

WOMEN EMPOWERMENT & DIVERSITY

PROGRESS REPORT
2023-24



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GFL is an acronym for its unwavering dedication to preserving the Women Empowerment Principles. We are publishing our second Women Empowerment & Diversity Progress Report for the FY 23-24 in honour of International Women's Day.

GFL recognises Women Empowerment & Diversity as an integral part of its people strategy. As a signatory to UN Women and UNGC Women's Empowerment Principles, the Company has demonstrated its commitment to gender equality and women empowerment and believe that when women themselves are inspired to be included, there's a sense of belonging, relevance, and empowerment in true sense.

About this report

On this International Women's Day, we are pleased to share our second Women Empowerment & Diversity Progress Report 2023-24. The report is structured in accordance with Women Empowerment Principles (WEPs) established by UN Women and the UN Global Compact (Annexure I).

Report Boundary

Our Women Empowerment & Diversity Progress Report is a description of where we impact and thus, we define our reporting boundaries. Our reporting boundaries include the domestic locations (Dahej, Jolva, Ranjit Nagar, Vadodara, and Noida) & international locations (Germany & US), the immediate community, and important business partners.

Reporting Period

The WEP report considers the reporting period as April 1, 2023 to March 31, 2024. However, some sections of the report represent facts and figures till January 2024 to provide comprehensive view to the readers.

Report Frequency

The Company shall come out with this report annually.

Stakeholder Feedback

We welcome and appreciate any constructive input and feedback from the stakeholders at:

Email: jyoti@gfl.co.in; sunita.gami@gfl.co.in; subodh.gautam@gfl.co.in;;

Mail: INOX Towers, 17, Sector -16A, Noida - 201301 (UP), India

Website: www.gfl.co.in



From the Desk of the

Deputy MD & CEO



I am extremely proud that yet again I got an opportunity to pen down my thoughts in this distinguished report. The 'Women Empowerment & Diversity Report' serves as a powerful reminder of the progress made towards gender equality and provides a sharper focus on areas that need to be addressed for women empowerment and inclusion.

This year's theme "Inspire Inclusion" emphasises the importance of understanding and valuing women's inclusion, contributes to create a better world. When women feel inspired to be included, they experience a sense of belonging, relevance, and empowerment.

On this day, we collectively celebrate and engage in global activism to promote women's equality. International Women's Day (IWD) isn't specific to any country, group, or organisation, it belongs to all those committed towards advancing women's rights. As feminist, journalist, and activist Gloria Steinem once said, "The story of women's struggle for equality belongs to no single feminist nor to any one organisation but to the collective efforts of all who care about human rights".

At GFL, we believe our strength lies in our inclusive approach. It makes us unique and brings together the best in each of us. With this belief, we started working towards building a more diverse and dynamic workforce.

While Diversity, Equity & Inclusion (DEI) across departments & locations has always been a way of life at GFL, it is evident in the upward trend of women employees. Women employees have increased by 16% as compared to last year. Some key actions that set the ball rolling for us include a strategic focus with a dedicated in-house team, becoming signatories for Women Empowerment Principles, fundamentally strong sustainable initiatives, and Equal Employment Diversity & Inclusion Policy. We took Gender Gap Assessment this year and have scaled it up to Achiever category.

At GFL, we put conscious efforts to ensure that we take steps possible to engage more women workforce and invest appropriately for their development by providing support and resources to overcome obstacles and achieve their full potential.

Let us reaffirm our commitment to creating a world where all women are empowered, valued, and included so that we can build a more equitable and inclusive space for all at workplace and society at large.

Best Regards,

Dr. Bir Kapoor

Message from Chairperson

WEDC



As Chairperson of GFL's Women Empowerment & Diversity Committee, I am honoured to address the members of WEDC committee and the INOXGFL family.

I would like to thank our Managing Director and the INOXGFL family for trusting me and the Committee to ensure that we fulfil all responsibilities to foster a workplace that values diversity and fulfils the Committee objectives.

