

GFCL: BRD: 2024

2nd September, 2024

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai 400 001

The Secretary
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E), Mumbai 400 051

Scrip Code: 542812

Symbol: FLUOROCHEM

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Ref.: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations')

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2023-24.

The Business Responsibility and Sustainability Report is an integral part of the Integrated Annual Report of the Company for the Financial Year 2023-24 which can also be accessed at the company's website at www.gfl.co.in.

We request you to kindly take the same on record.

Thanking you.

Yours faithfully,
For Gujarat Fluorochemicals Limited

Bhavin Desai
Company Secretary
FCS: 7952

Encl.: As above

Annexure - 2

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24304GJ2018PLC105479
2.	Name of the Listed Entity	Gujarat Fluorochemicals Limited
3.	Year of incorporation	2018
4.	Registered office address	Survey Number 16/3, 26 & 27, Village Ranjitnagar, Taluka - Ghoghamba, District Panchmahal – 389 380, Gujarat
5.	Corporate address	Inox Towers, 17 Sector 16 A, Noida – 201 301, Uttar Pradesh
6.	E-mail	bvdesai@gfl.co.in
7.	Telephone	0265 6198 111
8.	Website	www.gfl.co.in
9.	Financial year for which reporting is being done	1 st April, 2023 to 31 st March, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 10,98,50,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	1. Name of Responsible Person: Mr. Bhavin Desai 2. Designation of Responsible Person: Company Secretary 3. E-mail: bvdesai@gfl.co.in 4. Telephone: 0265 6198 111
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on standalone basis.
14.	Name of assurance provider	Intertek India Private Limited
15.	Type of assurance obtained	Limited Assurance

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover)

S. no.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemicals and botanical products	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover)

S. no.	Product/Service	NIC Code	% of total turnover contributed
1.	Bulk Chemicals	20111	17.51%
2.	Fluorochemicals	20111	25.92%
3.	Polymers	20111	56.57%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	4	2	6
International	2	4	6

Our plants and offices also encompass the locations of our subsidiary companies.

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19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	14
International (No. of countries)	13

b. What is the contribution of exports as a percentage of the total turnover of the entity?

57.14%

c. A brief on types of customers

GFL serves as a vital strategic partner for leading sectors, encompassing chemical processing, oil & gas, and automotive. We are extending our impact into pioneering fields like 5G, electric vehicles (EVs), semiconductors, and the dynamic landscape of green hydrogen.

IV. Employees

20. Details as at the end of financial year

a. Employees and workers (including differently abled):

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,805	1,722	95	83	5
2.	Other than permanent (E)	90	83	92	7	8
3.	Total employees (D + E)	1,895	1,805	95	90	5
Workers						
4.	Permanent (F)	1,437	1,437	100	0	0
5.	Other than permanent (G)	4,856	4,749	98	107	2
6.	Total workers (F + G)	6,293	6,186	98	107	2

b. Differently abled employees and workers

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1.	Permanent (D)	1	1	100	0	0
2.	Other than permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100	0	0
Differently abled workers						
4.	Permanent (F)	2	2	100	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	2	2	100	0	0

Business Responsibility & Sustainability Report (Contd.)

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	11	1	9
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	17	20	17	30	40	30	23	26	23
Permanent workers	12	20	12	18	0	18	9	0	9

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding/subsidiary/associate companies/joint ventures

Sr. no.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Inox Leasing and Finance Limited	Holding	52.61%	No
2.	Gujarat Fluorochemicals Singapore Pte. Limited	Wholly owned subsidiary	100%	No
3.	Gujarat Fluorochemicals Americas LLC	Wholly owned subsidiary	100%	No
4.	Gujarat Fluorochemicals GmbH	Wholly owned subsidiary	100%	No
5.	Swarnim Gujarat Fluorspar Private Limited *	Joint venture	49.47%	No
6.	GFL GM Fluorspar SA	Step-down wholly owned subsidiary	100%	No
7.	Gujarat Fluorochemicals FZE	Wholly owned subsidiary	100%	No
8.	GFCL EV Products Limited	Wholly owned subsidiary	100%	No
9.	GFCL Solar and Green Hydrogen Products Limited	Wholly owned subsidiary	100%	No
10.	GFCL EV Products Americas LLC	Step-down wholly owned subsidiary	100%	No
11.	IGREL Mahidad Limited	Subsidiary	99.40%	No

*As per the JV agreement, GFL will hold 25% of the total equity capital of Swarnim Gujarat Fluorspar Private Limited ('SGFPL') In view of the fact that Gujarat Mineral Development Corporation Limited (GMDC) is yet to contribute its equity participation by way of its assets value, which is under review, the GFL equity contribution has gone up temporarily due to subscribing to the additional equity in SGFPL.

Business Responsibility & Sustainability Report (Contd.)

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR is applicable as per Section 135 of the Companies Act, 2013.

ii. **Turnover (in ₹):** ₹ 4,02,215.15 Lakhs

iii. **Net worth (in ₹):** ₹ 5,79,722.79 Lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint was received	Grievance Redressal Mechanism in place (Yes/No) <i>(If yes, then provide a weblink to the grievance redress policy)</i>	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints with pending resolution at the close of the year	Remarks
Communities	https://www.gfl.co.in/Our_People.php	0	0	NA	0	0	NA
Investors (other than shareholders)	https://www.gfl.co.in/Our_People.php	0	0	NA	0	0	NA
Shareholders	https://scores.gov.in/scores/Welcome.html	10	0	This includes the grievances of shareholders received through the Stock Exchanges and directly received by GFL.	15	0	It comprises the grievances of shareholders received through the Stock Exchanges and directly received by GFL.
Employees and workers	https://www.gfl.co.in/Our_People.php	10	0	NA	3	0	NA
Customers	No	28	0	NA	21	0	NA
Value chain partners	No	0	0	NA	0	0	NA
Other (please specify)	No	NA	NA	NA	NA	NA	NA

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26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and approach to adapt or mitigate the risk along with its financial implications, as per the following format

Sr. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1.	Climate risk	Risk	Climate risk affects operations, supply chain, and regulatory compliance. Mitigating risks aligns with regulations and enhances reputation.	We are expanding our renewable energy capacity and adopting circular economy practices to minimise operational disruptions and reduce costs.	Positive: Cost savings from reduced energy and water usage, and enhanced operational efficiency.
2.	Energy management	Risk	Dependence on energy supply and regulatory pressures impact operations.	We are investing in renewable energy sources like wind turbines and hybrid solutions to decrease reliance on fossil fuels and meet sustainability targets.	Positive: Long-term cost savings from reduced energy dependence, potential revenue from renewable energy credits.
3.	Occupational health & safety	Risk	Legal compliance, workforce morale, and productivity.	By integrating advanced technology and involving employees in safety initiatives, we aim to minimise workplace accidents and improve productivity.	Positive: Lower costs from reduced accidents, enhanced workforce productivity.
4.	Greenhouse gas emissions	Risk	Compliance with regulations, and environmental impact.	Our installation of wind turbines and ongoing efforts in emission reduction technologies aim to mitigate our environmental footprint and ensure regulatory compliance.	Positive: Potential savings from carbon credits, and compliance with emissions regulations.
5.	Air quality	Risk	Health impacts, and regulatory compliance.	We're implementing advanced emission control technologies to meet stringent air quality standards and enhance public health outcomes.	Positive: Reduced regulatory fines, and improved community health.
6.	Water management	Risk	Regulatory compliance, and operational disruptions.	Through sustainable water sourcing and recycling initiatives, we're minimising risks associated with water scarcity and enhancing operational resilience.	Positive: Reduced water costs, compliance with regulations.
7.	Data privacy and security	Risk	Cybersecurity threats, and regulatory fines.	Investing in robust cybersecurity measures and compliance with data protection laws to safeguard sensitive information and maintain operational continuity.	Negative: Initial investment costs, but positive ROI in risk reduction and regulatory compliance.

