIC EVENTS, REINFORCING TEAM BONDING, PHYSICAL FITNESS, AND A CULTURE OF FUN AND HEALTHY COMPETITION.**



# 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.

The Company regularly engages and communicates with key stakeholders, including investors, customers, suppliers, and employees. Its management team proactively interacts with these groups to foster robust relationships and gain meaningful insights. Furthermore, the Company has set up a dedicated committee for risk management and corporate social responsibility (CSR), tasked with overseeing and reporting on the progress of initiatives addressing economic, environmental, and social matters.



#### 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
<b>Customers</b>	No	Plant Visits, Meetings, personal visits, E-Mail	Regular	Feedback of Products, Updates/ requirement for improvement if any, Customer trust and satisfaction, Timely and efficient redressal of complaints
<b>Suppliers</b>	No	Suppliers Meetings, E-Mail	Frequent	Fair and accountable supply chain practices
<b>Employees</b>	No	E Mail, Notice Board, workshops, One-on-One interactions	Regular	Compensation structure, providing a safety culture and inculcating healthy and safe work practices and work conditions among employees, Ongoing desire for more flexible working hours, Improving Diversity and Inclusion, Incidents and grievance redressal, Information on Company activities
<b>Investors (Other than Shareholders)</b>	No	Investor Meet, E Mail, Website	Periodic, Quarterly	Financial Performance of the Company
<b>Shareholders</b>	No	General Meetings, E-Mail, Website, Newspaper Publications, Annual Report	Annually/As and when required	Financial and non- financial (ESG) Performance of the Company, Shareholder Return, Effective Corporate Governance
<b>Government and Regulatory Bodies</b>	No	E-Mail, Letters, Meeting	Need Based	To ensure compliance of applicable statutory laws and regulations, Positive environmental and social impact of business
<b>Communities</b>	Yes	In person meetings, E-mails	Need Based	The Company interacts with the Communities through its CSR Activities

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#### Leadership Indicators

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- 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 actively maintains ongoing communication and interaction with key stakeholders, such as investors, customers, suppliers, and employees. Its management acknowledges the significance of building strong relationships with these groups and values their contributions. To promote robust governance and address relevant concerns, the Company has set up specialized committees for Risk Management and Corporate Social Responsibility (CSR). These committees regularly report to the Board of Directors on the progress of initiatives concerning economic, environmental, and social matters.

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

Yes, the Company prioritizes maintaining consistent and forward-looking engagement with its key stakeholders. Such active involvement allows the Company to efficiently design and execute strategies concerning Environmental, Social, and Governance (ESG) initiatives, while also upholding transparency in disclosing results. In line with prevailing regulations and informed by stakeholder interactions, the Company regularly assesses and revises its policies whenever required.

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

The Company maintains active communication with its stakeholders through multiple channels and undertakes various initiatives to foster meaningful interaction. Engagement is facilitated through measures such as feedback mechanisms, Code of Conduct orientations, and investor meetings.

## “Voices That Shape Value”



Through multi-channel stakeholder engagement—customers, suppliers, communities, regulators—DCX cultivates trust and transparency. The Risk Management & CSR Committees feed insights directly to the Board, fostering collaborative sustainability decisions that are both inclusive and strategic.



# PRINCIPLE 5

# HUMAN RIGHTS



Businesses should respect and promote human rights

## Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	88	88	100.00	67	67	100.00
Other than permanent	0	0	0.00	0	0	0.00
<b>Total Employees</b>	<b>88</b>	<b>88</b>	<b>100.00</b>	<b>67</b>	<b>67</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	57	57	100.00	47	47	100.00
Other than permanent	25	25	100.00	23	23	100.00
<b>Total Workers</b>	<b>82</b>	<b>82</b>	<b>100.00</b>	<b>70</b>	<b>70</b>	<b>100.00</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	88	0	0.00	88	100.00	67	0	0.00	67	100.00
Male	77	0	0.00	77	100.00	59	0	0.00	59	100.00
Female	11	0	0.00	11	100.00	8	0	0.00	8	100.00
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	57	0	0.00	57	100.00	47	0	0.00	47	100.00
Male	52	0	0.00	52	100.00	45	0	0.00	45	100.00
Female	5	0	0.00	5	100.00	2	0	0.00	2	100.00
Other than Permanent	25	0	0.00	25	100.00	23	0	0.00	23	100.00
Male	24	0	0.00	24	100.00	21	0	0.00	21	100.00
Female	1	0	0.00	1	100.00	2	0	0.00	2	100.00