It aims to empower women from our campus as well as the surrounding community by achieving the objectives of the Committee in line with the Sustainable Development Goals (SDGs).

This year several initiatives were taken across the organisation towards achieving our annual plan adopted by WEDC. We have now increased our female workforce by 16% compared to last year.

This year, the whole world is celebrating the achievements and contributions of women, and the theme revolves around a powerful concept - "Inspire Inclusion". Inspiring inclusion means fostering an environment where women are not only present but actively engaged and heard. It's about providing a level playing field, removing cultural barriers, and creating spaces where women can thrive without fear of discrimination.

Let us Inspire Inclusion by mentoring and supporting each other. Let us uplift those whose voices may have been suppressed due to social expectations. Let us inspire inclusion not just in words but through our actions and deeds.

In doing so, we contribute to a brighter, more equitable future for all.

Thank you for your continued support in making our workplace an icon of inspiration and inclusion.

Thanks & Regards,

Jyoti Duggal

Sunita Gami

WEDC Co-Chairperson



In the pursuit of a progressive society, the intertwined pillars of Women's inclusion and employment stand as cornerstones, shaping a future where every individual's potential is realised and celebrated.

Women's inclusion and empowerment is not just about gender, it's societal imperative, investing in collective strength and resilience.

In Gujarat Fluorochemicals Limited, every individual regardless of gender is given opportunity to thrive and contribute. We support and empower our women employees to perform and nourish their future.

GFL provides equal opportunity to women employees in workplace, also goes beyond the organisation and provides platform to empower women of nearby village community. GFL has provided platforms like Skill Development Centre, Handicraft Centre, Animal Husbandry Business Training to the women of nearby village and empowered them to be independent and support their families financially.

This is not just an ideal situation, it's a blueprint for a more robust and dynamic environment.

"There is no force more powerful than a women determined to rise."

Mira Sharma

WEDC Secretary

यत्र नार्यस्तु पूज्यन्ते स्मन्ते तत्र देवताः! यत्रैतास्तु न पूज्यन्ते सर्वास्तत्राफलाः क्रियाः ॥

The divine are extremely happy where women are respected; where they are not, all actions are fruitless. Such is the power of women as described in our ancient scriptures. Let this International Women's Day serve as a reminder of this immense feminine potential which can be released through an inclusive society (#inspireinclusion).

We at GFL strongly advocate inclusion, diversity & empowerment of its human resource with a steadfast focus on the growth of its women employees ensuring that no stone is left unturned when it comes to promoting growth of its women workforce. The Women Empowerment & Diversity Progress Report is an effort to set a benchmark in alignment with the 7 Principles and focusing on surpassing these benchmarks with each passing year.

I extend my best wishes to all the WEDC committee members. Let's put our best foot forward for the role we have been assigned.



Koyal Trivedi Dhingra

WEDC Member – Noida



Our journey towards fostering a culture of diversity and empowerment within our organisation is both a collective effort and a profound commitment. Inclusion isn't just a buzzword; it's the cornerstone of a thriving workplace where every individual feels valued, respected, and empowered to contribute their best. The vision of a diverse workplace where women feel empowered and everyone feels included is one that can only be achieved through collective effort. Every day presents us with opportunities to challenge stereotypes, break barriers, and champion the cause of gender equality. Empowering women isn't just the responsibility of a few; it's a shared obligation that enriches us all.

I urge each and every member of the InoxGFL family to do your part in fostering an inclusive environment. Whether it's mentoring a female colleague, advocating for gender-balanced teams, or simply amplifying the voices of women around you, every action counts.

As we set our sights on new horizons, let us reaffirm our commitment to inspire inclusion in every facet of our organisational culture. Let us embrace diversity as our strength and cultivate an environment where women are not only present but thrive, lead, and excel. Together, let's pave the way for a future where inclusion is not just a goal but a lived reality.

