



## OUR ESG **GOALS**



# Message from the Managing Director



Taking forward our pledge to promote **‘Value through Green chemistry’** and with our expertise in fluorine chemistry, we aim to deliver innovative and exceptional solutions for demanding applications.



**Mr. Vivek Kumar Jain**  
Managing Director

Since the last couple of decades, the Corporate world is being called upon to systematically address the environmental and social implications of their actions, as well as to make a positive contribution through their products and solutions.

In the above context, I am happy to share with you all the GFCL Sustainability Report and UNGC Communication on Progress for FY2019-20. I believe that long-term corporate success depends on how we are aligning our economic activities with the principles of sustainability and responsible corporate governance. At GFCL, sustainability and responsible growth to deliver value to all our stakeholders has always been the founding block of our long-term business strategy.

GFCL joined the growing group of leading companies that are setting emissions reduction targets in line what climate science says is necessary.

By signing the SBTi Commitment we have dedicated ourselves to develop a science-based emission reduction target within the timeframe and as per the criteria required by SBTi.

Our continuous focus on Occupational Safety and Health ensure that our manufacturing plants are inherently safe and healthy and nobody gets hurt while working for us. GFCL has drafted the services of DuPont Sustainable Solutions to strengthen our Process Safety Management system. We have also adopted the Principles of Responsible Care. We have adopted the ISO 26000 standards for implantation of our social responsibility actions. Our Dahej and Ranjitnagar Plants are now SA 8000 Certified by Social Accountability International (SAI).

Our Sustainable Procurement Policy and Code of Conduct for the Suppliers, Vendors and Third Parties sets our expectations from our business partners and forms the foundation for a long term trustworthy relationship and how we will conduct our business. Our procurement processes are in compliance with the ISO 20400 standards.

We continuously review and strengthen our internal control processes. We are now ISO37001 Certified for its Anti Bribery and Anti- Corruption Management System; thus, becoming one of the very few companies in India to accomplish this certification.

Taking forward our pledge to promote ‘Value through Green chemistry’ and with our expertise in fluorine chemistry, we aim to deliver innovative and exceptional solutions for demanding applications. We consistently focus on clean processes that aid in the development of customized solutions and at the same time being environmental friendly.

Aligning our actions to our goals, we are poised to build a culture of excellence and pave the way for RESPONSIBLE GROWTH while ensuring a greener future, safe and healthier workplace, and positively impacting the community at large.

**Mr. Vivek Kumar Jain**  
Managing Director



# Message from the Chief Executive Officer



It gives me immense pleasure to share GFCL's Sustainability Report prepared as per the GRI standard. **This report also serves as our CoP**, an annual disclosure required to be made in the implementation of the UNGC Principles, in the areas of human rights, labour, environment and anti-corruption.



**Mr. Satish Kakade**  
Chief Executive Officer

Tremendous emphasis and focus are being bestowed in the re-alignment of relationship between business growth and sustainability by the corporate world across the globe. All stakeholders of business across countries - investors, regulators, business leaders, community, employees, customers – are part of this change in business paradigm shift. GFCL too has been focusing on sustainable and responsible growth for creating value to all its stakeholders.

Sustainable development is an integral part of our business strategy and we ensure that it is built into the complete business cycle – product

development, new markets, capital projects, operational management and ultimately product end – use. Health and safety, social and governance issues are built into all stages of the asset life cycle, which helps in serving our customers and all stakeholders over the longer term, wherever they are across the world. We have adopted Responsible Care Principles across all business functions. Product Safety and Stewardship actions help us to provide our Customers with inherently safe products with minimal impact on the environment. We have initiated the process of engaging with our business partners in this journey through sustainable procurement practices. We have taken firm steps towards a much more socially accountable and responsible people practices by adopting the ISO 26000 standards.

I thank all the employees and the leadership team who have taken ownership of this transformation in GFCL. We will continue to work together with all our stakeholders in our continuous endeavour to create value for them responsibly.

**Mr. Satish Kakade**  
Chief Executive Officer



# Message from the Chief Operating Officer

GFCL recognizes that in order to succeed in today's global marketplace, sustainability must be embedded in the way we do business. **We strive to integrate the environmental, social, and economic dimensions** of sustainability into our core business strategy.



**Mr. Prashant Ogale**  
Chief Operating Officer  
– Fluorospeciality and  
Pharma Business

GFCL recognizes that in order to succeed in today's global marketplace, sustainability must be embedded in the way we do business. We strive to integrate the environmental, social, and economic dimensions of sustainability into our core business strategy.

Being a signatory of the UNGC, we are committed to the 17 UN SDGs as we believe that business plays an important role in developing solutions to these challenges. In the long run, globally, the Chemical Industry will have to operate within stringent environmental parameters, ensure to drastically reduce emission/wastage and conduct business in a socially and environmentally aware community. We at GFCL understand this global paradigm shift and are making our organization future ready.

