



GLOSTER LIMITED

21, Strand Road, Kolkata-700 001 (India)

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CIN: L17100WB1923PLC004628

Date: 18th July 2024

To

The Secretary National Stock Exchange of India Ltd Exchange Plaza, C-1, Block-G Bandra Kurla Complex, Bandra (E) Mumbai - 400 051 Symbol - GLOSTERLTD	The Secretary BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001 Scrip Code – 542351	The Secretary The Calcutta Stock Exchange Ltd. 7, Lyons Range Kolkata 700 001 Scrip Code - 17435
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Dear Sir / Madam,

We are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2023-24 for your information and records.

Thanking You,

For **Gloster Limited**


Ayah Datta

Company Secretary and Compliance Officer



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17100WB1923PLC004628
2.	Name of the Listed Entity	Gloster Limited
3.	Year of Incorporation	1923
4.	Registered office address	21, Strand Road, Kolkata – 700001
5.	Corporate address	21, Strand Road, Kolkata – 700001
6.	E-mail	ajay@glosterjute.com
7.	Telephone	+91 (33) 22302809 +91 9830020786
8.	Website	www.glosterjute.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> National Stock Exchange of India Limited (w.e.f. 26.04.2024) BSE Ltd. The Calcutta Stock Exchange Ltd.
11.	Paid-up Capital	INR 1,094.33 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. D C Baheti, Managing Director Telephone: +91 33 22309601 Email: dcb@glosterjute.com
13.	Reporting boundary	Standalone basis
14.	Name of assurance provider	TUV SUD
15.	Type of assurance obtained	Limited assurance

II. Products/services

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

Sl No	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing of products of jute, cotton, and allied fibers and their blends	Domestic and export sales of the products	97%

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

Sl No	Product/Service	NIC Code	% of total Turnover contributed
1.	Hessian	13129 & 13135	48.51%
2.	Sacking	13129 & 13135	47.12%

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	2	1	3
International	0	0	0



19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States and UTs including West Bengal)	15
International (No. of Countries)	41

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

Revenue generated from international business constitutes 24.11% of the company's total turnover.

c. A brief on types of customers

Gloster Limited stands as a prominent producer and exporter of jute and jute-related items, encompassing industrial and agricultural packaging, as well as woven and non-woven jute geotextiles. The widespread adoption of reusable jute bags by governmental bodies, retailers, and consumers globally underscores their eco-friendly appeal. Additionally, jute has evolved into a sought-after fashion fabric, championed by designers. Our clientele is broadly categorized as follows:

Government Entities: Government agencies acquire jute products for their initiatives or for public distribution, including disaster relief organizations and environmental protection bodies.

Suppliers: They procure jute products in bulk for resale or incorporation into their manufacturing processes. This group includes exporters, retailers, and manufacturers.

Industrial Consumers: Businesses that utilize jute as a primary material for their goods, such as paper, textiles, or construction supplies.

Export Clients: International brands like MUJI (via Marubeni), Coop (via Synoking), Siplec, and Lottemart (via J.S. Company) procure Indian jute for global distribution.

Non-Profit Organizations: Charitable and non-governmental organizations procure jute items for their programs or to aid those in need, focusing on areas like poverty alleviation and environmental preservation.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	317	310	97.79%	7	2.21%
2.	Other than Permanent (E)	3	3	100%	0	0
3.	Total employees (D + E)	320	313	97.81%	7	2.19%
WORKERS						
4.	Permanent (F)	3,399	3,388	99.68%	11	0.32%
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	3,399	3,388	99.68%	11	0.32%

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0 %	0	0 %
2.	Other than Permanent (E)	0	0	0 %	0	0 %
3.	Total employees (D+E)	0	0	0 %	0	0 %
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	32	32	100 %	0	0 %
5.	Other than permanent (G)	0	0	0 %	0	0 %
6.	Total workers (F+G)	32	32	100 %	0	0 %

21. Participation/inclusion/Representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29 %
Key Management Personnel	4	0	0

22. Turnover rate for permanent employees and workers

	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	5.4%	0%	6%	4%	0%	4%	5.6%	0%	5.6%
Permanent Workers	6%	6%	12%	6.7%	0%	6.7%	6%	0%	6%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	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	Fort Gloster Industries Limited	Subsidiary	100	No
2	Gloster Nuvo Limited	Subsidiary	100	No
3	Network Industries Limited	Subsidiary	100	No
4	Gloster Lifestyle Limited	Subsidiary	100	No
5	Gloster Specialities Limited	Subsidiary	100	No



VI. CSR details

24.

(i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

(ii) **Turnover:** INR 64,655.47 lakhs (FY 2023-24)

(iii) **Net worth:** INR 1,14,250.72 lakhs (FY 2023-24) [Equity share capital INR 1,094.33 lakhs and other equity INR 1,13,156.39 lakhs] (FY 2023-24)

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 is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investor (other than shareholders)		0	0	-	0	0	-
Shareholders		3	0	-	9	0	-
Employees and workers		-	-	-	-	-	-
Customers		2	0	-	0	0	-
Value chain partners		-	-	-	-	-	-

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, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. 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 change and energy management	Risk	<ul style="list-style-type: none"> • Increasing Temperatures and Heat Stress The rise in global temperatures and excessive heat due to climate change have had a deep impact on jute production. Jute cultivation is highly sensitive to temperature fluctuations, and the industry is grappling with the detrimental effects of this environmental shift. • Erratic Rainfall Patterns Irregular rainfall trends have resulted in an uneven supply of running water, leading to increased reliance on stagnant water bodies, such as rivers, for the jute retting process. This shift poses a significant risk of water pollution and the degradation of aquatic ecosystems. • Carbon Sequestration and Methane Emissions During the growth stages, the green jute plants play a crucial role in carbon sequestration. However, the jute retting process in stagnant water bodies also generates methane, a potent greenhouse gas. • Regulatory Stringency and Energy Costs Enhanced regulatory requirements, coupled with fuel supply and demand imbalances, may result in higher fuel and energy costs for the jute industry. This economic pressure could challenge the industry's ability to maintain sustainable operations and competitiveness. 	<ul style="list-style-type: none"> • Integrated Crop Management Gloster Limited will evaluate the adoption of Integrated Crop Management (ICM) practices to harness the benefits of climate-smart jute farming. This includes exploring drought-tolerant jute varieties, optimizing sowing patterns to mitigate terminal heat stress, and implementing location-specific intercropping systems to enhance sustainable yield. • Water-Free Retting Process Gloster Limited plans to undertake research and development initiatives in collaboration with regulatory bodies such as CPCB, ISMA, and ISRA to develop a water-free jute retting process. This innovative approach will address the challenges posed by erratic precipitation patterns. • Renewable Energy and Energy Efficiency The company shall increase the utilization of renewable energy sources and explore alternative forms of energy to reduce its carbon footprint. Gloster Limited will also designate key personnel to monitor its performance against the requirements set by regulatory bodies, ensuring continuous improvement in energy efficiency and sustainability. 	<p>Positive financial implications:</p> <ul style="list-style-type: none"> • Integrated Crop Management (ICM) technology enhances nutrient utilization efficiency, introduces improved crop varieties, and facilitates mechanical weed management. These practices have the potential to positively impact jute yield while minimizing the cost of production. This approach aims to enhance farmer productivity and income through sustainable agricultural practices. • By utilizing jute caddies as fuel for boilers and promoting the adoption of solar lighting systems, Gloster Limited reduces its reliance on traditional energy sources. This shift towards renewable and sustainable energy solutions aligns with the company's commitment to environmental stewardship and energy efficiency.



S. 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)
2.	Emission management	Risk	<ul style="list-style-type: none"> Increased regulatory stringency on capacity of diesel generator sets poses a challenge for the industry. Compliance with these enhanced environmental regulations like strict air emission control measures, with specified limits on pollutants such as nitrogen oxides (NOx), carbon monoxide (CO), hydrocarbons (HC), and particulate matter (PM), requires investments and operational adjustments to mitigate air pollution. Mandatory regulatory requirements to account for logistical emissions, including the company's vehicle fleet, add to the operational complexities faced by the jute industry. Addressing these regulatory demands necessitates the implementation of comprehensive emission monitoring and mitigation strategies. 	<p>Gloster Limited is currently assessing the feasibility of conducting an in-house emission baseline assessment study and identifying management personnel responsible for reporting emission-related parameters to the Board. We are dedicated to implementing emission reduction projects and establishing performance targets at each level to track progress, pinpoint areas for improvement, and identify training needs for individuals involved in emission-related tasks.</p> <ul style="list-style-type: none"> Gloster Limited is in the process of evaluating integration of electric fleet. 	<p>Positive financial implications -</p> <ul style="list-style-type: none"> Introducing gas-powered diesel generator (DG) sets in mills ahead of regulatory mandates will provide a competitive advantage by proactively adapting to anticipated future regulatory tightening. This forward-thinking approach ensures readiness for stricter environmental standards. Adoption of electric vehicles for transportation will notably decrease fuel expenses.