Smruti Bhatnagar

WEDC Member International Location – Germany

With a dedicated focus on fostering diversity and empowerment, we've led initiatives aimed at cultivating an inclusive workplace. In 2023, we proudly hosted Ms. Soumya Gupta, Consulate General of India in Hamburg, emphasising the power of collaboration in advancing women's empowerment. Together, we explored avenues for promoting gender equality, reinforcing our commitment to an inclusive future. Additionally, our women's empowerment meeting, graced by the presence of Ms. Rupali Chawla and Ms. Jyoti Duggal, sparked insightful discussions on key aspects like equal pay and tailored training programs, showcasing our unwavering dedication to uplifting women within our organisation.

These initiatives underscore our pledge to create an environment where women thrive and contribute significantly. Inspired by the theme of "Inspire Inclusions," we're steadfast in our mission to advance women's empowerment and foster diversity through collaborative efforts and meaningful dialogue.



Priya Singh

WEDC Member– Vadodara

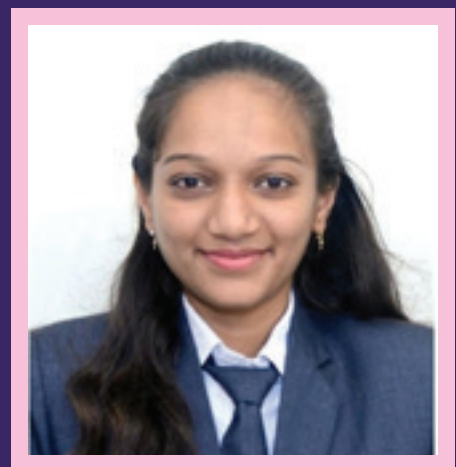


On International Women's Day 2024, I'd like to express how my experience in a manufacturing company has transformed me and helped to break stereotypes. I am privilege to be surrounded by strong women's who has inspire me to pursue my dreams, shaping my belief in diversity and help me to understand that through strong determination & learning skill one can overcome any challenges. At GFL, management is taking numerous steps to empower women who aspire to take leadership role but still we are striving for it. Also, Women Empowerment & Diversity (WED) committee has been constituted which meets at regular intervals and various initiative has been taken.

Vaibhavi Parmar

Women Empowerment Facilitator in WEDC

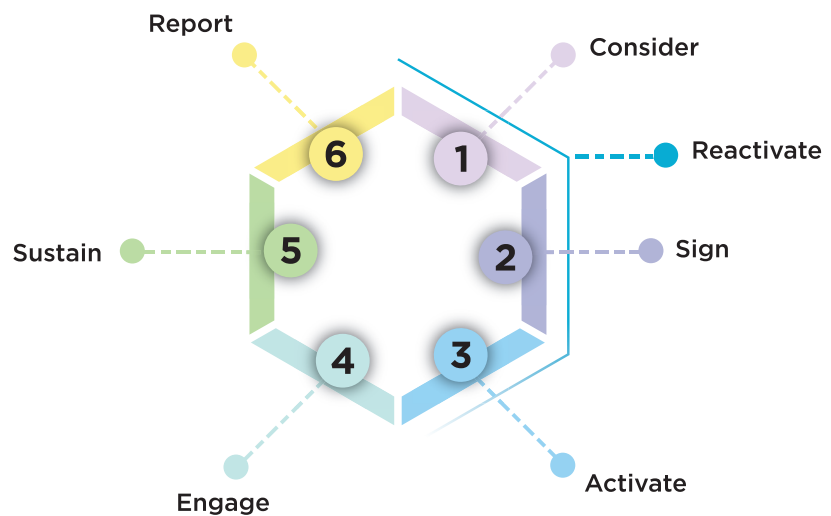
As a dedicated member of the Women Empowerment Committee, I am thrilled by the progress we've made in our rural community. Through our CSR projects, we've established skill development Centres like the Ranjitnagar Handicraft Centre, providing women and girls with opportunities they've long been denied. From health education to vocational training, we're equipping them with the tools to shape their futures. Yet, our work is far from over. This International Women's Day let's recommit to advancing women's rights and empowerment. Let's strive for a world where every woman is educated, financially independent, and aware of her inherent value. Together, let's be agents of lasting change.