Business Responsibility & Sustainability Report (Contd.)

Sr. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
8.	Materials management	Risk	Efficiency, waste reduction, and environmental impact.	Adopting circular economy practices to minimise waste and maximise resource recovery, and supporting our commitment to sustainable practices.	Positive: Lower waste disposal costs, and improved resource efficiency.
9.	Sustainable supply chain	Risk	Ethical sourcing, resilience, and reputation.	Promoting sustainable procurement practices and transparency with suppliers to reduce risks and enhancing our brand reputation.	Positive: Reduced supply chain disruptions, and improved stakeholder trust.
10.	Product safety & quality	Risk	Compliance, and customer satisfaction.	Upholding stringent quality assurance standards to ensure product reliability and safety, thereby enhancing customer loyalty and satisfaction.	Positive: Reduced product recall risks, and enhanced customer trust.
11.	Employment practices	Opportunity	Talent attraction, retention, and productivity.	Fostering an inclusive workplace with fair recruitment policies and continuous development programmes to attract and retain top talent.	Positive: Higher employee retention, and increased productivity.
12.	Chemical safety	Risk	Compliance, and workplace safety.	Strict adherence to safety protocols and regulations for chemical handling to minimise risks and ensure a safe working environment.	Positive: Decreased risks of accidents, and legal compliance.
13.	Biodiversity and resource use	Opportunity	Conservation, and sustainability	Investing in biodiversity conservation efforts and sustainable resource management practices to support environmental conservation goals.	Positive: Enhanced environmental sustainability, and community goodwill.
14.	Customer health and safety	Risk	Compliance, and customer satisfaction	Ensuring product safety and quality through rigorous testing and compliance with safety standards to protect customer health and enhance satisfaction.	Positive: Enhanced customer satisfaction, and reduced liability risks.
15.	Human capital development	Opportunity	Workforce skills, innovation, and retention.	Investing in training and development initiatives to nurture talent, foster innovation, and enhance organisational resilience.	Positive: Improved workforce capabilities, and higher employee satisfaction.

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC principles and core elements.

Sr. no.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	N	Y	Y	N	N	Y	N
	c. Weblink of the policies, if available	https://www.gfl.co.in/Company_Policies.php								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The organisation has received the following certifications:</p> <ol style="list-style-type: none"> ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 20400, ISO 26000, ISO 37001, SA 8000, Responsible Care. Authorised Economic Operator - T2 Certificate. Certificate for compliance with anti-competitive and anti-trust principles based on Competition Act, 2002, ISO 26000 and UNGC Principles. 								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>At GFL, we have set specific commitments, goals, and targets with defined timelines as part of our Net Zero Roadmap. We aim to achieve Net Zero emissions by 2050, with a more immediate target of reducing our Scope 1 and 2 emissions to Net Zero by 2040. Additionally, we are committed to involving our supply chain in this vision, ensuring they align with our Net Zero goal by 2050. In the next five years, we plan to increase our renewable energy usage by 10-20% and reduce waste landfilling and incineration by 10%, based on the 2021 baseline. These efforts are aligned with the Science Based Targets initiative (SBTi) and underscore our strong determination to contribute to a sustainable future.</p>								
6.	Performance of the entity against the specific commitments, goals and targets alongwith reasons in case the same are not met.	<p>The performance of each principle undergoes periodic review by diverse committees chaired by our Company's Management and Board of Directors.</p>								
Governance, leadership and oversight										
7.	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	<p>GFL is synchronising its long-term vision and strategy with the burgeoning environmentally conscious industry worldwide. Committed to India's objective of achieving carbon neutrality by 2070, we are broadening our product portfolio to cater to burgeoning sectors such as electric vehicles, solar panels, green hydrogen electrolysers, and fuel cells. Sustainability is woven into the fabric of our culture, in harmony with the UN Sustainable Development Goals (SDGs). We take prompt action to forge a brighter future for all stakeholders, embedding sustainability into our business strategy. Through inclusive growth, we endeavour to collaboratively foster sustainable business value at GFL.</p>								
8.	Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies).	<p>Mr. Vivek Kumar Jain, Managing Director, in consultation with the Board of Directors and its Committees, bears responsibility for implementing and overseeing the Business Responsibility policies.</p>								

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9.	Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.	At GFL, we have established a premier Social Accountability, Regulatory, and Sustainability Corporate Steering Committee (SARS Committee) to lead our sustainability and climate-related initiatives. Chaired by the Deputy Managing Director, the committee consists of nine members from various functions and units. The Committee's primary mission is to align business objectives with sustainability goals, ensuring our ongoing success. The Committee addresses climate-related challenges, manages carbon emissions, water & waste management through circularity, biodiversity management, health & safety management, sustainable procurement & customer centricity, and employee & labour management incorporating the triple-bottom line (social, economic, and environmental aspects) into the corporate strategy. Additionally, it oversees health and safety protocols, fostering a secure and supportive workplace environment.
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against the above policies and follow-up action	The Sustainability Committee convene its Meeting at least once in every quarter to review the progress of sustainability objectives, goals & targets, action plans, future strategies, and other pertinent sustainability matters, including those related to climate, water & waste management, health & safety management, biodiversity, employee and labour/worker well-being, and supply & value chain management. Action plans are meticulously developed and subsequently scrutinised and refined for enhanced efficacy. Following each meeting, minutes are disseminated to all committee members to ensure everyone remains informed of the proceedings and developments.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	GFL is compliant with the relevant regulations as applicable.																	

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes, the entity has carried out numerous independent assessments such as ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 20400, ISO 26000, ISO 37001, SA 8000, and Responsible Care. The above mentioned assessments are conducted by DQS India Private Limited and Intertek Certifications Limited, Indian Chemical Council.								

12. If the answer to question (1) above is 'No' i.e. not all Principles are covered by a policy, reasons to be stated

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	N	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	N	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	N	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	N	-	-
Any other reason (please specify)	As our business is not engaged in any kind of advocacy activities, GFL does not find itself at a stage where it is in a position to devise and implement relevant policies.								

