



An **INOXGFL** Group Company
BEYOND EXCELLENCE



WASH Pledge

Impact Report **2022-23**

Contents

- 1 From the desk of the Chairperson – Corporate WASH Committee
- 2 From the desk of the Secretary – Corporate WASH Committee
- 3 From the desk of Vice President – HR (Dahej Cluster)
- 4 From the desk of OHC
- 5 Why WASH at the Workplace
- 6 The WASH at Workplace Pledge
- 8 Messages from WASH Committee Members
- 10 Campaigns Conducted across Locations
- 12 WASH Awareness Trainings
- 13 WASH Corporate Charter of the Company
- 14 Journey after WASH Pledge
- 19 WASH Awareness Programme



From the Desk of Chairperson – Corporate WASH Committee



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“We have vowed to uphold the WASH Pledge in order to promote awareness among employees about health, safety, and well-being”

It is an honor for me to be a part of today's World Water Day celebration and to have the opportunity to speak on such an important topic. It is a day dedicated to advocating for the world's most pressing issues, including a lack of safe drinking water, sanitation, and hygiene. The theme for this year is 'accelerating change,' which calls on everyone (the government, society, and individuals) to accelerate progress toward achieving Sustainable Development Goal 6 to address the water and sanitation crisis.

GFL stands for its ongoing commitment to providing clean water, safe sanitation, and hygiene to its employees in operations under direct company control, as well as to supporting partners across the value chain and the communities that surround our workplaces. On the occasion of World Water Day, I am delighted to present our first-ever WASH Progress report 2022-23.

We believe that access to safe drinking water and sanitation is a human right. We have repeatedly evolved and deepened our understanding of the role we play in advancing respect for this human right throughout our value chain. We have vowed to uphold the WASH Pledge in order to promote employee awareness of health, safety, and well-being, as well as to take the

initiative on this important matter. With this commitment as our guide, we have strengthened our systems and policies, conducted campaigns, regular assessments, and taken targeted action to address our key problems throughout our value chain.

While we are pleased with our progress thus far, we recognize that it is only a stepping stone on our journey. We are all aware that there is still much work to be done to ensure that WASH systems are implemented throughout our value chain and that we are committed to regularly reporting our progress and increasing transparency in our operations. This report is about discovering our WASH journey, highlighting our progress and learnings thus far, and indicating the work that remains ahead.

Lastly, I would like to thank all the stakeholders for the ongoing support and dialogue and we intend to keep working together to strengthen WASH systems across the Company and along our value chain.

Kallol Chakraborty
Head – GCHR

From the Desk of **Secretary – Corporate WASH Committee**



We have prepared a short training module for all the employees of the Company on WASH

Access to safe water, sanitation and hygiene is the most basic human need for health and well-being. Water is needed for all life on Earth. It is the driving force of all nature. Demand for water is increasing over the past century. And the main reason for that is rapid population growth, urbanization and increasing water needs for agriculture, industry and energy sectors. Today over 1 billion people are unable to access clean drinking water, which affects all aspects of life. Meeting drinking water, sanitation and hygiene targets by 2030 requires 4 times increase in pace of progress.

We at GFL, are generating awareness of the issue and turning them into action which will lead to win-win results and increased sustainability

and integrity for both human and ecological systems. To address the Menstrual Hygiene, Sanitary Napkin vending Machine and incinerators were installed in Women's Restrooms. We had also prepared a short training module for all the employees of the Company on WASH. Committee Members were assigned for separate detailed training on the topic.

WASH at the Workplace Pledge has recorded significant improvements in the access of water, sanitation and hygiene at our workplace, but this is not enough. We need to turn WASH at the workplace into a movement with a wider adoption by all our Units and Employees.

Mr. Subodh Gautam



From the Desk of Vice President HR (Dahej Cluster)



The 'Swachhta Abhiyan' drive which is conducted every Friday has shown tremendous improvement in site cleanliness

A year has passed since GFL undertook to become signatory for WASH Pledge. I take pride in sharing all the initiatives that GFL has taken towards Water, Sanitization & Hygiene in this report.