Our Approach

to Women Empowerment Principles

Adopting the WEPs is a continuous journey of six main stages. The Journey guides WEPs signatories through: (1) gathering internal support for signing the WEPs (Consider), (2) collecting information required for a signature (Sign), (3) showing the company commitment to gender equality on the company profile page and activating internal stakeholders with the help of industry-specific practices and recommendations (Activate), (4) engaging external stakeholders through the value chain (Engage), (5) gathering data against the WEPs Transparency and Accountability Framework (Sustain), and (6) reporting on eight key performance indicators on their WEPs company profile pages (Report).



To recommit ourselves to support and actively contribute to the achievement of the WEPs, we celebrated International Women's Day to Embrace Equity on 8th

March 2023 across locations. We conducted an IWD 'Embrace Equity' awareness campaign at our manufacturing sites and offices across locations wherein our employees participated actively.

Governance

Strong governance, in our opinion, is essential for managing risks, enhancing performance, and keeping investors and promoting growth. To guarantee the adoption and application of best practices, we periodically actively evaluate and assess our governance structures, policies, and procedures.

Each location has a WEP Committee member representing the location. The location WEP member reports to the Corporate Women Empowerment and Diversity Committee. The Corporate Committee meets once every month. The points as raised by the local representatives in respect of the 7 WEPs as laid down by the UN are discussed and action are taken forward.

The Corporate Women Empowerment and Diversity Committee reports to the Social Accountability and Responsibility Corporate Committee of the Company. SARCC is chaired by the CEO of the Company. This meeting is held once every month and the matter discussed in the WED Committee and put forward to the SARCC.

Journey

June 2020	GFL signed the UN Women and UNGC Women's Empowerment Principles exemplifying its commitment to Gender Equality and Women Empowerment.
June 2020	GFL established Corporate Women Empowerment committee and circulated charter.
Dec 2020	GFL organised its first Awareness Session on Women Empowerment for all the women employees.
July 2021	GFL launched Guideline on Free Transportation to Women Employees
July 2021	GFL launched Guideline on Special Leave for Employees
July 2021	GFL launched Guideline on Work from Home for Employees
Aug 2021	Undertaken a Women Wellness Initiative - tied up with 'M Fine' for providing wellness benefits to female employees.
Sep 2021	1st Workplace wellness survey conducted across the Company.
Mar 2022	Conducted its first campaign - Break the Bias on International Women's Day
Apr - 2022	Launch of Ranjit Nagar Handicraft website for Economic Upliftment of Women.
May 2022	Launched the first Women Empowerment and Diversity Progress Report 21-22.
Feb 2023	Revamping of WEDC Charter
Mar 2023	Conducted campaign on Embrace Equity
May 2023	GFL launched Parent's Medclaim Policy
June 2023	WEPs Training to WEDC Members through United Nations Global Compact Network India (UNGONI)
July 2023	Launch of a digital platform for launching POSH complaints - POSH Line
Sept 2023	Conducting the 1 st Gender Gap Assessment.
Jan 2024	Modification in WEDC Charter

