

September 02, 2024

To,
Dy. General Manager
Department of Corporate Services,
BSE Ltd.,
P. J. Towers, Dalal Street,
Fort, Mumbai – 400 001

Ref: Scrip Code: 543322

To,
The Manager – Listing,
National Stock Exchange of India Ltd.,
Plot No. C/1, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051

Ref: Scrip Name: GLS

Dear Sir/Madam,

Sub: Business Responsibility & Sustainability Report for FY 2023-24

Pursuant to Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility & Sustainability Report of the Company for FY 2023-24.

Kindly take the above information on record.

Thanking you

Yours faithfully,
For Glenmark Life Sciences Limited

Rudalf Corriea
Company Secretary & Compliance Officer
Encl: As above

ANNEXURE VII

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2023-2024

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1. **Corporate Identity Number (CIN) of the Listed Entity** - L74900PN2011PLC139963
2. **Name of the Listed Entity** – Glenmark Life Sciences Ltd.
3. **Year of incorporation** – 23rd June, 2011
4. **Registered office address** – Plot No 170-172 Chandramouli Industrial Estate, Mohol Bazarpeth Solapur MH 413213
5. **Corporate address** - 4th Floor, OIA House, 470, Cardinal Gracious Road, Andheri East Mumbai 400099 MH IN
6. **E-mail** - complianceofficer@glenmarklifesciences.com
7. **Telephone** – 022-4018-9999; 022-6829-7979
8. **Website** - www.glenmarklifesciences.com
9. **Financial year for which reporting is being done** – 2023-24
10. **Name of the Stock Exchange(s) where shares are listed :**

Name of the Exchange	Stock Code
BSE Ltd.	543322
National Stock Exchange of India Ltd.	GLS

11. **Paid-up Capital** - ₹ 245.05 million
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: Rudalf Corriea
 Tel No. 022-6829-7979
 Email address: complianceofficer@glenmarklifesciences.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** – The disclosures under this report are made on Standalone basis.
14. **Name of assurance provider** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023'.
15. **Type of assurance obtained** – Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023'

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100.00

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1	API	21002	100.00

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	1. Ankleshwar, Bharuch, Gujarat; 2. Dahej, Bharuch, Gujarat; 3. Mohol, Solapur, Maharashtra*; 4. Kurkumbh, Pune, Maharashtra; 5. Mahape, Navi Mumbai R&D Site	1. Andheri East, Mumbai Corporate Office 2. Registered Office at Mohol, Solapur*	6
International	Nil	Nil	Nil

*Registered Office and one of the manufacturing units have the same address.

19. **Markets served by the entity:**a. **Number of locations**

Locations	Number
National (No. of States & UTs)	18+
International (No. of Countries)	75+

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

48.91% for Financial Year 2023-24

c. **A brief on types of customers:**

GLS primarily serves end formulators, which are typically pharmaceutical companies responsible for producing finished pharmaceutical products using the Active Pharmaceutical Ingredients (APIs) provided by GLS. These finished formulations are subsequently marketed, distributed, and sold worldwide. Today GLS has over 700 customers and works with 20 largest generic companies globally.

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)	2014	1870	92.85	144	7.15
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	2014	1870	92.85	144	7.15
WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	1455	1448	99.52	7	0.48
6.	Total workers (F + G)	1455	1448	99.52	7	0.48

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)	3	3	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	3	3	100.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	0	0	0.00	0	0.00
6.	Total differently abled workers (F + G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00
Key Management Personnel	4	0	0.00

22. Turnover rate for permanent employees and workers (in percent)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.14	16.85	21.50	29.93	21.19	29.34	22.32	18.85	22.11
Permanent Workers	The Company does not have any permanent workers in place								

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Nirma Limited	Holding	75.00	No

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes
- (ii) **Turnover (in ₹) –** 22,832.14 Million
- (iii) **Net worth (in ₹) –** 23,323.22 Million

VII. Transparency and Disclosures Compliances

25. Complaints/Grievance 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 Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress 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	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	3	Nil	All the complaints were resolved	2	Nil	All the complaints were resolved
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil

26. Overview of the entity's material responsible business conduct 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 implications¹

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	Affordability & Pricing	Opportunity	Supplying APIs to pharmaceutical companies plays a crucial role in enhancing accessibility and affordability of medications for patients. This is particularly notable in numerous low- and middle-income countries where access to medicines is significantly improved.	Not Applicable	Positive

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022.

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	Access to Medicines	Opportunity	Product pricing strategies that consider the diverse economic conditions and healthcare requirements across different countries. Initiatives aimed at enhancing access to medications can lead to growth prospects, innovation, and the formation of distinctive partnerships, ultimately boosting shareholder value.	Not Applicable	Positive
3	Safety of Clinical Trial Participants	Opportunity	Ensuring the safety of clinical trial participants is vital for the successful market approval of a product. Supervising these trials is significant due to the large number conducted by third-party contract research organizations through which shareholder value can also be increased by generating additional revenue from new products.	Not Applicable	Positive
4	Drug Safety	Risk	Safety concerns regarding individuals, manufacturing defects, or insufficient disclosure of product-related risks can result in substantial product liability claims, exposing companies to financial ramifications associated with adverse events and product recalls. Biotechnology and pharmaceutical companies that effectively reduce the occurrence of product recalls, safety issues, and regulatory enforcement actions are better positioned to safeguard shareholder value.	The company adopts a proactive approach towards ensuring the quality and safety of its products. Annually, it allocates a considerable amount of capital expenditure and operational expenditure for research and development, aiming to stay ahead in innovation and maintain high-quality products. This proactive stance aids in decreasing the occurrence of product recalls, safety issues, and regulatory enforcement actions related to manufacturing problems.	Negative. There has been no negative impact in the reporting period of 2023-2024.
5	Employee Recruitment, Development & Retention	Opportunity	Businesses face intense competition in recruiting and retaining staff. The industry relies on highly qualified workers for various tasks like developing new products and ensuring quality manufacturing processes, including product development, clinical trials, regulatory compliance, and product commercialization. Companies that excel in attracting and retaining employees within a restricted talent pool are better positioned to protect and enhance shareholder value.	Not Applicable	Positive

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	Supply Chain-Management	Risk	Ensuring the quality of the supply chain is crucial for safeguarding consumer health and maintaining corporate value. Transparency regarding the implementation of supply chain audit programs can offer investors insight into the measures taken by companies in this sector to preserve shareholder value.	GLS has successfully collaborated with its supply chain partners using various engagement models to ensure timely delivery of products to clients as promised. GLS is an important Supply Chain Partner to its over 700 customers in pharmaceutical industry. Disruptions to our own supply chain thereby is detrimental.	Negative. There has been no negative impact in the reporting period of 2023-2024.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	There are few Policies present on the Company's website (glenmarklifesciences.com) (refer to the table below) and few HR related policies are also available on the intranet.								

S. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Policy for Determining Material Subsidiaries (P1)	Policy_for-Determining-Material-Subsidiaries.pdf	P1
2	Policy for Determination of Legitimate Purpose (P7)	Policy-for-determination-of-legitimate-purpose (1).pdf	P7
3	Policy on Determination of Materiality for Disclosures	Policy_on-Determination-of-Materiality-for-Disclosures.pdf	P1, P4
4	Policy Preservation of Documents Regulation 9 of LODR	Policy-Preservation-of-Documents-Reg-9-of-LODR.pdf	P1
5	Archival Policy	Archival_Policy.pdf	P1
6	Board diversity policy	Board-diversity-policy.pdf	P1
7	Dividend distribution policy	Dividend-distribution-policy.pdf	P1, P3
8	Nomination and remuneration policy	Nomination-and-remuneration-policy.pdf	P5
9	Policy for the Evaluation of the performance of the Board of Directors	Policy-for-the-Evaluation-of-the-performance-of-the-Board-of-Directors(1).pdf	P1
10	Policy on related party transactions and its materiality	GLS RPT Policy.pdf	P1, P7
11	Policy on Succession planning	Policy-on-Succession-planning.pdf	P6
12	Policy for Familiarization Programme for Independent Directors	Policy-for-Familiarisation-Programm-for-Independent-Directors.pdf	P1
13	Whistle Blower Policy	(Whistle_Blower_Policy.pdf	P1, P5

S. No.	Name of policy	Link to Policy	Which Principles each policies goes into
14	Code of Conduct	Code-of-Conduct.pdf	P1, P3, P5
15	Code of practices for fair disclosure	Code-of-practices-for-fair-disclosure.pdf	P1
16	CSR Annual Action Plan FY 2023-24	Annual Action Plan FY 23-24.pdf	P8
17	Letter of appointment of Independent Directors	https://www.glenmarklifesciences.com/pdf/Letter-of-appointments-of-Independent-Directors.pdf	P1
18	Criteria for Making Payments to Non-Executive Directors	Criteria for Payment of NED.pdf	P1

Few policies HR related policies are also available on the intranet

2. Whether the entity has translated the policy into procedures. (Yes / No) Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No) No

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. The policies as mentioned above are based on Principles of NGRBC. Some of the international certifications obtained by GLS are: ISO 14001:2015 (On effective environmental management system-EMS) and ISO 45001:2018 (to improve occupational health and safety-OHS)

5. Specific commitments, goals and targets set by the entity with defined timelines, if any. In its pursuit of advancing Environmental, Social, and Governance (ESG) objectives, GLS is dedicated to crafting comprehensive strategies that encompass short, medium, and long-term targets across various sustainability metrics. These encompass critical areas such as climate change mitigation, optimizing energy consumption, promoting efficient water usage, enhancing waste management practices, curbing air pollutants, reducing greenhouse gas emissions, and safeguarding biodiversity.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. Through proactive planning and implementation, GLS is committed to fostering sustainability across its operations and supply chain, thereby contributing positively to environmental preservation and societal well-being. GLS aims to establish targets across short, medium, and long-term horizons to enhance sustainability. These targets will encompass key performance indicators (KPIs) pertaining to the all the three ESG parameters.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

Glenmark Life Sciences Limited is dedicated to upholding high standards of integrity, both professionally and financially, as well as ethical conduct in its business operations and is deeply committed to actively addressing environmental concerns beyond mere compliance, demonstrated through robust governance systems and meticulous risk management processes. This dedication includes implementing effective policies and procedures to uphold ethical principles, internal guidelines, and relevant legal regulations.

Central to GLS's ethos is a steadfast respect for human rights, shaping interactions with employees, suppliers, customers, and communities. The company prioritizes creating safe and healthy workplaces and surpassing contributions to the United Nations Sustainability Goals through comprehensive CSR initiatives. Upholding high standards of integrity and ethical conduct, GLS fosters a harassment-free workplace and integrates ESG principles into daily operations to drive sustainable growth and build stakeholder confidence.

The company embeds multiple sustainability practices across its core business and manufacturing functions to achieve these goals. It strives to maximize benefits for communities and contribute to global sustainability objectives, aiming to make a positive impact on the environment and society.

To drive business growth while ensuring continuity, GLS continues to invest significantly in new technologies for:

- Reducing carbon footprint through cleaner energy, water and solvent recycling and reuse.
- Backward integration and manufacturing automation.
- Enhancing waste treatment technology for solid, liquid, and gaseous waste streams.
- Training at all levels to ensure safe operations in compliance with cGMP norms.
- Implementing a Safety Pyramid structure with a focus on leading indicators and a robust safety management system emphasizing process safety, workplace safety, and industrial hygiene.

Environmental goals include achieving water neutrality by 2027, zero waste to landfill by 2027, and carbon neutrality by 2030. Social objectives encompass improving access to healthcare, water stewardship, holistic community development, access to education, and promoting employee volunteering.

The company aims to comply with health and safety regulations and other requirements, guided by its Environmental, Health, and Safety (EHS) policy. Regular assessments of employee working conditions are conducted to ensure a safe environment at manufacturing facilities.

Governance-wise, GLS has a robust corporate governance structure overseen by an experienced and diversified Board. The company upholds high standards of ethical business conduct, transparency, and accountability. Reporting directly to the Board, GLS operates as an independent and professionally managed organization, with governance mechanisms continuously monitored to ensure compliance with legal requirements, financial integrity, and timely disclosures.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors, comprised of individuals with diverse backgrounds and expertise, offers strategic guidance and assesses the overall performance of the organization in terms of Environmental, Social, and Governance (ESG) considerations. Through its existing corporate structure and various committees, the Board ensures alignment with the long-term interests of stakeholders and promotes responsible business practices.
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.	Sustainable development forms the foundation of GLS operations, as articulated in its Environment, Health, and Safety (EHS) practices. GLS diligently adheres to robust environmental management protocols at its manufacturing facilities to identify and mitigate potential environmental hazards. In addition to obligatory statutory committees, GLS has introduced an ESG committee voluntarily established by the Board. This committee is dedicated to taking a more targeted approach to Environmental, Social, and Governance (ESG) matters, overseeing associated action plans with precision and attentiveness.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee										Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yearly									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yearly									
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.											P1	P2	P3	P4	P5	P6	P7	P8	P9
											Yes, independent assessment / evaluation of the working of the policies were carried out by Dhir & Dhir Associates, an eminent law firm, wherein the implementation and sufficiency of policies, focusing on their adequacy and effectiveness was assessed. The Internal evaluation included regular reviews and updates of policies by department heads and business leaders, with final approval from management or the board. Additionally, internal auditors and regulatory bodies may scrutinize processes and compliance to ensure adherence to relevant standards and regulations.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

NGRBC PRINCIPLES



Disclosures under Section C are based on the 9 Principles of National Guidelines on Responsible Business Conduct (NGRBC) that provides guidance for businesses to integrate responsible business practices into their operations, ensuring they contribute positively to society, the environment, and the economy.

