



RESPONSIBLE GROWTH – **OUR COMMITMENT AND APPROACH** 2019-20



Responsible Growth – Our Commitment and Approach

Long term sustainable growth requires top leadership commitment, a strong value system and ethical orientation as the DNA of a company's corporate culture and be implemented and visible across all its business activities.

For GFCL, sustainability is intrinsically embedded as a core organizational competency and in its competitive positioning as well as stakeholder engagement. Contributing to sustainable development has always been and has become even more important an element of our overall corporate strategy. We are and will continue to be increasingly focussed on sustainable and socially responsible corporate behaviour in everything we do. We have re-committed ourselves to take the path of Profitable, Sustainable and Socially Responsible Growth, keeping in mind the interests of all our stakeholders as our central objective. We aim to grow and achieve higher returns, and while doing so we will ensure an increased positive impact on the environment and society at large.

We measure the impact of our business operations through three key pillars of sustainability, namely People, Planet and Profit. We continuously endeavour to enhance our performance and optimize efficiency across the environmental, social and governance aspects. We encourage involvement from all stakeholders and ensure that our sustainable framework policies are well communicated, implemented, monitored and reviewed on regular basis.





Gujarat Fluorochemicals Limited Sustainability Policy

Gujarat Fluorochemicals Limited recognizes that sustainable development is an integral part of business and the value chain which includes customers, employees, shareholders, and society at large. The Company strives to achieve long term profitable growth keeping in mind the financial, ethical, social and environmental perspective by addressing sustainability issues that are relevant and meaningful for it as a Chemical Company and the geographies in which it operates.

The Company is committed to and shall strive continuously for sustainable profitable growth through -

1. **Fair Labour Practices and Social accountability -**
 - a. Act as a responsible, fair and ethical employer;
 - b. Ensure a safe and healthy work environment for the stakeholders, through a strong focus on occupational health and safety and a pronounced culture of continuous improvements;
 - c. Generate awareness about sustainability among associates, customers, investors and society and work continuously towards that;
 - d. Foster a climate of social responsibility and volunteering and take part in community engagement and upliftment.
2. **Genuine Care for Environment and Natural Resources while manufacturing safe products -**
 - a. Continuously optimize energy & water to reduce carbon foot prints & wastage;
 - b. Comply with all applicable statutory and regulatory requirements;
 - c. Practice procurement practices which ensure minimal environmental and societal impact;
 - d. Innovate and improve product safety and reduce environmental impact of the processes
 - e. Work towards green chemistry.
3. **Fair, Transparent and Ethical Business Practices -**
 - a. Ensure transparency in dealing with all Stakeholders and the public through disclosure of the Sustainability matrices and provide them with all information regarding business performance and product integrity based on International Standards requirement
 - b. Build robust business process to control and minimize risk to the practice of responsible and ethical business.
 - c. Integrate sustainability in all its business processes for long term profitable growth

The Corporate Social Accountability, Regulatory and Sustainability (SARS) Corporate Steering Committee shall drive the implementation of all Sustainability Initiatives across all locations and shall set objectives and targets and build governance structure across location to achieve the same. The Company shall put in place procedures and governance mechanism in line with international standards and collaborate with all Stakeholders, Customers, Suppliers and Business Associates, Employees to build a sustainable value chain.