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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	3	59,60,500	0	-
Key Managerial Personnel	7	21,83,965	0	-
Employees other than BoD and KMP	76	4,57,356	15	3,30,502
Workers	51	4,21,035	5	2,58,496

\* Executive Director cum CFO/KMP are excluded from the calculation of median remuneration of KMPs.

\*\* Only those Board of Directors (BODs) who were drawing remuneration have been considered for the numerical count.

\*\*\* Independent Directors' sitting fees have been excluded from this calculation under BODs.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format: 7

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.38	3.32

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, the Company has appointed the Head of HR (Human Resources) to take charge of overseeing human rights matters within the organization. This responsibility encompasses a range of HR functions, including recruitment, employee relations, and training and development. The HR head plays a vital role in ensuring the effective management of the workforce and in addressing employee needs and concerns.

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

The Company upholds respect for human rights as a fundamental part of its core values. It is deeply committed to promoting, protecting, and advancing these rights through its business operations and employment practices, with a strong foundation in fairness, integrity, and ethical conduct. Emphasizing the importance of a safe, inclusive, and respectful work environment, the Company strives to create a culture where every individual feels secure and valued. To further reinforce this commitment, the Company has also established a Vigil Mechanism, enabling stakeholders to confidentially raise concerns regarding any unethical or inappropriate behaviour. [Link to Policy](#).

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

Nil. No complaints were raised with regards to the human rights issues in both reporting years.

7 The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:<sup>8</sup>**

	FY 2024-25	FY 2023-24
<b>Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</b>		
<b>Complaints on POSH as a % of female employees / workers</b>		Not Applicable
<b>Complaints on POSH upheld</b>		

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

The Company is dedicated to fostering equal opportunities for all individuals and firmly stands against any form of discrimination or harassment based on protected characteristics such as race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identity and expression (including transgender identity), political opinion, medical condition, language, and other factors outlined under applicable law. To uphold inclusivity and diversity, the Company has adopted a Policy against Workplace Sexual Harassment, a Business Conduct and Ethics Policy, and a Vigilance Mechanism. These policies are designed to ensure that the Company continues to be an inclusive employer that values and respects diversity across various dimensions, including gender identity, disability, caste, creed, colour, religion, marital status, age, sexual orientation, expression, health status, language, and other relevant attributes. The overarching goal is to nurture an open and inclusive environment for all stakeholders, with a clear emphasis on zero tolerance toward any form of discrimination.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes, human rights requirements have been integrated into business agreements and Company contracts where applicable. The Company acknowledges the significance of embedding human rights considerations within its contractual and business relationships.

**10. Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
<b>Child Labour</b>	
<b>Forced/involuntary labour</b>	
<b>Sexual Harassment</b>	Not Assessed for the reporting year
<b>Discrimination at workplace</b>	
<b>Wages</b>	

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

No significant risks or concerns were identified from the assessments referenced in Question 9; therefore, this point is not applicable.

**Leadership Indicators**

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

As no grievances or complaints related to human rights have been reported within the Company, the specific point concerning human rights is not applicable. This indicates that there have been no known instances or concerns regarding human rights violations or infringements within the organization.

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

The Company does not currently conduct human rights due diligence. However, it remains open to evaluating its relevance and considering its implementation in the coming years.

<sup>8</sup> The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the Company complies with the provisions of the Rights of Persons with Disabilities Act, 2016, in its efforts to make facilities accessible to differently-abled employees, workers, and visitors. This includes the provision of ramp access, appropriately designed work areas, and restrooms to ensure ease of access and inclusivity.

