BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	L92490MH2007PLC344765
2	**Name of the Listed Entity**	DEN Networks Limited ("DEN")
3	**Year of incorporation**	July 10, 2007
4	**Registered Office Address**	Unit No. 116, First Floor, C Wing Bldg. No. 2, Kailas Industrial Complex, L.B.S Marg Park Site, Vikhroli (W), Mumbai – 400079, Maharashtra
5	**Corporate Address**	236, Okhla Industrial Estate, Phase III, New Delhi - 110020
6	**E-mail**	investorrelations@denonline.in
7	**Telephone**	+91-22-25170178
8	**Website**	www.dennetworks.com
9	**Financial year for which reporting is being done**	1st April 2025 to 31st March 2026
10	**Name of the Stock Exchange(s) where shares are listed**	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	**Paid-up Capital**	₹ 4,77,22,38,450
12	**Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report**	
	Name of the Person	Ms. Hema Kumari - Company Secretary & Compliance Officer
	Telephone	+91-11-40522200
	E-mail address	hema.kumari@denonline.in
13	**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)**	Standalone basis Thus, all the data reported in this report pertains to DEN Standalone entity.
14	**Name of assessment or assurance provider**	NA
15	**Type of assessment or assurance obtained**	NA

Note: "NA" denotes "Not Applicable" across this Report.

II. Product/Services

		S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
16	**Details of business activities (accounting for 90% of the Turnover)**	1.	Cable Service Provider (Information and Communication)	The Company provides Cable TV services to its customers directly or through business partners Local Cable Operators (LCOs).	100

		S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
17	**Products/Services sold by the entity (accounting for 90% of the entity's Turnover)**	1.	Activities of the Cable Operators	61103	100

Note: As per the National Industrial Classification (NIC) 2025 guidelines issued by the Ministry of Statistics and Programme Implementation (MoSPI) on 07 November 2025, our updated NIC code is 611002 (Operating of cable distribution systems).

III. Operations

		Location	Number of Plants	Number of Offices	Total
18	**Number of locations where plants and/ or operations/ offices of the entity are situated:**	National	0	128	128
		International	0	0	0

19	**Market served by the entity:**	**Locations**	**Number**
	a. Number of Locations	**National (No. of States)**	13
		International (No. of Countries)	0
		Note: National includes number of States and Union Territories served in FY 2025-26.	
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	Nil	
	c. A brief on types of customers	DEN delivers digital cable TV services via a Business-to-Business (B2B) approach. The Company partners with LCOs throughout India, leveraging their networks to provide cable TV services to end subscribers.	

IV. Employees

20. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent (D)	373	359	96	14	4
2	Other than Permanent (E)	503	487	97	16	3
3	Total (D+E)	876	846	97	30	3
Workers						
4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	42	39	93	3	7
6	Total (F+G)	42	39	93	3	7
b. Differently abled employees and workers						
Differently abled Employees						
1	Permanent (D)	0	0	NA	0	NA
2	Other than Permanent (E)	0	0	NA	0	NA
3	Total (D+E)	0	0	NA	0	NA
Differently abled Workers						
4	Permanent (F)	0	0	NA	0	NA
5	Other than Permanent (G)	0	0	NA	0	NA
6	Total (F+G)	0	0	NA	0	NA

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25.00
Key Management Personnel	3	1	33.33

22. Turnover rate for permanent employees and workers

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.60	31.30	17.20	13.90	40.00	15.02	20.79	48.15	22.24
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	Futuristic Media and Entertainment Limited	Subsidiary	100.00	The BRSR is for DEN standalone entity.
2	Den Saya Channel Network Limited	Subsidiary	51.00	
3	Meerut Cable Network Private Limited	Subsidiary	51.00	
4	Den F K Cable TV Network Private Limited	Subsidiary	100.00	
5	Den Ambey Cable Networks Private Limited	Subsidiary	61.00	
6	Den Kashi Cable Network Limited	Subsidiary	51.00	
7	Den Enjoy Cable Networks Private Limited	Subsidiary	59.33	
8	Den Enjoy Navaratan Network Private Limited	Subsidiary	51.00	
9	Den Nashik City Cable Network Private Limited	Subsidiary	51.00	
10	Den Malayalam Telenet Private Limited	Subsidiary	80.94	
11	Den Rajkot City Communication Private Limited	Subsidiary	51.00	

12	Mahavir Den Entertainment Private Limited	Subsidiary	51.15
13	VBS Digital Distribution Network Limited	Subsidiary	51.00
14	Drashti Cable Network Limited	Subsidiary	100.00
15	Eminent Cable Network Private Limited	Subsidiary	56.00
16	Rose Entertainment Private Limited	Subsidiary	51.00
17	Libra Cable Network Limited	Subsidiary	51.00
18	Srishti Den Networks Limited	Subsidiary	51.00
19	Mansion Cable Network Private Limited	Subsidiary	66.00
20	Den Discovery Digital Networks Private Limited	Subsidiary	51.00
21	Den Premium Multilink Cable Network Private Limited	Subsidiary	51.00
22	Den Broadband Limited	Subsidiary	100.00
23	Den ADN Network Private Limited	Subsidiary	51.00
24	Den Satellite Network Private Limited	Associate	50.00

* Subsidiaries - Representing aggregate % of shareholding held by the Company and / or its subsidiaries. Associate - Representing aggregate % of shareholding held by the Company.

Note:

1. Den Satellite Network Private Limited has shareholding in the following companies:
    a. Den New Broad Communication Private Limited
    b. Konark IP Dossiers Private Limited
    c. Den ABC Cable Network Ambarnath Private Limited
2. Below companies ceased to be subsidiaries of the Company, with effect from November 26, 2025 pursuant to sale of entire equity stake held by Futuristic Media and Entertainment Limited, a wholly owned subsidiary of the Company:
    a. Den Fateh Marketing Private Limited
    b. Den Budaun Cable Network Private Limited
    c. Mahadev Den Cable Network Limited

VI. CSR Details

24	i. Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No):	Yes
	ii. Turnover (₹ in crore)	1,000.92
	iii. Net worth (₹ in crore)	3,853.27

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mech-anism in Place (Yes/No)	If Yes, then provide web-link for grievance redressal policy	FY 2025-26			FY 2024-25		
			Number of com-plaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of com-plaints filed during the year	Number of com-plaints pending resolution at close of the year	Remarks
Communities	Yes	DEN demonstrates its commitment to community engagement through a range of Corporate Social Responsibility (CSR) initiatives. To ensure ease of communication, the Company has provided a dedicated e-mail address: wecare@denonline.in, on its website, allowing community members to submit concerns or grievances directly.	0	0	-	0	0	-