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SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the principles and Core Elements with key processes and decisions. The information sought is categorised as 'Essential' and 'Leadership'. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year

Segment	Total no of training and awareness programmes held	Topics/principles covered under the training and impact	% age of persons in respective category covered by the awareness programme
Board of Directors (BoD)	1	Health & Safety	33
Key Managerial Personnel (KMPs)	9	Corporate Policy Training, Corporate Sustainability, Health & Safety	33 33 33
Employees other than BoD & KMPs	1,498	Skill Upgradation, Health & Safety, Human Rights	62 66 22
Workers	1,077	Skill Upgradation, Health & Safety	60 93

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/Fine	NA	BSE Limited	3,540	<p>Case</p> <p>Non-disclosure of extent and nature of security created and maintained with respect to secured listed non-convertible debentures ('NCDs') of GFL, in the Financial Statements (Financial Results) for the year ended on 31st March, 2023, as submitted with BSE Ltd. on 5th May, 2023.</p> <p>Justification</p> <p>GFL received a Security Cover Certificate from Statutory Auditors on 8th May, 2023, and accordingly, the same had been submitted by GFL with BSE Ltd. on 8th May, 2023. Furthermore, we paid ₹ 3,450/- towards the fine imposed on us through electronic transfer of funds on 15th July, 2023.</p>	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

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Non-Monetary				
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred (Yes/No)
Imprisonment Punishment	During the Financial Year, neither our Company, Directors, nor our Key Management Personnel (KMP) faced any form of punishment or imprisonment, nor did they engage in any agreements or settlements involving regulators, law enforcement agencies, or judicial institutions.			

3. Of the instances disclosed in question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case details	Name of the regulatory/enforcement agencies / judicial institutions
In FY 2023-24, our Company, Directors, and Key Managerial Personnel had no liability, making any appeals or revisions null and void in cases where either pecuniary or non-pecuniary measures have been contested.	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, GFL upholds a stringent policy to prevent corruption and bribery among employees and third parties. We are certified under ISO 37001:2016 and are deeply committed to conducting business with integrity, complying with all relevant laws and regulations. This includes adherence to the Indian Prevention of Corruption Act, 1988, anti-bribery and anti-corruption laws, and alignment with the UN Global Compact principles, ISO 26000, and National Voluntary Guidelines on Social, Environmental & Economic Responsibilities. Continuous improvement in these practices remains a key focus.

For further information, please visit our website at:

<https://gfl.co.in/upload/pages/7653e03350050ff9e3b2d5f057207d86.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

In FY 2022-23 and FY 2023-24, no law enforcement agency has initiated disciplinary action concerning serious allegations of bribery and corruption against any Directors, Key Managerial Personnel, Employees, or Workers.

6. Details of complaints with regard to conflict of interest:

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaints received regarding Conflict of Interest.	0	No complaints received regarding Conflict of Interest.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	No complaints received regarding Conflict of Interest.	0	No complaints received regarding Conflict of Interest.

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

There were no cases of Conflict of Interest involving Directors/KMP.

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8. Number of days of accounts payables ((Accounts payable*365)/Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
No. of days of accounts payable	70.59	67.65

9. Open-ness of business.

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of sales*	a. Sales to dealers/distributors as % of total sales	7%	6%
	b. Number of dealers/distributors to whom sales are made	5	5
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	7%	6%
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	9.97%	3.39%
	b. Sales (Sales to related parties/Total sales)	24.00%	24.42%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100%	96.47%
	d. (Investments in related parties/Total investments made)	100%	79.75%

* Only caustic soda is traded through dealers and retailers.

Leadership Indicators

1. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. Each financial year concludes with all Directors and Senior Management Personnel affirming their compliance with GFL's Code of Conduct. This affirmation is presented during the Board's first meeting of the year and disclosed in the Annual Report for regulatory purposes and investor information. Additionally, all new employees of GFL are required to affirm their compliance with our Code of Conduct.

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PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	GFL was in the process of monitoring R&D expenses and capital investments aimed at enhancing the environmental and social impacts of our products and processes.		
Capex			

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes. At GFL, robust systems are established to promote sustainable sourcing. Our sustainable procurement policy and Code of Conduct serve as guiding principles, directing us on conducting business sustainably with our valued suppliers, vendors, and third parties. These foundational documents outline our ongoing expectations, emphasising the importance of integrity in all aspects of our partnerships. We are certified with ISO 20400:2017 Sustainable Procurement Guidelines.

- b. If yes, what percentage of inputs were sourced sustainably?**

16% of the inputs were sourced sustainably during FY 2023-24.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

As a manufacturing company involved in B2B operations, we have established comprehensive processes to safely reclaim our products for reusing, recycling, and disposing of them at the end of their lives. For plastic packaging, we comply with the Plastic Waste Management Rules set by the Ministry of Environment, Forest, and Climate Change (MoEFCC), Government of India. Similarly, we adhere to the E-waste Management Rules and other hazardous waste regulations.

For hazardous waste, we ensure disposal through authorised recyclers and reprocessors only. We follow a strict regulatory procedure, generating manifests on the regulatory authorities' online hazardous waste disposal system and transporting the waste exclusively through authorised transporters. Although we didn't reclaim any products in the last fiscal year, our commitment to environmental compliance and safety remains firm.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Adhering to the principles of Extended Producer Responsibility (EPR), we uphold accountability in managing plastic waste responsibly under regulatory frameworks. While we do not directly manufacture plastic materials, our EPR obligations stem from the plastic waste used in our packaging processes. We diligently meet EPR requirements to fulfil our regulatory responsibilities. Through partnerships with authorised EPR service providers and in collaboration with the Gujarat Pollution Control Board (GPCB), we play a proactive role in protecting the environment from the risks posed by plastic waste.

Business Responsibility & Sustainability Report (Contd.)

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC code	Name of Product/Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the weblink
NA					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of the Product/Service	Description of the risk/concern	Action Taken
NA		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Adopting a conscientious waste management philosophy, we prioritise recycling and reusing materials in accordance with the directives set by the Gujarat Pollution Control Board (GPCB) and applicable legislation. Our commitment to sustainable waste management extends beyond our internal operations, striving to reduce environmental impact through deliberate recycling and repurposing efforts. Presently, recycled or reused input materials make up 15% of the total material (by value) used in our production processes, reflecting our dedication to sustainability and closing the waste loop.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

NA

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,722	1,722	100	1,722	100	0	0	1,722	100	0	0
Female	83	83	100	83	100	83	100	0	0	0	0
Total	1,805	1,805	100	1,805	100	83	5	1,722	95	0	0
Other than permanent employees											
Male	83	0	0	0	0	0	0	0	0	0	0
Female	7	0	0	0	0	0	0	0	0	0	0
Total	90	0	0	0	0	0	0	0	0	0	0

Business Responsibility & Sustainability Report (Contd.)