As a company, we have integrated sustainability into all our business process from product development to distribution. GFCL continuously collaborates with all the stakeholders, including the community across the complete value chain. For us, sustainability is a journey which requires continuous learning, adaptation, and

improvement of our business processes. We are working aggressively to reduce our climate impact and waste generation, integrate green chemistry in our product development, improve and augment our health and safety processes, implement sustainable procurement practices across the supply chain and ensure that all our people practices are in accordance to global standards. We also ensured a structured Stakeholder engagement to come out with our “material topic” to make our sustainability efforts focused and effective.

It is matter of pride that we are a signatory to Science Based Targets Initiative (SBTi) and are working to define our long-term Greenhouse Gas (GHG) emission reduction targets. We are one of the few companies in India who are in compliance with the ISO 20400 – Sustainable Procurement Management Standards and the ISO 26000 – Social Responsibility Management Standards.

The top management of GFCL is completely committed to drive sustainability and positively impact the triple bottom line – Profit, Planet and People – and drive sustainable and responsible growth. Our role is not only to provide resources and drive sustainability initiatives but also to strongly influence organizational culture and company-wide decision-making processes through this commitment and leadership.

**Mr. Prashant Ogale**  
Chief Operating Officer –  
Fluorospeciality and Pharma Business



# Message from the Whole Time Director and Unit Head – Dahej Plant



We at GFL have achieved tremendous progress in the business front and are **continuously striving towards excellence** in all spheres of its operation.



**Mr. Sanath Kumar**  
Whole Time Director and  
Unit Head – Dahej Plant

This could be achieved by untiring effort of all the employees and business partners. We are Committed to improve the site Safety performance on a continuous basis and ensuring that the results achieved are sustainable. To achieve this various Practices and systems are put in place. All the leadership team members are committed to do safety rounds on a regular basis with clear focus on Behaviour improvement. The Mechanical integrity and quality assurance program enabling us to proactively identify and correct any potential quality issues or mechanical integrity concerns. We have also put in place the quality systems so that all the good engineering standards are followed from the project Conceptual stage. As a team we are

committed go beyond the statutory requirements and have become adept in using the best Practices.

Our thrust and focus has been:

- Implementation of all safety initiatives with clear focus and commitment
- Serious efforts to achieve water conservation.
- Proactive steps to avoid any health Hazards.

With all the very best

**Mr. Sanath Kumar**  
Whole Time Director and  
Unit Head – Dahej Plant



# Message from the Whole Time Director and Unit Head – Ranjitnagar Plant

Meeting the needs of the present generation **without compromising the ability of future generations** to meet their own needs.



**Mr. Sanjay Borwankar**  
Whole Time Director and Unit Head – Ranjitnagar Plant

The most common (and simple) definition of Sustainability written in 1987 by the United Nation’s Brundtland Commission, is “Meeting the needs of the present generation without compromising the ability of future generations to meet their own needs.” The onus is both on each person and organization to understand the interdependency of three Ps; People, Planet and Profit and modify behaviours ensuring sustainable and healthy future. At GFCL, we believe that the Leaders’ role in this is to Define the Purpose by understanding connects between three Ps and the organization, Ignite the Change, Set Priorities, Facilitate Resources, involve personally and Empower people by

letting go the control. At Ranjitnagar Plant, Sustainability is integrated in all the Manufacturing processes – be it product development, operations, logistics or human resources. The Unit Leadership is also in continuous touch with the surrounding community and we have been able to build a relationship of mutual respect and trust. Our Plant is “Zero Discharge” and we continuously strive to reduce emissions.

**Mr. Sanjay Borwankar**  
Whole Time Director and Unit Head – Ranjitnagar Plant



# Message from Senior Vice President - Marketing



At GFCL, we believe that long term sustainable profitable business growth can be achieved by creating value in the three areas - **finance, environment and social aspects**. The Marketing teams across all locations globally are in complete sync with the Organizations road map on Sustainability.



**Mr. Kapil Malhotra**  
Senior Vice President -  
Marketing

We take anti- competitive and anti- trust seriously and follow all guidelines as per international standards. While reaching to our customers we ensure that correct and right information of our products is shared with them. Wherever we have warehouses, we ensure that we follow all provisions to ensure social responsibility and accountability.

We understand that our customers entrust us with the marketing and distribution of the products they buy from us and expect us to preserve the quality and safety of these products whilst under our care and custody. Irrespective of the product categories

we are handling, we are committed to deliver on our promise of the high standards needed to safeguard the health and safety of customers. Our regulatory affairs teams ensure compliance with applicable laws. All our product data is shared regularly with our customers on an ongoing basis. We have never faced any compliance issues in connection to marketing Communication and Labelling.