		In addition to e-mail, stakeholders may also reach out to the Company via telephone or postal mail to share feedback or address issues. More information about DEN's CSR principles and commitments can be found in the Corporate Social Responsibility Policy available on the Company website **https://dennetworks.com/upload/code_conduct/csr_policy_1.pdf**						
Investors (other than shareholders)	Yes	To strengthen engagement with investors and shareholders, the Company has established a dedicated e-mail id: **investorrelations@denonline.in**, for the receipt of queries, concerns or complaints.	0	0		0	0	
Shareholders	Yes	Such matters are addressed by the Company in coordination with its Registrar and Transfer Agent (RTA), KFin Technologies Limited, which investors and shareholders may also contact directly at **einward.ris@kfintech.com** Additionally, the grievance redressal mechanism avenues include the SEBI grievance redressal platform (SCORES); online grievance portals of BSE and NSE; and the Smart Online Dispute Resolution (Smart ODR) portals of BSE and NSE. The webpage is accessible at: **https://dennetworks.com/investor-events-roadshows#investor-contact**	0	0	-	13	0	-
Employees and workers	Yes	DEN has implemented a robust vigilance mechanism that offers employees a confidential and structured means to report concerns or lodge complaints. Details of this framework are outlined in the Vigil Mechanism and Whistle - Blower Policy of DEN at **https://dennetworks.com/upload/code_conduct/Whistle%20Blower%20Policy-DEN.pdf** In addition, the Company upholds an Equal Employment Opportunity Policy along with a Prevention of Sexual Harassment (POSH) Policy, both of which are made available internally to all the employees. Further, the Equal Employment Opportunity Policy can be accessed at: **https://dennetworks.com/upload/code_conduct/Equal%20Employment%20Opportunity%20Policy.pdf**	1	0	-	0	0	-

Customers	Yes	DEN maintains a dedicated customer service center established to efficiently receive and address customer queries and complaints. Customers may reach out to the center through a toll-free helpline or via e-mail for prompt assistance. Additional details are available in the DEN-Consumer Corner on the Company website at **https://dennetworks.com/consumer-corner**	10,477	0	The complaints received are linked to issues such as no signals, hardware related, etc.	17,479	0	The complaints received are linked to issues such as no signals, hardware related, etc.
Value Chain Partners	Yes	DEN encourages its Value Chain partners to communicate any concerns or grievances through a designated contact within the supply chain team. Partners may also submit the feedback via a toll-free helpline or e-mail for further assistance. Additional information is available on the DEN-Corporate webpage at **https://dennetworks.com/corporate**	0	0	-	0	0	-

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

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	Opportunity	Optimizing energy consumption plays a vital role in driving sustainable development across industries. Enhanced energy efficiency enables organizations to strengthen operational performance while supporting sustained long-term value creation.	DEN has adopted multiple initiatives to improve energy efficiency such as switching off equipment when not in use, replacing conventional lighting with LED fixtures across its offices, and installing electric inverters in place of diesel generators at selected locations.	Positive
2	Waste Management & Circular Economy	Risk and Opportunity	The Environment Protection Act, 1986 mandates organizations to manage waste responsibly, with violations potentially leading to regulatory penalties and reputational harm. Conversely, adopting circular economy practices can create opportunities for cost savings reducing dependence on finite resources.	DEN ensures responsible handling of end-of-life and defective equipment by disposing of it through authorized e-waste recyclers in full compliance with applicable regulations. In addition, the Company promotes reuse by refurbishing Set Top Boxes (STBs) and redeploying them wherever feasible.	Negative and Positive

3	Employee well-being, health and safety	Risk	Employee health and well-being play a critical role in driving productivity and enhancing customer satisfaction. Conversely, inadequate attention to workplace health and safety can result in operational challenges and diminish employee morale.	DEN is committed to promoting employee well-being by cultivating a supportive and inclusive workplace. The Company's initiatives include mental health awareness programs, comprehensive safety training, and the provision of easily accessible first-aid facilities, among other measures designed to support employee health, safety, and overall well-being.	Negative
4	Human Rights	Risk	Respecting and safeguarding human rights throughout all operations and across supply chains is essential, as any failure to do so may result in regulatory scrutiny and reputational harm to the organization.	DEN maintains strict compliance with all applicable human rights laws by prohibiting child and forced labor, enforcing non-discriminatory practices, and ensuring adherence to minimum wage requirements. The Human Resources function actively monitors, addresses and resolves any grievances related to potential human rights concerns.	Negative
5	Responsible Supply Chain	Risk and Opportunity	Rising stakeholder expectations call for a sustainable supply chain that effectively addresses ESG risks while supporting responsible and long-term growth.	DEN intends to undertake comprehensive ESG assessments across its supply chain, with a focused assessment of environmental, social, and governance aspects to proactively identify, manage and mitigate potential risks.	Negative and Positive
6	Data Privacy and Security	Risk	As a technology-driven organization, robust data protection is essential for ensuring the security of customers, critical infrastructure, and internal systems against evolving cyber risks.	DEN has put in place a comprehensive risk management framework that focuses on identifying potential threat, implementing appropriate mitigation strategies, and continuous monitoring. In parallel, regular training programs are conducted to enhance employee awareness and strengthen adherence to cybersecurity best practices.	Negative
7	Governance and Accountability	Risk	Strong governance practices are essential for preserving stakeholder confidence, whereas shortcomings in governance can undermine trust and pose risks to the Company's long-term viability.	DEN functions within a well-defined governance structure that clearly delineates leadership roles and responsibilities, thereby promoting transparency and ensuring accountability across all levels of the organization.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and Management Processes									
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	The Policies are available on: (1) Website of the Company - **https://dennetworks.com/corporate-announcement#corporate-governance** (2) DEN's internal policies are available on the Intranet portal of the Company and are internally accessible.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, DEN's policies are extended to cover and apply to its business partners, where applicable.								
4	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	DEN has established and implemented policies that align with the various laws, rules, regulations and guidelines prescribed by the Government of India. In addition, the Company adopts industry best practices and adheres to applicable national and international standards, as relevant. To ensure service reliability and the safety of critical equipment, including STBs, DEN obtains certification from the Bureau of Indian Standards (BIS), underscoring its commitment to secure, reliable, and high-quality products to customers.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainability has been integral to DEN's operations from the outset, reflecting the Company's long-term commitment to creating shared value for its stakeholders while responsibly stewarding natural resources. To support this approach, DEN has conducted a materiality assessment to identify key environmental, social, and governance (ESG) topics that have a significant impact on both its stakeholders and business performance. Based on these findings, the Company has defined ESG targets aimed at strengthening outcomes of sustainability and driving continuous improvement.								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.									
	Governance, Leadership and Oversight									
7	**Statement by director responsible for the BRSR report, highlighting ESG related challenges, targets and achievements:**									
	At DEN, sustainability is central to our approach to long term value creation and is embedded across our strategy, operations, and stakeholder engagement. Through this Business Responsibility and Sustainability Report (BRSR), we reaffirm our commitment to transparency, accountability, and responsible growth. In response to the evolving ESG landscape and pressing global challenges, we continue to strengthen the integration of sustainability across our operations, governance structures, and value chains. Our focus remains on embedding environmental stewardship, social responsibility, and ethical governance into everyday decision-making. We have sustained our efforts to reduce our environmental footprint through energy efficient office practices, increased digitisation, and a gradual transition toward cleaner power alternatives, supporting lower Scope 1 and Scope 2 emissions. Our circular economy initiatives, particularly the refurbishment and reuse of STBs continue to conserve resources, extend product lifecycles, and reduce electronic waste. Our people are at the heart of our organisation. We remain committed to fostering a diverse, inclusive, and safe workplace, supported by strong employee well being initiatives, continuous learning, fair compensation, and robust health and safety practices. Beyond our operations, our CSR programmes for the FY 2025-26, focused on preventive healthcare and sustainable livelihoods, creating meaningful impact for vulnerable and marginalised communities. Strong governance underpins our sustainability efforts. Board level oversight ensures ESG considerations are integrated into strategy and risk management, while continued improvements in ESG data management support informed decision-making. Sustainability at DEN is an ongoing commitment, guiding our actions as we build a responsible, resilient, and inclusive future.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors serves as the apex authority responsible for the oversight and execution of Business Responsibility policies at DEN.								