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,437	1,437	100	1,437	100	0	0	1,437	100	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	1,437	1,437	100	1,437	100	0	0	1,437	100	0	0
Other than permanent workers											
Male	4,749	0	0	4,749	100	0	0	0	0	0	0
Female	107	0	0	107	100	0	0	0	0	0	0
Total	4,856	0	0	4,856	100	0	0	0	0	0	0

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the company	0.51%	0.25%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0%	0%	Y	0.2%	0%	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

We recognise that our facility may presently not meet the specified requirements. Nevertheless, we have proactively initiated measures to rectify this situation. Currently, we are conducting a thorough and constructive evaluation of the requirements, actively seeking solutions to enhance our facility's readiness to meet elevated standards.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. GFL is firmly committed to Equal Employment Opportunity Principles. This dedication is central to the Company's to being an 'Employer of Choice,' evident in all HR policies and procedures that uphold non-discriminatory practices and ensure equal opportunities for every employee. In line with this commitment, all employees are encouraged to treat their colleagues with fairness, mutual respect, and without harassment, irrespective of hierarchical levels.

Link to the policy: <https://www.gfl.co.in/upload/pages/a66473d31ff96c735d8fa098745acff5.pdf>

Business Responsibility & Sustainability Report (Contd.)

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	97	95	100	100
Female	100	100	NA	NA
Total	99	91	100	100

There are no females in the permanent workers category; hence, it is marked as not applicable.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Grievance handling platform: 1. HR buddy 2. Ethics line 3. Suggestion box 4. PHRRO 5. Guideline HR/42 – Grievance procedure for employees/contractors
Other than permanent workers	Grievance handling platform: 1. Suggestion box 2. Works Committee 3. SPT Committee 4. Guideline HR/42 – Grievance procedure for employees/contractors
Permanent employees	Grievance handling platform: 1. HR buddy 2. Ethics line 3. Suggestion box 4. PHRRO 5. Guideline HR/42 – Grievance procedure for employees/contractors
Other than permanent employees	Grievance handling platform: 1. Suggestion box 2. SPT committee 3. Works committee 4. Guideline HR/42 – Grievance procedure for employees/contractors

Business Responsibility & Sustainability Report (Contd.)

7. Membership of employees and workers in association(s) or unions recognised by the listed entity:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective category who are part of association(s) or union (B)	% (B/ A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective category who are part of association(s) or union(D)	% (D / C)
Total permanent employees	1,805	Nil	NA	1,788	Nil	NA
Male	1,722	Nil	NA	1,715	Nil	NA
Female	83	Nil	NA	73	Nil	NA
Total permanent workers	1,437	Nil	NA	1,524	Nil	NA
Male	1,437	Nil	NA	1,524	Nil	NA
Female	0	Nil	NA	-	Nil	NA

There is no union of our permanent employees and permanent workers.

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,805	1,698	94	1,577	87	1,814	931	51	457	25
Female	90	88	98	81	90	80	54	68	32	40
Total	1,895	1,786	94	1,658	87	1,894	985	52	489	26
Workers										
Male	6,186	4,627	75	5,305	86	6,348	3,327	52	983	15
Female	107	102	95	106	99	128	91	71	18	14
Total	6,293	4,729	75	5,411	86	6,476	3,418	53	1,001	15

9. Details of performance and career development reviews of employees and workers:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,805	1,022	57	1,378	282	20
Female	90	38	42	54	14	26
Total	1,895	1,060	56	1,432	296	21
Workers						
Male	6,186	1,024	17	1,247	201	16
Female	107	0	0	0	0	0
Total	6,293	1,024	16	1,247	201	16

In total headcount, new joiners joined in the second half of the assessment year (after 30th September of the year) are not applicable for the performance and career development reviews.

Business Responsibility & Sustainability Report (Contd.)

10. Health and safety management system:

a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes, we have instituted a comprehensive Occupational Health and Safety Management System, driven by top management's commitment to fostering a safe and healthy workplace. Our approach is proactive and inclusive, involving every level of the organisation to build a robust safety culture. This system integrates meticulously crafted policies, procedures, and practices aimed at identifying and addressing workplace hazards, promoting overall employee well-being, and ensuring strict adherence to health and safety regulations. Moreover, our contract workers' representatives are actively engaged at every step, reinforcing our dedication to a secure and supportive work environment for all.

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

At GFL, we employ a systematic approach to identify work-related hazards and assess risks on both routine and non-routine bases. Our processes include regular workplace inspections to identify potential hazards and conducting risk assessments to evaluate the likelihood and potential consequences of these hazards. We use various tools for risk assessment, such as PHA (e.g., HAZOP), Pre-Start-up Safety Review (PSSR), Job Safety Analysis (JSA), Hazard Identification and Risk Assessment (HIRA), Qualitative Risk Assessment (QRA), Permit to Work System (PTW), and Safety Audits of work areas.

We encourage employees to report any safety concerns or near misses, ensuring that all incidents are promptly investigated to identify root causes and implement corrective actions. Additionally, we conduct safety audits through trained GFL employees and external experts periodically to monitor compliance with safety protocols. We leverage incident data and trend analysis to proactively address emerging risks.

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, we have established processes that allow and encourage workers to report work-related hazards and effectively avoid such risks. GFL promotes and prioritises a culture of open communication and proactive hazards reporting to promptly identify potential risks. Employees are encouraged and trained to report any hazards they encounter or observe in the workplace through a digital online platform, safety committees, or direct communication with supervisors. We track both leading and lagging indicators, along with hazards observed in the plant.

We identify hazards through various methods such as safety observations, Contractor Field Safety Audits, and Plant Monthly Safety Involvement activities. By fostering a reporting culture and providing clear guidelines for employees to escalate concerns and remove themselves from risky situations, our organisation demonstrates its commitment to prioritising the health and safety of its workforce. We believe that proactive hazard reporting and the ability to remove oneself from risks are crucial for maintaining a safe and healthy work environment for all employees.

d) Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes. GFL ensures access to medical and health services for our employees and workers that go beyond their occupational requirements. We prioritise the well-being of our workforce by conducting regular pre-employment and periodic medical check-ups for both our employees and contractual staff. Additionally, we organise dental and health check-up camps, blood donation drives, and first aid training programmes to equip our employees and workmen with essential life-saving skills.

Business Responsibility & Sustainability Report (Contd.)

11. Details of safety related incidents, in the following format:

Safety incident/number	Category	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0.90	0.52
	Workers	0.54	0.18
Total recordable work-related injuries	Employees	6	2
	Workers	6	1
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

To guarantee a safe and healthy workplace, GFL has undertaken the below mentioned steps:

- **Occupational Health and Safety Management System:** We have a robust system in place to identify, assess, and mitigate workplace hazards. Our policies and procedures ensure a safe work environment and compliance with health and safety regulations.
- **Hazard Identification and Risk Assessment (HIRA):** We regularly inspect and assess risks to identify potential hazards. This helps us implement control measures to minimise or eliminate threats to employee safety.
- **Training and Education:** We provide comprehensive training on occupational health and safety practices, including safe work procedures, proper equipment usage, emergency response, and hazard recognition.
- **Incident Reporting and Investigation:** We encourage prompt reporting of incidents, near misses, and hazards. Our reporting system ensures timely investigations, root cause identification, and corrective actions to prevent recurrence.
- **Emergency Preparedness and Response:** We have emergency response plans and conduct regular drills to prepare for fires, medical emergencies, and natural disasters. These exercises ensure our team is ready to respond effectively.
- **Health and Wellness Programmes:** We promote health and wellness through screenings, wellness programmes, and ergonomic assessments. We support healthy lifestyles and provide resources for physical and mental well-being.
- **Safety Committees and Worker Involvement:** We engage employees in safety initiatives through committees, feedback mechanisms, and inspections. This involvement fosters a sense of ownership and accountability for workplace safety.
- **Regular Monitoring and Review:** We regularly monitor and review our safety performance to assess the effectiveness of our measures and identify areas for improvement. We proactively address emerging safety risks.