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

Essential Indicators

- 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	4	Business Updates, Risk Management, Governance, Compliance and Regulatory updates, CSR Updates	100.00
Key Managerial Personnel	1*	ESG Awareness programmes	100.00
Employees other than BoD and KMPs	Training program constitutes many modules as per the job role requirement at work. Essential four trainings for all encompass on Code of Conduct, Anti-Corruption Anti Bribery, Conflict of Interest, and Data protection and POSH. 2906 hours of training delivered across these areas.	Code of Conduct, Anti-Corruption Anti Bribery, Conflict of Interest, Data protection and POSH are mandatory training delivered to all employees. Training coverage is more than 85% & no complaint received in FY 23-24.	> 85.00
Workers	Depends on the department, role and responsibility of the workers	All the necessary trainings provided to the workers	100.00

*In addition to the ESG awareness programmes conducted, every board meeting covers an agenda on regulatory updates, corporate governance updates, and industry and competitive landscape.

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
Imprisonment			Nil		
Punishment					

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
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.

Yes. The Company has adopted Anti-Corruption Anti-Bribery policy and is available on its intranet which prohibits bribery and corruption in all forms. This includes offering or accepting bribes, kickbacks, or any other undue advantage to government officials, suppliers, or customers, whether directly or indirectly. At GLS, we recognize that bribery, corruption, and unethical practices not only harm business operations by eroding good governance and distorting fair competition but also have broader negative consequences on the economy and society. Therefore, it is imperative for every employee to fully comply with the Anti-Corruption and Anti-Bribery policy. Failure to adhere to this policy will result in severe disciplinary actions.

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

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

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

	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				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs			Nil	

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.

No complaints were filed with regard to conflict of interest, therefore no corrective action undertaken for the same

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	100	116

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	NA	NA
	b. Number of trading houses where purchases and made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.3	0.3
	b. Sales (Sales to related parties/Total Sales)	34.9	36.00
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	NA	NA
	d. Investments (Investments in related parties/Total Investments made)	NA	NA

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
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Conducting awareness programmes for value-chain partners on Principles is under consideration. Nevertheless, we're committed to adhering to the protocols and audits delineated in AVD (Alternate Vendor Development). This presentation file outlines the systematic process for selecting, appointing, and auditing vendors or alternate vendors.

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 Conflict of Interest Policy is readily available on our company's intranet. Additionally, all GLS employees are mandated to undergo comprehensive Conflict of Interest training. This ensures that every member of our organization is equipped with the knowledge and understanding necessary to identify and manage potential conflicts of interest effectively. By providing accessible resources and training, we prioritize transparency, integrity, and ethical conduct across all levels of our workforce, thereby safeguarding the integrity of our operations and upholding our commitment to responsible business practices.

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

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

	2023-24	2022-23	Details of Improvements in environmental and social impacts
R&D	9.00	6.00	R&D investments are not only on new product developments but also pertains to spending on several initiatives to make the processes more sustainable which include evaluating lower energy consumption alternatives for manufacture of Products, reduction in effluent generation and lower usage of solvents. GLS has achieved a reduction of about 50% effluent in FY-24 through life cycle management on identified products. 24 % in FY24 and 36% in FY23 of CAPEX R&D spends were towards such sustainable process improvements. R&D is also working on developing new technologies for early stage intermediates and challenging batch processes through process intensification and flow chemistry such as CSTR, Fixed bed reactor for catalytic reaction.
Capex	6.00	9.00	These projects pertains to improving environment footprint i.e. waste reduction, energy and water conservation, reducing carbon footprint, etc.

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

GLS has established an Alternate Vendor Development (AVD) program aimed at incorporating ethical and environmental considerations into its sourcing process with value-chain partners. The AVD document outlines the procedures, steps, and vendor commitments necessary to ensure sustainable sourcing of products. GLS selects vendors or alternate vendors based on factors such as return on sales (ROS), price, lead time, quality, regulatory/GMP certificates, FEI, DUNS, QMS, and plant capacity. Clearance from Regulatory Affairs (RA) and Intellectual Property (IP) is obtained by circulating the CMC document and addressing related queries. Regular vendor audits are conducted to assess compliance with these standards.

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

GLS endeavors to source input materials in to its manufacturing process in alignment with principles of sustainability.

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.

Not applicable. GLS operates within the B2B (Business-to-Business) sector, supplying its products directly to business entities, which serve as its customers. These customers utilize GLS products in the manufacturing of finished pharmaceutical goods, which are subsequently distributed and sold within the retail market.

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.

GLS have successfully obtained Extended Producer Responsibility (EPR) registration under the Brand Owner category, and are currently in the process of obtaining registration under the import category. Our EPR target has been set at 687 metric tons, and this quantity is currently in the pipeline.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Considering the nature of operations and business activities of GLS, Life Cycle Assessment is not being conducted

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

Name of Product / Service	Description of the risk / concern	Action Taken
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Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Fresh Solvent	66.00	69.00
Recovered Solvent	34.00	31.00

Note: The Company took significant efforts to recover solvents in its manufacturing process and reuse it.