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.	The Corporate Social Responsibility (CSR) Committee plays a central role in driving the Company's sustainability agenda and taking key decisions related to CSR initiatives, as guided by the Board of Directors. Composition of the CSR Committee: 1. Mr. Rajendra Dwarkadas Hingwala – Chairman 2. Mr. Sameer Manchanda – Member 3. Ms. Naina Krishna Murthy – Member In addition to the CSR Committee, DEN has constituted five Board-level Committees, each entrusted with overseeing specific stakeholder interests and ensuring the effective implementation of critical strategic initiatives. Details regarding the composition of these committees are available on the Company's website: **https://dennetworks.com/upload/shareholderpdf/Composition%20of%20various%20committees%20of%20board%20of%20directors.pdf**

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, at DEN, the Board of Directors/ Board Committees / Department Heads periodically review performance against established policies to ensure effective oversight and alignment with the organizational requirements, wherever required.									Periodically / on a need basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board of Directors / Board Committees / Department Heads oversee and assess compliance with all statutory obligations to ensure full adherence. The Company remains steadfast in its commitment to complying with all relevant laws and regulatory requirements.									Periodically / on a need basis.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No; however as a good governance practice, policies are periodically reviewed and updated by concerned department/business heads in consultation with stakeholders (wherever required), and approved by the management/Committees of the Board or the Board itself, as applicable.								

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)	N A								
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)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

DEN has instituted a strong corporate governance framework, acknowledging the importance of conducting business with integrity, accountability, and responsibility while balancing the interests of all stakeholders. The Company is firmly committed to complying with all applicable laws, regulations, and ethical standards, as set out in its Code of Conduct (CoC). In addition, DEN promotes collaborative relationships founded on respect for human dignity, ethical behavior, honesty, and transparency. To reinforce this commitment, the Company has implemented a Vigil Mechanism and Whistle-Blower Policy that provides secure, confidential channels for reporting concerns or grievances, thereby safeguarding the interest's and boosting the confidence of whistle blowers.

8 DECENT WORK AND ECONOMIC GROWTH
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

ESSENTIAL INDICATORS

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

Segment	Total number of training & 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	5	DEN conducts structured familiarization programmes for its Board of Directors (BoD) including key aspects of ESG. These programmes provide insights into Company's Code of Conduct, regulatory changes and their impact, overview on corporate governance practices, grievance redressal mechanism, corporate social responsibility initiatives, regulatory obligations, and emerging trends within the industry.	100
Key Managerial Personnel	6	Key Managerial Personnel (KMPs) regularly participate in a range of training and awareness programs covering areas such as the principles of BRSR, the Company's Code of Conduct, information security protocols, anti-bribery and anti-corruption framework and the prevention of sexual harassment.	100
Employees other than BoD and KMPs	5	1) Code of Conduct 2) Information Security Awareness 3) Anti - Bribery and Anti-Corruption Policy 4) Prevention of Sexual Harassment 5) Disaster Management and fire safety	100
Workers	0	NA	NA

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:

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	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding fee	NA	NA	0	NA	NA

Note: It does not include penalties by regulators in the ordinary course of business

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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
NA	

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.**

DEN has implemented a comprehensive Anti-Bribery and Anti-Corruption (ABAC) policy, reaffirming its strong commitment to the highest standards of ethical conduct and integrity. The Company follows a strict zero-tolerance approach towards all forms of bribery or corruption. The principles of the ABAC policy are embedded within employee training programs, to promote awareness and compliance across the organization.

The ABAC policy is available on the website of the Company and can be accessed at: **https://dennetworks.com/upload/code_conduct/Anti%20bribery%20&%20Anti%20Corruption%20Policy.pdf**

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.**

There are no instances of any such action on the Company that has been initiated by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

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

Category	FY 2025-26	FY 2024-25
Number of days of accounts payables	143	150

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:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	26.20	31.01
	b. Number of dealers / distributors to whom sales are made	11,007	11,742
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	2.68	3.07
Share of Related Party Transactions (RPTs) in	a. Purchases (Purchases with related parties / Total Purchases)	57.78	40.63
	b. Sales (Sales to related parties / Total Sales)	53.73	43.80
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.63	57.20
	d. Investments (Investments in related parties / Total Investments made)	83.16	26.21

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	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company encourages and supports its value chain partners in maintaining fair and ethical business practices across their organisations.		

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.

DEN has established a comprehensive Code of Conduct designed to prevent and effectively manage conflicts of interest across all levels of the organization. This framework applies to employees, senior management and members of the Board and requires them to refrain from any activities or relationships that could adversely affect their objectivity, performance or the Company's interests.

The Code further states that directors should disclose any personal, financial, or other interests that may, or could reasonably be perceived to conflict with their duties with the Company. By embedding these requirements within its governance framework, DEN promotes transparency and ensures that Board decisions are consistently aligned with the best interests of the organization and its stakeholders. The robustness of this approach is reinforced through periodic declarations of interest, compliance confirmations, and continuous oversight mechanisms.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

DEN primarily operates as a cable services provider and is not involved in manufacturing of products. The Company's core focus is on delivering reliable and credible services to its subscribers, supported by strong customer care practices and prompt grievance resolution mechanisms. To reduce its environmental impact, DEN has established processes for the safe and responsible disposal of obsolete, damaged or non-functional equipment in full compliance with applicable regulatory requirements. In addition, the Company promotes sustainability and circular economy practices by recovering and refurbishing devices, such as STBs through its network of LCOs, who play vital role in service delivery.

ESSENTIAL INDICATORS

1. **Percentage of R&D and Capital Expenditure (Capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Type	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Research & Development (R&D)	Nil	Nil	NA
Capital Expenditure (Capex)	Nil	Nil	NA

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

Yes, all vendors are required to comply with the Company's Code of Ethics and Business Conduct (CEBC), which underscores the importance of adopting sustainable practices aligned with key environmental, social, and governance (ESG) principles. Furthermore, vendors must adhere to DEN's ESG policy, which is available for reference at: **https://dennetworks.com/upload/code_conduct/ESG%20policy.pdf**

To further ensure alignment with the Company's values, DEN conducts thorough due diligence and background verification of all vendors and third parties, assessing their reputation for integrity, quality, and ethical business conduct against its stringent standards.

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

The CEBC is an integral part of all contracts / purchase orders and business partners are formally onboarded only after confirming their acceptance of and commitment to comply with the CEBC requirements.