13. Number of Complaints on the following made by employees and workers:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	0	0	NA	0	0	NA
Health & safety	0	0	NA	0	0	NA

Business Responsibility & Sustainability Report (Contd.)

14. Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Not Applicable

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of the death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees - Y

(B) Workers - Y

Yes, the organisation has taken measures to safeguard the well-being and security of our esteemed employees and workers. We have enacted a comprehensive and resilient Group Accident Insurance Policy, meticulously crafted to provide financial protection and assistance in the event of any employee or worker's unfortunate demise.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

To ensure adherence to statutory regulations, we have implemented a rigorous system where we ensure the following:

1. Supplier Payment Obligations

- All suppliers must settle their statutory dues as per the terms and conditions outlined in each purchase order.

2. Supplier Onboarding Requirements

- New suppliers are required to submit signed and stamped copies of the 'GFL Terms & Conditions' and 'GFL Policy' before their registration can be completed.

3. Sustainable Procurement Policy

- All employees, suppliers, vendors, and service providers must comply with all applicable laws.
- In case of any legal breaches by suppliers, vendors, or service providers, we have the right to immediately terminate the contract without prior notice or a notice period.
- If a breach causes legal litigation or financial liability for the Company, the responsible parties must indemnify GFL against any such liability.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	2	0	0	0
Workers				

Business Responsibility & Sustainability Report (Contd.)

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Retiring employees selected for transition are offered support by extending their service or engaging them in special assignments on a contractual basis.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NA
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Through a thorough sustainable procurement audit, diligent scrutiny of our suppliers' practices revealed potential risks and concerns. Responsible suppliers promptly took corrective actions to resolve these issues, aligning with our sustainability objectives. Furthermore, we fostered transparent communication by offering detailed feedback to the respective suppliers regarding the identified risks or concerns. It is worth mentioning that no significant risks or substantial concerns have been identified to date, underscoring the effectiveness of our proactive approach to sustainable procurement.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

A diverse array of stakeholders, spanning individuals both within and beyond GFL has been recognised. These groups hold significant influence, directly shaping our operations and activities. These stakeholders include:

- Employees
- Shareholders
- Customers
- Communities
- Suppliers
- Strategic Partners
- Vendors
- Government or Regulatory Bodies

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (e-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), Other	Frequency of engagement (annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Shareholders/ Investors	No	1. Annual General Meeting (AGM) 2. Press conferences 3. Company Website 4. Investor/analyst meetings 5. Stock exchange announcements	Ongoing	We engage with shareholders and investors to communicate on dividends, financial results, growth opportunities, and stock performance to foster transparency and trust in the Company's performance and future potential.

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (e-mail, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), Other	Frequency of engagement (annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
Employees	No	<ol style="list-style-type: none"> 1. Training and Performance management HR forums 2. Group discussions 3. Employee engagement events 4. Email 5. Employee satisfaction surveys 	Ongoing	We are committed to ensuring the safety and job security of our employees. We prioritise their well-being and strive to cultivate a positive and open workplace environment. Through continuous capability building and skill upgrading initiatives, we provide ample opportunities for career growth within our organisation.
Customers	No	<ol style="list-style-type: none"> 1. Website periodic market research 2. Customer meets 3. Customer visits 4. Conferences 5. Trade fair 	Ongoing	Our Company upholds the highest standards in safety and data privacy. Our commitment extends to ethical business practices, offering eco-friendly products and solutions, and delivering superior-quality products and services to meet our customers' needs and expectations.
Suppliers/ Vendors	No	<ol style="list-style-type: none"> 1. Supplier development initiatives 2. Online/offline workshops 3. Annual suppliers' meet (online/offline) 4. Supplier feedback surveys 5. Onboarding process 	Ongoing	We focus on expanding access to new markets while ensuring fair margins and fostering revenue growth. We value long-standing partnerships and prioritise resource efficiency with our suppliers and vendors.
Government /Regulators	No	<ol style="list-style-type: none"> 1. Meetings 2. Presentations and networking in different forums 3. Regular checks 4. Annual and quarterly compliance reports 5. Press conferences and media events 6. Published articles and newsletters 7. Online meetings and interviews 	Ongoing	At GFL, we are committed to timely compliance with laws and regulations, maintaining transparent and open operations. We strictly adhere to environmental laws, ensure prompt payment of dues and taxes, and actively support government schemes to contribute positively to regulatory bodies and governmental initiatives.
Communities/ NGOs	No	<ol style="list-style-type: none"> 1. Interactions during implementation of CSR projects 2. Interacting with local community 3. Representatives public hearing 4. Community development newsletter 	Ongoing	We engage with communities and NGOs to create livelihood opportunities, introduce new technologies and smart solutions, reduce environmental footprint, foster community development, and preserve culture and heritage for a sustainable future.

Business Responsibility & Sustainability Report (Contd.)

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

Our Company champions a dynamic engagement with both stakeholders and our Board, actively seeking their insightful input on crucial economic, environmental, and social matters. Our robust ethics line policy ensures transparent communication, offering clear guidelines and accessible channels for stakeholders to raise grievances and concerns. This approach reinforces our commitment to a culture of openness, accountability, and constant ethical standards.

- 2. Whether stakeholder consultation is used to support identifying and managing environmental and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, we are committed to building strong partnerships with all our stakeholders, recognising their vital role in our success. We engage with them regularly, seeking their invaluable feedback on key issues like social impact, environmental stewardship, and human rights. These interactions are instrumental in shaping our approach to addressing environmental and social challenges, as demonstrated by our proactive employee engagement programmes and transparent investor consultations.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.**

At GFL, we see our community as a vital partner in our journey towards positive impact. We actively engage with local stakeholders, crafting Corporate Social Responsibility (CSR) programmes that address their specific needs and aspirations. Our initiatives are designed to drive meaningful social change, uplift marginalised groups, and optimise the impact of our CSR investments. We focus on critical areas such as healthcare, education, and women's empowerment, among others, to create lasting, transformative effects.

PRINCIPLE 5: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

- 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity in the following format**

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,805	586	32	1,788	1,193	67
Other than permanent	90	3	3	106	0	0
Total employees	1,895	589	31	1,894	1,193	63
Workers						
Permanent	1,437	0	0	1,524	1	0
Other than permanent	4,856	2,993	62	4,952	1,793	36
Total workers	6,293	2,993	48	6,476	1,794	28

Business Responsibility & Sustainability Report (Contd.)