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	Not Assessed for the reporting year
Forced Labour / Involuntary Labour	
Wages	

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

Not Applicable

## “Dignity at the Core”



Operating in the highly regulated and sensitive defense sector, DCX upholds zero tolerance toward discrimination, harassment, forced labour, or child labour. With human rights trainings conducted for 100% of employees and workers, and robust internal mechanisms (POSH Policy, Whistleblower Mechanism, Business Conduct & Ethics), the Company ensures freedom, fairness, and dignity across all touchpoints. Its leadership in ethical employment practices and policy inclusiveness strengthens its alignment with global human rights frameworks and national mandates alike.





# PRINCIPLE 6



Businesses should respect and make efforts to protect and restore the environment



### Essential Indicators

Note- the Company established a new unit in the Domestic Tariff Area (DTA) during FY 2024–25, operational activities at this facility commenced only in FY 2025–26. Accordingly, data for Principle 6 pertaining to this premises will be captured and reported from FY 2025–26 onwards.

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:<sup>9</sup>**

Parameter	FY 2024-25 (In Megajoules)	FY 2023-24 (In Megajoules)
<b>From renewable sources</b>		
<b>Total electricity consumption (A)</b>	-	-
<b>Total fuel consumption (B)</b>	-	-
<b>Energy consumption through other sources (C)</b>	-	-
<b>Total Energy consumption from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
<b>Total electricity consumption (D)</b>	1,310.83	1,049.90
<b>Total fuel consumption (E)</b>	304.92	194.44
<b>Energy consumption through other sources (F)</b>	-	-
<b>Total Energy consumption from non-renewable sources (D+E+F)</b>	1,615.75	1,244.35
<b>Total energy consumed (A+B+C+D+E+F)</b>	1,615.75	1,244.35
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ Revenue from Operations)	0.00000015	0.000000087
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>10</sup></b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000030	0.00000020
<b>Energy intensity in terms of physical output<sup>11</sup></b>	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Independent assessments are not conducted, instead, all necessary Statutory and Internal Inspections/Audits are conducted periodically.

**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**

The facilities at DCX Systems Ltd. do not fall under the scope of the Perform, Achieve and Trade (PAT) Scheme launched by the Government of India.

9 The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

10 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

11 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

3. Provide details of the following disclosures related to water, in the following format:<sup>12</sup>

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,925.10	2,790.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	1,925.10	2,790.00
<b>Total volume of water consumption (in kilolitres)</b>	232.10	280.00
<b>Water intensity per rupee of turnover (Water consumed / Revenue from operations)</b>	0.000000021	0.00000002
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <sup>13</sup>	0.00000043	0.00000044
<b>(Total water consumption / Revenue from operations adjusted for PPP)</b>		
Water intensity in terms of physical output <sup>14*</sup>	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No external review or analysis has been conducted to evaluate different aspects of our operations, performance, or compliance with standards or regulations.

\* The Company has not quantified their production output in specific units for either of the reporting years

For FY 24-25 and FY 23-24, water consumption has been calculated on the basis on the difference between water withdrawal and water discharge.

12 The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

13 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

14 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

## 4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	1,693.00	2,510.00
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>1,693.00</b>	<b>2,510.00</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Independent assessments are not conducted, instead, all necessary Statutory and Internal Inspections/Audits are conducted periodically.

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

At present, the Company has not yet implemented Zero Liquid Discharge (ZLD) practices. However, understanding the critical importance of sustainable water management, the Company acknowledges that adopting ZLD can play a significant role in reducing its environmental footprint. By minimizing water pollution and conserving water resources, ZLD can greatly contribute to environmental sustainability.