S. 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)
3.	Waste management and circular economy	Risk	Poor disposal of waste resulting from business operations can detrimentally impact the nearby environment, posing risks to the health of neighbouring communities and tarnishing brand reputation. Therefore, ensuring responsible waste disposal is essential to prevent broader environmental degradation.	<ul style="list-style-type: none"> • Reutilizing fly ash in brick kilns through several processes to produce eco-friendly bricks. • Train employees on the correct segregation and disposal methods for waste generated during operations, and advocate for circularity by encouraging the reuse and recycling of materials. 	Positive financial implications - <ul style="list-style-type: none"> • Decrease greenhouse gas emissions • Minimize operating expenses • Stringent regulations promote enhanced compliance with environmental and societal improvement standards, thus reducing instances of non-compliance penalties.
4.	Water and effluent management	Risk	<ul style="list-style-type: none"> • Inadequate management of water resources or failure to address leaks may result in increased water consumption. • Inefficient effluent management can lead to pollution of nearby water bodies. 	<ul style="list-style-type: none"> • Gloster Limited is currently assessing the scope of water risk through evaluation and the establishment of a governing body to monitor performance regularly. This initiative aims to optimize water usage, promote water conservation, enhance rainwater harvesting processes, and transition all plants into Zero Liquid Discharge units. • Use treated effluent for combustion purposes in boilers 	Positive financial implications - <ul style="list-style-type: none"> • Reduced water withdrawal costs due to water conservation efforts. • By using ETP sludge in boilers, there is reduced reliance on fossil fuel combustion, resulting in cost savings.



S. 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)
5.	Biodiversity	Risk	<ul style="list-style-type: none"> The absence of comprehensive biodiversity assessments can lead to a lack of critical information needed to implement effective conservation measures and make sustainable land use decisions. This, in turn, can have a negative impact on the indigenous flora and fauna in the areas where Gloster Limited operates. 	<p>Gloster Limited plans to evaluate the scope of conducting biodiversity assessments in and around its operational areas. The company may utilize tools such as B-INTACT (Biodiversity Integrated Assessment and Computation Tool) to quantify the impact on biodiversity and identify areas for improvement within its value chain.</p> <ul style="list-style-type: none"> Furthermore, Gloster Limited will appoint a dedicated expert to implement biodiversity mitigation projects, monitor their progress, and report the findings to the highest executive body. This proactive approach aims to address the company's impact on the local ecosystem and implement effective conservation measures 	<p>Positive financial implications – Sustainable plantation management practices, such as the conservation of flora and fauna, can have the following benefits for Gloster Limited:</p> <ul style="list-style-type: none"> Improved soil quality and richness Enhanced water-holding capacity of the soil Increased aquifer recharging Enhanced carbon sequestration <p>These measures can lead to lower investment in fertilizers and reduced retting water requirements, without compromising the quality and productivity of the jute fiber. This holistic approach to sustainable land management can contribute to the long-term viability and profitability of the company's operations</p>

S. 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)
6.	Occupational health and safety	Risk	The absence of a safe and conducive work environment can hinder proactive measures to prevent work-related injuries and illnesses, compromising the well-being of employees and the overall operational efficiency of the jute industry.	Gloster Limited is currently assessing the scope of conducting Hazard Identification and Risk Assessment (HIRA) and is in the process of appointing a dedicated Health & Safety Officer for each plant. These officers will be tasked with bringing prevalent safety concerns to the attention of the Board, overseeing training programs, and ensuring that regular awareness sessions on Occupational Health and Safety (OHS) are conducted. This proactive approach aims to address the evolving health and safety needs within the organization effectively.	Positive financial implications – <ul style="list-style-type: none"> • Lower staff turnover rates • Opportunities in attracting and retaining skilled employees • Improved brand reputation
7.	Human rights	Risk	The absence of proper checks and balances on human rights issues, such as workplace harassment, child and forced labor, and poor working conditions, can lead to non-compliance, regulatory violations, and breaches of international standards. This poses significant reputational risks for the organization.	Gloster Limited assess human rights requirements in alignment with GOTS and SA 8000 framework. The company will organize regular training sessions for both internal and external stakeholders to ensure awareness and understanding of human rights principles. Additionally, a supervisor will be appointed to monitor the effectiveness of these training sessions and report the progress to management.	Positive financial implications – <ul style="list-style-type: none"> • Lower reputational risks • Improve customer confidence • Avoid regulatory fines associated with non-compliance
8.	Diversity and inclusion	Risk	The absence of adequate diversity and inclusion (D&I) targets, coupled with low female representation in the workforce, can adversely impact the organization's brand reputation.	To promote diversity and inclusion, Gloster Limited will: <ul style="list-style-type: none"> • Increase female and disabled person representation in the workforce • Build awareness on inclusivity and establish reporting mechanisms for any forms of discrimination or bias • Appoint a supervisor to monitor the acceptance of these initiatives and report the progress to management. • Install ramps, elevators, and specialized restrooms to ensure ease of movement and access for individuals with disabilities. 	Positive financial implications – <ul style="list-style-type: none"> • Lower employee turnover rate • Improved competitive edge to attract skilled talent • Lower reputational risk



S. 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)
9.	Community impact	Opportunity	Establishing trust and fostering positive relationships with local communities through initiatives that promote economic empowerment and social well-being is crucial for ensuring the long-term continuity and sustainability of Gloster Limited's business operations.	Gloster Limited plans to conduct a Community Needs Assessment (CNA) to identify the concerns and problems faced by the local communities. Based on the findings, the company will develop an action plan to address the identified community issues and concerns.	Positive financial implications – By fostering community welfare, generating employment prospects, and providing access to quality education, Gloster Limited can amplify its role in cultivating a proficient future workforce capable of moulding the trajectory of the economy.
10.	Supply chain management	Risk	<p>Potential supply chain disruptions due to sustainable raw material shortages and pandemic situations could lead to:</p> <ul style="list-style-type: none"> • Regulatory risks in the value chain • Financial risks in operations • Reputational risks resulting in customer dissatisfaction <p>These challenges underscore the need for Gloster Limited to enhance the resilience of its supply chain and mitigate the impact of such disruptions.</p>	<p>Gloster Limited may explore conducting land assessment studies to determine crop suitability and mitigate the risk of raw material shortages. The company could seek farmers' consent to participate in plantation management programs aimed at raising awareness of soil fertility and reducing reliance on chemicals to produce sustainable finished products.</p> <p>Furthermore, Gloster Limited may transition towards integrating a Code of Conduct into supplier evaluation criteria to assess both existing and new suppliers based on Environmental, Social, and Governance (ESG) considerations and conduct audits at intervals to assess their performance.</p>	Positive financial implications – Adhering to the Code of Conduct and ESG standards can lead to long-term savings for Gloster Limited. Suppliers who comply with these standards are less likely to face legal fines, penalties, or reputational damages, which can impact their financial performance. This, in turn, enhances the financial stability of the companies they supply to, including Gloster Limited.
11.	Regulatory compliance	Risk	Failure to comply with statutory laws exposes an organization to potential legal penalties, monetary fines, damage to reputation, and material losses resulting from not adhering to government laws, industry regulations, or established best practices.	Ensure compliance with all pertinent environmental, statutory, and regulatory laws.	Negative financial implications – Non-compliance can result in: <ul style="list-style-type: none"> • High monetary and non-monetary fines/penalties • Poor brand perception among customers