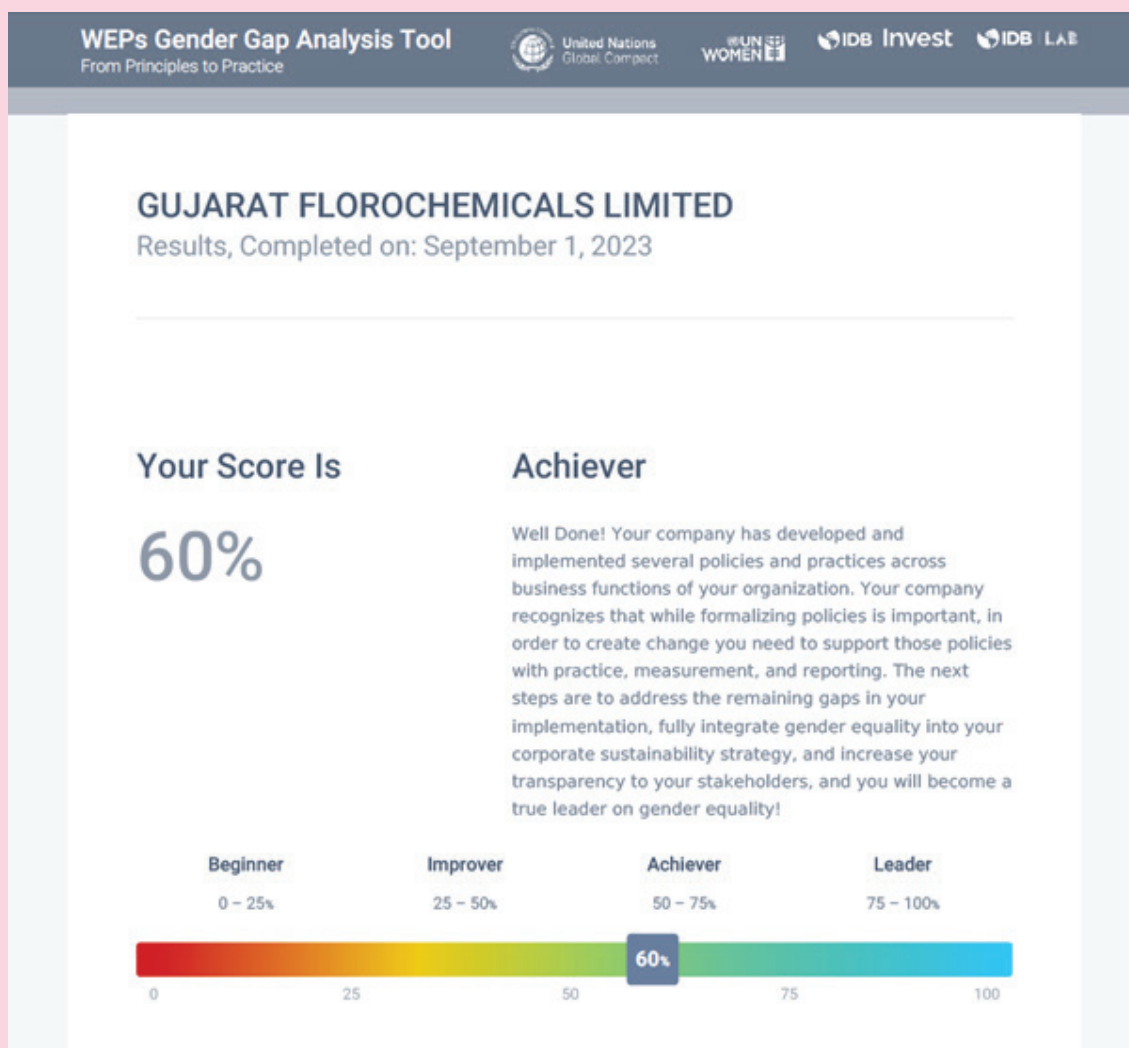
Gender Gap Assessment

Gender Gap

The Women's Empowerment Principles (WEPs) provide a holistic framework for companies to promote and integrate gender equality into their value chains for positive outcomes in business and society. Launched in 2010 by UN Women and UN Global Compact, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality in the workplace, marketplace, and community, regardless of their size, sector or geography. On 8th June 2023, the Committee Members were given a detailed training on the 7 WEP Principles by faculty of UN GCNI.