During FY 2025-26, all business partners provided their consent to adhere to the provisions of the CEBC.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:**

Product	Process to safely reclaim the product
a. Plastics (including packaging)	NA
b. E-Waste	DEN's business model is predominantly service-oriented, with no involvement in product manufacturing. The Company has implemented clear and robust processes for the environmentally safe disposal of end-of-life, damaged, or unusable devices through authorised and certified e-waste recyclers, in full compliance with government regulations. In parallel, DEN advances sustainability and circular economy practices by recovering used STBs through its LCOs and refurbishing them for reuse, thereby extending product life cycle while continuing to deliver high-quality services to customers.
c. Hazardous Waste	At DEN, batteries constitute the primary category of hazardous waste, and the Company ensures their safe and responsible disposal by engaging authorised and certified recycling partners.
d. Other Waste	NA

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.**

NA

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?

No, the Company primarily operates in cable service distribution, which limits the applicability of a life-cycle approach to its core operations. However, we are actively exploring the potential for implementing a life-cycle assessment (LCA) in the future.

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 web-link
-	-	-	-	-	-

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 the Product/Service	Description of the risk/concern	Action taken
	NA	

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 2025-26	FY 2024-25
STBs – Cleaned, Refurbished and Repacked	NA, as the Company solely provides STBs to customers through its LCOs as part of its cable service offerings and does not undertake any manufacturing activities.	

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 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	17.12	21.58	Nil	12.58	24.39	Nil
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate Product category	Reclaimed products and their packaging materials as % of total products sold in respective category
STBs – Cleaned, Refurbished and Repacked	29.96

Note: STBs are supplied to customers as part of the Company's cable service offerings through its LCOs. These devices are retrieved either upon termination of the service or when maintenance, repair or replacement is required.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

DEN's people practices are designed to support continuous development and growth across all levels of the organization. The Human Resources team plays a key role in driving initiatives focused on leadership capability building, performance enhancement, and systematic talent development. DEN is committed to attracting and retaining a workforce that is diverse, ethical, collaborative, and forward-looking. To reinforce this commitment, the Company has implemented Equal Employment Opportunity and Remuneration policies aligned with its Code of Conduct, ensuring fairness, transparency, and integrity in all people-related practices.

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	359	359	100	359	100	NA	-	359	100	0	0
Female	14	14	100	14	100	14	100	NA	-	0	0
Total	**373**	**373**	**100**	**373**	**100**	**14**	**100**	**359**	**100**	**0**	**0**
Other than Permanent Employees											
Male	487	487	100	487	100	NA	-	487	100	0	0
Female	16	16	100	16	100	16	100	NA	-	0	0
Total	**503**	**503**	**100**	**503**	**100**	**16**	**100**	**487**	**100**	**0**	**0**

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent Workers											
Male	39	39	100	0	0	NA	-	0	0	0	0
Female	3	3	100	0	0	3	100	NA	-	0	0
Total	**42**	**42**	**100**	**0**	**0**	**3**	**100**	**0**	**0**	**0**	**0**

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) -

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.17	0.19

2. **Details of retirement benefits, for Current Financial Year and Previous Financial Year:**

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/ N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/ N.A.)
PF	100	Please see the note below	Yes	100	Please see the note below	Yes
Gratuity	100		NA	100		NA
ESI	100		Yes	100		Yes
Others	NA		NA	NA		NA

Note: The Company confirms that all third-party contractors possess Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) registration certificates prior to onboarding, thereby reinforcing compliance with applicable laws and internal policies. Statutory PF and ESI contributions are deducted in accordance with regulatory requirements and credited to the respective workers' accounts before any payments are released to vendors, with appropriate supporting documentation obtained as evidence of compliance.

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. DEN ensures that its offices are fully accessible to people with disabilities by thoughtfully integrating inclusive infrastructure and support facilities. These measures include sensor-activated entrances and taps, as well as elevators supported by dedicated personnel to enable safe and seamless mobility.

   Furthermore, trained support staff or reception personnel are available at all locations to assist whenever required, reflecting DEN's strong commitment dedication to creating an inclusive, accessible, and supportive workplace for all.

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.**

   Yes. The Company has implemented an Equal Employment Opportunity policy, which is publicly available on its website and reflects its commitment to fairness and inclusivity in the workplace. The policy can be accessed at: **https://dennetworks.com/upload/code conduct/Equal%20Employment%20Opportunity%20Policy.pdf**

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (%)	Retention Rate (%)	Return to work rate (%)	Retention Rate (%)
Male	100	38	NA	NA
Female	NA	NA	NA	NA
Total	**100**	**38**	**NA**	**NA**

Note: No Female employee availed maternity leave during the reporting period or in the previous year.

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	NA	NA
Other than Permanent Workers	Yes	At DEN, the Company is committed to cultivating a safe, respectful, and positive work environment. Its Code of Conduct, Vigil Mechanism and Whistle - Blower Policy, Equal Employment Opportunity Policy and Prevention of Sexual Harassment Policy collectively empower stakeholders to raise concerns or grievances with confidence and without fear of retaliation. These mechanisms are designed to ensure that all complaints are handled with sensitivity, professionalism and strict confidentiality, thereby reinforcing trust and psychological safety across the organization.
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Total	**373**	**0**	**0**	**452**	**0**	**0**
Male	359	0	0	434	0	0
Female	14	0	0	18	0	0
Permanent Workers						
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

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

Category	FY 2025-26					FY 2024-25				
	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	359	352	98	0	0	434	300	69	0	0
Female	14	14	100	0	0	18	15	83	0	0
Total	**373**	**366**	**98**	**0**	**0**	**452**	**315**	**70**	**0**	**0**
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	359	359	100	434	372	86
Female	14	14	100	18	13	72
Total	**373**	**373**	**100**	**452**	**385**	**85**
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**

10. **Health and safety management system:**

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	DEN is committed to ensuring a safe, healthy, and ergonomically designed workplace. To mitigate occupational risks, technicians are equipped with appropriate safety equipment, including ladders, protective footwear, and safety kits, particularly during installations and service-related activities at customer locations. Their operations are governed by well-defined Standard Operating Procedures (SOPs) to promote safe and consistent work practices. In addition, the Company employs a comprehensive health and safety audit framework to proactively identify and address potential hazards. This includes regular checks on emergency evacuation protocols, CCTV surveillance, safe handling and storage of materials, availability of first aid facilities, functional fire detection and alarm systems, and other essential safety controls, reinforcing DEN's commitment to workplace safety and risk prevention.

What is the coverage of such system?	The system covers all office premises and applies to technicians while they are performing installations, maintenance and troubleshooting activities at customer residences.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	At DEN, operations are conducted within a low-risk service environment, and the Company has effectively minimized significant occupational hazards associated with its activities. High-risk tasks, such as overhead network installations and wiring at customer premises, are executed through outsourced contractual arrangements, ensuring appropriate risk management and adherence to safety standards.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	The Company has established clear mechanisms that enable employees to report work-related hazards and, where necessary, remove themselves from unsafe situations. Employees are encouraged to promptly escalate any identified risks to their reporting supervisors or the Head of Human Resources. DEN promotes a culture of open communication and responsiveness, ensuring that reported concerns are addressed swiftly and appropriate corrective actions are taken to mitigate risks and safeguard employee health and well-being.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes. DEN provides comprehensive accident and medical insurance coverage to its employees, extending support for healthcare needs beyond incidents arising from work-related activities.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

DEN promotes a healthy work-life balance through the implementation of well-defined policies such as ESG, Prevention of Sexual Harassment (POSH), and Employee Welfare. Supported by clear procedures, these policies are designed to ensure safe, respectful and conducive working conditions across the organization. This effective execution of occupational health and safety measures is jointly overseen by management, relevant departments, ensuring consistent monitoring, accountability, and continuous improvement.