2. Details of minimum wages paid to employees and workers in the following format:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1,805	0	0	1,805	100	1,788	0	0	1,788	100
Male	1,722	0	0	1,722	100	1,715	0	0	1,715	100
Female	83	0	0	83	100	73	0	0	73	100
Other than permanent	90	0	0	90	100	106	0	0	106	100
Male	83	0	0	83	100	99	0	0	99	100
Female	7	0	0	7	100	7	0	0	7	100
Workers										
Permanent	1,437	17	1	1,420	99	1,524	0	0	1,524	100
Male	1,437	17	1	1,420	99	1,524	0	0	1,524	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	4,856	4,856	100	0	0	4,952	4,952	100	0	0
Male	4,749	4,749	100	0	0	4,824	4,824	100	0	0
Female	107	107	100	0	0	128	128	100	0	0

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of the respective category (in ₹)	Number	Median remuneration/salary/wages of the respective category (in ₹)
Board of Directors (BoD)	5	1,49,85,000	0	NA
Key Managerial Personnel (KMP)	3	1,33,94,700	0	NA
Employees other than BoD and KMP	1,798	17,58,996	90	12,60,000
Workers	1,459	5,39,400	5	4,70,990
Contractual workers	5	1,49,85,000	0	NA

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	3%	2%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

We have instituted pivotal committees within our organisation to oversee crucial facets of our operations. These encompass the ICC (related to POSH) and Ethics Committee for human rights, WEDC for women's empowerment and development, and SARCC for corporate social accountability.

Business Responsibility & Sustainability Report (Contd.)

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have put in place a robust system to champion integrity and transparency across our organisation. Our 'Ethics Line' online portal empowers employees to report unethical behaviour anonymously, ensuring their voices are heard without fear. The Ethics Officer is dedicated to thoroughly investigating these reports and keeping whistleblowers informed of the progress. For added convenience, stakeholders can also send grievances directly to our dedicated email address, ethicsline@gfl.co.in, which is prominently featured on our website. To further support anonymous feedback, suggestion boxes are strategically placed at our sites, providing an additional channel for employees and workers to raise concerns confidentially.

6. Number of complaints on the following made by employees and workers:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	3	0	-
Child labour	0	0	NA	0	0	NA
Forced labour/Involuntary labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Our organisation places a high priority on safeguarding the identity of the complainant, as outlined in our Whistle-Blower Policy and Prevention of Sexual Harassment (POSH) Policy. All reported matters are treated with the utmost confidentiality. Furthermore, our Code of Conduct unequivocally prohibits any form of retaliation against individuals who report legitimate concerns. Any individuals found engaging in retaliatory actions will face disciplinary measures.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, we prioritise human rights in all our business agreements and contracts. At GFL, we take proactive measures by conducting awareness sessions to ensure that our vendors and suppliers fully comprehend and adhere to human rights standards.

10. Assessments for the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

Business Responsibility & Sustainability Report (Contd.)

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

NA

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

GFL did not receive any grievances or complaints regarding human rights issues; thus, no modifications or introductions to business processes were required.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

It ensures adherence to the human rights policy through internal and external assessment methods, including self-assessment questionnaires, announced and unannounced on-site audits of independent Suppliers, Vendors, and Service Providers, as well as employee and workplace wellness surveys.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

We acknowledge that our facility is still on the journey to fully meeting the specified requirements. However, we're taking decisive action to bridge this gap. Our team is deeply engaged in a thorough and proactive review process, actively exploring innovative solutions to elevate our facility's standards. We are persistent in our commitment to not only meet but also surpass these benchmarks, ensuring excellence in every aspect.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	NA
Discrimination at workplace	
Child labour	
Forced labour/Involuntary labour	
Wages	
Others – Please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

NA

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption (in joules or multiples) and energy intensity in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	2,58,863	2,00,282
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	2,58,863	2,00,282

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From non-renewable sources		
Total electricity consumption (D)	29,18,103	26,53,692
Total fuel consumption (E)	63,70,680	61,06,646
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	92,88,783	87,60,338
Total energy consumed (A+B+C+D+E+F)	95,47,646	89,60,620
Energy intensity per rupee of turnover (Total energy consumption in GJ/Revenue from operations in ₹)	0.000237	0.000159
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption in GJ/Revenue from operations in ₹ adjusted for PPP)	0.000064	0.000044
Energy intensity in terms of physical output (GJ/MT of product)	13.55	13.30
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, the name of the external agency.

The Company has conducted an Independent Assessment/evaluation/assurance by an external agency, Intertek India Private Limited.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

We proudly participate in the PAT Scheme under the 'Chlor Alkali Sector' of the Government of India, underscoring our firm dedication to energy efficiency. Our achievements include earning 437 E-Certificates in PAT Cycle 1 and 336 E-Certificates in PAT Cycle 2. Currently, we are actively engaged in PAT Cycle 3, which has been completed as on 31st March, 2024.

3. Provide details of the following disclosures related to water in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	47,42,311	53,29,627
(ii) Groundwater	0	0
(iii) Third party water	12,077	17,124
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	47,54,388	53,46,751
Total volume of water consumption (Freshwater + Recycled water) (in kilolitres)	50,52,166	63,15,431
Water intensity per rupee of turnover (Water consumed in KL/Revenue from operations in ₹)	0.0001256	0.0001123

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption in KL/Revenue from operations in ₹ adjusted for PPP)	0.0000340	0.0000310
Water intensity in terms of physical output (Total water consumption in KL/MT of product)	7.17	9.37
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency.

The Company has undergone a rigorous Independent Audit by the Gujarat Pollution Control Board (GPCB) Authorised Schedule II Auditor, complemented by a comprehensive assessment conducted by the prestigious external agency, Intertek India Private Limited. These thorough evaluations affirm our dedication to environmental stewardship and operational excellence.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To seawater		
No treatment	0	0
With treatment – please specify level of treatment	10,07,024	9,71,214
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	10,07,024	9,71,214

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The Company has conducted an Independent Assessment/evaluation/assurance by an external agency, Intertek India Private Limited.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, GFL's Ranjitnagar unit has implemented the Zero Liquid Discharge (ZLD). The unit has installed a Multiple Effect Evaporator (MEE) and Reverse Osmosis (RO) system as part of the tertiary treatment, and the entire water is being recycled and used for plantation activity within the premises.

Business Responsibility & Sustainability Report (Contd.)

6. Please provide details of air emissions (other than GHG emissions) by the entity in the following format

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	MT/Year	86	112
SOx	MT/Year	162	114
Particulate matter (PM)	MT/Year	40	130
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency.

The Company has conducted an Independent Assessment/evaluation/assurance by an external agency, Intertek India Private Limited.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5,78,904	5,46,562
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5,80,379	4,96,240
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	MTCO ₂ e/₹	0.0000288	0.0000185
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	MTCO ₂ e/₹ adjusted for PPP	0.0000078	0.0000051
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO ₂ e/MT of product	1.65	1.55
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency.