Gender equality is intrinsically linked to sustainable development and is vital to the realisation of human rights for all. Gender impact assessment has been defined as an ex-ante evaluation, analysis or assessment of a law, policy or programme that makes it possible to identify, in a preventative way, the likelihood of a given decision having negative consequences for the state of equality between women and men.

GFL took the Gender Gap Assessment on 1st September 2023 and its result is as under:



Implementation of the

7 Principles of WEPs

The Women's Empowerment Principles (WEPs) offer businesses a comprehensive framework for advancing gender parity and women's empowerment in the marketplace, workplace, and community while generating favorable results for both business and society.



WEP 1 Implementation

In support of the 7 WEPs, we have comprised the Corporate Women Empowerment & Diversity Committee to give an essential bearing to the drive and guarantee that the necessary moves are initiated on the UNGC 7 Principles of Women Empowerment (WEPs).

As a part of the implementation process for WEP 1 we had charted our Annual Action Plan for FY 2023-24.

WEP Action Plan 2023-24 (As on 1 st March 2024)			
KRA	Index	Target	Achievement
Conduct Gender Gap Assessment of the organisation to improve score%. Base line assessment to be done in July and Final assessment in December	% improvement	25%	Base line score - 60% Final assessment not conducted
Achieve the targeted number of Women employees in GFL Business	Number	120	107
Achieve number of mandays of training of women employees	Mandays	5	4.7 Mandays
Promote women entrepreneurs while engaging suppliers and vendors.	Number	2 in each site	1 supplier in Noida

WEP 2 Implementation

As a part of the WEP 2 implementation the Company has laid down policies on fair recruitment, performance evaluation. All our HR policies and procedures reflect non-discriminatory practices and provide equal opportunity for all employees and stakeholders.

A training program on Gender Sensitivity, Diversity & Inclusion and code of conduct is provided to all employees, including those who recently joined the company, as well as contract labourers.

Number of Women Employees (Permanent)	FY 23-24	FY 22-23	FY 21-22
Total	107	79	62

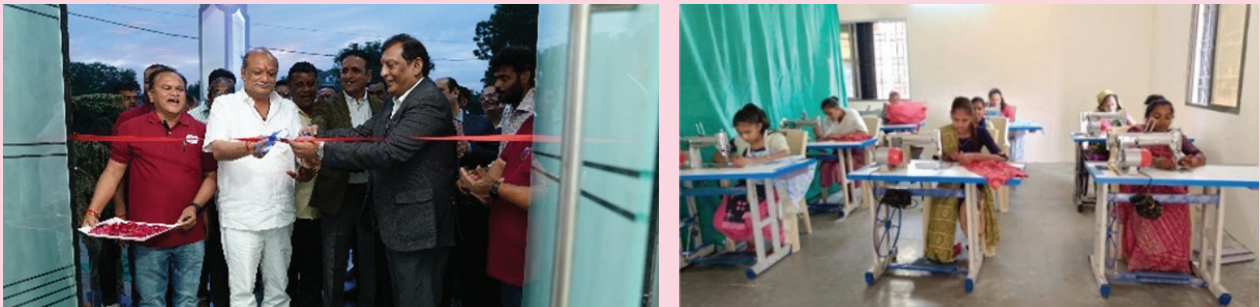
WEP 3 Implementation

To facilitate better work-life balance, we offer flexi-timing benefits and extended leaves on all Saturdays in office and alternate Saturdays in Plants. We also allow employees to take special leave and provide work from home facilities under special circumstances such as personal illness, illness of spouse, children and family, natural calamity, educational purpose and during transfers to other locations. All women employees are entitled to avail childcare leave as per the Maternity Benefit Act.

WEP 6 Implementation

Through our CSR efforts, GFL hopes to “Energize, Involve and Enable Communities to realise their Potential.”

Inauguration of Community Hall cum Skill Development Centre



The Community Hall cum Skill Development Centre in Ranjitnagar village was inaugurated on December 21, 2023. The event was honored by the esteemed presence of the MLA of Halol, who served as the chief guest, along with Guests of Honor Mr. Kallol Chakraborty, Mr. Sunil Bhatt, and Mr. Jay Shah from GFL.