**Mr. Kapil Malhotra**  
Senior Vice President - Marketing



# Message from the Chief Financial Officer



In the Business world which includes investors and financial institutes, **customers, regulators, community and Non-Governmental Organizations (NGO)**, and others are urging companies to think more holistically as to how they drive value, and about the impacts their operations and strategic decisions have on the environment and society.



**Mr. Manoj Agrawal**  
Chief Financial Officer

All stakeholders are wanting to understand how GFCL is addressing sustainability issues which impact company performance and financial condition, and how those items affect operations and strategy. GFCL, understanding this shift in stakeholder expectation, has come out with its first Integrated Annual Report for the financial year 2019 -2020 as a first step.

Continuing with our relentless effort to provide our stakeholders with complete, reliable and transparent information, I am pleased that we have come out with our Sustainability and UNGC COP. GFCL understands how important it is to have positive impact on the Triple

Bottom Line – Profit, Planet and People. For GFCL, sustainability is now being taken as a finance priority not just because of regulations and the push for transparency — but to build robust, reliable and efficient business process across the company while ensuring business continuity and risk mitigation.

**Mr. Manoj Agrawal**  
Chief Financial Officer





# Message from the Company Secretary and Ethics Officer



we strive to ensure that the day to day Management of the affairs of the Company is being executed as per the various policies and guidelines and in a fair, honest, ethical, transparent and legal manner.



**Mr. Bhavin Desai**  
Company Secretary &  
Ethics Officer

GFCL is committed to conduct its business in an honest and ethical manner and in compliance with all applicable laws and regulations. It is also committed and continuously to improving ethical practices over the years. At GFCL, we strive to ensure that the day to day Management of the affairs of the Company is being executed as per the various policies and guidelines and in a fair, honest, ethical, transparent and legal manner. The top management has constituted an 'Ethics Committee' which is responsible for the

implementation of various Fair Business Practices, Policies and Guidelines.

At GFCL, we have integrated the principles of ethics into Management processes (planning, organizing, staffing, directing, and controlling) to ensure the implementation strategic plans. For us, the Code of Conduct and other fair business practices Guidelines, like Anti - bribery, Fraud, Conflict of interest, etc. are not just about right and wrong, but epitomize a contractual sense of duty to all employees. We continuous review our processes to bring in more transparency and accountability, thus building an ethical culture. It is matter of pride that GFCL is ISO 37001 certified.

**Mr. Bhavin Desai**  
Company Secretary & Ethics Officer



# Message from the Chief Operating Officer - Refrigerant Business



GFCL is committed to sustainable growth with special focus on climate protection through Energy and Water conservation, optimising Raw material and utilities specific consumptions, using **3 R principles (Reduce, Reduce and Recycle) in our plant operation** where each and every step is tightly monitored and controlled to reduce wastages, emissions etc.



**Mr. Rajiv Jain**  
Chief Operating Officer -  
Refrigerant Business  
Ranjitnagar

Implementing solutions to address climate change is important to the future of our Company, customers, consumers and all our stake holders. We have strong interest in reducing GHG emissions as we believe that climate change presents risk to our business and communities where we operate. These challenges and opportunities are unique due to interconnected nature of climate change and other sustainability priorities.

GFCL is signatory of SBTi which is a joint initiative of CDP, UNGC, World Resources Institute and WWF in which we are committed to take target to reduce GHG

under Scope 1 and Scope 2 significantly. This is in line of SBTi's global target to limit the global temperature rise to 1.5 oC rise.

GFCL believes that this can be achieved with the support of all stake holders across all our business lines which include all employees, direct and indirect contract workmen, society, neighbours, service providers, suppliers and customers among others.

**Mr. Rajiv Jain**  
Chief Operating Officer -  
Refrigerant Business  
Ranjitnagar



# Sustainability Message on Sustainable Procurement



For Gujarat Fluorochemicals Limited, **Sustainability is a key element of its business strategy** and commits itself to ethical and sustainable and socially responsible operations and development activities.



**Rajiv Sharma**  
Chief Commercial Officer  
Dahej

By integrating sustainability in procurement policies and practices, including supply chains, GFCL endeavors to manage risks (including opportunities) for sustainable environmental, social and economic development.

Our aim is to ensure that the way business is conducted throughout the whole of our supply chain conforms to our own standards and is legally compliant. The Company has committed to the principles of “We source responsibly” and works hard to choose reputable Business partners, Suppliers, Vendors and Service Providers who are committed to ethical standards and business practices compatible with GFCL. With this objective, GFCL has aligned all its procurement processes & practices and has adopted ISO 20400 Sustainable Procurement Standard to build strong, long term relationships with suppliers, vendors and service providers.

The objective to have this assurance outlines our expectations with regard to Ethics, Business integrity, Human rights, Health and Safety, Environment, the Local Community and Quality of Product and Operations.