Be it housekeeping or facilitating drinking water in plant or improvement in hygiene through sanitization; we are leaving no stone unturned to live by our pledge. The 'Swachhta Abhiyan' drive which is conducted every Friday has shown tremendous improvement in site cleanliness. Continuous improvements have been made in housekeeping to ensure hygiene, new drinking water facility have been added across plants, testing of water samples is done on regular basis. Sensor based taps have been

installed in offices across plant and WASH awareness campaign was launch and WASH Pamphlet was distributed to all employees. Also, Online WASH Training module has been developed and it is a part of mandatory training modules for all employees. Waterless urinals are installed in an endeavor to conserve water. To ensure appropriate washroom hygiene; exhaust fans, ventilations and sanitary pad vending & disposal machines are installed.

Yes, it is a long way to go on the journey that we have embarked on but we have already started marking our own milestones and will keep doing so in the years to come. I extend my best wishes to all the WASH Committee Members across locations for honoring the organizational commitment.

Dr. Sunil Bhatt



From the Desk of OHC



WASH, in our company premises, helps reduce the risk of infection and improves prevention and control

Water provides essential minerals and nutrients to the body. The essential liquid allows blood to maintain the consistency it needs to flow and transport oxygen to every cell in the human body.

Clean water is an essential ingredient for the production of food. We all know that clean water is vital for drinking. It is essential for sanitation, as well. For washing clothes, cooking, and cleaning, clean water is necessary.

It has been commonly known that contaminated water and poor sanitation are linked to transmission

of diseases such as cholera, diarrhea, dysentery, hepatitis A, typhoid and polio.

Absent, inadequate, or inappropriately managed water and sanitation services expose individuals to preventable health risks.

Having clean water and sanitation means being able to avoid exposure to countless diseases

WASH, in our company premises, helps reduce the risk of infection and improves prevention and control.

Dr. Amar Rath



Why WASH at the Workplace

In 2010, the United Nations explicitly recognized the human right to Water and Sanitation as prerequisites for the realization of other human rights. The following year, the **UN Guiding Principles on Business and Human Rights** were issued, establishing an authoritative global standard on the respective roles of businesses and governments in helping ensure that companies respect human rights in their own operations and through their business relationships.

In 2015, all governments of the world came together to ratify the **Sustainable Development Goals (SDGs)**, setting a shared agenda calling for worldwide action from governments, business and civil society. SDG 6 focuses attention on providing clean water and sanitation for all. In light of these three global

agreements, ensuring employees have access to clean water and sanitation at the workplace has become a fundamental business responsibility. Inadequate access to WASH also puts human health and employee well-being at peril.

World Health Organization (WHO) data shows that inadequate sanitation, poor hygiene and unsafe drinking water leads to a large percentage **of diarrheal disease**, an important factor affecting worker productivity and absenteeism.

Inadequate access to safe drinking water also contributes to work-related accidents. A study of forest workers debarking and stacking pulpwood showed that dehydrated workers are less productive and **less reactive**, increasing the risk of work-related

accidents. Companies may be underestimating their WASH-related risks. Meanwhile, some compelling evidence exists regarding the benefit of WASH interventions.

The business case for addressing gaps in WASH's access for company's employees is clear: not only is WASH fundamental to human rights, health and dignity of workers, but concrete data also shows that WASH access is an important factor affecting a company's ability to function and prosper.

By signing the **WASH at the workplace Pledge**, a company **commits to providing access to clean water, safe sanitation and hygiene to their employees in operations under direct company control within three years of signature.**

Testimonials

Why do companies sign the WASH Pledge?

"WASH **perfectly matches** our goal to **support the SDGs**"

"GFL has a **moral and ethical commitment** to ensure the safety, health and well-being of our employees"

"WASH is a **necessity to drive human capital potential** and social responsibility"

"We hope to demonstrate both best practices and to **catalyse action by other private sector actors** to implement proper WASH in their businesses"

The WASH at Workplace Pledge

WASH can be an issue in companies' own operations, their supply chains as well as the communities in which they operate.