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	https://www.glosterjute.com/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	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>Gloster Limited's plant units have well-defined Environment, Health and safety (EHS) and Quality management systems in place. We are committed to comply with applicable laws and regulations and have obtained relevant certifications like:</p> <p>ISO:14001 - Environment Management System</p> <p>ISO:45001, OHSMS 45001 - Occupational Health and Safety Management Systems</p> <p>GOTS - Global Organic Textile Standard (Ananya unit)</p> <p>GRS – Global Recycled Standards</p> <p>SA 8000 – Social Accountability (Ananya unit)</p> <p>Gloster Limited have also achieved IGBC membership (Indian Green Building Council) & IGCC (Indo-German Chamber of Commerce) membership</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Gloster Limited is committed to a sustainable future, balancing economic growth with a reduced carbon footprint. Our efforts to minimize environmental harm include:</p> <p>a) Renewable Energy: We are transitioning to renewable energy sources, significantly reducing harmful emissions.</p> <p>b) Waste Management: We have implemented a recycling program for jute process waste (jute caddies), utilizing them as fuel for our boilers, thereby reducing waste disposal and emissions.</p> <p>c) Water Management: We have installed rainwater harvesting systems, ensuring efficient water management and minimizing our reliance on external water sources.</p> <p>d) External Collaboration: We actively seek recommendations from external agencies to continuously improve our operations and implement best practices.</p> <p>e) Operational Efficiency: We have adopted advanced operating procedures and modernized our infrastructure, minimizing environmental risks and reducing the negative impact of our operations on the environment.</p> <p>By embracing these sustainable practices, we are dedicated to creating a more environmentally conscious and responsible business model, ensuring a brighter future for generations to come.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the Specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Gloster Limited is actively evaluating the scope to establish a comprehensive baseline and address any gaps in our “business-as-usual” scenario. Once the baseline is set, we plan to define short to medium-term targets for key priority areas, including:</p> <p>Climate Change: We will set targets to address and monitor our performance on climate change mitigation and adaptation measures.</p> <p>Water Stewardship: Targets will be established to ensure responsible water management, conservation, and efficient utilization.</p> <p>Circular Economy and Waste Management: We will define targets to promote circularity, minimize waste generation, and enhance recycling and reuse initiatives.</p> <p>Biodiversity Conservation: Targets will be set to assess and protect the biodiversity within our areas of operation.</p> <p>Health and Safety: We will set targets to ensure that 100% of employees, including unskilled laborers, receive basic safety training within the first month of employment.</p> <p>Training and development: We will set targets for providing skill development training to 80% of unskilled laborers within the first year.</p> <p>The process of setting environmental and social target Key Performance Indicators (KPIs) for parameters such as energy consumption, greenhouse gas (GHG) emissions, water usage, and waste generation will be closely evaluated. This will enable us to regularly monitor our performance against these targets and drive continuous improvement in our environmental sustainability efforts.</p> <p>By establishing a robust baseline and setting measurable targets, Gloster Limited is committed to enhancing its environmental stewardship and social commitments for driving progress towards a more sustainable future.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Dear Valued Stakeholders,</p> <p>In the dynamic realm of environmental, social, and governance (ESG) considerations, Gloster Limited remains resolute in our pursuit of sustainable growth and conscientious business practices. As a prominent leader in the jute industry, we confront a distinctive array of challenges that necessitate collective attention and concerted action. One of the foremost concerns is the impact of climate change on jute cultivation and production. Erratic weather patterns, rising temperatures, and water scarcity pose significant threats to the resilience of our supply chain. We scrutinize our own operations and supply chain to ensure we meet the highest standards of environmental stewardship.</p> <p>We are actively exploring innovative solutions, such as expanding our organic jute farming initiatives and investing in water conservation technologies, to build a more climate-resilient operation. We take pride in our role as a responsible steward of this renewable resource. Our commitment to environmental sustainability is evident in our efforts to reduce waste, optimize energy consumption, and promote sustainable farming practices among our suppliers. One of our key achievements has been the successful implementation of a comprehensive waste management system, that promotes a circular economy. By reutilizing jute process waste generated from our operations and procured from external sources as fuel for our boilers, we have significantly reduced our reliance on fossil fuels like coal. This initiative has effectively cut down greenhouse gas emissions and minimized air pollution. We have also invested in energy-efficient technologies and renewable energy sources, such as solar power, to minimize our carbon footprint and contribute to the fight against climate change.</p> <p>Furthermore, the growing demand for eco-friendly and biodegradable products presents both an opportunity and a responsibility. Global and national consumers are increasingly conscious of the environmental impact of their choices. Gloster Limited is poised to capitalize on this responsible consumption trend by enhancing our product portfolio and promoting the inherent sustainability of jute.</p> <p>We believe that our success is intrinsically linked to the well-being of our employees and the communities we serve. We have implemented robust health and safety protocols to ensure a safe working environment for our workforce. We provide extensive medical benefits like, ESI to our employees and workers and have invested in skill development programs to enhance their professional growth. Our social responsibility initiatives extend beyond our own operations. We actively engage with local communities, supporting education, healthcare, and infrastructure development projects. By empowering these communities, we aim to create a more inclusive and equitable society.</p> <p>As we look ahead, the jute industry stands at a pivotal crossroads. The path forward demands bold leadership, innovative thinking, and a steadfast dedication to sustainability. Our Board of Directors and management team work closely to align our business strategies with ESG principles, ensuring that sustainability remains at the forefront of our operations. Gloster Limited is ready to lead the charge, leveraging our rich heritage, technological expertise, and unwavering commitment to environmental and social responsibility.</p> <p>In partnership with our esteemed stakeholders, we are poised to address the challenges and capitalize on the opportunities that lie ahead, thereby ensuring the continued success of the jute industry and contributing to a more sustainable future for all. We invite you to join us on this journey as we strive to create a more sustainable and equitable future for all.</p> <p>Dharam Chand Baheti Managing Director Gloster Limited</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Board of Directors, led by the Chairman & Managing Director, is responsible for safeguarding and enhancing stakeholder value through strategic oversight. As the primary custodians of the company’s sustainability agenda, the Board ensures that performance aligns with agreed-upon sustainability goals and objectives. Additionally, the Board is responsible for setting clear, measurable goals that align with the company’s mission to create stakeholder value.</p>								
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.	<p>Yes, the Corporate Social Responsibility (CSR) Committee of the Board plays a crucial role in overseeing the company’s sustainability efforts. This committee is responsible for:</p> <ul style="list-style-type: none"> a) Monitoring the progress and providing strategic guidance towards achieving the milestones set in the Environmental, Social, and Governance (ESG) agenda. b) Reviewing the Business Responsibility and Sustainability Report, and subsequently reporting the findings to the Board. <p>At the operational level, the Managing Director oversees the implementation of sustainability processes and procedures and –</p> <ul style="list-style-type: none"> • Supervises the execution of sustainability initiatives • Reports any deviations to the CSR Committee • Acts as an intermediary to ensure the effective implementation of the Board-approved sustainability procedures and practices <p>This collaborative approach, with the Board’s strategic oversight and the Managing Director’s operational supervision, ensures the seamless integration and execution of the company’s sustainability commitments.</p>								

Performance against above policies and follow up action	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	<p>Gloster Limited has implemented the Business Responsibility and Sustainability Reporting (BRSR) policies and are evaluating to establish robust procedures to monitor performance against the requirements outlined in these policies.</p> <p>The Managing Director will be responsible for submitting a comprehensive report for review to the Corporate Social Responsibility (CSR) Committee. This committee will then conduct a thorough performance review and assess the company's adherence to the laid-down procedures on an annual basis.</p> <p>The review findings will be presented to the Board of Directors, while the KMPs play a crucial role in identifying any existing gaps and formulating mitigation plans to address them. This collaborative approach, involving the Managing Director and the board-level CSR Committee, ensures the effective implementation and continuous improvement of our sustainability practices.</p>	Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	In the fiscal year 2023-24, Gloster Limited has consistently adhered to all applicable laws and regulations, without any reported instances of non-compliance. The company ensures adherence to all statutory requirements throughout its operations.	Annually
<p>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?</p> <p>(Yes/No). If yes, provide name of the agency.</p>	Gloster Limited has consistently sought independent third-party assurance for its Sustainability reports since the fiscal year 2012-13. The accuracy and reliability of the data and systems presented in the Sustainability Report for the period 2023-24 have been verified by TUV SUD, in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (ISAE) 3000 at the 'Limited Level'.	



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	<ul style="list-style-type: none"> Sustainability initiatives of the Company Familiarization programmes for Independent Directors 	100
Key Managerial Personnel	1	<ul style="list-style-type: none"> POSH Health awareness Cybersecurity Awareness on SEBI BRSR mandate 	100
Employees other than BoD and KMPs	7	<ul style="list-style-type: none"> ISO 9001:2015 ISO 14001:2015 ISO 45001:2018 GOTS/GRS awareness training Health and safety SA 8000:2014 Internal management system 	45
Workers	19	<ul style="list-style-type: none"> Training on IMS (QMS, EMS, OHSMS) Training on accidents/incidents investigation 	35

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:

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal Been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding fee			Nil		

Non-monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil		
Punishment		Nil		

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.