The Company has conducted an Independent Assessment/evaluation/assurance by an external agency Intertek India Private Limited.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

GFL has plan for Green House Gas emission reduction which will be implemented in short, medium and long term. GFL has invested for 64 MW of wind turbine installation for Renewable energy use for its operation and also invested for Hybrid (Solar + Wind) Power as Renewable Energy set-off resulting into 73.7 MW of Renewable Energy power (2,58,863 GJ) resulting in 51,485 tCO₂ emission reduction. GFL is also planning to improve its Renewable energy use upto 70% by 2030 a step towards become a Net Zero company in future.

Business Responsibility & Sustainability Report (Contd.)

We have undertaken several projects aimed at reducing Greenhouse Gas (GHG) emissions including:

Energy Efficiency Optimisation

- We have implemented various initiatives such as upgrading mechanical components, installing Variable Frequency Drives (VFDs), and optimising chilling and cooling operations.
- These efforts resulted in a significant reduction of 59.11 MWh in energy consumption during 2023-24.
- Specific actions at our Dahej, Jolva, and Ranjitnagar units include improving pump systems and replacing conventional starters with VFDs to achieve substantial energy savings.

Renewable Energy Adoption

- We have made substantial investments in wind turbines with a total capacity of 62 MW.
- This enables us to fulfil approximately 20% of our indirect energy requirements with clean and sustainable sources, reducing our reliance on fossil fuels.

Emission Control Measures, Carbon Offsets, and Afforestation

- Implemented rigorous measures to control emissions and enhance process efficiencies, resulting in a reduction of emissions by 10 kg of material released into the atmosphere.
- Incorporated carbon offset initiatives, including active participation in afforestation projects where we've planted about 7,336 trees over the past three years to create carbon sinks and promote biodiversity.
- Engaged in continuous monitoring and reduction efforts to neutralise remaining emissions through targeted initiatives.

Emission Reduction Targets and Achievements

- We continuously monitor and strive to reduce emissions across our operations, as evidenced by our progress in Scope 1 and Scope 2 emissions reductions from 2019-20 to 2023-24.
- These efforts have resulted in significant reductions in MTCO₂e emissions, underscoring our commitment to mitigating our environmental impact.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	330	349
E-waste (B)	12	61
Bio-medical waste (C)	13	9,025
Construction and demolition waste (D)	0	0
Battery waste (E)	10	0
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any. (G)	68,679	61,976
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	29,115	21,623
Total (A+B + C + D + E + F + G + H)	98,159	84,018
Waste intensity per rupee of turnover (Total waste generated in MT/Revenue from operations in ₹)	0.00000244	0.00000149
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in MT/Revenue from operations in ₹ adjusted for PPP)	0.00000067	0.00000041

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste intensity in terms of physical output (Total waste generated in MT/MT of product)	0.14	0.12
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,017	3,869
(ii) Re-used	86,460	74,900
(iii) Other recovery operations	7,149	2,075
Total	95,626	80,844
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	7	40
(ii) Landfilling	2,527	3,090
(iii) Other disposal operations	0	43
Total	2,534	3,173

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, the name of the external agency.

GFL has undergone a comprehensive independent assessment conducted by the esteemed external agency, Intertek India Private Limited. This rigorous evaluation reinforces our commitment to excellence and ensures that our standards meet the highest benchmarks of quality and integrity.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Our Company specialises in producing chemicals, refrigerants, and fluorospeciality chemicals. We have implemented an integrated waste management system in accordance with the Hazardous Waste Management, Handling, and Transboundary Movement Rules. Embracing the principles of the circular economy, our efforts prioritise recycling, reusing, reprocessing, and recovering waste materials.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Ranjitnagar	Manufacturing	Yes
2.	Dahej - A	Manufacturing	Yes
3.	Jolva	Manufacturing	Yes

Business Responsibility & Sustainability Report (Contd.)

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws in the current financial year

Name and brief details of project	EIA notification no.	Date	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
M/s. Gujarat Fluorochemicals Limited Plot No.:12/A, Plot No.: E-50/1, Dahej GIDC Estate, Tal.: Vagra, Dist.: Bharuch Proposed expansion in the existing production capacity and addition of new products in the existing premises as well as on additional acquired land.	EIA notification, 2006	10/11/2023	Yes	Yes	https://environmentclearance.nic.in/ The project is ongoing; final EC not yet granted.

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. no.	Specify the law/regulation/guidelines which were not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as Pollution Control Boards or by courts	Corrective action taken, if any
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GFL rigorously maintains adherence to pertinent environmental laws, regulations, and guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and related regulations. Notably, throughout the current financial year, we upheld full compliance, with no instances of non-compliance requiring corrective measures.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility/plant located in areas of water stress, provide the following information:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third-party water	NA	NA
(iv) Seawater/Desalinated water	NA	NA
(v) Others	NA	NA

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed/turnover)	NA	NA
Water intensity (optional) – the entity may select the relevant metric	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
(ii) Into groundwater		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
(iii) Into seawater		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
(v) Others		
No treatment	NA	NA
With treatment – please specify the level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance carried out by an external agency? (Y/N) If yes, the name of the external agency.

The entity has not conducted any independent assessment/evaluation/assurance by an external agency.

2. Please provide details of total Scope 3 emissions & their intensity in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,21,535	During FY 2022-23, Scope 3 emissions were not considered in the calculation of the air emissions.
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/₹ turnover	0.0000075	
Total Scope 3 emission intensity (optional) – the entity may select the relevant metric	Metric tonnes of CO ₂ equivalent/MT of product	0.60	

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency.

The entity has not conducted any independent assessment/evaluation/assurance by an external agency.

Business Responsibility & Sustainability Report (Contd.)

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

GFL recognises its duty of conducting operations in ecologically sensitive areas. Throughout the current financial year, we did not observe any notable direct or indirect impact on biodiversity in these regions, thus necessitating no remedial or corrective actions.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. no.	Initiative undertaken	Details of the initiative (weblink, if any, may be provided alongwith summary)	Outcome of the initiative
1	Solvent recovery and reuse in process	The GFL Ranjitnagar unit has implemented solvent recovery, wherein the recovered solvent is reused in the manufacturing process. Only the top quantity of additional solvent was needed for the process.	This initiative reduces the solvent procurement and minimises the environmental impact.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/weblink.

Yes, our Company has an onsite emergency plan that includes details about the emergency action plan, which is communicated to employees, workers, the nearby public, interested parties, and relevant government authorities. This document outlines the onsite Emergency Response Management Plan for various levels of accidents, ranging from local incidents within the site boundary to situations requiring external support. The objectives of the emergency response management plan are:

1. To safeguard the lives of working personnel and the nearby population.
2. To contain and control the spread of hazards.
3. To minimise the impact on the environment.
4. To minimise loss to plant and production.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

At GFL, we are indomitable in our commitment to environmental stewardship, ensuring that every facet of our value chain operates with minimal environmental impact. This financial year, our rigorous measures have successfully prevented any significant harm to the environment. As a result, no additional mitigation or adaptation actions were required, underscoring our dedication to sustainable and responsible practices.

7. Percentage of Value Chain Partners (by value of business done with such partners) that were assessed for environmental impacts.

Our Company has assessed 26% of our value chain partners for environmental and social impacts.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.