To ensure compliance to ISO20400 standards, GFCL opted for third party audit and has partnered with DQS to implement the DQS-NEXT Supplier Audit Management Platform for its Business partners. This platform is progressively used to cover all existing Suppliers, Vendors & Service Providers and evaluate their sustainability performance. In future, same platform will be used to assess new Suppliers, Vendors and Service Providers.

**Rajiv Sharma**  
Chief Commercial Officer  
Dahej



# Sustainability Message on **Product Safety**

At Gujarat Fluorochemicals Limited, **Product Safety and Stewardship** is an integral part of our sustainable and ethical business practices.



**Rajeev Chauhan**  
Head – Quality Assurance &  
Technical Services  
Dahej Business

We believe in green chemistry and are committed to produce products that meets the global demand with best quality & least impact on the health, safety, environment and society at large. Our Commitment to Responsible Care is part of the Company Sustainability Initiative to positively impact – Planet-People-Profit.

While manufacturing, we ensure all efforts are taken to protect the health and safety of our employees and members of the local community by improving our production processes by implementing chemical pollution prevention, waste reduction and their proper disposal, water over consumption, waste generation, water and air emissions and increasing the use of renewable energy by investing

in research and development to design innovative & safer products.

We proactively engage with our stakeholders and communicate about the environmental impacts, product safety features, potential hazards of the products and the risks associated with their handling.

Our Product Safety and Stewardship strategy has been developed taking into consideration all the above inputs and green principles. The sustainability report serves as a platform to share our performance, achievements and best practices on Product Safety.

**Rajeev Chauhan**  
Head – Quality Assurance &  
Technical Services  
Dahej Business



# Message from Head – Utilities & Energy – Dahej



At GFCL, we are committed to sustainable growth through **integration of sustainability with our Operations.** The objective of our Energy Conservation & Management programme is a continual improvement on YoY basis, so that we can achieve best in class energy efficiency with minimum specific energy consumption.



**Mr. Devendra Bute**  
Head – Utilities & Energy  
Dahej

We are also one of the designated consumers in Chlor Alkali sector. The organization's directions are being set through various means of target setting. Existing performance levels are continuously compared against those of previous years, current targets and benchmarking of other similar operations, elsewhere. The comparative outcome is discussed thoroughly and further improvement plans and targets for the next year are based on the outcomes of such interactions for continual improvements in Energy Optimization. Apparently, our Primary goal is to achieve / surpass given targets of Perform Achieve and Trade (PAT) by Bureau of Energy Efficiency (BEE), India to meet the specific energy consumption for our products to achieve the international industry standards.

Major activities involved meeting challenges & goals of Energy and Water conservations are through: Setting plant wise challenges and goals, Improvement of plant productivity and equipment efficacy, stop wastage of energy, modify and install energy efficient equipment to reduce specific energy consumption, find innovative method, process and technology that are less intensive, lower cost, less polluting and optimistic energy usage. Continuous process of educating and training all associates on energy usage in various plants and their roles in reducing wasteful energy.

Our long-term energy conservation strategy has been developed taking into consideration all these inputs. The sustainability report serves as a platform to share our performance, achievements and best practices on Energy and Water conservations.

**Mr. Devendra Bute**  
Head – Utilities & Energy  
Dahej



# Message from Head – Environment, Health, Safety & Fire - Ranjitnagar



An integral part of GFCL’s philosophy is its commitment to ensure we focus on all aspects of sustainable growth - **People, Planet and Profit.**



**Dr. Sanjay P. Gandhi**  
Head – Environment, Health,  
Safety & Fire  
Ranjitnagar

We believe that having a robust Environmental & Safety Management System is essential to build the sustainability of our enterprise in the face of emerging risks while capitalizing on opportunities presented. “Zero Effluent Discharge” has been our target and waste reduction as a achieve operational excellence. This is imbibed in our DNA. As a part of our ongoing efforts in improving effluent treatment processes, we developed and innovative Multiple Effect Evaporator with an objective of zero discharge facility. We have also developed and implemented a process for Fluoride reduction in aqueous effluent using ion exchange technique. This has helped in recycle and reuses of low TDS water stream from utilities back to process.

Effective waste management across facilities is an integral part of our sustainability strategy. We focus primarily on waste minimization to reduce our overall waste generation. We also emphasize on efficient and environmentally friendly end-of-life disposal methods to minimize the waste generated, thereby reducing waste that enters landfills.

**Dr. Sanjay P. Gandhi**  
Head – Environment, Health,  
Safety & Fire  
Ranjitnagar



# Message from Head - Group Corporate Human Resources



Organizations worldwide are becoming increasingly aware of the benefits of having **sustainability integrated into Company's strategic framework** both for the customer perspective as well as the bottom line.



**Mr. Kallol Chakraborty**  
Head – Group Corporate  
Human Resources

GFCL has earned a reputation as a people-centric organization and our human capital is pivotal to our success. Our people are not just our greatest assets but, are key differentiating factors and play a vital role in ensuring long-term business growth. We seek to bring together people with diverse skill sets, views and backgrounds to inculcate an inclusive culture and offer a conducive environment to grow and fulfil professional aspirations. Today our people practices are built on ISO 26000 standards and we are SA 8000 Certified, making it more socially responsible, as well as accountable.