Not applicable

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.

We place significant emphasis on managing risks related to ethical conduct, including issues such as fraud, corruption, bribery, and fiduciary responsibilities. Our business operations adhere to the Code of Ethics & Conduct. Transparency, accountability, and ethics form the foundation of our governance structure. Our Whistle Blower Policy provides a structure for employees, including Directors, to report any unethical behaviour.

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

No Directors/KMPs/employees/workers were involved in bribery/corruption both in FY 2023-24 and FY 2022-23. On above grounds, no action was taken by any law enforcement agency.

	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

No complaints related to conflicts of interest were reported against Directors or Key Management Personnel during the fiscal year 2023-24 and FY 2022-23.

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.

Not applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	10.61	4.77



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	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4%	3%
	b. Number of trading houses where purchases are made from	8	17
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	4%	3%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	We do not have any dealers or distributors.	
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.000204	0.000056
	b. Sales (Sales to related parties / Total Sales)	0.001041	0.000410
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1	1
	d. Investments (Investments in related parties / Total Investments made)	0.630969	0.544195

Leadership indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Gloster Limited conducts capacity-building workshops for its essential value chain partners. These workshops focus on education, collaboration, and raising awareness about critical topics such as environmental restoration, human rights, labour practices, and responsible business conduct.

2. 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, the company has implemented a Whistle Blower Policy that outlines procedures for reporting unethical behavior by any member of the Board. The company is dedicated to upholding the highest standards of ethical, moral, and legal conduct in its business operations. To uphold these standards, the company encourages employees with concerns about suspected misconduct to come forward and voice their concerns without fear of reprisal or unfair treatment. A Vigil (Whistle Blower) mechanism provides employees and Directors with a channel to report concerns to management regarding unethical behavior, suspected fraud, or violations of the Codes of Conduct or policies. The mechanism includes adequate safeguards against retaliation for employees and Directors using it and also ensures direct access to the Chairman of the Audit Committee in exceptional cases. The Vigilance Officer regularly reports all Protected Disclosures and investigation results to the Audit Committee. Subsequently, the Chairman of the Audit Committee presents the matter to the Board of Directors, who then take necessary disciplinary action as deemed appropriate.

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 Dta(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	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0.01%	10.8%	Investment in R&D results in the production of sustainable products that adhere to high-quality standards.
Capex	1.3%	0.4%	<ul style="list-style-type: none"> • Installation of water cooler, humidification plant, ventilation systems provide working comfort. • Installation of effluent treatment plant achieves eco-sustainability.

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

Gloster Limited is actively exploring the implementation of written procedures for sustainable sourcing. The company has already made significant progress in leading organic jute cultivation and processing in India. Our commitment is to produce jute that meets all necessary organic cultivation standards, thereby minimizing the environmental impact. We continuously enhance our farms, support farmers, collaborate with mainstream suppliers, and serve both domestic and international customers, ensuring a sustainable and resilient supply chain.

The increased demand for organic jute products, not only in India but also in parts of Asia and Europe, has driven our intensified efforts in sustainable sourcing. Certifying a supplier as organic involves rigorous processes, including field inspections of cultivation practices by the Institute of Marketecology (IMO), identification of suitable land for organic farming, and capacity building for farmers to adopt organic cultivation methods. Currently, 300 of our farmers are certified organic by the IMO.

Subsequently, Gloster Limited has applied for and received the Organic Jute Cultivation certification (ORG/SC/1112/002572) from the National Programme for Organic Production (NPOP) through the IMO. This certificate adheres to the organic standards set by the NPOP. Our commitment extends to manufacturing products using natural yarn, consisting of 100% pure jute or blends with other fibers. Additionally, we hold the Oeko-Tex Standard 100 Certificate from the Hohenstein Textile Testing Institute, headquartered in Bonnigheim, Germany. This certification covers our manufacturing processes and ensures that our organic products are free from harmful substances. Ananya unit is also certified by the Global Organic Textile Standard (GOTS).

Furthermore, environmental compliance remains a priority in our product development. Jute Batching Oil (JBO), which contains harmful poly-aromatic hydrocarbons (PAHs), has been replaced with an eco-friendly alternative like Rice Bran Oil (RBO) for the emulsion process. This ensures the production of hydrocarbon-free jute products, reducing the risk of carcinogenic contamination.

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

100%

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.

The company prioritizes increasing its utilization of recycled materials year by year to reduce waste sent to landfills. We strictly adhere to a Zero Waste Policy, ensuring that 100% of the raw materials procured as input are utilized either in the same process or alternative processes, minimizing resource wastage. Furthermore, fibres, yarns, fabrics obtained from our product waste undergo reutilization and reprocessing for production purposes. Jute caddies are utilized as boiler feed materials in place of fossil fuels.

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.

The company is currently evaluating the amount of plastic in its value chain. Based on this analysis, we intend to integrate an Extended Producer Responsibility (EPR) strategy into our waste collection and disposal approach going forward.



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?**

Gloster Limited is currently performing a life cycle assessment for two of its crucial products. The analysis is underway and will be finalized very soon.

- 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.**

In our ongoing Life Cycle Assessment (LCA) study, we are meticulously evaluating the environmental and social impacts associated with our critical products. While the assessment is not yet finalized, we remain committed to identifying significant concerns and risks throughout the entire product life cycle.

- 3. Percentage of recycled or reused input material to total material (by value) used in production.**

1%

- 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:**

	FY 2023-24 (MT)			FY 2022-23 (MT)		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastic waste	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste (Recycled jute waste)	-	3,169.36	-	-	3,633.30	-

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

Not applicable

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	310	310	100%	310	100%	-	-	-	-	-	-
Female	7	7	100%	7	100%	7	100%	-	-	-	-
Total	317	317	100%	317	100%	7	100%	-	-	-	-
Other than permanent employees											
Male	3	3	100%	3	100%	-	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-	-
Total	3	3	100%	3	100%	-	-	-	-	-	-

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	3,388	3,388	100%	3,388	100%	-	-	-	-	-	-
Female	11	11	100%	11	100%	11	100%	-	-	-	-
Total	3,399	3,399	100%	3,399	100%	11	100%	-	-	-	-
Other than permanent workers											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	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	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.006%	0.009%



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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the 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 the authority (Y/N/N.A.)
PF	97.19%	97.68%	Yes	98.1%	99.5%	Yes
Gratuity	96.56%	99.97%	Yes	98.6%	99.3%	Yes
ESI	5.62%	100%	Yes	10.4%	99.4%	Yes
Others	-	-	-	-	-	-

Note: The count of workers in the above table does not include contractual workers

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.

Yes, Gloster Limited has ensured that most of its key establishments, including offices and plant sites, are accessible to people with disabilities. The company has taken several measures to create an inclusive environment, mainly -

- Installed ramps and elevators to facilitate the ease of movement for individuals with locomotive disabilities.
- Ensured that doorways and corridors are wide enough to accommodate wheelchair users.
- Made the restrooms, workstations, and common areas accessible and equipped with necessary accommodations to cater to the needs of differently abled individuals.

These initiatives demonstrate Gloster Limited’s commitment to fostering an inclusive and barrier-free workspace, where people with disabilities can seamlessly access and navigate the company’s facilities.

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.

Gloster Limited upholds the principle of equal opportunity and advocates for human rights awareness both within the organization and beyond the workplace, as outlined in our Business Responsibility and Sustainability policy.