To enhance workplace safety, the Company has introduced several measures, including:

- Air purification systems installed on each floor.
- ABC fire extinguishers provided across all floors.
- CO_2 extinguishers and insulated rubber mats placed near electrical panels.
- Bi monthly pest control conducted at all office locations.
- Effective earthing systems maintained in office buildings.
- Mandatory use of Personal Protective Equipment i.e. PPE Kit (safety shoes, helmets) for technicians.
- Smoke detectors and centralized fire alarm systems installed.
- CCTV surveillance implemented to enhance security and emergency response.

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

Topic	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

No incidents requiring corrective action occurred during the period.

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).

For Employees – Yes. Company provides term insurance and an accident insurance policy that offers compensation in the event of death.

For Workers – Yes. All applicable statutory benefits are extended to workers in accordance with prevailing laws and regulations.

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

Prior to onboarding any vendor, DEN conducts thorough checks to confirm compliance with all applicable statutory requirements, including Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) obligations. The Company ensures that statutory deductions, including taxes, are accurately calculated and deposited with the appropriate government authorities within the prescribed timelines. Furthermore, DEN obtains and verifies necessary compliance documentation from its value chain partners before releasing any payments, reinforcing adherence to regulatory and internal control standards.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil			
Workers				

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

Yes. These support services are provided subject to business requirements and the employees' capabilities and competencies.

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	0
Working Conditions	0

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.

NA

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

DEN proactively engages with wide range of stakeholders, including customers, employees, regulators, suppliers, shareholders, and the wider community, to better understand their perspectives, priorities, and expectations. Insights gained through this engagement leads to informed decisions-making and support the creation of long-term sustainable value. Building trust, upholding accountability, and maintaining transparent communication remain integral to the Company's growth strategy. By leveraging multiple engagement channels, DEN strengthens stakeholder relationships, enhances organizational resilience, and effectively advances its business and sustainability objectives.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

ESSENTIAL INDICATORS

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

   At DEN, the Company follows a systematic approach to stakeholder identification and engagement by evaluating their level of influence and interest in its business activities. This process enables the Company to prioritize stakeholders effectively and tailor engagement strategies to ensure impactful and meaningful interactions.

   Internal stakeholders, comprising employees and management, are essential to the Company's success through their active participation. External stakeholders including investors, customers, suppliers, communities, and regulatory authorities also play a significant role in shaping the Company's growth, strategy, and decision-making.

   By aligning stakeholder engagement efforts with the specific needs and expectations of each group, DEN fosters trust, promotes transparency, and builds long-standing relationships that supports sustainable business success.

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 & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mails, engagement programmes, meetings, letters, training sessions, seminars/ webinars, rewards & recognition, grievance mechanisms, website and internal portals	Ongoing, Need-based	Employee engagement plays a vital role in building alignment and encouraging open communication on Company policies, objectives, strategic priorities, and sustainability initiatives. Such engagement strengthens collaboration across all levels of the organization, supports learning and career development, and enhances overall operational efficiency and productivity. Key areas of emphasis include employee engagement and training, grievance redressal, feedback and consultation mechanisms, workplace safety, and employee well-being.
Customers	No	Website, Reports, Customer care webpage/helpline number, E-mail, Meetings and Social Media	Ongoing, Need-based	Understanding customer needs and concerns is vital for building strong, lasting relationships and delivering high-quality service. By actively engaging with customers and listening to their feedback, the Company can identify areas for improvement, resolve issues promptly, and tailor its offerings to better align with customer expectations. This customer-centric approach enhances satisfaction and loyalty, supporting long-term business growth and success.

Shareholders/ Investors	No	Stock Exchanges intimations, Investor Presentations, Newspapers, Website, intermediaries, Notice Boards, Annual Reports, Letters, E-mails, SMS, NSE Electronic Application Processing System (NEAPS), BSE Listing Centre, SEBI Complaints Redress System (SCORES), Social Media, Depositories, online dispute resolution portal (ODR) Portal, Annual and Other General Meetings	Annually, Quarterly, Half yearly, Need-based Real time	DEN provides its shareholders /investors with clear, accurate, and timely information on the Company's performance, enabling well-informed decision-making. This commitment to transparent and consistent communication ensures confidence among both existing and prospective investors.
Suppliers	No	Meetings, Visits / Audit visits, E-mails, Phone calls	Ongoing, Need-based	Engaging with suppliers is essential to supporting sustained business growth and ensuring the quality and reliability of materials and services.
Communities	Yes	Corporate Social Responsibility (CSR) activities, Website	Ongoing	The Company's CSR policy prioritizes on advancing impactful initiatives. Comprehensive details of the Company's CSR programs and initiatives are available on its website. Engagement helps understand community needs and implement programmes that promote shared growth and wellbeing.
Government & Regulators	No	Written communications, website / portals, E-mails, Filings, Meetings, Industry Forums/ Associations, Compliance Filings	Need based including calendar-based compliances - quarterly, half-yearly, annually etc.	DEN maintains proactive and ongoing engagement with regulatory authorities to ensure full compliance, effectively represent its interests, and secure all requisite approvals in a timely manner.

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   DEN is committed to fostering meaningful engagement with both internal and external stakeholders, including employees, customers, investors, shareholders, suppliers, communities, and regulatory authorities. Through consistent, transparent, and structured communication, the Company gains valuable insights into stakeholder expectations, concerns, and priorities. Department Heads serve as designated points of contact, ensuring a structured and effective process for capturing and addressing stakeholder feedback and, where necessary, presents these insights to the Board for deliberation on strategic objectives and policy decisions. This collaborative engagement framework plays a critical role in informed decision-making, particularly in driving sustainability initiatives and shaping the Company's strategic directions.

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, DEN builds stakeholder trust through proactive communication of its economic, social, and environmental performance across multiple engagement channels. The Board of Directors periodically interact with Department Heads to regularly review critical matters and address stakeholder feedback in a structured manner. Insights gathered from stakeholders play an important role in identifying key challenges and shaping solutions, as demonstrated by the development of a dedicated application to support LCOs. Through a combination of in-person interactions and digital engagement platforms, DEN prioritizes stakeholder inputs to inform its sustainability priorities and strategic planning for the forthcoming year.

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

   The Company remains deeply committed to fulfilling its corporate social responsibility (CSR) commitments within the wider communities it serves. DEN's CSR initiatives are dedicated to empowering vulnerable and marginalized groups, reflecting with its vision of creating meaningful and lasting social impact through responsible business practices. Guided by its CSR policy, the Company directs its efforts toward social and economic development, with key focus areas including sustainable livelihood, rural transformation, healthcare, education, arts, heritage, culture, environmental conservation, disaster response, sports promotion, and overall community well-being.