By signing the UN Women and UNGC Women's Empowerment Principles, GFCL exemplified its commitment to Gender Equality and Women Empowerment. The company takes initiatives to drive human rights and fair labour practices

across the value chain which includes contractors, service providers and all business associates. Continuous training and awareness programmes are conducted for employees and contractors on social accountability, and responsibility.

In GFCL, the HR function plays a critical part in enabling the organization to improve effectiveness, to manage corporate governance and ethical issues beyond economic performance, and to support realignment of the organization's future direction and vision of new ways of operating. In GFCL, we believe that implementing sustainability strategies for the organization builds employee engagement, pride and loyalty, while building a stronger public image and improving business processes.

**Mr. Kallol Chakraborty**  
Head – Group Corporate Human  
Resources



# Our ESG Goals

Year		Social Performance - Trend & Target Data														
		Trend							Targets							
		2018-2019		2019-2020		2020-2021			2021-2022			2022-2023				
No	Locations	DHJ-A	RNJ	OFFICES	DHJ-A	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES

## SOCIAL ACCOUNTABILITY & SOCIAL RESPONSIBILITY

<b>1 Leadership</b>																
A	% Compliance of SARS Corporate Steering Committee meeting	0					100					100				100
B	% Compliance of Ethics Committee meeting	0					100					100				100
C	% Compliance of Internal Complaints Committee meeting	0				0						100				100
<b>2 Human Rights</b>																
A	Sites assessed for human rights – Own	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
B	Sites assessed for human rights - Contractors and suppliers	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
C	Number of Human Rights violations – Own	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D	Number of Human rights violation - Contractors and suppliers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E	Number of Human Rights violations addressed – Own	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F	Number of Human Rights violations addressed - Contractors and suppliers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>3 Child Labour</b>																
A	Number of Child Labour - Own operations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B	Number of Child Labour - Contractors & Suppliers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>4 Forced/Compulsory Labour</b>																
A	Number of forced/Compulsory labour - Own operations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B	Number of forced/Compulsory labour - Contractors and suppliers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C	SA8000 Audit score	NA	NA	NA	4	4	4.5	4.5	4.5	4.5	4.5	4.7	4.7	4.7	4.8	4.8
D	Number of manhours lost due to industrial action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



# Our ESG Goals

Social Performance - Trend & Target Data																
No	Locations	Year						Targets								
		2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		DHJ-A	RNJ	OFFICES	DHJ-A	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES
<b>5 Diversity</b>																
A	Number of women in supervisory positions - L5/L4		45			47				50				60		70
C	Number of specially-abled employees		11			11				15				20		25
D	Number of socially relevant event for women		5			4				6				10		12
<b>6 Integrity</b>																
A	Code of Conduct violations	0	0	0	0	0	0	0	0	Nil	Nil	Nil	Nil	Nil	Nil	Nil
B	Bribery and Corruption charges established	0	0	0	0	0	0	0	0	Nil	Nil	Nil	Nil	Nil	Nil	Nil
C	Fraud incidence	0	0	0	0	0	0	0	0	Nil	Nil	Nil	Nil	Nil	Nil	Nil
D	% of consultants taken through ethical recruitment practice training		0			0				100				100		100
E	Anti-bribery & Corruption audit conducted across locations	0	0	0	0	0	0	0	0	Yes	Yes	Yes	Yes	Yes	Yes	Yes
F	Number of sites ISO37001 certified		NA			Yes				Yes				Yes		Yes
<b>7 Compliance</b>																
A	Number of notices, show cause, stricture etc from Labour Law Authority	0	0	0	0	0	0	0	0	Nil	Nil	Nil	Nil	Nil	Nil	Nil
B	Annual Audit score on Labour Law Compliance	85	85	85	90	90	90	90	90	95	95	95	96	96	96	98
<b>8 Harassment</b>																
A	No of incidence of Sexual harassment	0	0	0	0	0	0	0	0	Nil	Nil	Nil	Nil	Nil	Nil	Nil
B	No of incidences of Discrimination	0	0	0	0	0	0	0	0	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>9 Training &amp; Education</b>																
A	% trained on Fair business practices - Own employees	49	77	65	66	64	76	64	76	80	80	80	80	90	90	100
B	% trained on Fair business practices - Contractors/Labours/Suppliers	0	0	NA	71	0	NA	0	80	80	80	80	90	90	100	100
C	% employees trained on Service Conditions, Social Accountability & Social Responsibility	49	77	65	64	82	64	82	64	80	85	80	90	90	100	100