Satish Kakade
Chief Executive Officer

Prashant Ogale
Chief Operating Officer

Date: 7th July, 2020

Responsible Growth

– Our Commitment and Approach

Business Environment

Social Dimension

- Public Opinion
- Community interest
- Social Responsibility

Economic Dimension

- Public Policy
- Industry dynamics
- Macro economic Factors

Nature dimension

- Climate Change
- GHG and Wastage
- Resource optimization

Stakeholder Engagement and Materiality



Management



Employees



Financial Institutes



Shareholder



Community



Business Partners



Regulators



Media



Technical Institutes

Sustainable Value Creation



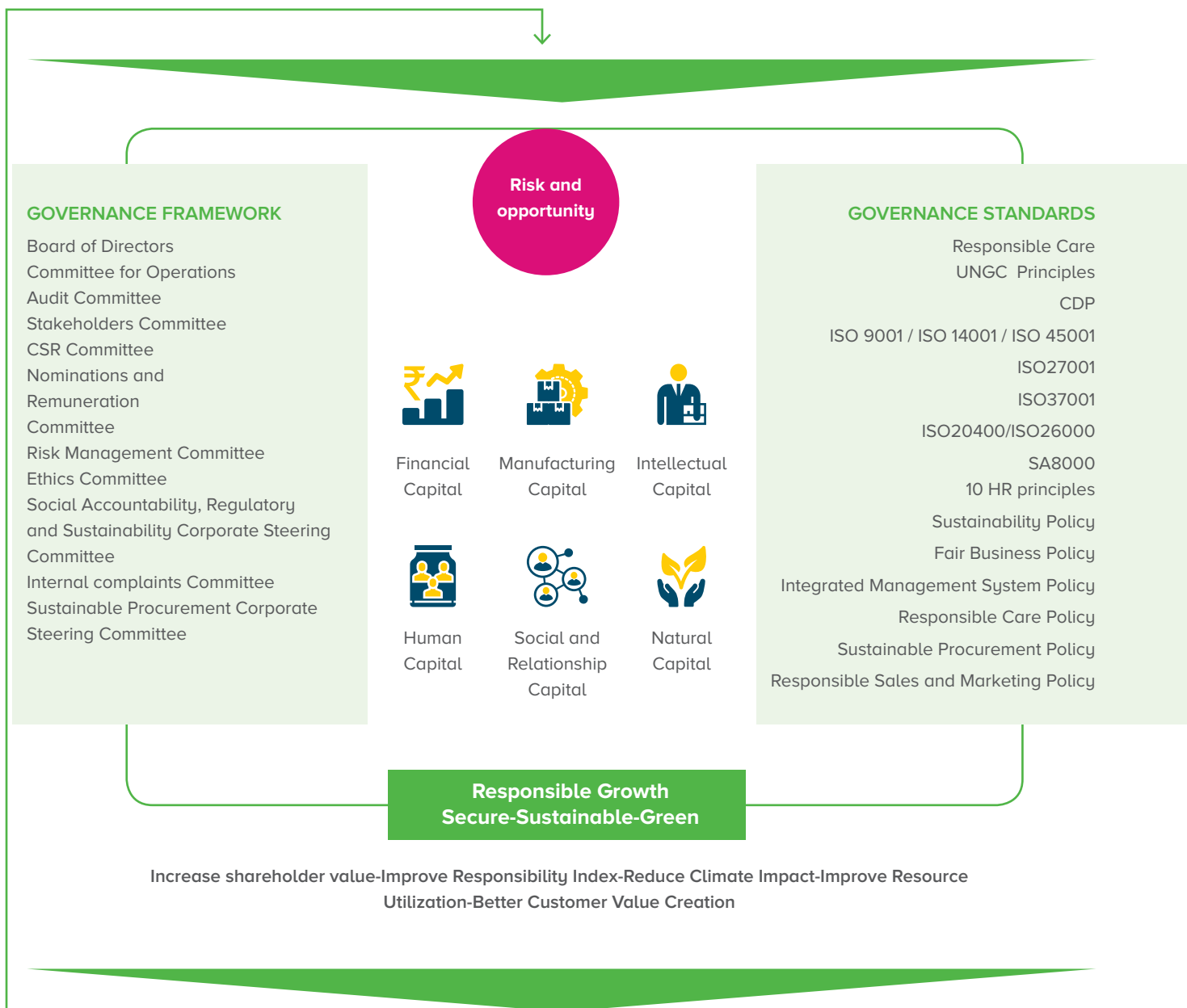
Mission



Vision



Values



Responsible Growth – Our Commitment and Approach

GFCL Sustainability Framework

Our renewed focus on sustainable growth is exemplified in us becoming a signatory of the UNGC. By joining the UNGC, we have taken a firm, important and public step to transform our business through principle – centric practices. This participation makes a bold statement about our values, and it benefits both to the society and our own long-term success. This sustainability report also serves as the CoP for the year 2019-20 and will be uploaded in the UNGC website.

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

That we have put climate change at the centre of our operations is evident from our commitment to the SBTi. It will enable us to demonstrate leadership on climate action by publicly committing to science based GHG reduction targets. We are one of the few chemical sector companies in India who have committed to SBTi.

We have adopted the ISO 26000 (Social Responsibility) standards to design all our social responsibility systems and procedure and to implement targeted activities. By adopting this standard, we have demonstrated our committed to operate our business in a socially responsible manner. It signifies our respect to the society and environment, which we believe will be a critical success factory for our long-term sustainable growth.

At GFCL, sustainability extends much beyond our physical boundaries and encompasses our business partners as

well. We recognize that every decision of buying has a far-reaching impact on the environment, economy and society, ranging from the use of energy for our computers to the working condition of workers who have loaded our raw material at a supplier godown. What an organization purchases and who it purchases from can have far-reaching implications, not only on the supply chain and the end consumer, but on the wider community. The promotion of sustainable consumption patterns is one of the legitimate consumer needs set forth in the United Nations Guidelines for Consumer Protection and a key element in consumer protection policy. Realizing that true sustainability must be part of the strategy across the supply chain, we have adopted the ISO 20400 (Sustainable Procurement) standards, combining them with the company's overall sustainable strategy, risk management and more 'traditional' aspects of our procurement processes.