   For the FY 2025-26, our primary focus was on Sustainable Livelihoods Programme and Preventive Healthcare Initiatives including Programme Partnerships.

PRINCIPLE 5: Businesses should respect and promote human rights.

DEN is committed to upholding human rights across all its operations and throughout the value chain. This commitment includes the prevention of discrimination, the promotion of fair labour practices, and the protection of fundamental rights such as privacy and freedom of expression. The Company actively promotes human rights and ensures that its human rights policy is clearly communicated and well understood by key stakeholders including employees and value chain partners. Through this approach, DEN seeks to embed a strong culture of respect for human rights within the organization and among its key stakeholders.

ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	373	373	100	452	452	100
Other than permanent	503	503	100	571	571	100
Total Employees	**876**	**876**	**100**	**1023**	**1023**	**100**
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	42	42	100	45	45	100
Total Workers	**42**	**42**	**100**	**45**	**45**	**100**

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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										
Male	359	0	0	359	100	434	0	0	434	100
Female	14	0	0	14	100	18	0	0	18	100
Total	**373**	**0**	**0**	**373**	**100**	**452**	**0**	**0**	**452**	**100**
Other than Permanent										
Male	487	0	0	487	100	554	0	0	554	100
Female	16	0	0	16	100	17	0	0	17	100
Total	**503**	**0**	**0**	**503**	**100**	**571**	**0**	**0**	**571**	**100**
Workers										
Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent										
Male	39	39	100	0	0	42	42	100	0	0
Female	3	3	100	0	0	3	3	100	0	0
Total	**42**	**42**	**100**	**0**	**0**	**45**	**45**	**100**	**0**	**0**

3. **Details of remuneration/salary/wages:**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (in ₹)	Number	Median remuneration/salary/ wages of respective category (in ₹)
Board of Directors (BoD)*	-	-	-	-
Key Managerial Personnel (KMP)	2	2,29,20,354	1	46,96,868
Employees other than BoD and KMP	357	6,75,019	13	5,83,380
Workers	0	0	0	0

*All Directors of the Company are non-executive and only sitting fees is paid to them.

b. **Gross wages paid to females as % of total wages paid by the entity:**

Category	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.51	3.29

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)**

DEN has established a dedicated framework to identify, address, and resolve human rights impacts and grievances arising from its business operations. The Regional Human Resource Department serves as the primary contact for employees to report concerns and seek resolution regionally. Where matters remain unresolved, employees may escalate the issue to the Company's HR Head for further review.

Additionally, employees have the option to report human rights violations or workplace grievances directly to the Chairman of the Audit Committee, providing an additional layer of oversight and accountability.

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

To promote ethical conduct and workplace integrity, DEN has established a comprehensive set of policies, including the Vigil Mechanism and Whistle-Blower Policy, Equal Employment Opportunity Policy, Code of Conduct and Prevention of Sexual Harassment (POSH) Policy. These policies provide structured mechanisms to address concerns related to ethical misconducts, policy breaches, legal non-compliance, and human rights issues.

All reported issues are examined through fair, transparent and impartial investigation process, ensuring that all parties are given an opportunity to present their perspective and supporting information. DEN's HR department plays a proactive role in facilitating timely grievance redressal while continuously enhancing human rights protections through the setting of clear objectives, adoption of industry best practices, and regular monitoring and review of effectiveness.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	2.78	0
Complaints on POSH upheld	0	0

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

DEN is committed to maintaining a safe, respectful, and ethical workplace through the implementation of robust employee-focused policies. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has instituted a comprehensive Policy aimed at preventing sexual harassment and promoting an inclusive and dignified work environment.

In addition, DEN enforces a Vigil Mechanism and Whistle-Blower Policy that enables employees to confidentially report any legal, ethical, or policy-related violations without fear of retaliation. Strong safeguards are in place to protect complainants, witnesses, and investigators, and any retaliation is addressed through subject disciplinary measures, thereby reinforcing a culture of accountability, fairness, and integrity.

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

Yes, at DEN, respect for human rights is integral within its business agreements and contractual frameworks. The Company actively promotes the protection of human rights and requires its suppliers, contractors, and business partners to comply with policies that prohibit discrimination, harassment and unethical conduct. DEN's grievance redressal mechanisms and operational practices are aligned with applicable human rights laws and recognised standards, ensuring responsible and ethical conduct across the entire value chain.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	We maintain 100% compliance with the regulatory requirements related to Human rights issues.
Forced/Involuntary Labor	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others- please specify	

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

No corrective measures were required during the reporting period.

LEADERSHIP INDICATORS

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

No material modifications to business processes were required during the reporting period due to human rights grievances or complaints.

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

While DEN has not yet instituted a formal Human Rights Due Diligence process, the Company remains firmly committed to upholding its Code of Conduct and maintaining high ethical standards across all aspects of its operations. Employees are actively encouraged to promptly report any concerns related to human rights violations, discrimination, or misconduct to the appropriate authority or their Department Head. This approach reinforces a culture of transparency, accountability, and ethical responsibility throughout the organization.

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?**

DEN is committed to creating an inclusive and accessible workplace for all. In line with the Rights of Persons with Disabilities Act, 2016, the Company ensures that its facilities are thoughtfully designed to accommodate persons with disabilities. Accessibility features such as elevators, sensor-activated taps, and other supportive infrastructure are complemented by dedicated staff, helping to provide a safe, welcoming, and enabling environment for employees and visitors irrespective of their physical abilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	DEN is committed to upholding ethical and sustainable practices across its value chain and requires all business partners to adhere to the Company's Code of Conduct. This Code outlines clear expectations and standards or behaviour, and DEN follows a zero-tolerance approach toward any violations, including the right to terminate contractual relationships in cases of non-compliance. The Company regularly reviews and strengthens its governance and oversight mechanisms to ensure that ethical conduct, integrity and sustainability remain core to its operations and partnerships.
Forced/involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others	

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

No corrective measures were required during the reporting period.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

DEN is committed to responsible environmental stewardship by embedding sustainable practices across its operations and policies. Acknowledging its responsibility to reduce environmental impact and conserve natural resources, the Company focuses on reducing greenhouse gas (GHG) emissions through improved energy efficiency, water conservation measures, and effective waste reduction initiatives. Within its sector, DEN prioritizes energy-efficient infrastructure, responsible e-waste management, and sustainable supply chain practices. Furthermore, the Company actively promotes environmental awareness and sustainability in order to maximize the overall impacts of its environmental initiatives.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total Electricity Consumption (A)	0	0
Total Fuel Consumption (B)	0	0
Energy Consumption through other sources (C)	0	0
Total Energy Consumption from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total Electricity Consumption (D)	15,137.49	18,002.95
Total Fuel Consumption (E)	254.81	497.40
Energy Consumption through other sources (F)	0	0
Total Energy Consumption from non-renewable sources (D+E+F)	15,392.30	18,500.35
Total Energy Consumption (A+B+C+D+E+F)	**15,392.30**	**18,500.35**
Energy Intensity per million INR of turnover (Total energy consumption / Revenue from operations in rupees) (GJ per million INR)	1.54	1.87
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP) (GJ per million USD)	31.28	38.64
Energy Intensity in terms of physical output	-	-
Energy 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 independent assessment has been carried out.