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			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	704	0	0	566	0
E-waste	0	0	39 Desktop + 16 Printer	0	0	58 Desktop + 20 Printers
Hazardous Waste	4023	5696	2078	7098	3614	1654
Other waste (Paper)	0	0	741	0	0	809

Note: Except for E-waste all other numerical are in Metric Tonne

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

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1870	1870	100.00	1870	100.00	0	0.00	1870	100.00	0	0.00
Female	144	144	100.00	144	100.00	144	100.00	0	0.00	0	0.00
Total*	2014	2014	100.00	2014	100.00	144	7.15	1870	92.85	0	0.00
Other than Permanent Employees											
Male	No other than permanent employees identified for GLS										
Female	No other than permanent employees identified for GLS										
Total	No other than permanent employees identified for GLS										

* Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

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

	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	No permanent workers identified for GLS										
Female	No permanent workers identified for GLS										
Total	No permanent workers identified for GLS										
Other than Permanent Workers											
Male	1448	1448	100.00	1448	100.00	0	0.00	0	0.00	0	0.00
Female	7	7	100.00	7	100.00	7	100.00	0	0.00	7	100.00
Total*	1455	1455	100.00	1455	100.00	7	0.48	0	0.00	7	100.00

* Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

- 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	0.07	0.06

2. Details of retirement benefits, for Current FY 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	100.00	0	Yes	100.00	0	Yes
Gratuity	100.00	0	Yes	100.00	0	Yes
ESI	12.00	0	Yes	12.00	0	Yes

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

At GLS, we have established the essential infrastructure to ensure accessibility for employees and workers with disabilities. This includes accessible entrances and fixtures like push/lever-operated wash basins, as well as well-lit corridors to facilitate ease of movement.

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.

The given legislation/rights of the disables under the legislation are covered under various policies, however currently there is no separate policy for the same.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	None (No permanent workers identified)
Other than Permanent Workers	Yes, <ul style="list-style-type: none"> At all our units and locations, a drop box is set up to enable employees or workers to raise their concerns or issues related to human rights. They have the option to submit written documents anonymously. Our Safety Committee, comprising 50.00 workers, convenes to discuss and resolve safety-related concerns.
Permanent Employees	Yes, <ul style="list-style-type: none"> Mood-o-meter: An online survey tool that collects real-time employee engagement data confidentially, providing a platform for open expression. Our Leadership Connect and Leadership Site Connect platforms allow employees to exchange ideas, address concerns, seek clarification, and discuss future plans with company leaders, including the MD & CEO and the leadership team. Gemba Walk: As part of our safety culture, site leadership conducts inspections throughout the plant to assess various safety aspects, including the safety and working conditions of employees. Tete-a-Tea: A platform for select employees from different locations to interact with senior leadership in a closed group setting over a cup of tea. GEN Y Program: Designed to enhance our understanding of Generation Y employees and ensure their engagement for a mutually beneficial work experience.
Other than Permanent Employees	None (No other than permanent employees identified)

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Presently, none of our employees or workers are members of any associations or unions. However, the company does not restrict or prohibit the formation of associations or unions by its employees and workers.					
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. Details of training given to employees and workers:

	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	1870	1870	100.00	1870	100.00	1695	1695	100.00	1695	100.00
Female	144	144	100.00	144	100.00	129	129	100.00	129	100.00
Total	2014	2014	100.00	2014	100.00	1824	1824	100.00	1824	100.00
Workers*										
Male	1448	1448	100.00	1448	100.00	1451	1451	100.00	1451	100.00
Female	7	7	100.00	7	100.00	10	10	100.00	10	100.00
Total	1455	1455	100.00	1455	100.00	1461	1461	100.00	1461	100.00

“Other than Permanent Workers” are considered, as the Company has no permanent workers.

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	1870	1870	100.00	1695	1695	100.00
Female	144	144	100.00	129	129	100.00
Total	2014	2014	100.00	1824	1824	100.00
Workers*						
Male	1448	1448	100.00	0	0	0.00
Female	7	7	100.00	0	0	0.00
Total	1455	1455	100.00	0	0	0.00

“Other than Permanent Workers” are considered, as the Company has no permanent workers.

10. Health and safety management system:

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

Yes. We have occupational health and safety management system (ISO 45001). It covers both our 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?

We have implemented a comprehensive system for identifying hazards and assessing risks associated with both routine and non-routine activities. Routine activities undergo HAZOP studies and Hazard Identification and Risk Assessment (HIRA), while non-routine tasks are managed through Job Safety Analysis (JSA) and a permit-to-work system.

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

We have established both online and offline reporting systems for employees to report work-related hazards and track compliance with safety measures.

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

Yes. At the Dahej Plant, we adhere to the Workmen's Compensation Policy, while at the Ankleshwar Plant, we offer the ESIC scheme. All our employees are enrolled in the EPF and Pension scheme, and we provide safety and technical training to enhance skills, including on-the-job training for workers. Additionally, we facilitate benefits through E-Shram card registration, with over 300 manpower currently registered under this scheme at the Ankleshwar Plant. We also provide incentive allowances, which encompass food and work allowances.

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	0.11
	Workers	0	27.93
Total recordable work-related injuries	Employees	10	9
	Workers	23	41
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We have adopted an Environment, Health, and Safety Management system to guarantee a secure and healthy workplace. New employee orientation sessions are conducted to provide safety-related information. Additionally, we have established a clear audit framework to conduct both internal and external audits pertaining to Environment, Health, and Safety (EHS) standards

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	Nil	0	0	Nil
Health & Safety	0	0	Nil	4	0	All the complaints were resolved

14. Assessments for the year:

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

Note: The Health and safety assessment is been conducted by OSHA (Occupational Health and Safety Administration) and a few insurance service providers. Working conditions assessments is being internally assessed.

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.

The Company has taken corrective measures to address safety-related incidents and significant risks identified from assessments of health and safety practices and working conditions. These measures include implementing reverse charging for all products and utilizing conductive hose pipes for solvent charging.

Leadership Indicators

1. 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)

Employee: Yes

Worker: Yes (Through ESIC or Workmen's Compensation Act)

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

In our downstream value chain, our channel partners are obligated to ensure legal compliance, including adherence to regulations such as GSTIN portal compliance, Invoice Running Number (IRN) control, e-way bill control, and compliance with TDS provisions outlined in the Income Tax Act. We have implemented various internal controls to verify that vendors are meeting the relevant statutory obligations.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil			
Workers				

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/ No)

Currently there is no such operating procedure in the Company.

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	The quantification in percentage is not evaluated currently. However, we comply to set procedures and steps as per our AVD document.
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.

Nil, as the quantification is not done. However, the Company comply to set procedures and steps as per our AVD document.

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.**

At GLS, we adhere to the following criteria when interacting with our stakeholders:

Anyone who:

- (i) Holds legal, financial, or social interests;
- (ii) Plays a role in shaping our business; or
- (iii) Adds value or forms an integral part of our business value chain, is recognized as a key stakeholder.

These key stakeholders encompass employees, customers, suppliers, investors, shareholders, communities in proximity to our operational areas, and regulatory bodies.