Implementing ZLD involves the comprehensive treatment and recycling of wastewater generated during the Company's operations. This process ensures that all wastewater is effectively treated and reused, preventing any discharge into the environment. Such a practice not only helps in conserving valuable water resources but also aligns with the Company's commitment to reducing its overall environmental impact.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Kg	The Company has initiated air quality analysis (other than GHG quantification) from April 2025 through an authorized vendor. A corresponding disclosure statement will be included accordingly	
SOx	Kg		
Particulate matter (PM)	Kg		
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:<sup>15</sup>**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	45.08	46.21
Total Scope 2 emissions <sup>16</sup> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	352.83	239.14
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent/ Rupees	0.000000036	0.00000002
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) <sup>17</sup> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent/ Rupees	0.00000074	0.00000045
Total Scope 1 and Scope 2 emissions intensity in terms of physical output <sup>18</sup>	Metric tonnes of CO <sub>2</sub> equivalent/ Kg	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-** Independent assessments are not conducted, instead, all necessary Statutory and Internal Inspections/Audits are conducted periodically.

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

Yes, the Company has implemented projects aimed at reducing greenhouse gas emissions. These initiatives include promoting the sustainable use of air conditioning, obtaining certifications for diesel generators (DG), planting saplings, and supplying treated wastewater directly to farmers for agricultural use.

The Company has switched from normal fluorescent tube lights to Energy-efficient LED Light. To reduce non-essential electricity usage, we manually turn off all the electronic equipment after working hours, which has resulted in reduction in electricity consumption. These efforts not only help in mitigating greenhouse gas emissions but also contribute to sustainable farming practices and environmental conservation.



<sup>15</sup> The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>16</sup> The above calculations as per the updated emission factors provided in the CO Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

<sup>17</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>18</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

9. Provide details related to waste management by the entity, in the following format:<sup>19</sup>

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.70	0.10
E-waste (B)	0.07	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please Specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Carton Box Waste – 2.13 Pallet Wood Waste – 0.97 Metal – 0.83 Other General Scrap/ Food Waste- 0.01	3.94	14.57
<b>Total (A+B + C + D + E + F + G + H)</b>	4.71	14.66
<b>Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)</b>	0.0000000042	0.0000000010
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <sup>20</sup> (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000088	0.0000000023
Waste intensity in terms of physical output <sup>21</sup>	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	The Company did not recover any waste in both reporting years.	
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste – Plastic waste, E-waste and Other than Non-Hazardous Waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	4.71	14.66
<b>Total</b>	4.71	14.66

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-** There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations but instead, all necessary Statutory and Internal Inspections/Audits are conducted periodically by internal team.

19 The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

20 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.

21 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122.



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.

DCX is committed to reducing waste generation by promoting responsible behaviors. We ensure that all waste from our activities adheres to the 3R approach—Reduce, Recover, and Reuse—to minimize hazardous waste production. Our facility is equipped with clearly marked segregated bins for different waste streams. Waste is segregated, stored, and transported which are collected and processed by vendors authorized by the Pollution Control Board, ensuring compliance with environmental regulations. To manage liquid waste, our infrastructure includes secondary containment trays, and we are fully prepared for any contingencies with spill kits on hand to address potential spills swiftly and efficiently.



Non-hazardous waste, including paper, wood, and e-waste, other waste is managed with the same commitment to sustainability. Our strategic goal is to eliminate or reduce waste generation and prioritize reuse and recycling wherever feasible to divert waste from disposal.

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:

S. No.	Location of operations/offices	Types 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.
The Company does not operate in/around ecologically sensitive areas.			

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
Not Applicable					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
The Company complies fully with all applicable environmental laws, regulations, and guidelines in India. There have been no instances of noncompliance, and no penalties, fines, or actions have been imposed by any regulatory authorities or agencies.				

#### Leadership Indicators

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

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

- (i) Name of the area : Not Applicable
- (ii) Nature of operations : Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		Not Applicable
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		Not Applicable
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Not Applicable for this parameter

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	The Company has commenced quantification of air quality data (other than GHG emissions) from April 2025. With this, the reporting for the current year will also include Scope 3 emission data.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No external review or analysis has been conducted to evaluate different aspects of our operations, performance, or compliance with standards or regulations.