Link: <https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf>

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

Particulars	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

None of the employees/workers have availed parental leave, hence return to work rate and retention rate are 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 employees	<p>Employees report their concerns to Human Resource Manager, who reviews all complaints and provides counselling to concerned members, aiming to resolve issues in real-time. Gloster Limited has established a robust vigil mechanism that serves as a channel for employees and directors to report any instances of unethical behaviour, actual or suspected fraud, or violations of the Code of Conduct. This mechanism safeguards the whistle blowers from any form of victimization and provides them with direct access to the Chairman of the Audit Committee in exceptional cases.</p> <p>All protected disclosures made under the Whistle Blower Policy are thoroughly documented and investigated, either by the Audit Committee or an external agency, depending on the nature of the case. This comprehensive approach ensures that any concerns raised are addressed in a fair and impartial manner, reinforcing the company's commitment to maintaining the highest standards of integrity and accountability</p>
Other than permanent employees	
Permanent workers	<p>All workers are part of workers' unions, which facilitates the effective handling of grievances through collective discussions and negotiations. The union body plays a crucial role in addressing worker concerns, as individual workers bring forward their grievances collectively to the union. The union head then submits a charter of deputation and engages in discussions with the management body to address such grievances. The resolution process involves meetings, counselling sessions, discussions, and negotiations to ensure that worker concerns are addressed fairly and amicably.</p>
Other than permanent workers	

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

Gloster Limited upholds the freedom of association for all plant workers and staff. There are five active trade unions that advocate for and protect the rights of workers and staff. These unions serve as mediators, representing the collective demands and interests of the workforce to the senior management.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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	310	18	5.81%	128	41.29%	205	205	100%	32	15.61%
Female	7	0	0%	0	0%	1	0	0%	0	0%
Total	317	18	5.68%	128	40.38%	206	205	99.51%	32	15.53%
Workers										
Male	3,388	390	11.50%	356	10.50%	3,559	391	10.99%	186	5.23%
Female	11	0	0%	0	0%	21	0	0%	0	0%
Total	3,399	390	11.50%	356	10.50%	3,580	391	10.92%	186	5.20%



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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	310	310	100%	208	208	100%
Female	7	7	100%	1	1	100%
Total	317	317	100%	209	209	100%
Workers						
Male	3,388	3,388	100%	3,559	3,559	100%
Female	11	11	100%	21	21	100%
Total	3,399	3,399	100%	3,580	3,580	100%

10. Health & 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. A robust health and safety management system has been developed to continuously address new risks and hazards in the workplace, minimizing such risks to safeguard the well-being of our people.

The management regularly reviews safety parameters and performance and discusses action plans to enhance safety measures. All employees and workers are covered under the Occupational Health and Safety (OHS) management system, receiving training and briefings on OHS principles and work procedures specific to their tasks.

Gloster Limited is dedicated to fostering a culture of safety consciousness among its workforce. This is achieved through regular emergency mock drills, emphasizing the importance of using personal protective equipment (PPE), and educating employees on the process of identifying potential hazards.

The DTA and Ananya Unit of Gloster Limited has been awarded the Occupational Health and Safety Certification: ISO 45001:2018 by the Bureau of Indian Standards and British Standards Institution India respectively.

These certifications and the comprehensive OHS management system demonstrate Gloster Limited’s unwavering commitment to ensuring the highest standards of safety and well-being for its employees and workers.

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

The management regularly assesses and evaluates the safety parameters and performance of the company, engaging in discussions to devise action plans aimed at enhancing safety measures. In order to cultivate a positive health and safety culture, the company places a strong emphasis on worker

participation in the implementation and monitoring of safety practices.

The safety management team actively involves workers in the evaluation of the occupational health and safety management system, encouraging them to propose practical and effective methods to enhance the operational safety of the company’s activities. Safety training programs are conducted for workers, encompassing sessions on identifying high-consequence incidents, near-miss incidents, and the protocols to follow in the event of such occurrences.

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

Gloster Limited places a strong emphasis on monitoring and documenting information related to accidents, injuries, and absenteeism, as this data is critical in formulating effective precautionary measures to prevent such incidents.

The company thoroughly investigates each incident that occurs within its premises, exploring all possible solutions to prevent the recurrence of such events. Initiatives undertaken include:

- Establishing guards for moving machine parts
- Installing proximity switches during machine cleaning
- Implementing safety bars on sizing machines to maintain a safe distance between personnel and machine beams
- Incorporating safety valves on sizing machines for automatic steam pressure release
- Covering rotating blades of root cutting machines
- Locking of drive side doors of spinning machines

Gloster Limited has designated on-site safety teams that record lost time due to injuries, near-miss incidents, medical cases, and first-aid cases. The safety team works towards recognizing

and identifying situations with the potential to cause accidents, and proactively applies measures to mitigate the impacts of such situations. Workers are encouraged to report any work hazard concerns to the plant's Human Resources and Development (HRD) cell. The HRD team evaluates the accuracy of these complaints, conducts thorough investigations to identify problematic areas, and formalizes mitigation measures to ensure the non-occurrence of such incidents in the future.

The company also maintains an on-site medical unit to manage emergencies. While minor incidents are handled by the on-site medical officer, severe injury cases are referred to a nearby government-registered hospital that provides ESIC benefits.

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

Yes. For addressing injuries or medical issues, Gloster Limited ensures a doctor, nurse, and ambulance are readily available on campus to attend to workers and staff. First aid treatment is administered at the company's dispensary, and in cases of

serious injury, patients are promptly transferred to the nearest government hospital for further medical care.

The company also organizes free health check-up camps and health awareness programs periodically for the well-being of employees and workers and extends financial assistance for clinical care during medical emergencies such as illness.

All workers and their families are covered under the Employee State Insurance Scheme, ensuring access to medical treatment. Additionally, the Employees' Deposit Linked Insurance (EDLI) provides insurance coverage for deceased workers' family members through the Employees' Provident Fund Organization (EPFO).

Permanent employees and staff members engaged in administrative roles are covered under the company's employee health insurance and accident insurance policies, entitling them to health benefits, mediclaim, and other related benefits. Gloster Limited prioritizes the health and well-being of its workforce by providing comprehensive medical support and insurance coverage for various healthcare needs.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	26.46	23.96
Total recordable work-related injuries	Employees	0	0
	Workers	186	174
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	67	119

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

Gloster Limited is dedicated to fostering a positive health and safety culture within the organization. A key aspect of this is the emphasis on worker participation in the implementation and monitoring of safety practices.

The company's health and safety team actively engage with workers during the evaluation of the occupational health and safety management system. This collaborative approach allows workers to provide practical and effective suggestions for enhancing operational safety.

In addition to developing action plans to improve safety measures, Gloster Limited organizes comprehensive safety training programs for all employees and workers. These programs cover a wide range of topics, including:

- Fire safety and fire management systems
- Occupational health and safety standards
- Proper use of personal protective equipment (PPE)
- Environmental management systems (EMS)
- Mock evacuation drills

Employees and workers who operate heavy or high-risk machinery are provided with additional specialized training to ensure maximum safety.

By actively involving workers in the safety management process and providing extensive safety training, Gloster Limited is committed to cultivating a strong culture of safety awareness and responsible practices throughout the organization.



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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health and safety	0	0	None	0	0	None

14. Assessment of the year

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

Gloster Limited has developed a comprehensive health and safety management system framework and a robust health and safety policy to minimize workplace-related risks and ensure the safety of its people. Employees are provided training on occupational health and safety principles and work procedures.

The company has dedicated on-site safety teams that record near-miss incidents, medical cases, and first-aid cases. Gloster Limited recognizes and identifies situations with the potential to cause accidents, and proactively applies measures to mitigate the impacts of such situations. The company also maintains a medical bay within the premises to handle emergencies.

Detailed investigations are conducted to identify the root causes behind any reported accidents, with the aim of understanding the measures required to prevent recurrence. The findings from these investigations are submitted to the Risk Management Committee on a monthly basis and to the Board on a quarterly basis. The learnings from the investigation process are then disseminated across the organization at periodic intervals, enabling the exploration of all possible solutions to prevent or minimize the risk of such incidents from recurring in the future.

This comprehensive approach, encompassing a robust management system, employee training, incident monitoring, and thorough investigation processes, demonstrates Gloster Limited's unwavering commitment to fostering a safe and secure work environment for its employees.

Leadership indicators

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

Yes

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

Gloster Limited conducts periodic review meetings with its value chain partners to assess their performance and adherence to statutory norms. Through these collaborative sessions, the company provides guidance and direction to its partners, with the aim of inculcating a strong sense of accountability and transparency across all operations within the supply chain.

By actively engaging with its value chain partners, Gloster Limited ensures that sustainability principles and responsible business practices are integrated throughout its ecosystem. This approach enables the company to work closely with its partners to identify areas for improvement, address any gaps, and drive collective progress towards more sustainable and ethical operations.

Through this ongoing dialogue and performance evaluation, Gloster Limited reinforces its commitment to responsible sourcing and supply chain management, fostering a culture of accountability and transparency that extends beyond its own operations.

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 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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	67	119	67	119

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes. Gloster Limited offers transition assistance support to retired employees and workers to enhance their employability by rehiring them. While these individuals are eligible for medical benefits at the company level, they are not entitled to receive pension benefits.