By signing the **WASH at the workplace Pledge**, a company commits to providing access to clean water, safe sanitation and hygiene to their employees in operations under direct company control. Signing and implementing the WASH Pledge contributes directly to the Sustainable Development Goals 6.1 and 6.2 SDG6.1 and SDG6.2 set out to:

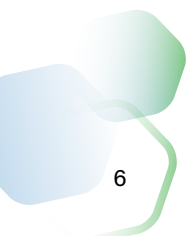
- By 2030, achieve universal and equitable access to safe and affordable drinking water for all (SDG6.1)
- By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations (SDG6.2)

Companies have three years to achieve integration of the WASH Pledge provisions into existing internal processes and adherence to these provisions. At GFL we initiated the integration process by conducting an



internal audit using the **WASH Pledge Self-Assessment** tool containing 32 provisions of International best practises related to WASH at workplace provision.

We commit to the WASH Pledge to improve health, safety and well-being and raise awareness among their employees, and to show leadership on this critical issue.



An excerpt of the WASH Pledge self-assessment tool shows the direct link between SDG6.1 and SDG6.2 and the requirements of the WASH Pledge.

Provision number	Category	Provision	Full adherence to provision
2.1	Workplace water provision	Availability of sufficient, safe, acceptable, and physically accessible drinking water	Drinking water that is sufficient (in terms of quantity), safe, acceptable (safe and acceptable are quality criteria) and physically accessible (water is available at all times when workers may be within the facility and employees do not have to walk more than 15 minutes to reach drinking water source) is provided free of charge to all employees within the facility
3.1	Workplace sanitation	Water sanitation services and safety/convenience improvements	Improvements to make sanitation safe and more convenient (e.g. at minimum provision of flush or pour-flush, septic tank, pit latrine, ventilated improved pit-latrine) have been undertaken within the facility
4.4	Workplace hygiene	Hygiene training and awareness	Regular training and awareness building processes have been implemented for all employees (own operations), with special attention given to employees or other staff involved in food preparation, those exposed to specific health risks and mobile workers (onboarding for all new employees and annual refresher courses for current employees)



Messages from WASH Committee Members



The WASH pledge has been a useful tool to raise awareness about WASH within the Company. Water, Sanitation, and Hygiene (WASH) interventions are designed to provide life-saving, long-term, and sustainable access to safe water and sanitation, whilst promoting good hygiene practices that reduce the risk of water-related disease transmission.

Mr. Neeraj Singh,
Member –
Corporate WASH Charter

WASH is a collective term for Water, Sanitation, and Hygiene. After implementing WASH in the office, we are committed to the conservation of Water, Sanitation, and Hygiene in the office for our employees as well as contractual staff. WASH awareness will help us in reducing water and airborne diseases. Safe drinking water, sanitation, and hygiene (WASH) are crucial to human health and well-being. Safe WASH is not only a requirement for health but contributes to livelihoods, and dignity helping to create resilient communities living in healthy environments.

Mr. Rakesh Sharma,
Member –
Corporate WASH Charter

WASH refers to a set of practises aimed at improving clean water, sanitation facilities and promoting good hygiene behavior by implementing this pledge the Company will have numerous benefits like, improved health of employees, increased productivity, reduction in cost due to absenteeism and last but not the least the enhanced reputation of the Company by adopting WASH practises, which demonstrates a commitment to Social Responsibility among stakeholders.

Ms. Anameeka Sharma,
Secretary –
WASH Vadodara Charter

Testimonials

Business benefits of WASH Pledge implementation

“Across the Group, we have witnessed a substantial increase in awareness and importance of safe drinking water.”

“Ensuring the WASH principles are in place and supports worker’s health and well-being, and pays dividend in terms of productivity, and reduced lost time hours.”

“Across the Group, we have witnessed a substantial increase in awareness and importance of safe drinking water.”

We have been able to quantify the required resource for our GFL Dahej A unit for providing basic facility, monitor it for optimum usage like Water Consumption and so on. The major impact of Wash implementation was awareness among the employee in keeping their Plant, office area neat and clean. It played a very crucial role in keeping our employee's health as well as unit in very good condition, which, in turn, help to improve work efficiency.

Mr. Dilipsinh Jadeja,
Chairperson –
WASH Dahej Charter

The major impact of wash implementation was on human health, availability of clean drinking water round the clock, well maintained infrastructure for sanitation. The basic women's basic need of sanitary pad was identified and Sanitary Vending Machine was installed in Women's toilet.