Our commitment to Safety, Health and Environment is clearly spelt out in our Integrated Management System Policy Statement.

GFCL Corporate Integrated Management System Policy

CIN : U24304GJ2018PLC105479

Tel.: +91-120-6149 600 E-mail: contact@gfl.co.in

Fax: +91-120-6149 610 Website: www.gfl.co.in



**GUJARAT
FLUOROchemicals
LIMITED**

(Earlier known as Inox Fluorochemicals Limited)

INOX Towers, 17, Sector 16-A, NOIDA-201301 (U.P.), INDIA

CORPORATE INTEGRATED MANAGEMENT SYSTEM POLICY

(Our Commitment towards Quality, Health, Safety, Environment, Sustainability, Security & Responsible Care)

Gujarat Fluorochemicals Limited, along with its subsidiaries - GFL Americas LLC., GFL GmbH, GFL GM Morocco, intends to be a market leader in the manufacturing and marketing of Caustic soda, Chlorine, Hydrogen, Chloromethanes, Polytetrafluoroethylene, Refrigerants and Fluorospaciality Chemicals. The Company is adopting the Integrated Management Systems Policy by making 'Responsible Care' an integral part in conducting business and operating facilities in a safe, environment friendly and sustainable manner and implementing its Principles by the following underlying philosophy:

1. Occupational Health & Safety

That a safe and healthy work place is built by preventing occupational injury and illnesses, eliminating hazards and reducing risks at workplace and encouraging consultation and participation by involvement of workers' representatives throughout the OH and S Management System.

2. Environment Protection

That every employee and all stakeholders in the extended supply chain is highly sensitive and committed to achieve pollution prevention, waste reduction, recycling, energy and resource conservation (water), environmental protection relevant in the context of the organization.

3. Product Quality

That products of desired quality meeting customer satisfaction are manufactured and supplied

4. Customer Satisfaction

All employees in the Company understand the need to focus on fulfillment of customer expectations as their primary objective

5. Interested Parties Expectations

That every employee of the company focuses on fulfillment of expectations of the interested parties, which includes customers, external service providers, regulatory authorities, investors, surrounding communities and employees etc.

6. Compliance Obligation

That the entire team complies with all applicable laws and other requirements that relate to quality, environment, occupational health and safety.

7. Security Management

That all assets are physically protected, inventory accounted and risk management measures are in place based on potential security risks, periodically reviewed and that all are aware of the security procedures and systems.

8. Continual Improvement

That systems and processes are continuously improved, through external benchmarking, adopting latest technologies and statistical and behavioral tools to improve safety, health, environment performance and fulfill customer expectation.

9. Learning and Development

That planned learning and developmental programmes based on the individual learning needs are an integral part of the company culture and operating system.

10. Business Integrity

That all business operations are conducted in an ethical manner and in compliance with the applicable laws and regulations including anti-corruption, bribery, fraud and with respect to human rights.

11. Leadership Commitment, Objective and Monitoring and Review

That the Corporate Leadership will have its Policies, strategic targets and objective for Safety, Health, Environment, Quality, Sustainability and Social Accountability in sync with the overall business objectives and will monitor, review and issue necessary directives issued to ensure the Company's continued commitment and exemplify felt leadership.

The above is applicable to all Contractors, Sub – contractors, Suppliers and to all Employees

Through the implementation of this Policy the Company seeks to achieve

- Long-term trust of its stakeholders
- Incident free, environmentally friendly and sustainable operation in the complete supply chain
- Respect of neighbours and society at large

V K Jain
Managing Director

1st July, 2019

Regd. Office : Survey No. 16/3, 26-27, Ranjit Nagar, Taluka Ghogamba, Distt. Panchmahal - 389 380, GUJARAT Tel.: 02678-248 153
Vadodara Office : ABS Towers, 2nd Floor, Old Padra Road, Vadodara 390007, Gujarat, India. Tel.: +91 265 6198111 / 2330057, Fax: +91 265 2310312

Responsible Growth – Our Commitment and Approach

We are also now a signatory to the Principles of Responsible Care and have adopted the Responsible Care Policy.

Responsible Care Policy



Responsible Care Policy

Gujarat Fluorochemicals Limited and its subsidiaries are committed to excellence and continual improvement in Health, Safety, Security and Environment [HSSE] performance at its manufacturing units, research & development centers and office by leveraging the Responsible Care Management System under the overall Social Responsibility and Sustainability Framework of the Company.

Our goal is to ensure that manufacturing, transportation, handling and use of our products are safe and do not pose risk to any of our stakeholders and the environment across the globe.