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

The Company avoids operating in environmentally fragile or ecologically sensitive areas. This strategic choice reflects its commitment to responsible business conduct and environmental stewardship by preventing harm to vulnerable ecosystems. By intentionally selecting sites outside ecologically sensitive regions, the Company strives to reduce its environmental footprint and support the conservation of biodiversity and natural habitats.

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
		Yes, the Company has undertaken projects focused on lowering greenhouse gas emissions. These efforts include encouraging sustainable air conditioning practices, securing certifications for diesel generators (DG), planting trees, and providing treated wastewater directly to farmers for agricultural purposes. These initiatives not only help reduce greenhouse gas emissions but also promote sustainable agriculture and environmental conservation.	

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

The Company implements a comprehensive set of strategies to safeguard its operations and ensure resilience against potential disruptions. This approach includes conducting thorough risk assessments, developing robust contingency plans, and abolishing redundant systems to mitigate operational risks. Employees are trained extensively, and regular drills are conducted to test the effectiveness of these plans. The Company prioritizes maintaining essential functions, minimizing downtime, and responding swiftly to crisis, ensuring the continuity of critical operations and services for customers and stakeholders. In addition, the Company actively engages with key stakeholders, suppliers, and partners to foster a collaborative approach to disaster management. Regular reviews and updates of the continuity and disaster management plans, incorporating lessons learned from past incidents, underscore the Company's commitment to continuously enhancing its business continuity and disaster management capabilities.



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?**

During the reporting period, the Company did not encounter any significant adverse environmental impact arising from its value chain. Hence, no specific mitigation or adaptation measures were required in this regard.

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

This is a subset of above question. Therefor the same is, not applicable.

8. **How many Green Credits have been generated or procured<sup>22</sup>:**

- By the listed entity – Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

22 The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28<sup>th</sup> March 2025.

## “Precision Meets Sustainability”



DCX has adopted robust hazardous waste management protocols, sustainable sourcing (80% inputs), and has initiated ISO 14001 and ISO 45001 certification processes. Their initiatives—ranging from E-waste segregation to zero food waste composting—signal a strong environmental ethos embedded within a precision-driven industry.





# PRINCIPLE 7

# PUBLIC POLICY

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent



### Essential Indicators

1.

a) **Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with 1 (One) trade and industry chambers/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.	Society Of Indian Aerospace Technologies and Industries (SIATI)	National

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

Name of authority	Brief of the case	Corrective active taken
There have been no instances of anti-competitive conduct or adverse orders from regulatory authorities against the Company during the reporting period, and hence, no corrective actions were required.		

### Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company has not undertaken any advocacy of public policy positions during the reporting period.					

# “Shaping Policy Through Strategic Affiliations”



DCX Systems leverages its membership in key industry body such as the Society of Indian Defence Manufacturers (SIDM) to contribute meaningfully to the national dialogue on defense, aerospace, and electronics manufacturing policy. Through these affiliations, DCX engages responsibly in advocacy, shares sectoral insights, and collaborates on forward-looking regulatory frameworks.



# 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
Not Applicable, as the Company has not initiated any projects that require conducting a Social Impact Assessment (SIA).					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

The Company has established multiple mechanisms to receive and address grievances from its diverse stakeholder groups. A dedicated Register of Grievances is maintained by the Human Resources (HR) department, specifically to document and resolve concerns raised by members of the community. In addition, the Company has implemented a comprehensive Whistle-blower Policy, which provides a formal channel for all stakeholders—including employees, vendors, and external parties—to confidentially report grievances or unethical conduct. This policy reflects the Company's commitment to transparency, accountability, and stakeholder engagement. The Whistle-blower Policy is publicly accessible on the Company's website at: <https://dcxindia.com/investors/policies/>

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:<sup>23</sup>

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	0.02	9.07
Directly from within India	26.09	61.84

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<sup>24</sup>

Location	FY 2024-25	FY 2023-24
Rural		Nil
Semi-Urban		
Urban	100.00	
Metropolitan		Nil

### 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
Not Applicable	

<sup>23</sup> The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>24</sup> The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.