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

Stakeholder Group	Whether identified as Vulnerable & 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
Customers	No	Emails, SMSs, Website, Meetings	Daily	These are both top down and bottom up communication approach through which we intend to create an inclusive and empowering workplace that encourages transparent engagement and the freedom to act, raise question and grow as professionals and individuals. We also ensure regular health check-ups for employee well-being and conduct Annual Day, Family Day and other Sports activities.
Employees	No	Emails, SMSs, Website, Intranet, Pamphlets, Meetings, Leadership Meets, Town halls, Employee feedback and redressal	Frequent and as and when required	
Suppliers	No	Emails, SMSs, Website, Meetings	Daily	
Investors	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications, Quarterly earnings Calls.	As per statutory requirements, as well as, as and when required	
Communities around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Physical meetings and visits	Frequent and as and when required	
Shareholders	No	Emails, Website, SMSs, Virtual and Physical Meetings, Conferences, Press Releases, Annual Reports, Presentation, News Paper Publications	As per statutory requirements, as well as, as and when required	

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

Even though ESG aspects are part of day to day operations, a formal process for stakeholder consultation on ESG is yet to be established. Nonetheless, consultation with relevant stakeholder groups is conducted by the respective business and functional leaders. Feedback obtained from these consultations is subsequently shared with the Board during quarterly meetings.

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, stakeholder consultation is used to support the identification and management of environmental, and social topics. Social consultation has been taken to identify social and critical needs of the community for creating larger and sustainable impact.

For example:

- Consultation with local collectors helped us identify drought prone areas in and around our facilities in Gujarat and Maharashtra for water stewardship project. We have initiated the water stewardship project with the aim to reduce and replenish water usage through Water Harvesting and Conservation efforts. We are actively involved in creating new water recharging structures, revamping the existing water bodies and ensuring clean drinking water through water purification system. Towards this we have implemented various techniques like deepening of existing water bodies (Nalas, Lakes, and Ponds), creating farm recharge ponds, farm bunding, percolation tanks, and check dams in rural, semi-urban, and urban areas to conserve rainwater. We have also carried out projects to create small urban and rural forest and initiated green initiatives around solar energy, solar water pump and street light.
- We also identified schools along with the local administration for Integrated School development through creation of science labs and ensured capacity building of teachers and students.
- We also provide access to healthcare for women and children and have upgraded several healthcare facilities (PHCs and Day Care units) through need assessment with the local community and administration

Similarly for Community Development we support local community initiatives focusing on Sustainable livelihood, Skill Development, Integrated rural/village/slum development, supporting farm and non-farm families for economic activity and creating an ecosystem for multiple livelihood opportunities and employment enhancing vocational skills. We also extend support for any research & development, need based intervention or in instances of disaster management. All these are done in consultation with our plants and the local collectors and most importantly in accordance to the community needs.

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

Our Corporate Social Responsibility initiatives aim to develop sustainable solutions that positively impact both the community and the environment. Our vision is to actively contribute to the betterment of society and the environment in which we operate, fostering sustained growth as a socially responsible organization.

Through our CSR endeavors, we aspire to enrich lives and promote a healthier and happier world for the weaker and marginalized stakeholders in our community. Our activities encompass various initiatives across Gujarat and Maharashtra, including supporting of quality education for children, providing healthcare access for women and children, implementing environmental sustainability projects through water harvesting and carrying out Carbon Neutrality through tree plantation and energy conservation. We also work on community development through sustainable livelihood projects.

- Access to Education (Project ViGyasa) - To nurture young scientific minds through Integrated School Development and Capability Building of teachers and students in government and government aided schools. This includes developing integrated and mini science labs and school infrastructure, instituting mentorship, training and exposure visits.
- Access to Healthcare (Project Sampurna) – To ensure holistic healthcare for women and children through upgradation of primary healthcare centers and day care facilities, health and awareness camps, kitchen garden and nutritional support.
- Environmental Sustainability – We have initiated the Water Stewardship project with the aim to reduce and replenish water usage through Water Harvesting and Conservation efforts. We are actively involved in creating new water recharging structures, revamping the existing water bodies and ensuring clean drinking water through water purification system. We have also carried out Carbon Neutrality projects to create small urban and rural forest and initiated green initiatives around solar energy, solar water pump and street light.
- Community Development - We support the local marginalized community by focusing on Sustainable livelihood and Skill Development initiatives, Integrated rural/village/slum development, support farm and non-farm families for economic activity and create an ecosystem for multiple livelihood opportunities and employment enhancing vocational skills. We also extend support for any need based intervention or in instances of disaster management.

PRINCIPLE 5: Businesses should respect and promote human rights**Essentials 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	2014	2014	100.00	1824	1824	100.00
Other than permanent	0	0	0.00	0	0	0.00
Total Employees	2014	2014	100.00	1824	1824	100.00
Workers						
Permanent	0	0	0.00	0	0	0.00
Other than permanent	1455	1455	100.00	1461	1461	100.00
Total Workers	1455	1455	100.00	1461	1461	100.00

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	2014	0	0.00	2014	100.00	1824	4	0.20	1820	99.8
Male	1870	0	0.00	1870	100.00	1695	4	0.20	1691	99.8
Female	144	0	0.00	144	100.00	129	0	0.00	129	100.00
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	1455	238	16.97	1217	83.50	1461	244	16.7	1227	83.3
Male	1448	231	15.95	1217	84.0	1451	234	16.1	1217	83.9
Female	7	7	100.00	0	0.00	10	10	100.00	0	0.00

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	4*	2,93,30,118	2	16,50,000
Key Managerial Personnel	4	5,38,17,097	0	-
Employees other than BoD and KMP	1868	515470	142	616469
Workers	1448	228096	7	228096

*Excludes Non-Executive Directors who have not received any remuneration/sitting fees or received only part remuneration/sitting fees during FY 2023–24.

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

Safety Incident/Number	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	6.10	6.71

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)

At GLS, we have established a specialized Safety Committee tasked with addressing and resolving issues pertaining to human rights. This committee is committed to promptly resolving any concerns raised, ensuring that all employees feel heard and valued throughout their tenure with our company.

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

The principles of human rights outlined in the United Nations Global Compact (UNGC) are integral to our core values and organizational structure. We have established a framework centered on good governance, adherence to all laws, timely payment of employee salaries, and the provision of equal opportunities to all individuals without discrimination. Any grievances are directed to the Human Resources department, where appropriate action is taken in accordance with relevant policies and workplace regulations. Closure of grievances is communicated to the concerned individual.