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	Supplier due diligence mechanism is underway for evaluation by the management
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.

Gloster Limited onboards vendors by mandating them to sign a Supplier Code of Conduct. This code outlines the minimum standards and requirements that vendors must adhere to, including:

- Certifications related to responsible business conduct, such as compliance with applicable laws and regulations
- Adherence to human rights principles and policies
- Implementation of a robust health and safety management system to protect the well-being of employees
- Ensuring employee welfare and well-being through appropriate policies and practices

By mandating the signing of this Supplier Code of Conduct, Gloster Limited ensures that its vendors and suppliers operate in alignment with the company's principles of ethical, responsible, and sustainable business practices. This collaborative approach helps to integrate sustainability and social responsibility across Gloster Limited's value chain.



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



Essential Indicators

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

The Company's stakeholder identification approach considers factors like dependency, spontaneity, responsibility, vulnerability, and influence when identifying key stakeholder groups. This inclusive process encompasses entities that have both direct and indirect influence on business operations, including external stakeholders such as investors, customers, regulatory bodies, suppliers, communities, and employees. Additionally, internal stakeholders like senior leadership are also recognized as entities impacted by the company's operations.

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 & Marginalized Group (Yes/ No)	Channels of communication (Email, 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 and workers	No	Employee grievance mechanism, Interactions for celebrating important events which may be both individual and organizational	Ongoing	<ul style="list-style-type: none"> Learning and development Career growth opportunities Rewards and recognition Facilities and well-being Health and safety at workplace Respecting Human Rights
Customers	No	Surveys and Feedback forms	Ongoing	<ul style="list-style-type: none"> Affordability of products and flexibility in processes Effective grievance resolution mechanism
Suppliers	No	Assessment audits and interactions	Need Basis	<ul style="list-style-type: none"> Skill development Regulatory adherence
Local communities	Yes	Community meetings and beneficiary perception survey	Need Basis	<ul style="list-style-type: none"> Improved access to education, sanitation, and overall environmental and social well-being Improved educational opportunities
Investors and shareholders	No	Annual General Meeting	Yearly	Profitability and increased dividend yield
Regulatory bodies	No	Periodic public advocacy	Need basis	Ensuring compliance with environmental, social, and economic standards

Leadership Indicators

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

At Gloster Limited, senior management actively interacts with stakeholders to gather and integrate their feedback and concerns to enhance our business performance. To facilitate this engagement, we have established a structured stakeholder engagement mechanism, comprising the following elements:

- Identification and analysis of stakeholders
- Management oversight
- Reporting processes
- Grievance handling
- Stakeholder consultations on business, community, regulatory, and ESG matters
- Transparency through information disclosure

This comprehensive approach to stakeholder engagement underscores our commitment to incorporating diverse perspectives and fostering meaningful dialogue to drive continuous improvement and sustainable business practices at Gloster Limited.

2. Whether stakeholder consultation is used to support the identification and management of 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, the management representatives at Gloster Limited analyze the impact of the identified material topics and how they affect the company's day-to-day business and operations. Considering Gloster Limited's sustainability objectives, business strategies, company policies, and global market trends, the responses and feedback gathered during stakeholder consultations are thoroughly reviewed by the top management team. This enables them to understand the external stakeholders' perspectives.

After the review and assessment of the material topics, the management team validates the prioritized material topics. Strategies are then formulated to effectively incorporate these material topics within the company's operations. This collaborative approach ensures that Gloster Limited's business decisions and practices are aligned with the needs and concerns of its diverse stakeholder groups.

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

Gloster Limited is focused on supporting the development of local communities. The company's social development initiatives are an integral part of its corporate strategy, aiming to positively impact its stakeholders and contribute to the overall economic development of the surrounding communities.

The Corporate Social Responsibility (CSR) initiatives undertaken by Gloster Limited are firmly embedded in its vision and mission to improve the quality of life for the communities within the company's sphere of operations. The company's vision and mission serve as the foundation for the pillars of all CSR initiatives, helping to understand and address the social needs of the surrounding communities.

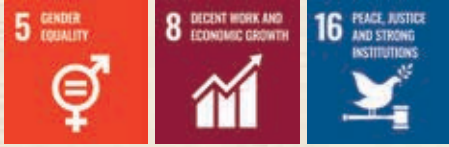
Gloster Limited's Corporate Social Responsibility Committee has carefully developed CSR programs targeting societal development based on comprehensive CSR intervention area identification studies. These programs focus on the following key areas:

- Education (Vidya Prachar) - Promotion of education, including special education and employment-enhancing vocational skills.
- Healthcare (Aarogya Jeevan) - Promoting healthcare, including preventive healthcare and sanitation.
- Biodiversity (Swaccha Vatavaran) - Ensuring ecological balance, protection of flora and fauna, and conservation of natural resources.

By aligning its CSR initiatives with the identified social needs of the local communities, Gloster Limited demonstrates its commitment to driving positive change and contributing to the overall sustainable development of the areas in which it operates.



PRINCIPLE 5 Businesses should respect and promote human rights.



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			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	310	0	0%	206	0	0%
Other than permanent	7	0	0%	5	0	0%
Total employees	317	0	0%	211	0	0%
Workers						
Permanent	3,399	438	12.9%	3,580	0	0%
Other than permanent	0	0	0	101	0	0%
Total workers	3,399	438	12.9%	3,681	0	0%

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

Category	FY 2023-24					FY 2022-23				
	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	317	0	0%	317	100%	206	0	0%	206	100%
Male	310	0	0%	310	100%	205	0	0%	205	100%
Female	7	0	0%	7	100%	1	0	0%	1	100%
Other than permanent	3	0	0%	3	100%	5	5	100%	0	0%
Male	3	0	0%	3	100%	5	5	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	3,399	0	0%	3,399	100%	3,580	27	0.76%	3,553	99.24%
Male	3,388	0	0%	3,388	100%	3,559	27	0.76%	3,532	99.24%
Female	11	0	0%	11	100%	21	0	0%	21	100%
Other than permanent	0	0	0%	0	0%	101	101	100%	0	0%
Male	0	0	0%	0	0%	101	101	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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

	Male		Female	
	Number	Median remuneration / salary/ wages of respective category	Number	Median remuneration / salary/ wages of respective category
Board of Directors*	2	11,25,000	0	NA
Key managerial personnel**	2	2,20,250	0	NA
Employees other than BoD and KMP	306	30,500	3	12,689
Workers	3,388	12,689	11	14,664

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wage	0.71	0.76

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)

Gloster Limited is cognizant of its responsibility to uphold human rights in various aspects of its business operations. Gloster Limited treats all employees and workers fairly and does not tolerate any form of discrimination. Strict regulations are in place to prevent forced labour and child labour. The company does not associate with partners or suppliers who fail to adhere to the rules laid down in contractual agreements or do not align with the company's standards.

The company has established workers' unions, and all workers are part of these voluntary organizations formed to promote and protect their interests. Collective agreements are in place in the form of a Tripartite agreement between the union body, company management, and higher officials, safeguarding the bargaining power of the workers. Workers are encouraged to approach union bodies with their demands and grievances. The union negotiates such issues with the Human Resources Department (HRD), which addresses and resolves the concerns, reporting the outcomes to higher management.

Our commitment to respecting human rights and fostering a fair and inclusive work environment are outlined in our Business Responsibility and Sustainability Policy. Ensuring the protection and well-being of our workforce is an integral part of all our business practices.

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

Gloster Limited has established an open platform for employees and workers to express their concerns and complaints. Employees are encouraged to report any Code of Conduct or human rights violations without hesitation through email or a complaint box. Workers have the freedom to associate with trade unions, which submit deputations regarding labour grievances to senior management. The complaints are documented in a formal register for future reference.

In recent years, Gloster Limited has transitioned to a digital platform, utilizing software named 'Soft Web', to manage grievance-related case details. The HRD department reviews all complaints and provides counselling to concerned members, aiming to resolve issues in real-time.

The workers' union plays a crucial role in protecting workers' rights and promoting their interests. The union representative collects grievances from individual workers and discusses them with the HRD manager and senior officials to find a solution that satisfies the needs and requirements of the affected workers. This collaborative approach ensures that workers' concerns are addressed in a timely and effective manner.



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

	FY 2023-24			FY 2022-23		
	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	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child labour	0	0	None	0	0	None
Forced labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company is deeply committed to fostering and nurturing an inclusive workplace culture. In pursuit of this objective, the Company has developed robust BRSR and Equal Employment Opportunity policies, which delineate guidelines for cultivating an inclusive work environment free from discrimination based on race, colour, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.