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 (In INR)
The Company has no ongoing projects in any of the aspirational district			

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

No, the Company does not have a preferential purchasing policy favouring suppliers from marginalized or vulnerable groups. Instead, it follows a sourcing policy focused on criteria such as features, quality, cost, and capabilities as recommended by the OEMs. Procurement strictly adheres to the pre-approved list of suppliers provided by the OEMs, given that the manufactured products are supplied to the defence and aerospace sector.

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

Not applicable, in line with the answer mentioned in 3(a)

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

Not applicable, in line with the answer mentioned in 3(a)

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 benefit share
The Company, as a built-to-print manufacturer and system integrator, does not hold any Intellectual Property Rights (IPR) for the products it manufactures. Its primary focus is on producing Electro-Mechanical modules according to the specifications of Original Equipment Manufacturers (OEMs), along with providing value-added services.				

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 the case	Corrective Action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Jagadguru Sri Shivarathreeswara Mahavidyapeetha	The Company is committed to the welfare of children, underprivileged individuals, and the broader community. It undertakes various efforts through its CSR initiatives and projects aimed at supporting and enhancing the ecosystem.	The Company's CSR activities embody its commitment to fostering a better and more sustainable society. During the year, the CSR funds were directed towards supporting education for children, facilitating higher education for differently-abled children, and aiding Vrudhashramas for underprivileged individuals. These initiatives have positively impacted a significant number of people, including vulnerable and marginalized groups, though the exact number is difficult to quantify.
2	Sanmitra Trust		
3	Shree Ganesh Seva Trust for Exceptional Persons		



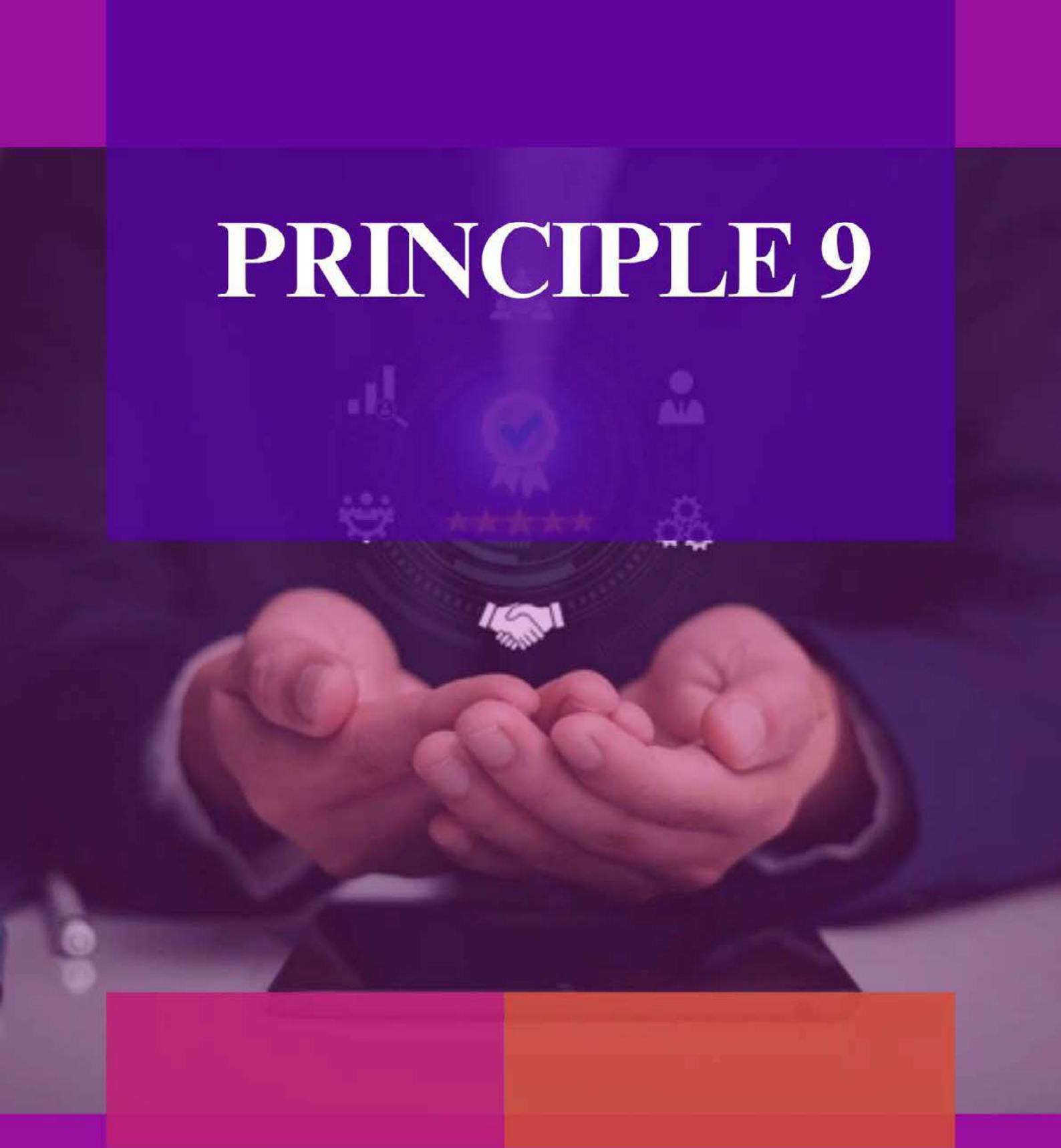
## “Cyber Fortified for the Future”