No		Social Performance - Trend & Target Data														
		Year				Trend				Targets						
		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2021-2022		2022-2023		
Locations		DHJ-A	RNJ	OFFICES	DHJ-A	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES
D	% trained on Social Accountability & Social Responsibility - Contractors/Labours/Suppliers	0	0	NA	71	0	NA	80	80	NA	90	90	NA	100	100	NA
E	% employees trained on POSH	0	0	30	5	9	55	50	50	80	80	80	90	100	100	100
F	Training man-hours per employee	16.08	12.69	15.82	16.50	14.43	16.41	20	18	20	24	22	24	28	26	28
G	Number of Wellness awareness programmes	2	3	4	2	4	2	5	7	5	8	10	8	11	13	11
<b>10</b>	<b>Employee Engagement &amp; Participation</b>															
B	% Attrition	22	25	12	21	15	20	19	13	18	17	11	16	15	9	14
C	% compliance of SPT team meeting	NA	NA	NA	80	80	NA	90	90	NA	100	100	NA	100	100	NA
F	Employee Satisfaction E-SAT Survey Score	NA	NA	NA	3.88	4.33	NA	4	4.2	NA	4.2	4.5	NA	4.5	4.6	NA
G	Employee Effectiveness EE2 Survey Score	NA	NA	NA	4.03	3.94	4.07	4.2	4	4.2	4.5	4.5	4.5	4.6	4.6	4.6
I	% of employees in celebrations - Environment day, safety day etc	53	58	20	66	62	25	70	65	40	75	70	50	80	75	60
J	Number of events conducted with at least 20% employee participation	3	4	3	3	4	4	5	6	6	7	8	8	9	10	10
K	Number of engagement events conducted	6	4	5	6	4	6	8	6	8	10	8	10	12	10	12
M	Number of CEO Talk/ Town Halls etc	NA	NA	NA	2	2	NA	4	4	NA	5	5	NA	6	6	NA
O	Number of employees covered in Skip level meetings	NA	NA	NA	30	20	55	40	30	65	50	40	75	70	60	95
P	Number of Spot on awarded	687	219	31	1053	578	35	1100	600	50	1150	650	70	1200	700	80
<b>11</b>	<b>Sustainable Procurement</b>															
A	Number of Suppliers given the Sustainable Procurement policy	-	-	-	432	432	-	800	800	-	1000	1000	-	1200	1200	-
B	% supplier plan for Sustainability Audit	0	0	0	0	0	0	40	40	40	60	60	60	75	75	75
C	Number of Supplier already audited/Self Evaluation received on Sustainability	0	0	0	0	0	0	19	19	19	25	25	25	40	40	40
D	Number of Suppliers trained on Sustainable Procurement	0	0	0	0	0	0	186	186	186	250	250	250	300	300	300

# Our ESG Goals

Year		Social Performance - Trend & Target Data													
		Trend							Targets						
		2018-2019		2019-2020		2020-2021			2021-2022		2022-2023				
No	Locations	DHJ-A	RNJ	OFFICES	DHJ-A	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES	DHJ-A/B	RNJ	OFFICES		
<b>12</b>	<b>Responsible Sales &amp; Marketing</b>														
A	% of employees in sales and marketing team trained in responsible sales and marketing	0		92			100			100			100		
B	% of warehouse and depot operations given declaration on social accountability parameters	0		70			100			100			100		
C	% of employees given declaration on adherence to responsible sales & marketing practices	0		100			100			100			100		
D	Number of Customer privacy issue raised	0		0			0			0			0		
E	Number of product category covered by LCA (%)	0		20			40			70			100		
<b>13</b>	<b>Community Development</b>														
A	Number of employees covered through voluntarism	150		600			750			900			1,000		
B	Number of stakeholder meetings	50		250			400			450			500		
C	Number of beneficiaries across all projects	5,726		20,826			883,130			20,826			30,450		
D	Number of awareness programmes for society	8		15			20			25			30		
E	Number of trees planted & survival rate	500		4000			2000			2000			2000		

\*Please note that offices include all the Domestic and International Offices located in Baroda, Chennai, Hyderabad, US and Europe.