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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	No such concerns identified in the current and previous FY					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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)	No such complaints have been filed for the Current as well as Previous FY	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

At GLS, we prioritize educating our stakeholders about harassment and discrimination issues through various channels, including our Prevention of Sexual Harassment (POSH) Policy, specialized trainings, sensitization programs, and awareness campaigns. These initiatives are designed to foster a culture of respect, inclusivity, and equality within our organization. By providing comprehensive education and resources, we aim to empower our stakeholders to recognize, prevent, and address instances of harassment and discrimination effectively.

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

GLS is currently in the process of updating its standard agreement templates, with a focus on incorporating provisions related to human rights. This initiative aims to ensure that human rights requirements are integrated into GLS's business agreements, even in cases where the company doesn't utilize its standard agreement templates.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100.00 of its offices
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	

Note: Every second year, an independent third-party assessor appointed by DISH will conduct the evaluation.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not Applicable. Since, there were no complaints for any audits.

Leadership Indicators

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

In addition to addressing human rights grievances through direct communication methods and digital channels, we have incorporated human rights principles into our policies and Standard Operating Procedures (SOPs), accessible to all employees via our intranet platform. Policies such as the Global Grievance Redressal Policy, Employee Insurance Policy, Prevention of Discrimination and Sexual Harassment Policy, Crisis Communication Policy, Gifts and Hospitality Policies, etc., are designed to ensure that any issues related to human rights grievances are promptly and ethically addressed within statutory timelines.

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

As an equal opportunity employer, we uphold a commitment to non-discrimination based on factors such as race, color, caste, gender, or origin. We are dedicated to protecting and respecting human rights, including the prevention of forced labor, child labor, and ensuring freedoms such as association and collective bargaining, as well as equal remuneration. While we do not conduct formal Due Diligence, we integrate these principles into our policies and procedures, ensuring their adherence throughout our 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?

At GLS, we have implemented comprehensive measures to ensure that our workplaces are fully accessible to differently abled visitors. From the moment they enter our buildings, they encounter accessible entrances designed to accommodate various mobility aids. Inside, they find facilities equipped with push or lever-type washbasins for ease of use. Additionally, our corridors are well-lit to provide sufficient illumination for safe navigation. These infrastructure enhancements reflect our commitment to inclusivity and creating an environment where everyone feels welcome and valued.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Currently GLS is not assessing the value chain partners on the aforesaid parameters. However, GLS continuously seeks commitment on the same from its value chain partners
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	

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. Since, the assessment is not being currently done.

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 (In Gigajoules)	FY 2022-23 (In Gigajoules)
From renewable sources		
Total electricity consumption (A)	27,571.98	24,109.00
Total fuel consumption (B)*	88,906.41	32,624.00
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	1,16,478.39	56,733.00
From non-renewable sources		
Total electricity consumption (D)	2,73,225.06	2,24,443.00
Total fuel consumption (E)	69,49,588.52	6,05,447.00
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	72,22,813.58	8,29,890.00
Total energy consumed (A+B+C+D+E+F)	73,39,291.97	8,86,623.00
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)- GJ/Rs	0.00032	0.000041
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)- GJ/Rs.	0.0072	0.0009
Energy intensity in terms of physical output- GJ/MT	10,116.88	1,471.42
Energy intensity (optional) – the relevant metric may be selected by the entity- GJ/ MT of Product	-	-

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- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

* For FY 23-24, bio briquettes are being considered as a fuel source, while for FY 22-23, natural gas and steam generation were utilized.

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

Our facilities at GLS are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India. This means that our sites are not subject to the regulations and requirements set forth by the PAT Scheme, allowing us flexibility in our operations while ensuring compliance with relevant energy efficiency and conservation standards.

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) Groundwater	-	-
(iii) Third party water	3,24,062.00	3,08,001.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,24,062.00	3,08,001.00
Total volume of water consumption (in kilolitres)	3,24,062.00	3,08,001.00
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.000014	0.000014
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)- MT/Rs.	0.00031	0.00031
Water intensity in terms of physical output- KL/MT	446.70	424.56
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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:** There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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 Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	531.00
- No treatment	-	-
- With treatment – please specify level of treatment	-	531.00
(iv) Sent to third-parties	52,495.00	44,656.00
- No treatment	-	-
- With treatment – please specify level of treatment	52,495.00	44,656.00
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	52,495.00	45,187.00

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-** There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

GLS has installed comprehensive Effluent Treatment Plants (ETPs) equipped with primary, secondary, and tertiary treatment facilities, followed by a Reverse Osmosis (RO) plant to treat low COD effluents. High COD streams are processed through a stripper and then a Multiple Effect Evaporator (MEE). The resulting process residue waste is sent for pre-processing or co-processing, while solid inorganic waste is sent to a CHWTSDf for secure landfill disposal.

All RO permeate waste is reused in utilities. Additionally, GLS has installed sewage treatment plants (STPs) to treat generated sewage, followed by an RO plant. The treated sewage effluent is then used for gardening purposes.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	µg/m ³	29.00	16.13
SOx	µg/m ³	15.00	9.46
Particulate matter (PM)	µg/m ³	40.00	49.67
Persistent organic pollutants (POP)	-	NIL	
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others	-		

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, the Ankleshwar & Dahej plants are assessed by **Shree Green Consultancy** and Mohol & Kurkumbh plants are assessed by **Green EnviroSAFE**

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 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	6,67,131.59	12,798.00
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	59,703.28	50,407.40
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/₹	0.000031	0.0000029
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/₹	0.00071	0.000064
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/MT	82.29	69.48
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

*For FY 23-24 steam purchased from common coal fired boiler is considered (For Ankleshwar plant) the same category was not considered for FY 22-23