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.

NA

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	12,402.00	14,383.98
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	**12,402.00**	**14,383.98**
Total volume of Water Consumption (in kilolitres)	12,402.00	14,383.98

Water Intensity per rupee of turnover (Total Water consumed / Revenue from operations) (kL per million INR)	1.24	1.45
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kL per million USD)	25.20	30.04
Water Intensity in terms of physical output	-	-
Water Intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Drinking water consumption has been calculated based on the number of bottles used, while water consumption for sanitary and other purposes has been estimated using an empirical factor, as actual metered data is currently not available for all locations.

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 independent assessment has been carried out.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water	As the Company is operating within the service sector, it does not generate any industrial water discharge as part of its operations. Water consumption and discharge are limited exclusively to routine office-related activities across its office locations.	
- 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- Please specify: Land		
- 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.

No independent assessment has been carried out.

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

Zero Liquid Discharge (ZLD) is not applicable to DEN's operations, as the Company does not operate any manufacturing or production facilities and functions solely within the service sector.

6. Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Ton	0.118	The Company is in the process of developing appropriate systems and controls to enable accurate recording, monitoring, and reporting of data for this indicator in future reporting periods.
SOx	Ton	0.063	
Particulate matter (PM)	Ton	0.0078	
Persistent organic pollutants (POP)	NA	-	
Volatile organic compounds (VOC)	NA	-	
Hazardous air pollutants (HAP)	NA	-	
Others	-	-	

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 independent assessment has been carried out.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tco_2e	18.28	36.42
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tco_2e	2,985.45	3,635.59
Total Scope 1 and Scope 2 Emissions	tco_2e	**3,003.73**	**3,672.01**
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations)	tco_2e / million INR	0.30	0.37
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations adjusted for PPP)	tco_2e / million USD	6.10	7.67
Total Scope 1 and Scope 2 Emission Intensity in terms of physical output		-	-

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 independent assessment has been carried out.

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

DEN remains committed to reducing greenhouse gas (GHG) emissions across its operations and minimizing associated environmental and social impacts. While the Company does not currently undertake specific initiatives dedicated solely to GHG reduction, electricity consumption represents the primary source of its emissions, and related efficiency measures continue to be an area of focus. Some of the key initiatives implemented in line with the foundational objectives include the following:

1. Reducing our carbon footprint by transitioning from diesel generators to electric generators.
2. Installing energy-efficient LED lighting in offices,
3. Minimising printer usage and digitising processes.
4. Promoting green electricity consumption through open access arrangements.

9. **Provide details related to waste management by the entity:**

DEN continues to implement measures aimed at reducing waste generation while ensuring the responsible handling of all waste produced. Solid waste generated at corporate offices is manged through authorized municipal corporations and primarily comprises dry waste such as paper and plastic. The Company does not generate any hazardous or construction-related waste. E-waste, including desktops, electronic equipment, and electrical vehicles, is disposed of through approved buy-back arrangements and registered recycling partners. Battery waste is also managed through the same buy-back mechanism, ensuring safe, compliant, and environmentally responsible disposal.

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	32.32	41.63
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	6.17	19.74
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G+ H)	**38.49**	**61.37**
Waste Intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT per million INR)	0.0038	0.0062
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT per million USD)	0.0782	0.13
Waste Intensity in terms of physical output	-	-
Waste Intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

Category of waste	FY 2025-26	FY 2024-25
(i) Recycled	38.49	61.37
(ii) Re-used	0	0
(iii) Other recovery operations (Composting)	0	0
Total	38.49	61.37

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2025-26	FY 2024-25
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Note: *We are not accounting for the STBs that were refurbished and reused as we do not consider them as waste.*

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 independent assessment has been carried out.

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.

The Company does not use any hazardous or toxic chemicals in delivering its services.

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:

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
NA, all DEN offices are located within urban or suburban commercial establishments and are not situated in or near any ecologically sensitive or protected 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
NA					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, DEN complies with all applicable environmental laws, regulations, and guidelines in force in India.				

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: NA

(ii) Nature of operations: NA

(iii) **Water withdrawal, consumption and discharge:**

Parameters	FY 2025-26	FY 2024-25
Water Withdrawal by source (in Kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover) (kL per million INR)	0	0
Water intensity (optional)	-	-

Water discharge by destination and level of treatment (in kilolitres)	
i. Into Surface water	Being in service industry, DEN's operations do not generate any industrial water discharge. Water consumption and discharge are confined solely to routine office-related activities across its office locations.
- 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	
iv. Sent to third parties	
- No treatment	
- With treatment – please specify level of treatment	
v. Others- Please specify	
- 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.

No independent assessment has been carried out.

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	-		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)			

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, currently scope 3 emissions are not being captured at DEN hence, no independent assessment has been carried out.

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.**

   NA, the Company does not operate nor maintain any offices in or near ecologically sensitive areas.

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:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Refurbishment of used STBs	DEN refurbishes, cleans and repackages previously used STBs through LCOs, helping to reduce the demand for new units.	Approximately 29.96 % of the total STBs distributed to customers in FY 2025-26 were refurbished units.

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

   DEN follows a standardized and well-defined framework to ensure business continuity and effective incident response. The Company's operations are exposed to potential risks from both natural and man-made events, including floods, earthquakes, pandemics, terrorism, and military conflicts, and cybersecurity threats such as ransomware attacks, hacking, and data breaches. To address these risks, DEN has implemented a comprehensive Business Continuity and Disaster Management Plan designed to support business resilience and enable swift recovery in the event of disruptions.

   To safeguard data and IT systems, the Company adheres to a Data Recovery Capability Standard that governs the design, operation, and management of all data and technologies. DEN's IT infrastructure includes two head-ends connected via IP links, with daily backups of critical systems such as CAS, SMS, and SAP, enabling system restoration within a timeframe of approximately 48 to 72 hours. Additionally, a dedicated Disaster Recovery (DR) setup is currently being developed to enhance resilience and strengthen overall preparedness.

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.**

   NA

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

   Nil

8. **How many Green Credits have been generated or procured:**

   a. **By the listed entity:** Nil

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** The information is currently unavailable, as the Company has not yet undertaken a value chain assessment.

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Regulatory frameworks play a critical role in shaping the Company's operations and service offerings. DEN remains dedicated to full compliance with all applicable regulations and actively collaborates with policymakers and industry associations to promote responsible and progressive public policy development. The Company's engagement centres on key areas such as digitalization, sustainability, innovation, and ethical business practices, with the objective of strengthening the sector and contributing to long-term positive impact.

ESSENTIAL INDICATORS

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

   One

   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	All India Digital Cable Federation (AIDCF)	National

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

   During the reporting period, no adverse orders were issued against DEN by any regulatory authority. The Company remains committed to ethical business conduct and upholds a zero-tolerance approach towards anti-competitive practices. DEN ensures full compliance with all applicable laws and regulations that promote fair, transparent, and competitive business practices.