Dr. Devang Yadav –
WASH Dahej Charter

WASH implementation provides better information to employees about their Human Rights in water and sanitation. WASH also provides provisions beyond the company premises, which includes the construction of clean drinking water facilities in schools around GFL Company benefitting over 2,000 students, water awareness programs, as well as the construction of sanitation facilities for girls and boys in village schools in order to increase school attendance of female students, benefitting over 300 girls.

Mr. Jignesh Mori,
Chairperson –
WASH Ranjitnagar Charter

The WASH program works on long-term prevention and control measures for improving health, reducing poverty, and improving socio-economic development as well as responding to global emergencies and outbreaks of life-threatening illnesses.

Mr. Vinod Vasava,
Secretary –
WASH Ranjitnagar Charter

Workplace Sanitation is of utmost importance as far as providing good and healthy working conditions is concerned. With the increase in the frequency of cleaning overall hygiene is improved to a greater extent. This improvement will help in preventing the spread of various diseases (water-borne and vector-borne diseases).

Dr. Kalpesh Changlani,
Secretary –
WASH Ranjitnagar Charter



Campaigns conducted in the Company

Through the signature of the WASH pledge on World Water Day, we have reaffirmed our dedication to a clean and healthy workplace.

On November 19, 2022, World Toilet Day, we conducted a WASH Awareness Campaign across the Company to raise awareness of the need for action to address the global sanitation crisis and contribute to the achievement of Sustainable Development Goal 6 (SDG 6), which calls for universal access to sanitation by 2030. The goal of the campaign was to build awareness amongst the employees/contractors on the concept of WASH, how the workplace is benefited by implementing WASH, and its linkage to SDGs. WASH Awareness Booklet was distributed among the employees.

Vadodara



Ranjitnagar



Dahej



Noida

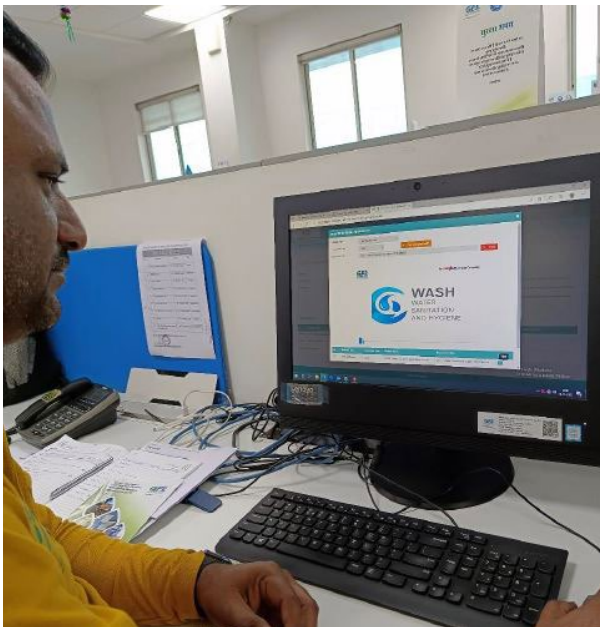


WASH Awareness Trainings

Growth within the organisation is intrinsically connected to employee development. In order to create an agile and future-ready organisation, we have an indigenous digital training platform called Learning Management System - 'ODventure' - Organization Development venture.

The idea is to make learning available to everyone and provide them the freedom to access the training course whenever and from wherever they choose. Employees have complete control over their learning, including built-in assessments. Post evaluation for the course is carried out to understand the reception and learning.

Accordingly, two separate training modules were introduced to educate the employees and WASH Committee members.



Total Training Manhours

Year	2022-23
Total	1952

Location-wise Training Manhours


Location	Manhours (FY 2022-23)
Dahej A	828
Ranjitnagar	704
Vadodara	158
Noida & ROI	262

Location-wise Training Compliance %

Location	Compliance % (FY 2022-23)
Dahej A	79%
Ranjitnagar	83%
Vadodara	93%
Noida & ROI	86%



WASH Corporate Charter of the Company



GFL
GUJARAT FLUORO-CHEMICALS
VALUE THROUGH GREEN CHEMISTRY
CIN : L24304GJ2018PLC105439

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CHARTER OF CORPORATE COMMITTEE ON WASH

GFL became a signatory to the WASH Pledge on World Water Day, 22nd March 2022, in support of providing access to safe water, sanitation, and hygiene. As a company, GFL has embarked on implementing WASH because of the following:

1. It matches our goal to support the SDGs.
2. It upholds the moral and ethical standards for the well-being of employees.
3. Influences the stakeholders to provide access to WASH for workers in supply chains and communities and drive change in the organization.
4. Helps in achieving international standards and enhances credibility.
5. Safeguards the employee's health and reduces hazards.
6. Enables us to lead by example and drive transformational change
7. Helps in building a network with other organizations through the WASH4Work initiative.