Inauguration of New Skill Development Centre at Nathkuva



GFL CSR has initiated a special project in Nathkuva village that aims to provide tailoring education to women and girls. The primary objective of this project is to create job opportunities and strengthen the community, thereby making the village more prosperous.

Menstrual hygiene Awareness Program



GFL's CSR initiative prioritises empowering adolescents through comprehensive menstrual health education. As part of this project menstrual hygiene day was also celebrated with adolescents and women.

Training



The faculty of UN GCNI imparted training to the Committee Members on the 7 WEP Principles on June 8, 2023.

Total Manhours of Training to Women Employee	
Year	Manhours
2023-24	4993
2022-23	3053.5

ANNEXURE 1

Mapping of GFL's HR Principles with WEPs, SDGs Human Rights

Sr. No.	GFL's Human Resource Principles	Women Empowerment Principles (WEPs)	SA 8000 Standards	Sustainable Development Goals (SDGs)	Human Rights
1	Building a Safe, Healthy, and Secure workplace with the involvement of all employees.	Principle 3 - Ensure Health, Safety & well-being of all women and men workers	3. Health and Safety	3, 8	Right to Adequate Standard of Living
2	Implement a robust, fair, transparent, and non-discriminatory processes to attract, develop and retain the talent needed for business delivery and growth.	Principle 2 - Treat all women and men fairly at work respect and support human rights and non-discrimination	1. Discrimination	1,5,10	Right to be Free & Equal and Freedom from Discrimination
3	Uphold and respect Human Dignity, Equality, and Human Rights at the workplace	Principle 2 - Treat all women and men fairly at work respect and support human rights and non-discrimination	Child labor Forced or compulsory labor Disciplinary Practices	5,10	Right to be Free & Equal and Freedom from Discrimination
4	Provide continuous learning opportunities for the growth and development of all employees	Principle 4 - Promote education, training, and professional development for women	5. Discrimination	4	Right to Education
5	Ensure continuous two-way communication and participation of employees and respect their views and opinion and involve them in decision making	Principle 2 - Treat all women and men fairly at work respect and support human rights and non-discrimination; Principle 6 - Promote equality through community initiatives and advocacy	9. Management System 4. Freedom of Association and Rights to Collective Bargaining	10	Right to Freedom of Opinion & Expression

Sr. No.	GFL's Human Resource Principles	Women Empowerment Principles (WEPs)	SA 8000 Standards	Sustainable Development Goals (SDGs)	Human Rights
6	Establish meritocracy without any bias or discrimination in connection to performance evaluation, career progression, rewards, and recognition.	Principle 2 - Treat all women and men fairly at work respect and support human rights and non-discrimination		5,10	Right to be Free & Equal and be free from Discrimination Right to Recognition as a Person before the Law
7	Pay for Performance based on internal and external parity	Principle 2 - Treat all women and men fairly at work respect and support human rights and non-discrimination	7. Remuneration	5,10	Right to be Free & Equal and Freedom from Discrimination Right to Recognition as a Person before the Law
8	Encourage creativity and innovation to fuel growth	Principle 4 - Promote education, training, and professional development for women		4,10	Right to Education, Right to Freedom of Opinion & Expression
9	Create an engaged work environment of teamwork and camaraderie with a bias for responsible execution and excellence.	Principle 5 - Implement enterprise development, supply chain, and marketing practices that empower women	2. Discrimination	4,5,8	Right to Freedom from Slavery; Freedom from Torture & Degrading Treatment
10	Drive social accountability and responsibility and ensure ethical governance for responsible execution and excellence	Principle 1 - Establish high-level corporate leadership for gender equality; Principle 7 - measure and publicly report on progress to achieve gender equality	2. Management System	1-17	Right to Human Rights