Furthermore, the Company has implemented a comprehensive grievance mechanism designed to collect, organize, and address cases related to discrimination and harassment effectively. Regular internal sessions are conducted to educate and raise awareness among employees regarding the importance of upholding these policies and fostering an environment of respect and inclusivity.

9. Do human rights requirements form part of your business agreements and contracts?

We are evaluating the scope of including human rights assessment requirement to be a part of the Company's business agreements and contracts.

10. Assessment of the Year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Gloster Limited is currently in the planning phase of conducting a third-party assessment to evaluate the human rights practices among the network of value chain partners.
Forced labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – Please specify	

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

Not applicable

Leadership Indicators

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

As human rights complaint was not reported in FY 2023-24, hence not applicable.

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

Gloster Limited's Ananya Unit has been awarded the SA 8000:2014 certification by Social Accountability International (SAI) for its efforts in advancing human rights in the workplace.

The SA 8000 standard is a leading social certification program that provides a framework for organizations to develop, maintain, and apply socially acceptable practices in the workplace. By achieving this certification, Gloster Limited's Ananya Unit has demonstrated its commitment to upholding the highest standards of human rights, labour practices, and social responsibility.

This recognition from Social Accountability International underscores Gloster Limited's dedication to creating a work environment that respects the dignity and well-being of its employees, and its ongoing efforts to integrate ethical and socially responsible practices throughout its operations.

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?

Yes, Gloster Limited has ensured that most of its key establishments, including offices and plant sites, are accessible to people with disabilities. The company has taken several measures to create an inclusive environment:

- Installation of ramps and elevators to facilitate easy movement for individuals with locomotive disabilities
- Ensuring that doorways and corridors are wide enough to accommodate wheelchair users
- Making restrooms, workstations, and common areas accessible and equipped with necessary accommodations

These initiatives demonstrate Gloster Limited's commitment to providing an inclusive and barrier-free work environment for its differently abled employees and visitors. By prioritizing accessibility, the company is fostering a culture of diversity, equity, and equal opportunities for all.

4. Details on assessment of value chain partners

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Gloster Limited is currently in the planning phase of conducting a third-party assessment to evaluate the human rights practices among the network of value chain partners.
Forced labour	
Sexual harassment	
Discrimination at workplace	
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.

Not applicable.



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	FY 2022-23
From renewable sources (TJ)		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	56.91	58.46
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	56.91	58.46
From non-renewable sources (TJ)		
Total electricity consumption (D)	93.44	90.79
Total fuel consumption (E)	12.57	15.69
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	106.01	106.48
Total energy consumed (A+B+C+D+E+F)	162.92	164.94
Energy intensity per rupee of turnover (Total energy consumed in TJ / Revenue from operations in INR)	0.000000025	0.000000023
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000001	0.000001
Energy intensity in terms of physical output (Total production in MT)	0.0033	0.0032

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

Yes, we have carried out independent assessment by TUV SUD.

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.

Gloster Limited is not notified as one of the 13 sectors identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

The PAT Scheme is a market-based mechanism to enhance energy efficiency in energy-intensive industries. As Gloster Limited is not included in the list of designated consumers, it is not directly subject to the energy efficiency targets and trading framework established under this scheme.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(I) Surface water	-	-
(II) Ground water	-	-
(III) Third party water	-	-
(IV) Seawater / desalinated water	-	-
(V) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	-	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	-	-
(Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

We are in the process of monitoring water-related metrics and have initiated the installation of meters.

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(I) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(II) To Ground water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(III) To Sea water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(IV) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(V) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

If any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**
 Gloster Limited currently does not have a Zero Liquid Discharge (ZLD) mechanism in place. However, the company is actively exploring options to develop a plan to transform both the DTA unit and Ananya unit into ZLD facilities. This strategic initiative is a significant step towards advancing on the path to becoming water positive.



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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Tonnes	37.14	61.14
SOx	Tonnes	0.15	145.36
Particulate matter (PM)	Tonnes	135.84	120.50
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total scope 1 emission	Metric tonnes of CO2 equivalent	6,528.74	6,898.51
Total scope 2 emission	Metric tonnes of CO2 equivalent	18,584.50	17,906.20
Total scope 1 & 2 emission	Metric tonnes of CO2 equivalent	25,113.2	24,804.7
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (Total emissions in tCO2e / Revenue from operations in INR)		0000039	0000035
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 in tCO2e / Revenue from operations adjusted for PPP)		0.000089	0.000080
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total production in MT)		0.51	0.49

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

Yes, we have carried out independent assessment by TUV SUD.

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

For Gloster Limited, effectively managing GHG emissions becomes pivotal through the utilization of an efficient environmental management system and innovative technologies. Our aim is to reduce our carbon footprint and work towards carbon neutrality. We closely monitor significant GHG emissions to gauge improvements in the company's performance, surpassing regulatory standards.

Additionally, Gloster Limited is transitioning to LPG-fired boilers and have successfully installed them at the Ananya unit, to decrease emissions and enhance energy efficiency. Furthermore, by recycling jute process waste (jute caddies) as a renewable energy source, we have eliminated our reliance on coal, thereby lowering greenhouse gas emissions and minimizing air pollution. This approach not only helps in waste management but also reduces the carbon footprint associated with coal mining and transportation. Additionally, utilizing jute waste as fuel supports a circular economy, cuts down operational costs, and fosters energy efficiency. Overall, this practice aligns with our commitment to environmental stewardship and sustainable development.

We are planning to install a 1.4 MW solar power rooftop system at the Ananya unit.

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

Parameter	FY 2023-24	FY 2022-23
Total waste generated (MT)		
Plastic waste (Empty dye packet)	0.10	0.093
E-waste	-	-
Bio-medical waste	0.0225	-
C&D waste	-	-
Battery waste	1.80	2.42
Radioactive waste	-	-
Other hazardous waste. Please specify if any	14.25	15.65
Other Non-hazardous waste generated (H). Please specify, if any.	792.63	753.37
Total waste generated	808.81	771.53
Waste intensity per rupee of turnover (Total waste generated in MT / Revenue from operations in INR)	0.000000125	0.000000109
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in MT / Revenue from operations adjusted for PPP)	0.000002862	0.000002486
Waste intensity in terms of physical output (Total production in MT)	0.016373	0.015349
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
Category of waste		
Recycled	-	-
Reused	-	-
Other recovery option	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
Incineration	-	-
Landfilling	-	-
Other disposal options	-	-
Total	-	-

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

Yes, we have carried out independent assessment by TUV SUD.



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.

Gloster has taken steps to address environmental concerns by replacing hazardous chemicals with eco-friendly alternatives. Specifically, Jute Batching Oil (JBO), which was previously used in the jute emulsion process and found to contain harmful poly-aromatic hydrocarbons (PAHs), has been replaced with Rice Bran Oil (RBO) as a safer substitute. This change ensures the production of “hydrocarbon-free” jute products, including food-grade jute bags for packaging items like cocoa, coffee, tea, rice etc. Our food-grade packaging products adhere to the IJO Standard 98-01 (2005) and the German Regulation for AZO dyes, guaranteeing the absence of harmful components or carcinogenic chemicals in our products.

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:

None of our operations are located in/around ecologically sensitive areas.

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

Not applicable

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:

Gloster Limited adheres to all relevant environmental laws, regulations, and guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
We do not operate in areas of water stress.
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	18,101.59	-
Total Scope 3 emissions per rupee of turnover	(tCO2/INR)	2.80	-
Total Scope 3 intensity per unit of production (optional)	(tCO2/MT)	0.37	-

Note: The above figure includes emissions from Category 1, 2, 3, 5, 9

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

3. With respect to the ecologically sensitive areas reported at Question 11 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.

While our operations do not encroach upon areas rich in biodiversity, ongoing efforts focus on conserving and enriching biodiversity in our vicinity, aligning with our commitment to environmental preservation.