The responsibility of the Committee is as follows:

1. Support all locations in providing safe drinking water, adequate sanitation, and a hygienic work environment;
2. Roll out WASH standards for implementation across locations;
3. Drive awareness of WASH across the Company;
4. Support locations to generate WASH awareness in local communities;
5. Ensure periodic internal and external WASH audits for continuous improvement;
6. Review and monitor the progress in WASH actions across locations and,
7. Publish the WASH progress report on an annual basis

The Committee Composition would be as follows:

Name	Role	Location
Mr. Kallol Chakraborty	Chairperson	Noida
Mr. Subodh Gautam	Secretary	Vadodara
Mr. Neeraj Singh	Member	Noida
Mr. Rakesh Sharma	Member	Noida
Dr. Sunil Bhatt	Member	Delhej
Mr. Dilipsinh Jadeja	Member	Delhej
Mr. Ashish Desai	Member	Jolva
Mr. Dhaval Solanki	Member	Jolva
Mr. Jignesh Shah	Member	Ranjitnagar
Mr. Vinod Vasava	Member	Ranjitnagar
Ms. Anameeka Sharma	Member	Vadodara

The Committee shall meet once every month to review the progress and address issues and decide the way ahead. The Committee shall meet 4th Thursday of every month. This Committee shall report to Social Accountability & Responsibility Corporate Committee (SARCC).



Kallol Chakraborty
Head (Group Corporate Human Resources) &
Chairperson of WASH Corporate Committee

Date: 01/02/2023

An **INOX**GFL Group Company

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Journey after WASH Pledge

Gujarat Fluorochemicals aims to 'Energise, Involve and Enable Communities to Realise their Potential' through its initiatives. GFL undertakes projects and schemes to promote the social and economic development of communities in and around the manufacturing locations of the Gujarat Fluorochemicals Ltd facility.

These development initiatives address the needs of the people by working with the beneficiaries, NGOs and the government. CSR-GFL is functional across 12 villages covering 17,000 people in this area and has succeeded in bringing about change in the lives of surrounding villages.

CSR-GFL's focus areas include water resource management, agro-based livelihood, health care, education, women's empowerment, infrastructure, vocational training, animal husbandry and wildlife protection.

Water Management:

Water is a key focus area for the CSR-GFL. The water programme aims to create the necessary infrastructure for water conservation and bring about attitudinal change among communities.

Nowadays scarcity of drinking and irrigation water is the biggest problem facing this region. Ironically, those who are dependent on agriculture and living in poverty will suffer the most from India's water scarcity problem. This is due to the over-exploitation of groundwater.

Jitpura village Taluka: Ghoghamba, Dist: Panchmahal, Gujarat state has 67 acres of drinking and irrigation ponds. This pond was not filled up more than 40% in the last 5 years. Over years, inlets of the pond have been filled with mud, silt and plants. Ponds tend to

revert to marsh and land, so water inlet catchment areas are restricted. GFL and Jitpura village jointly conducted a massive drive of *Shramdan* for clean remaining water inlets. 25 youth participated for more than 125 days to complete this activity. Due to this initiative, after the second rain, pond has been filled up with 90% of water. It will help in the irrigation of a 2 KM radius area for one year.

Check dam construction in Nathkua Village

In Nathkua village, availability of water is only from season to season. Nathkua Gram Panchayat and Local leaders requested GFL for the construction

of a Check dam in Nathkua. THE GFL CSR team, along with experts, visited Nathkua Village and assessed the severity of the problem. Following the identification of a good location for a dam with suitable topography and a reasonable land holding capacity, GFL began construction on the check dam. Thi check dam will benefit 6 surrounding villages. In terms of groundwater recharge, a radius of 4.37 square kilometres will be covered. Irrigation water will benefit 379.26 acres of land, 188 farmers, and 192 bore wells through the Check dam. The storage capacity of the check dam is 18215 CUMT, and the catchment area is 426 acres.