Operating in a high-security domain, DCX has institutionalized a Comprehensive Cybersecurity Policy, with SOPs, regular audits, vulnerability assessments, and employee sensitization. This proactive defense against cyber threats highlights DCX’s commitment to securing critical infrastructure, fostering digital trust, and preserving national and client data integrity.



# PRINCIPLE 9



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

## Essential Indicators

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

The Company has implemented a robust Quality Management System in compliance with AS 9100 standards. All customer feedback and complaints, if any, are addressed promptly and effectively in accordance with well-defined procedures and processes.

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

As a percentage to total turnover

Environmental and social parameters relevant to the product

Safe and responsible usage

Not Applicable

Recycling and/or safe disposal

### 3. Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

Nil. No such complaints received in both reporting years.

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

Nil

### 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, the Company recognizes the critical importance of maintaining confidentiality in its operations. To safeguard its information and data, it has implemented a comprehensive Cyber Security Policy available on the internal portal. This policy sets forth guidelines and measures to be adhered to across the organization, providing a framework to protect sensitive information, prevent unauthorized access or breaches, and mitigate cyber threats. By adhering to this policy, the Company prioritizes operational confidentiality and ensures its data remains secure from unauthorized disclosure or misuse.



### 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.

Not Applicable

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

Nil

**b. Percentage of data breaches involving personally identifiable information of customers<sup>25</sup>**

Nil

**c. Impact, if any, of the data breaches**

Not Applicable

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

Information about the products and services offered by the Company is accessible through multiple channels and platforms. Comprehensive details can be found on the Company's official website at <https://www.dcxindia.com>.

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

Since the Company supplies its products directly to Original Equipment Manufacturers (OEMs), who then assemble and deliver them to end customers, the Company's capacity to directly inform and educate end users about the safe and responsible use of its products is limited. Consequently, the Company faces challenges in directly reaching end users to offer information and guidance on the proper and responsible use of its products.

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

The Company has established contingency plans to manage potential risks arising from the disruption or cancellation of critical services. With a strong focus on quality and customer service, the team proactively identifies issues before they escalate and collaborates with customers to develop mutually beneficial solutions. Additionally, the Company maintains an actively updated website that provides stakeholders with timely information on important news and events.

**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)**

Given the Company's obligation to maintain confidentiality in the defence and aviation sectors, which involve national security, it limits the display of product information to only what is mandated by applicable laws.

<sup>25</sup> The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.