In the fiscal year 2023-2024, we planted over 4,985 saplings and trees, including foxtail palm and bottle palm, within our mill premises to enhance the resilience of our local ecosystem. In the fiscal year 2022-2023, we planted over 3,562 trees and seasonal flower saplings inside our mill premises.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installed an eight tonnes per hour (TPH) energy efficient boiler	The old boiler was unable to supply steam in the required quantity and pressure, leading to reduced capacity utilization of the steam-dependent machines and impacting production. We replaced it with an 8 TPH boiler to address these issues.	Machine speeds for processes utilizing steam for heating have increased, thereby enhancing production, ensuring efficient machine operation, and improving production quality. We have also used non-fossil fuel, specifically jute caddies, as fuel.
2	Installed one, 2000 litres/hour capacity energy efficient water chiller machine	Replaced 6 old chillers of 380 litres capacity and installed only one of 2000 litres capacity chiller for drinking water	By enhancing energy efficiency, we have successfully reduced overall power consumption.
3	Installed Programmable Logistics Circuit (PLC) controlled AC variable drive in two old jigger machines	Mechanical drives replaced by AC variable drives.	Efficient speed control, improved product quality, and reduced power consumption.
4	Installed energy efficient modern S4 looms	Installed 12 modern high-speed looms to increase productivity	With modern technology and increased speed, we achieved higher production of sustainable jute products while reducing electricity consumption per unit of production.
5	Installed direct drives in spinning machines instead of flat belt drives	In spinning machines, we replaced 10 flat belt-driven units with direct-drive systems, eliminating efficiency loss caused by belt slippage.	The spinning performance of our sustainable jute yarn has improved with the implementation of Variable Frequency Drives (VFD), ensuring better control and significant power savings.
6	Old motors replaced by energy efficient new motors	14 no.s old motors in different machines were replaced by energy efficient motors	Achieved saving in power
7	AC variable drives installed on machines	33 no.s of AC variable drives installed on various machines	Achieved power savings and improved operational control.



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

Gloster Limited is currently improving its existing Emergency Action Plan to addresses potential risks unique to the jute industry, such as supply chain interruptions, machinery breakdowns, or natural calamities that could impact crop production. We are in the process of developing a comprehensive strategy that includes data backup systems, alternative sourcing options, and emergency response protocols to maintain production and delivery schedules. By prioritizing employee safety, safeguarding assets, and establishing clear communication channels, we aim to minimize downtime and financial losses, thereby maintaining customer trust and long-term sustainability even in the face of adversity.

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.

Gloster Limited does not engage in any activities that could potentially harm the environment through its supply chain.

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

Gloster Limited does not currently have a formal assessment mechanism in place to monitor the environmental impact of its value chain partners' activities. However, the company's Supplier Code of Conduct applies to all business partners, which obliges them to adhere to the socio-environmental regulations of the geography in which they operate.

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



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

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.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce	National
2	Indian Jute Mills Association (IJMA)	National
3	Indian Jute Industries Research Association	National
4	Federation of Indian Exporters Organisation	National
5	The South India Textile Research Association (SITRA)	National
6	The Bengal Chamber of Commerce & Industry	National
7	Confederation of Indian Industry (CII)	National
8	Indo German Chamber of Commerce	National
9	Indo American Chamber of Commerce	National
10	Export Promotion Council for Handicrafts (EPCH)	National
11	Jute Products Development and Export Council (JPDEC)	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.

Gloster Limited has not engaged in any anti-competitive conduct.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

None

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.**

The CSR Committee conducts regular internal assessments of CSR initiatives to evaluate their effectiveness.

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**

Not applicable as Gloster Limited has not been involved in any recent land acquisitions. The current expansion projects at the main unit in Bauria are being conducted solely on land that the company already owns or has previously acquired.

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

Our Corporate Social Responsibility (CSR) initiatives are deeply ingrained in our vision and mission to enhance the quality of life for communities residing near our operational areas. Gloster Limited prioritizes transparent and trustworthy relationships with local communities in the regions where it operates. We strive to enhance education, healthcare, and social welfare facilities while actively listening to community feedback, addressing their needs, and working towards elevating living standards in the vicinity.

The CSR Committee ensures that projects and initiatives are executed efficiently to benefit society. Our community-focused CSR approach includes a grievance redressal system where representatives from the CSR committee engage with local community members to address any issues or challenges, they may encounter. Following discussions with the affected individuals, solutions and support are proposed to pave the way forward.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	4.06%	4%
Sourced directly from within the district and neighbouring districts	88.23%	89.12%

- 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	FY 2022-23
Rural	91.6 %	91.2%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	8.4%	8.8%



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).
Not applicable

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

The Government of India has identified certain districts for swift and efficient development, unveiling a roster of 112 Aspirational Districts. It is noteworthy that no districts from West Bengal have been incorporated into this selection. Gloster Limited is actively emphasizing the prompt and significant advancement of the local community. As part of their corporate social responsibility endeavours, the company has initiated three projects with a combined budget of INR 1,52,35,496.

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

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.

Sr. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not applicable			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.
Not applicable

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR projects	Nos. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Gloster - Arogya Jeevan	Gloster Limited has benefitted entire Bauria community by undertaking various initiatives focused on Environmental conservation, Education, and Healthcare	100
2	Gloster - Swach Vatavaran		
3	Gloster - Vidya Prachar		

Yes. Gloster Limited has adopted a preferential procurement policy as part of its commitment to the Business Responsibility and Sustainability Reporting (BRSR) Principle 8, which prioritizes inclusive growth and equity. This policy underscores the company's dedication to collaborating with vulnerable and marginalized groups during the procurement of input materials, aiming to contribute to the economic empowerment of all sectors of society.

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

Gloster Limited offers assistance to registered farmers in cultivating organic jute and obtaining certification from the National Programme for Organic Production (NPOP). The involvement of IMO organic raw jute farmers has risen from 110 in 2013 to around 461 in 2024, with 300 of them being certified by IMO.

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

At present, procurement of organic jute accounts for less than 1% of Gloster Limited's total input raw materials by value.

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.

Gloster Limited has a well-established mechanism for handling consumer complaints and feedback. Consumers are encouraged to submit their concerns via email to the relevant department. The head of the procurement, production, and sales and marketing departments assess the validity of such complaints and conduct investigations if the allegations are substantiated. All unresolved cases are escalated to the leadership team for further guidance and decision-making.

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

	As a percentage to 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			FY 2022-23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	1	0	Creation of impersonating mail id
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	2	0	Incorrect product labelling & Cloth length reconciliation issue	1	0	Incorrect product labelling

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

	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	Nil	-



5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

(Yes/No) If available, provide a web-link of the policy.

Gloster Limited is evaluating the digitalization of its customer and back-office processes. The company has updated its ERP system to SAP B1 to address the integrity issues observed with the previous ERP system (Software Technologies Ltd.). All documents are controlled and accessible only for internal circulation. Based on the risk assessment findings, Gloster Limited will formulate a framework on cybersecurity and data privacy-related risks.

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 safety of products / services.

Not applicable

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches - 0**
- b. **Percentage of data breaches involving personally identifiable information of customers – Nil**
- c. **Impact, if any, of the data breaches – Not applicable**

Leadership indicators

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

Information about company products can be found on the company websites and in the Sustainability Report. Gloster Limited actively participates in exhibitions and international trade shows to present its products on B2B platforms and promote awareness about the use of jute products, emphasizing their biodegradable nature and minimal environmental impact.

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

Our finished products are crafted from jute, a natural and biodegradable material. As such, we advocate for establishing an environmentally sustainable end-to-end value chain for our stakeholders. Additionally, we educate consumers about the eco-friendly advantages of jute bags, including their biodegradability, durability, affordability, and strength, through connections with wholesalers and trade partners.

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

Gloster Limited operates as a vertically integrated company, experiencing infrequent disruptions in its manufacturing process. Export orders are accepted only after thorough capacity evaluations, mitigating risks associated with low production levels. Given that the company's operations and products/services do not meet the criteria for essential services, this aspect is not applicable to Gloster Limited.

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)

Marks are usually made as per requirement of the buyer and/or as per importing country's requirement. Basic details displayed such as - product name, weight, country of origin, bale no etc.

We take annual feedback from some of our customers regarding their satisfaction, as a part of our activity of QMS as per ISO 9001:2015

Jute, being a natural fiber, doesn't necessitate product labelling. However, products exported to developed countries adhere to geographically mandated quality standards. Our R&D team consistently updates our food-grade jute bags to comply with evolving requirements outlined in the IJO 98/01 standard, the primary standard for food-grade packaging in India. There have been no instances of non-compliance with product and service information labelling during the reporting period, reflecting our commitment to product responsibility.

Gloster Limited places a high priority on carefully evaluating customer feedback to gain valuable insights into customer preferences and perceptions. Prompt improvement initiatives are implemented throughout the value chain based on customer reviews collected from online and offline channels annually, illustrating our proactive approach to assessing customer feedback.