Water Storage underground tank / Water sump Construction

To overcome drinking water scarcity during summer and monsoon time and timely availability of potable water for the community as well as for animals, GFL-CSR has taken initiatives to construct a new Water Sump in Rayannamuvada, Kharakadi and Chandranagar Villages of 60 K liter storage capacity, nearby 300 families will be benefited by this activity.



Rainwater harvesting structure at Ranjitnagar High School

Rooftop rainwater outlets are interconnected through a network of pipes and collection chambers which lead to a filtration-cum-buffer tank, The overflow from the tank is diverted to a borewell to facilitate recharging of the underground water, GFL has established a rainwater harvesting structure in Ranjitnagar High school.



Submersible motor support for drinking water :

Due to the scarcity of drinking water in Dhaneshwar village, villagers have to fetch water from a distance of 3 Km from the house. Villagers requested GFL for necessary support for the same. GFL provided a submersible motor for water management.



Sujlam Suflam Jal Sanchay Abhiyan:

The Chief Minister of Gujarat – Shri Vijay Rupani launched the ‘Sujlam Suflam Jal Sanchay Abhiyan’ on the 58th Foundation day of Gujarat. Under the Sujlam Suflam Jal Abhiyan 2018, nearly 8,000 lakes and ponds across the state would be deepened. Repair of 1,368 check dams/ lakes and revival of 330 km of rivers in 33 districts would also be undertaken. CM urged the people to make a ‘Clean and Green Gujarat’. Restoration of all the traditional water sources will give a boost to the economy of the state. Moreover, this abhiyan will also provide employment opportunities to the people for earning their livelihood, based on the government’s request we have contributed financial assistance to this Abhiyan.

(Sujlam Suflam Jal Sanchay Abhiyan implementations)

Drinking Water

There is an acute shortage of drinking water in nearby villages due to water storage. In summer people and animals face a lot of problems with drinking water. Women in these villages have to go 2 km to fetch water every day, which is strenuous effort as well as a waste of their time, so GFL has focused on the problem and provided necessary support to over 650 families as listed below:

Jitpura village: GFL has constructed 7 water stand posts, a drinking water pipeline for 3,000 feet and constructed 8 water storage schemes with overhead Tanks.

Kankodakui Village: GFL has supported in tube well, drinking water pipeline for 3,000 feet and continues to support and provide for maintenance.

Nathkua village: GFL has supported in bore well with a motor for the public drinking water scheme.

Ranjitnagar Village: For drinking water, GFL has a supported motor set to fetch water from the panchayat bore well.



RO Plant in the school

To improve potable water quality in schools GFL has supported 12 RO plans in schools, in which more than **1,400 students** got benefited.

For access to clean drinking water, the GFL CSR team has conducted a school wise survey on drinking water facilities than supported need-based RO + UV plants for quality drinking water.

The company will also allocate funds for the Annual maintenance contract of the units for the future.



RO + UV Plants Supported in Schools



Pond desalting and cleaning

Shramdan Drive (Jitpura and Nathkua village)

Jitpura village has 67 acres of water pond for purpose of irrigation and water harvesting. Over the years, the pond has filled with mud, silt and plant. Ponds tend to revert to marsh and land.

With the joint efforts of Gram Panchayat, Jitpura, GFL conducted a drive on clean water resource channel and pond desalting. Due to this initiative, in second rain pond has been filled up with 70% of water which will cater to irrigation of 2 KM radius area for a year. It will help improve the groundwater quality, recharge of well and help them take crops for farming.



WASH Awareness Programme

To create awareness amongst the communities on issues relating to WASH, importance of safe water, sanitation and hygiene, GFL CSR team had organized different activities in school and community of Ranjitnagar, Nathkuva, Jitpura and Kankodakui villages which includes the following :

SR. No	Name of activities	No of Beneficiaries
1	WASH Committee in village and School	10 village People
2	WASH Awareness Programme in School and Community	482 Persons
3	Menstrual Hygiene Awareness Programme with Women and Adolescent girls	22 Women and 56 Adolescent girls



Awareness Programme at schools and community





An **INOXGFL** Group Company
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