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

The Company has implemented several initiatives aimed at reducing greenhouse gas (GHG) emissions and promoting sustainability. Key projects include the installation of solar lights, which has led to a monthly power consumption reduction of 48 to 50 KWH, and the replacement of conventional lighting with energy-efficient LED lights, resulting in a 173 KWH reduction per month. Additionally, the installation of a pressure limit switch on the air compressor has significantly reduced power consumption by 1041.6 KWH monthly. The introduction of a drip irrigation system for greenery has conserved 20KL of raw water per month, emphasizing water resource management. Through the automation of plant lighting and canteen ACs using timer circuits, and the replacement of old brine compressors with energy-efficient models, the Company has achieved substantial energy savings, amounting to ₹ 16.64 lakhs and ₹ 48 lakhs annually, respectively. Furthermore, optimizing the AHU chilled water plant and the breathing air compressor has contributed to energy conservation. In water conservation efforts, recycling RO reject water has saved 2772 KL of water in 2023-24, equating to ₹ 2.01 lakhs. These initiatives highlight the Company's commitment to reducing its environmental footprint and contributing to the fight against climate change.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	704.00	566.00
E-waste (B)	1.08	-
Bio-medical waste (C)	0.99	6.00
Construction and demolition waste (D)	-	-
Battery waste (E)	0.13	3.00
Radioactive waste (F)	-	-
Other Hazardous waste. Please Specify, if any. (G)	11,797.00	11,791.00
Other Non-hazardous waste generated (H). Please specify, if any.	741.00	809.00
Total (A + B + C + D + E + F + G + H)	13,244.20	13,175.00
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- MT/₹	0.00000058	0.00000060
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)- MT/₹	0.000012	0.000013

Parameter	FY 2023-24	FY 2022-23
Waste intensity in terms of physical output- MT/MT	18.25	18.16
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled (Oil and Plastic)	5,696.00	3,614.00
(ii) Re-used	4,023.00	7,098.00
(iii) Other recovery operations	0.00	2,463.00
Total	9,719.00	13,175.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	19.00	440.00
(ii) Landfilling	1,583.00	2,022.00
(iii) Other disposal operations	5876.00	10,712.00
Total	7,478.00	13,174.00

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- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

We have a facility for collecting, treating, and recycling effluents. The recycled water produced from industrial processes and domestic use is reused, while a portion of the treated effluent is sent to a government-approved common effluent treatment plant (CETP). Solvents are recovered and reused in the process, with some sent to authorized recyclers. Solid waste is managed through disposal in landfills and co-processing units. Spent oils and process residues are incinerated, and plastic waste is directed to authorized recyclers. Bio-medical waste is sent to an authorized disposal facility.

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:

S. No.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	GLS does not carry its operations in any ecologically sensitive areas		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, we have complied all applicable environmental laws/regulations.				

Leadership Indicators

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

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

- (i) **Name of the area** - Nil
- (ii) **Nature of operations** – Not Applicable
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.	
(ii) Groundwater		
(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 (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- 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)		

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- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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 (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not Assessed for both the reporting years	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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.

Not Applicable

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	Installation of Solar lights	Installation of 05 Nos solar lights (40 W)	Power Consumption Reduction 48 to 50 KWH/ Month
2	Installation of LED Lights	Replace the 07 Nos LED lights (20 W) instead of Normal lights (120 W) which beneficial to reduces the power consumption.	Power Consumption Reduction 173 KWH/ Month
3	Installation of Pressure Limit switch	Installation of pressure Limit switch to Air compressor.	After Installation reduces the power consumption 1041.6 KWH/ Month.
4	Drip Irrigation System to Greenery	Provided the drip Irrigation system to greenery (trees) which is beneficial to reduce the loss of raw water.	Reduces the Raw water consumption 20KL/ Month.
5.	Conservation of Energy	Automation in operation of Plant lighting & Canteen ACs through the Timer circuit. Replacement of conventional lighting with LED lamp (60 W lamp replaced by 9W)	Total savings of ₹ 16.64 Lacs/ annum
6.	Conservation of Energy	Replacement of old reciprocating brine compressor (2 X 19 Tr) with energy efficient screw type brine compressor (43 Tr) Optimization of AHU chilled water plant by setting the temperature 5 deg C to 10 deg C as part of seasonal benefits Optimization of breathing air compressor by reducing pressure from 5 Kg/ cm ² to 3 Kg/ cm ² to meet the requirement	Total Saving of 5.89 Lacs in KWH & ₹ 48 Lacs/ annum
7.	Water conservation	By recycling the RO reject water in utility & by reduced flow at various user points.	Saving of 2772 KL water in 2023-24 amounting ₹ 2.01 Lacs

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

At GLS, we've developed a comprehensive Business Continuity Plan (BCP) aimed at ensuring uninterrupted service provision despite potential disruptions caused by disasters or unforeseen circumstances. We prioritize assessing all conceivable disruptions, understanding their impacts, and devising corresponding recovery strategies. This plan is regularly updated and rigorously tested. Crucial information necessary for business recovery is meticulously documented within the BCP. Our primary goal is to safeguard the continuity of critical business services by minimizing the adverse effects of disruptions on staff availability, IT systems, equipment, records, and third-party services. The BCP includes detailed risk assessments, impact analyses, and evaluations based on a risk matrix. It encompasses preventive measures, mitigation strategies, and well-defined recovery procedures. In the event of any incident, adherence to SOP QA09, which is specifically tailored for incident management, is mandatory.

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?

There is no significant adverse impact to the environment arising from the value chain of the entity. The Company ensures that it takes adequate measures to ensure that no operation arising from value chain impacts the environment.

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

We have implemented a system to assess our value chain partners on environmental impacts. Periodic Vendor Requalification Audits are conducted, with Environmental, Health, and Safety (EHS) criteria integrated into this Vendor Audit Program. By the end of March 2024, we have completed assessments for 25% of our regular suppliers.

General Note: The numerical figures for FY 23-24 show a notable difference compared to FY 22-23, primarily because, in FY 22-23, not all units of GLS were included in the quantification. However, in the FY 23-24 disclosures, all units (1 Corporate Office and 4 Factories) have been considered.

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

Essential Indicators

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

GLS is affiliated with one 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry	National

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

Name of authority	Brief of the case	Corrective active taken
Nil		

Leadership Indicators

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

Sr. No.	Public advocated policy	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
Not Applicable					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**Essential Indicators**

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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Considering the operations, SIA is not applicable to our entity

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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We have no ongoing projects on R&R

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

As a responsible corporate citizen we always work with human centric approach for the betterment of the community surrounding our facilities, adjoining areas and the aspirational districts. We believe in nurturing our relationship with the community as an important stakeholder. Therefore we assess the community needs on the basis of the baseline data, at the very beginning of undertaking any corporate social responsibility initiative. Subsequently after assessing the need we work with the community to redress any specific grievances and address their issues with our interventions, which in turn are aligned to Schedule VII of the Companies Act, 2013 and the Sustainable Development Goals.