22

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S. no.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	Federation of Gujarat Industries	National
2.	Science Based Targets initiative	National
3.	UNGC - United Nations Global Compact	National
4.	British Safety Council	National
5.	Indian Chemicals Council IMC Chamber of Commerce and Industry	National
6.	Corporate Membership of Asian Polymer Association (APA)	National
7.	Life Membership of Asian Polymer Association (APA)	National
8.	Executive Committee Asian Polymer Association Membership	National
9.	Baroda Management Association	National
10.	Federation of Indian Chamber of Commerce and Industry	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities

Name of authority	Brief of the case	Corrective action taken
We did not encounter any instances of anti-competitive behaviour reported by regulatory authorities. Consequently, no corrective action has been taken or is currently in progress regarding any issues related to anti-competitive conduct by the entity.		

Leadership Indicators

1. Details of public policy positions advocated by the entity

S. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Others – please specify)	Weblink, if available
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At GFL, we lead with foresight and actively engage in shaping industry standards, offering thought-provoking insights on regulatory advancements within the chemical sector. Our commitment is to balance diverse stakeholder interests and foster harmony among varying perspectives. Although we have not championed any public policy positions this financial year, our proactive stance ensures that we remain at the forefront of industry evolution.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant weblink
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No projects were mandated to undergo assessment for their social impact during the current financial year under any statutory obligation.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Name of the project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Our core activities involve chemical manufacturing. As such, any projects undertaken by us are not subject to the provisions of the Rehabilitation and Resettlement (R&R) Act, 2013.

3. **Describe the mechanisms to receive and redress grievances of the community.**

At GFL, we have implemented various channels for our workforce to offer feedback, provide suggestions, and raise concerns regarding potential violations of laws and Company policies. These platforms, such as the digital ethics line, feedback surveys, and employee associations, serve as effective avenues for expressing concerns. Furthermore, any stakeholder encountering such violations can directly report their concerns to the Ethics Line via ethicsline@gfl.co.in, ensuring a robust mechanism for addressing and rectifying any breaches.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial year)
Directly sourced from MSMEs/small producers	3.87%	9%
Sourced directly from within India	37.79%	31%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost**

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	31%	32%
Semi-urban	46%	48%
Urban	17%	15%
Metropolitan	6%	5%

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)**

Details of negative social impact identified	Corrective action taken
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Regarding Question 1 of the Essential Indicator, it is important to highlight that the assessment of social impact is considered not applicable for all projects. As a result, the implementation of mitigating actions to address any potential negative social impact is also not applicable.

Business Responsibility & Sustainability Report (Contd.)

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (in ₹)
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During the current financial year, our Company allocated funds for our CSR activities; however, no expenditure has been specifically directed towards any aspirational district. Recognising the importance of improving living standards in these districts, we reaffirm our commitment to exploring CSR expenditure in these regions in the future, in alignment with our mission of making a positive impact on the communities residing in aspirational districts.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)

Currently, there is no preferential procurement policy in place that gives preference to purchasing from suppliers consisting of marginalised or vulnerable groups. However, GFL plans to review this policy in the future, and it will be included after receiving management approval.

(b) From which marginalised/vulnerable groups do you procure?

Currently, no procurement is made from marginalised or vulnerable groups.

(c) What percentage of total procurement (by value) does it constitute?

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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Throughout the financial year, we have not shared any intellectual properties, nor have we derived any benefits from intellectual properties based on traditional knowledge.

5. Details of corrective actions taken or underway based on any adverse order in intellectual property related disputes wherein traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
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Our organisation places a premium on safeguarding intellectual rights and properties. As a testament to our firm commitment, we are proud to report that throughout the financial year, we have faced no adverse regulatory orders related to intellectual property disputes.

6. Details of Beneficiaries of CSR Projects:

Sr. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Education	16,763	95%
2	Skill Development	283	
3	Health and Well-being	9,007	
4	Sustainable Livelihood	85	
5	Agriculture Development	2,035	
6	Animal Husbandary	1,061	
7	Celebration on SDGs Day	510	
8	Community WASH	1,624	

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Our Company has set up a strong system to handle customer complaints efficiently. Customers can raise their queries, complaints, grievances, or escalations through e-mails, phone calls, or direct messages to the sales manager. We prioritise resolving customer complaints within 48 hours to prevent any additional issues. Furthermore, we perform a detailed root cause analysis within five working days to uncover underlying factors. Corrective actions are then implemented within 30 days of receiving the complaint, ensuring a prompt and effective resolution process.

2. Turnover of products and/services as a percentage of turnover from all products/services that carry information about:

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive trade practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other	18	0	NA	22	0	NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a weblink to the policy.

Yes, the Company has established a framework/policy concerning cybersecurity and risks associated with data privacy. However, this policy is not accessible in the public domain.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

In our persistent pursuit of excellence and accountability, we have instituted a series of proactive measures across critical operational domains:

Advertising: We've elevated our review processes to uphold the highest regulatory standards and foster transparency with our customers. Our enhanced protocols involve meticulous vetting and frequent audits, ensuring that our communications remain clear and accurate.

Business Responsibility & Sustainability Report (Contd.)

Cybersecurity and Data Privacy: We have strengthened our defenses with robust Data Privacy policies, extensive employee training, and state-of-the-art security measures. Regular audits further bolster our efforts, allowing us to swiftly identify and address potential vulnerabilities, thereby ensuring the utmost protection for our data.

Product Recalls: To prevent future issues, we implement rigorous corrective actions, including detailed root cause analyses and refined testing protocols. Our commitment to continuous improvement drives us to refine our processes, ensuring that every product meets the highest standards of quality and safety.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches alongwith impact: 0
- b. Percentage of data breaches involving personally identifiable information of customers: NA
- c. Impact, if any, of the data breaches: NA

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide weblink, if available).

The information on products and services of the entity can be accessed at:

1. www.gfl.co.in
2. www.inoflon.com
3. <https://www.fluonox.co.in/>
4. <https://www.gfl.co.in/Americas.php>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

At GFL, we are dedicated to ensuring that our customers are well-informed about the health and safety implications of our products. As a responsible manufacturer, we provide pertinent safety and handling information through Technical Data Sheets (TDS) and Material Safety Data Sheets (MSDS). Additionally, we conduct numerous awareness sessions on health and safety to educate consumers on the safe and responsible usage of our products and services.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Currently, our ability to educate and inform end users about the risks of disruptions or discontinuation of essential services is somewhat limited. Consequently, we do not have a dedicated mechanism for this purpose. However, when critical communication is necessary—such as notifying users of any discontinuation of essential services or products—we ensure it is effectively managed through direct mail or our established distribution network.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Our packaging is meticulously designed to deliver a comprehensive array of crucial information, including product names, ingredients, nutritional facts, and usage instructions. We also highlight essential warnings and precautions to ensure our customers are fully informed and safe. While we did not conduct customer satisfaction surveys for our primary products or services this financial year, our commitment to upholding the highest standards of quality and ensuring customer satisfaction remains unwavering. We continually strive to excel in every facet of our business operations, reflecting our dedication to exceptional service and product excellence.