Name of authority	Brief of Case	Corrective action Taken
	NIL	

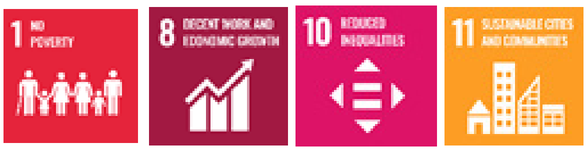
LEADERSHIP INDICATORS

1. **Details of Public Policy positions advocated by the entity.**

S. No.	Public policy Advocated	Method resort for such advocacy	Whether the information is available in Public Domain? (Yes/No)	Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Other please specify	Web Link, if available
DEN is a member of AIDCF, which plays an active role in addressing policy matters and grievance-related issues relevant to the cable television industry. The Company's commitment to industry collaboration is further reflected in the leadership involvement of its Chief Executive Officer (CEO), who currently serves on the Board of AIDCF.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

At DEN, sustainable growth is anchored in the integration of equity, diversity, and inclusion across its workforce, supply chains, and the communities it serves. The Company is committed to providing equal opportunities, cultivating an inclusive culture, and respectful culture, and supporting initiatives across education, healthcare, and infrastructure development. Through these focused efforts, DEN aims to drive shared value creation, foster meaningful social progress, and contribute to a more empowered, inclusive, and resilient economy.



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)	Resulted communicated in public domain (Yes/No)	Relevant Web Link
NA					

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

S. No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families (PAFs)	% of PAF covered by R&R	Amount Paid to PAFs in the FY (in INR)
The Company has not undertaken any projects during the year requiring R&R.						

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

DEN actively engages with diverse communities through its participation in CSR programs and initiatives aimed at addressing local needs and concerns. The Company has implemented a structured grievance process and feedback management framework that is accessible to all stakeholders, including community members. To facilitate easy communication, a dedicated toll-free helpline and e-mail address are made available on the website's contact page. All complaints and feedback are handled by specialized internal teams to ensure timely, effective, and appropriate resolution.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ Small producers	22	15.31
Directly from within India	98	99.99

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.**

Location	FY 2025-26 (%)	FY 2024-25 (%)
Rural	0	0
Semi-urban	0.27	0.18
Urban	14.6	14.11
Metropolitan	85.13	85.71

Note: On-roll employees' wages details have been considered.

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
NA	

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)
1	Madhya Pradesh	Barwani	10,76,127

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

   DEN ensures equal access and fair opportunities for local suppliers, with the objective of generating positive social impact within the communities in which the Company operates.

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

   NA

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

   NA

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
No intellectual property is owned or acquired which is based on traditional knowledge.				

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
NA		

6. **Details of beneficiaries of CSR Projects.**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1.	Sustainable Livelihoods Programme	16,902	100
2.	Preventive Healthcare Initiatives including Programme Partnerships	4,299	100

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner.

The Company is dedicated to responsible customer engagement with its customers by delivering reliable, high-quality services while prioritizing data privacy and cybersecurity. DEN consistently invests in technologies to meet the evolving expectation and demands of its customers. Grounded in mutual trust and transparency, customer relationships are strengthened through open communication and the ethical handling of personal data, with customer feedback playing a key role in shaping business strategies and decisions.

ESSENTIAL INDICATORS

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

   Customers can register their complaints through the following channels:

   a) Customer Care Call Centre

   b) Website

   c) E-mail

   - Customer complaints are handled in accordance with designed Standard Operating Procedures (SOPs) and Service Level Agreements (SLAs), with specific resolution timelines established for each category of complaint.
   - A structured closed-loop resolution mechanism is followed to ensure that customer concerns are satisfactorily addressed and formally closed.
   - Each complaint or feedback is logged with a unique identification number and is resolved within the prescribed turnaround time. Complaints are addressed within a predefined turnaround time.

   More details are available on- **https://dennetworks.com/consumer-corner**

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

Type	As a percentage to total turnover
Environmental and Social parameters relevant to product	The Company operates within the service sector, and the nature of its services does not necessitate the collection, processing, or handling of the specified information.
Safe and responsible usage	100*
Recycling and/or safe disposal	The Company operates within the service sector, and the nature of its services does not require the collection, processing, or handling of the specified information.

**Basic instruction manuals with safety details are provided with STBs*

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	0
Advertising	0	0	-	0	0	0
Cyber-security	0	0	-	0	0	0
Delivery of essential services	10,477	0	The type of complaints received pertain to issues such as no signals, hardware related etc.	17,479	0	The type of complaints received pertain to issues such as no signals, hardware related etc.
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

	Number	Reason for recall
Voluntary recalls	NA	
Forced recalls		

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.**

   DEN has implemented a robust policy framework to proactively manage cybersecurity and data privacy risks, ensuring the confidentiality, integrity, and availability of its information assets. This policy protects sensitive data, ensures adherence to legal and regulatory requirements, and strengthen customer trust. Comprehensive guidelines detailing DEN's approach to information security, cyber risk mitigation, and adoption of industry best practices for data protection and privacy are available on the Company's website.

   Weblink of the Framework / Policy- **https://dennetworks.com/privacy-policy**

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   DEN has not encountered any issues related to advertising practices, cybersecurity incidents, customer data privacy breaches, or regulatory actions concerning service safety during the reporting period. To proactively address and mitigate such risks, the Company has implemented a comprehensive cybersecurity policy, a well-defined customer grievance redressal mechanism, and regular service quality inspections. These controls are continuously reviewed and enhanced, and as a result, during the reporting period, there were no product recalls or penalties imposed by regulatory authorities relating to the safety or quality of the Company's products or services. The Company continues to operate in compliance with applicable laws and regulations and remains attentive to evolving regulatory requirements, including those related to data protection and information security, resulting in no corrective actions currently necessary or underway.

   While customer complaints have been received in relation to essential service matters, such as signal disruptions or hardware-related issues, DEN has adopted a proactive approach by informing customers in advance of any anticipated interruptions or technical challenges, thereby enhancing transparency and customer experience.

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**

      NIL

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

      NA

LEADERSHIP INDICATORS

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

   The Company offers multiple platforms through which customers and prospective users can learn about and access its services i.e. Digital Cable TV Connections. Further details are accessible on our website and via our call centre. To enhance customer engagement, DEN regularly runs campaigns to inform and educate consumers about our offerings. Customers are also encouraged to visit the consumer corner on our website for FAQs, customer support, and other helpful resources at Company's website at **https://dennetworks.com/consumer-corner**

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

   DEN operates a dedicated customer care centre and helpline to enable customers to promptly report service-related issues and seek assistance. To ensure clear and timely communication, the Company keeps customers informed via multiple channels, including SMS, e-mail, and social media updates. In the event of planned or potential service disruptions, scrolling notifications are displayed on DEN's channels to promptly alert customers and minimize inconvenience.

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

   The Company is committed to ensuring timely compliance with all communication directives issued by regulatory and government authorities. To support this commitment and ensure uninterrupted service delivery, DEN has established a dedicated customer support centre with a helpline to assist customers in addressing service-related queries, issues or disruptions.

4. **a)** **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ NA)? If yes, provide details in brief.**

NA

b) **Did your entity carry out any survey with regards 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)**

No