## Environment Targets:

Environmental performance Trend and Target		RANJITNAGAR					DAHEJ				
		Trend		Target			Trend		Target		
Years	2018-19	2019-20	2020-2021	2021-2022	2022-2023	2018-19	2019-20	2020-2021	2021-2022	2022-2023	
<b>GHGs</b>											
Direct total GHGs (tonnes CO <sub>2</sub> equivalent)	22,673	27,857.93	26,750	26,250	26,000	569,531	607,192	602,000	601,000	600,500	
Carbon dioxide (CO <sub>2</sub> ) (tonnes)	8,801	13,747	12,500	12,000	11,750	3,29,626	2,75,653	2,75,500	2,75,250	2,75,000	
Indirect total GHGs (tonnes CO <sub>2</sub> equivalent)	8,801.36	13,746.85	12,500	12,000	11,750	3,29,626.10	2,75,653.97	2,75,500	2,75,250	2,75,000	
<b>Acid gases and VOCs</b>											
Sulphur oxides (SOx) (tonnes SO <sub>2</sub> )	4.11	1.73	4.25	4.15	4.10	6.980	481.22	11.50	11.00	10.50	
Nitrogen oxides (NOx) (tonnes NO <sub>2</sub> )	6.31	2.50	6.50	6.45	6.40	3.33	519.99	3.80	3.70	3.60	
Suspended Particulate Matter (SPM) (tonnes SPM)	13.60	10.27	14.00	13.75	13.60	7.82	1104.3	9.00	8.70	8.50	
Hydrochloric acid (HCL) (tonnes HCL)	0.003	0.03	0.010	0.010	0.010	0.039		0.0045	0.0040	0.0035	
Hydrogen Fluoride (HF) (tonnes HF)	0.008	0.003	0.010	0.010	0.010	0.25		0.090	0.085	0.085	
<b>Spills and discharges</b>											
Sabotage spills – volume (thousand tonnes) [J]	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	
Sabotage spills – number [J]	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	
<b>Operational spills – volume (thousand tonnes)</b>											
Dahej	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	
Ranjitnagar	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	
<b>Operational spills – number</b>											
Dahej	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	
Ranjitnagar	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	

# Our ESG Goals

Environmental performance Trend and Target	RANJITNAGAR						DAHEJ								
	Trend			Target			Trend			Target					
	2018-19	2019-20	2020-2021	2021-2022	2022-2023	2018-19	2019-20	2020-2021	2021-2022	2022-2023	2018-19	2019-20	2020-2021	2021-2022	2022-2023
Oil in effluents to surface environment (thousand tonnes)	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill	0.0	0.0	No Significant Spill	No Significant Spill	No Significant Spill
Fresh water withdrawn (million cubic metres)	0.180	0.216	0.210	0.210	0.205	4.52	4.20	4.15	4.14	4.13	4.52	4.20	4.15	4.14	4.13
Fresh water consumed (million cubic metres)	0.180	0.216	0.210	0.210	0.205	4.52	4.20	4.15	4.14	4.13	4.52	4.20	4.15	4.14	4.13
Waste disposal															
Hazardous (Metric tonnes)	86596.28	100,820.6	105,000	100,000	95,000	388.73	102,519.44	1,300	1,280	1,250	388.73	102,519.44	1,300	1,280	1,250
Non-hazardous (Metric tonnes)	632.05	1,007.62	950	900	850	36,104.00	38,805.85	35,000	34,750	34,500	36,104.00	38,805.85	35,000	34,750	34,500
Total waste (Metric tonnes)	87,228.33	101,828.18	1,05,950	1,00,900	95,850	36,492.73	140,965.29	36,300	36,030	35,750	36,492.73	140,965.29	36,300	36,030	35,750
Renewable Energy															
Renewable energy (KWH)	Nil	Nil	Nil	900,000	1,500,000	1,00,016,014.4	77,364,805.83	83,811,873	90,258,940	96,706,007	1,00,016,014.4	77,364,805.83	83,811,873	90,258,940	96,706,007
% of renewable energy used	Nil	Nil	Nil	30.00%	45.00%	16%	12%	13%	14%	15%	16%	12%	13%	14%	15%

Please note:

- 1) All targets are based on current production levels
- 2) Significant Spill is as per definition in GRI 306-3

# Our ESG Goals

## Safety Targets

No		Safety and Health - Trend Target Data																		
		Year		Trend						Targets										
		Locations		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023						
		DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-B	RNJ	DHJ-A	DHJ-B	RNJ
<b>1 Felt Leadership</b>																				
a	% of Unit Apex/Steering Committee meeting held	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
b	% of Safety Observations Compliance	92	75	83	80	50	80	100	100	100	100	100	100	100	100	100	100	100	100	100
<b>2 Lead Indicators</b>																				
a	No of Near Misses Recorded	32	75	54	65	143	65	157	20	72	173	22	80	190	25	88				
b	No of Unsafe Conditions rectified	Not Available	170	Not Available	153	812	153	893	100	170	982	110	187	1080	121	205				
c	Total hrs training - employees	2908 hrs	2024 hrs	2648 hrs	3956 hrs	5297 hrs	4455hrs	5826hrs	500hrs	4900hrs	6408hrs	550hrs	5390hrs	7048hrs	605hrs	5929hrs				
d	Total hrs training - contract labour	4000 hrs	2631 hrs	4500 hrs	2761 hrs	5000 hrs	3994 hrs	5500hrs	250hrs	4394hrs	6050hrs	275hrs	4833hrs	6655hrs	302hrs	5316hrs				
e	% of employees involved in identifying unsafe conditions	20	20	35	25	40	55	50	10	75	100	25	100	200	50	150				
g	No Of spot On Recognition for Safety Samrat	5	5	36	11	50	46	40	10	36	80	25	75	200	50	150				
h	No of Safety Suggestions	Not Available	55	Not Available	55	Not Available	55	20	10	55	40	25	110	100	50	220				
i	% of PSAP compliance	Not Applicable	Not Applicable	Not Applicable	Not Applicable	30	Not Applicable	100%	100%	100%	100%	100%	100%	100%	100%	100%				
<b>3 Fatalities and Injuries</b>																				
a	Total Number Fatalities- Contract Labour	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
b	Total Number Fatalities- Own Employee	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
c	Fatalities per 100 million working hours (employees and contractors)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				