To achieve our goal, we shall

1. Endeavor to comply with all applicable national and international HSSE regulations and other requirements pertaining to HSSE as identified from time to time
2. Continuously work to design and develop, manufacture, handle, store and distribute our products in a manner that minimizes the risk to human beings and environment while satisfying the stakeholders' needs along the value chain – from development to disposal.
3. Ensure safe transport, handling and storage of our products.
4. Value the health and safety of people above all else and build safe and healthy working conditions.
5. Put in place proper security systems to protect all our employees, contractors, environment, property and company information.
6. Ensure all Environmental and Safety Emergencies are evaluated and addresses for their proper elimination/ mitigation/ management for no or minimal impact of Life and Environment.

The Corporate Social Accountability, Regulatory and Sustainability (SARS) Steering Committee shall drive the implementation of the Responsible Care Framework across all locations and shall set objectives and targets and build governance structure across location to achieve the same, conduct periodic reviews, publish achievements and demonstrate felt leadership. At the same time, every employee shall be held responsible for abiding by the Policies and Procedures implemented as per the Responsible Care Management System.

The Company shall engage with stakeholders to communicate the Responsible Care Performance and inspire them to adopt Responsible Care guiding principles.


Satish Kakade
Chief Executive Officer


Prashant Ogale
Chief Operations Officer

Date – 31st March, 2020

In line with our commitment to the principles of Responsible Care, our manufacturing sites are committed to ensure a safe and healthy workplace for, not only our workforce, but also that of our contractors and any third-party present on our premises.

The SA 8000 Standard is the world's leading social certification programme. It provides a holistic framework allowing organizations of all types, in any industry, and in any country to demonstrate their dedication to the fair treatment of workers. We are committed to uphold social accountability principles across our supply chain, including all our vendors, contractors and business partners. Our commitment to uphold the UN Declaration of Human Rights is exemplified in our Social Accountability policy. Furthermore, our Dahej and Ranjitnagar manufacturing plants are SA 8000 certified.

Transparency and trust are the building blocks of any organization's credibility. Nothing undermines effective institutions and equitable business more than bribery. We strongly believe in ethical business practices. We are committed to the Principles of the UNGC, confirm to adherence to ISO 26000 and intend to strictly adhere to ethical and socially accountable behaviour in all actions we take in all the areas of business. All employees are expected to adhere to the various policies on ethical behaviour which not only relates to financial ethics but also social ethics. This commitment to our employees, clients, suppliers, and other business partners guides everything we do. It is because of our unwavering commitment to ethics, transparency, fairness in all our business processes that today we are ISO 37001 (Anti Bribery and Anti- Corruption Management System) certified.

In today's digital world, information flow and information technology are an important market differentiator. Our business processes are heavily dependent on IT infrastructure and we continuously explore opportunities to seek benefits from our information technology platform and integrate it with all business processes. We put utmost importance to our systems integrity and information security systems. Our data management system is, thus, ISO 27001 certified.

Our commitment to responsible growth is seen in our management approach while addressing the material sustainability topics. We have absolute clarity on where across our value chain each material topic is relevant and can impact the ESG metrics of the Company. For effectively managing all our material topics, we have implemented the following:

1. Robust governance and review mechanism, starting at the Board Level and cascading down to the location level.
2. Documented policies and procedures relevant to all locations of the Company
3. Goals and targets to be achieved
4. Resource allocation
5. Responsibility matrix

Material Topic	Functional Responsibility
Anti-corruption	Legal and Secretarial
Climate Change	Operations and Projects
Economic Performance	Sales and Marketing, Operations, Product Development
Energy	Operations and Projects
Environmental Compliance	Operations and Projects
Local Communities	Human Resources
Occupational Health & Safety	Environment, Health and Safety
Process Safety & Emergency Preparedness	Environment, Health and Safety
Product Safety & Stewardship	Product Development
Water	Operations

Objective criteria for measuring our performance in each of the material topic have been adopted and we regular review our performance, which is communicated to our stakeholders through variety of platforms:

1. Integrated Annual Report
2. Sustainability Report
3. Returns as per statutory requirements
4. Company disclosures through CDP and UNGC websites

Awarded Certifications

S.No.	Certification	Dahej	Ranjitnagar	Noida & Rest of India (ROI)
1	ISO9001:2015	✓	✓	-
2	ISO14001:2015	✓	✓	-
3	ISO45001:2018	✓	✓	-
4	SA8000:2014	✓	✓	✓
5	ISO37001:2016	✓	✓	✓
6	ISO27001:2013	✓	✓	✓



Gujarat Fluorochemicals Limited

Inox Towers, 17 Sector 16 A,
Noida - 201301, Uttar Pradesh
Tel.: +91 120 6149600
Fax: +91 120 6149610