

Our Human Rights Journey

2019

- Mar, 2019**
GFL signs science based target call to action commitment letter.
- Apr, 2019**
GFL announces first sustainable procurement policy and Code of Conduct for Suppliers/Vendors and Service Providers.
- Apr, 2019**
GFL launched Guideline on Protection of Human Rights based on the Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.
- May, 2019**
GFL became a signatory to United Nations Global Compact (UNGC).
- Jun, 2019**
GFL adopts guiding principles for Human Resource Management which included upholding and respect of Human Dignity, Equality & Human Rights.
- Jul, 2019**
GFL initiated Corporate Social Accountability Policy.

- Feb, 2020**
GFL gets SA8000 certified.
- Jan, 2020**
GFL gets ISO27001 certified.
- Nov, 2019**
GFL establishes Social Accountability, Regulatory & Sustainability Corporate Steering Committee.
- Nov, 2019**
GFL launched Ethics Line Digital Platform for reporting policy violations.
- Sep, 2019**
GFL uploaded its first CDP Report.
- Sep, 2019**
GFL initiated DQS Supplier Sustainability Audit Management System for supplier sustainability audit and compliance.
- Jul, 2019**
GFL developed and launched HR Principles & Social Accountability policy in line with the UN Declaration of Human Rights including all our vendors, contractors and business partners.

2020

- Feb, 2020**
GFL became signatory to Principles of Responsible Care under Indian Chemical Council.
- Mar, 2020**
GFL launched guideline on Responsible Care.
- Apr, 2020**
GFL announced Responsible Sales & Marketing policy.
- Jun, 2020**
GFL announced Ethics Committee.
- Jun, 2020**
GFL signed the UN Women and UNGC Women's Empowerment Principles exemplifying its commitment to Gender Equality and Women Empowerment.
- Jun, 2020**
GFL established Corporate Women Empowerment committee and circulated charter.
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GFL established Corporate Women Empowerment committee and circulated charter.
- Jul, 2020**
GFL gets ISO37001 (Anti Bribery Management System) certified.

2021

- Mar, 2021**
GFL gets a 'Silver' medal in Ecovadis assessment.
- Dec, 2020**
GFL organized its first Awareness session on Women Empowerment for all the women employees.
- Oct, 2020**
GFL Published its first Sustainability Report 2019-20.
- Sep, 2020**
GFL published its first Integrated Annual Report 2019-2020.
- Sep, 2020**
GFL uploaded its second CDP report.
- Aug, 2020**
GFL adopted ISO 20400 Sustainable Procurement Standards to build strong, long term relationships with suppliers, vendors and service providers.
- Aug, 2020**
GFL adopted the ISO 26000 standards on Social Responsibility.

- May, 2021**
GFL won 'GOLD' award in the category - 'Best Sustainability Report (First Time)' at the 6th Asia Sustainability Reporting Awards (ASRA).
- June, 2021**
ISO37001 (Anti Bribery Management System) Surveillance Audit completed at GFL with scope increased to International locations.
- July, 2021**
GFL launched Guideline on Special Leave for Employees
GFL launched Guideline on Work from Home for Employees
GFL launched Guideline on Free Transportation to Women Employees
- Aug, 2021**
Undertaken a Women Wellness Initiative - tied up with 'M Fine' for providing wellness benefits to Female employees
Launched digital 'Prayas', a suggestion scheme for employees across the company
Launched 'Odventure', our online Learning Management System across the company
GFL gets ISO26000 reassurance with the scope increased to International Locations
GFL gets ISO 20400 reassurance
- Sep, 2021**
1st Workplace wellness survey conducted across Company
GFL conducted its first SDG Campaign along with UNGC on the SDG Day across locations

2022

- Apr, 2022**
Launch of Ranjit Nagar Handicraft website for Economic Upliftment of Women.
- Mar, 2022**
Conducted its first campaign - Break the Bias on International Women's Day
Launched the 'WASH' initiative across locations on World Water Day
GFL gets 'GOLD' in Eco-Vadis Assessment
GFL Launch 'I am a Safety Leader' programme on National Safety Day
- Dec, 21**
Published second Social Accountability & Human Rights progress report 20-21 on International Human Rights Day
- Nov, 2021**
First virtual HR Townhall meeting held across the Company
GFL conducted first Human Rights Compliance Assessment by third party - DQS
- Oct, 2021**
SA8000 2nd Surveillance audit completed for the manufacturing sites - Dahej & Ranjitnagar
GFL published its second Integrated Annual Report 2020-21
Human Rights Awareness Campaign conducted across the company

- May, 2022**
Launched the first Women Empowerment and Diversity Progress Report 21-22.
- June, 2022**
Launch of Inhouse online Library 'Athena'
GFL get certified in accordance with Anti-competitive & Anti-trust principles based on the competition act 2012.
- Aug, 2022**
ISO 37001 second surveillance audit completed at GFL with scope increased to our new site - Jolva
- Sep, 2022**
ISO 26000 reassurance completed at GFL with scope increased to our new site - Jolva
Launched wellness initiative - Every Sunday is Yoga Day across all locations
Launched WASH awareness booklet along with an online training program for employees
GFL conducted its second SDG campaign along with the UNGC team across locations
- Oct, 2022**
GFL uploaded its fourth UNGC Communication of Progress (COP) in GC Advanced level.

2023

- Jun, 2023**
WEP Training to WEDC Members through United Nations Global Compact Network India (UNGCI)
- May, 2023**
WASH Training to Contract Labours
- Apr, 2023**
SA8000 Internal Auditor Training
Relaunch of Cardinal Safety Rules
- Mar, 2023**
World Water day Celebration - Published 1st WASH Pledge Impact Report 22-23
Completed 1st Life cycle assessment of Products
- Dec, 2022**
Human Rights Awareness Campaign held across location
- Nov, 2022**
First Virtual CEO Town Hall meeting held across the company
Human Rights Awareness campaign conducted across locations
Conducted second Human Rights Compliance assessment by external agency - DQS India

- Jul, 2023**
Launch of a digital platform for launching POSH complaints - POSH Line
Launch of Guideline on WASH
Training on Human Rights Internal Auditors
- Aug, 2023**
SA8000 3rd Surveillance audit completed
Third Human Rights Compliance assessment completed
GFL's Published first BRSR Report
Conducted Responsible care training for Leaders
Completed 2nd Life cycle assessment of Products
- Sep, 2023**
Conducted Gender GAP Assessment through UNGCI
SDG Day Campaign across location
Recertification Audit of ISO 26000
2nd Surveillance audit of ISO 20400
- Oct, 2023**
Launch of Transport Safety Guideline
Conducted Carbon Footprints Assessment Training
- Nov, 2023**
World Toilet day campaign held across locations