# Our ESG Goals

Safety and Health - Trend Target Data																
No	Year	Trend						Targets								
		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023				
		DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	RNJ	DHJ-A	RNJ			
d	Lost Time Accidents - Contract Labour	2	0	4	1	7	0	0	0	0	0	0	0	0	0	0
e	Lost Time Accidents - Own Employee	1	0	3	1	3	0	0	0	0	0	0	0	0	0	0
f	First Aid Cases - Contract Labour	21	56	54	38	62	12	0	0	0	0	0	0	0	0	0
g	First Aid Cases - Own Employees	9	28	39	24	28	5	0	0	0	0	0	0	0	0	0
h	Incidence Rate	0.1	0	0.23	0.194	0.67	0	0	0	0	0	0	0	0	0	0
i	Frequency rate	0.54	0	1.13	1.42	1.783	0	0	0	0	0	0	0	0	0	0
j	Severity Rate	20.43	0	132.47	16.06	51.73	0	0	0	0	0	0	0	0	0	0
<b>4</b>	<b>Process Safety Management</b>															
a	% of processes where Hazop has been completed	100	100%	100	100%	100	100%	100	100	100	100	100	100	100	100	100
b	% of Hazop Recommendation Implemented	Not Available	70%	Not Available	80%	Not Available	85%	100	100	100	100	100	100	100	100	100
c	Number of Process Safety related incidences	Not Available	1	Not Available	2	55	3	0	0	0	0	0	0	0	0	0
d	% of plants started after PSSR	100	100%	100	100%	100	100%	100	100	100	100	100	100	100	100	100
e	% of Changes done as per MOC	Not Available	50%	Not Available	60%	100	70%	100	100	100	100	100	100	100	100	100
f	No of employee trained on HAZOP and JSA	Not Available	25	Not Available	30	122	40	34	42	75	75	75	150	150	150	150

No		Safety and Health - Trend Target Data													
		Year		Trend				Targets							
		Locations		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
		DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar
<b>5</b>	<b>Occupational Health Management</b>														
a	Occupational Illnesses per million working hours (employees only)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
b	Occupational Illnesses per million working hours (Contractor labour only)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
c	% of own employee medical health Check up completed	100 %	100	100 %	100	100 %	100	100 %	100	100 %	100	100 %	100	100 %	100
d	% of Contractor Labour medical health Check up completed	100 %	100	100 %	100	100 %	100	100 %	100	100 %	100	100 %	100	100 %	100
e	No of Work Place Hygiene audit done	12	4	12	2	12	2	12	2	13	6	14	7	15	8
<b>6</b>	<b>Security</b>														
a	No of security Trained on Human Rights	0	0	0	0	48	42	38	10	42	11	45	47	12	50
b	No of Security audits conducted	1	0	1	0	2	0	2	0	2	1	2	1	1	4
c	No of security Trained on fire fighting	25	18	45	22	52	24	48	0	35	10	45	45	15	50
<b>7</b>	<b>Emergency Response</b>														
a	No of Mock drills conducted	11	9	6	10	9	12	12	12	12	12	12	12	12	12
b	No of people involved in Mock drills	233	120	109	108	112	125	240	240	275	275	275	300	300	300



# Our ESG Goals

No		Safety and Health - Trend Target Data														
		Year				Trend				Targets						
		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023				
Locations		DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	DHJ-A	Ranjitnagar	
c	No Of fire incidences occurred ( even minor to be accounted)	Not Available	5	11	14	13	16	0	0	0	0	0	0	0	0	0
d	No of Community engagement programmes	1	4	2	8	4	10	6	1	12	8	2	16	10	4	20
<b>8</b>	<b>Distribution Safety</b>															
a	% of Vehicles covered BY GPS	12%	15%	22%	20%	25%	25%	40%	5%	40%	50%	10%	50%	65%	20%	65%
b	No of Distribution incidences	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0
c	No of Road incidences	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0
d	% of Drivers trained of chemical transportation and safetyby Company	65	65	70	75	80	80	80	80	80	85	85	85	95	95	95

\*Please note that Offices include all the Domestic & International Offices located in Baroda, Chennai, Hyderabad, US, Europe.



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