



ESG POLICY

As the world's largest Ayurvedic and Natural Healthcare Company, sustainability is embedded at every level of Dabur's operating activities. Our business is committed not just towards profitable growth, but also towards leaving a deeper imprint on society as a whole and create a truly Green & Sustainable Enterprise. Our Environment, Social & Governance (ESG) policy is driven by this larger goal and vision.

Dabur has established a Board-level ESG Committee with an Independent Director as its member to provide oversight and strengthen our focus on environmental, social and governance matters.

The ESG Committee reports to the Board of Directors and its role includes:

- Oversight of Company's ESG matters.
- Formulate and review framework, strategies, activities, targets and policies of the Company regarding sustainability including environment, social and governance (ESG) related matters.
- Monitor Company's ESG ratings/scores from ESG rating agencies, devise and implement improvement plan thereto.

Focus Areas:

1. Environmental Commitments

As part of our strategy to combat Climate Change and transition to a Net Zero enterprise, we have taken the pledge to progressively reduce our Energy and Water Intensity. We have put in place measures to:

- Promote use of renewable energy
- Eliminate coal across our manufacturing units
- Protect & Regenerate Nature
- Promote Sustainable Water Management both within our Operations and within the Community to become Water Positive
- Promote Circular Economy to ensure a Waste-Free World
- Reduce our impact of packaging by using environment-friendly packaging

2. Social Commitments

Dabur, as an entity, and our various brands will continue to address social inequalities as we work towards ensuring Health and Well-being of every Household. We are also committed to providing safe and fair working conditions for all employees. We focus on:

- Respecting Human Rights & ensuring Fair Labour Practices.
- Promoting Equity, Diversity & Inclusion; and being an equal opportunity employer.
- Ensuring Health & Safety of all employees.
- Improving standards of living and quality of life of local communities.
- Promoting Safe & Healthy products and ensuring highest product quality.
- Ensuring positive nutrition impact through our products.



3. Governance

We are committed to maintaining the highest levels of ethical standards of integrity, corporate governance, and regulatory compliance. We focus on:

- Conducting business in an ethical & transparent manner.
- Transparently engaging with our diverse stakeholders, partners and proactively incorporating feedback into our ESG actions
- Ensuring a robust Corporate Governance framework.
- Publicly and Transparently disclosing our sustainability performance in line with global reporting frameworks.

Biplab Bakshi
Executive Director-HR

Rahul Awasthi
Head-Operations

Mohit Malhotra
Chief Executive Officer

Recommended and approved by:			
Approving Authority	Version	Date of Approval	Effective Date
ESG Committee	1.0	12.07.2023	12.07.2023

APPENDIX 1

Policies that guide our ESG commitments

S. No.	Name of the Policy/Code	Link
1.	Code of Ethics and Conduct	https://www.dabur.com/sites/default/files/2021-05/165-codeofconductslidesnew.pdf
2.	Direct Touch	https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf
3.	Anti-Bribery and Anti-Corruption Policy	https://www.dabur.com/sites/default/files/2023-05/Anti-Bribery-Anti-Corruption-Policy.pdf
4.	Non-Discrimination & Anti-Harassment Policy	https://www.dabur.com/sites/default/files/2022-10/3262-Non-Discrimination-policy.pdf
5.	Environment Policy	https://www.dabur.com/sites/default/files/2023-07/Dabur-Environment-Policy.pdf
6.	Occupational Health and Safety Policy	https://www.dabur.com/sites/default/files/2023-07/Dabur-OHS-Policy.pdf
7.	Supplier Code of Conduct	https://www.dabur.com/sites/default/files/2023-05/Board-Approved-SCOC.pdf
8.	Human Rights Policy	https://www.dabur.com/sites/default/files/2023-05/Dabur%20Human%20Rights%20Policy-link.pdf
9.	Biodiversity Policy	https://www.dabur.com/sites/default/files/2023-07/Dabur%20Biodiversity%20Policy.pdf
10.	CSR Policy	https://www.dabur.com/sites/default/files/2021-05/1136-Dabur-India-Ltd-CSR-Policy-2020_0.pdf
11.	Privacy Policy	https://www.dabur.com/sites/default/files/2022-10/3264-Privacy-Policy.pdf
12.	Risk Management Policy	https://www.dabur.com/sites/default/files/2023-03/Risk%20Management%20Policy.pdf
13.	Food Safety Policy	https://www.dabur.com/sites/default/files/2023-02/3237-Food-Safety-Policy-01.04.19%20%281%29.pdf
14.	Quality Policy	https://www.dabur.com/sites/default/files/2023-02/3236-Quality-Policy-01.04.19%20%281%29.pdf
15.	Ethical Marketing Policy	https://www.dabur.com/sites/default/files/2023-07/Dabur-Ethical-and-Responsible-Marketing-Policy.pdf
16.	Tax Responsibility Policy	https://www.dabur.com/sites/default/files/2023-07/Dabur-Tax-Policy.pdf