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

	FY 2023-24 (In Crs.)	FY 2022-23 (In Crs.)
Directly sourced from MSMEs/ small producers	560	376
Sourced directly from within India	157	302

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	22.00	25.00
Semi-Urban	0.00	0.00
Urban	53.00	59.00
Metropolitan	25.00	16.00

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Gujarat	Narmada	62,96,631.00

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

Considering the nature of operations and activities of GLS, we are required to adhere strictly to regulatory restrictions and quality standards. Operating within a highly regulated industry, we are governed by USFDA regulations, and our procurement processes are limited to suppliers within certain classifications. However, it is important to note that we uphold a commitment to ensuring that no preferential treatment or discrimination occurs on any other basis.

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

Not Applicable

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

Not Applicable

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
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.

Name of authority	Brief of the case	Corrective Action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Giving back to the society and helping to make it stronger is an important facet of our business. We are committed to creating maximum positive impact by envisioning a better tomorrow for the communities we operate in. At Glenmark Life Sciences our commitment to social development is deeply rooted in our culture and policies and therefore the programs are aligned to the national priorities and the UN Sustainable Development Goals. In line with this, the Company has identified 4 areas under which it carries out its interventions: Access to Healthcare, Access to Education, Environmental Sustainability & Community Development. Overall: 3, 72,839 beneficiaries

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Access to Healthcare for Women and Children: Project Sampurna Holistic healthcare for women and children encompassing the entire spectrum from girls in their adolescence to women in their post pregnancy stage and children till 5 years of age.	Impact Outreach: 3, 37,157 Beneficiaries 1. 10 Healthcare Facilities Upgraded 2. Over 3,18,829 beneficiaries	100.00
2.	Access to Education: "Project ViGyasa" (Vigyan Ki Jigyasa) To nurture young scientific minds in Government, Municipal and other schools funded by the State Government, Central Government and Trust.	Overall Beneficiaries: 23,014 Beneficiaries Break-up: 47 Schools 7 Colleges; 22,314 School Students 503 College students benefitted and 197 Teachers trained	100.00

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
3	<p>Environmental Sustainability - We are committed to protect, conserve and preserve the environment through reduce, reuse, recycle, recover, repair and disposal methodology to save our natural resources and planet at large. This includes:</p> <ul style="list-style-type: none"> • Water Stewardship: <ul style="list-style-type: none"> - Support innovative technologies for improving quality and accessibility of water at community level. - Support and implement initiatives on water conservation, rejuvenation and rain water harvesting as well as provide safe drinking water. • Carbon Neutrality: <ul style="list-style-type: none"> - Tree plantation by Miyawaki and the traditional method. - Energy conservation by saving electricity and generating energy through greener ways. 	<p>Overall Impact Outreach: 9,208 beneficiaries</p> <p>Beneficiaries of Water Stewardship: 46 Water Structures created 5,35,942 KL of Water Recharged</p> <p>Beneficiaries of Carbon Neutrality: 35,000 Trees planted 52,500 Tonnes of Carbon sequestration (Lifespan)</p>	100.00
4	<p>Community Development – Support local community initiatives with holistic approach focusing on rural and urban development, sustainable livelihood, skill development and other identified need based interventions.</p> <ul style="list-style-type: none"> • Sustainable Livelihoods: Our projects aim to increase the livelihood incomes of tribal, farmers and local communities by improving agricultural practices and allied livelihood practices, animal husbandry, as well as supporting solar lift irrigation & developing irrigation facilities. We support farming and non-farming families through various economic activities and create a veritable ecosystem for multiple livelihood generation opportunities. By integrating traditional and modern methods, we enhance the value of farming practices and support the overall economic well-being of the communities. • Skill Development: We support the local community and youth by identifying critical needs and job opportunities and providing employment-oriented vocational skills training. We completed training for the making of Basket, Supada, Tray, Lamp, and Decorative show pieces etc and imparted 3 vocational trainings each on bamboo craft making. In addition, exposure visits were undertaken where farmers were taken to other districts. We also support the Attendant Operators for Chemical Plant (AOCP's) and provide them the extensive training and support as per industry requirement. • Support for Senior Citizens and Differently-abled Individuals: We extend support to senior citizens and differently-abled individuals near our manufacturing facilities through various initiatives to provide care. These include providing them with assistance through wheelchairs, standing sticks, diapers, spectacles, medicines, beds and care services. 	<p>Overall Impact Outreach: 3,451 Beneficiaries</p> <ol style="list-style-type: none"> 1. Over 1,304 Farmers Families benefitted 2. 147 AOCP Trainees 3. 2000 Elderly benefitted 	100.00

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.**

The Company has established a robust procedure to handle customer complaints effectively. According to our Standard Operating Procedure (SOP), upon receipt of a complaint, we ensure acknowledgment is provided within 2 working days. Subsequently, a thorough investigation is conducted, with detailed findings provided within 30 working days. In cases where the investigation extends beyond this timeframe, an interim investigation report is prepared and shared with the customer to maintain transparency and communication.

In addition to this procedure, we have a dedicated Customer Experience (CX) team comprising professionals who specialize in analyzing customer queries, feedback, and data. The insights gathered by the CX team are then disseminated across the organization to ensure continuous improvement in our customer service. The CX team focuses on nurturing the relationship between our business and our customers, emphasizing personalized attention and a seamless experience.

Moreover, our Customer Experience department has established a “Single Point of Contact” for each customer, simplifying the interaction process and ensuring that every customer receives personalized attention. We prioritize providing a seamless and holistic experience to our customers, striving to make their submission process as effortless as possible. *[Note: Since the Company is into B2B business it does not directly interact with retain consumers.]*

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	Nil
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

*No recall in last 10 years.

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

At GLS, we have adopted a number of information security technologies and products to safeguard our intellectual property and to ensure data security. Further, we comply with the highest standards of data privacy through our privacy policy. Data privacy policy is available on intranet.

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

While there have been no instances of theft, malware, social manipulation, threats from within, physical attacks, etc., procedures are in place to promptly identify and investigate any such occurrences.

b. Percentage of data breaches involving personally identifiable information of customers

Not Applicable

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).

GLS disseminates product information through various platforms, including its website, annual reports, social media channels, and advertisements. Comprehensive details regarding all products can be accessed on the official website: <https://www.glenmarklifesciences.com/>

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

To ensure consumers are well-informed and educated about the safe and responsible usage of our products and services, we take several proactive steps. Firstly, we provide comprehensive material safety data sheets (MSDS) that outline crucial safety information, handling procedures, and potential hazards associated with our products. Additionally, we submit Drug Master Files/Applicant documents to customers, accompanied by all necessary supporting documents. These measures not only prioritize consumer safety but also empower them with the knowledge needed to use our products responsibly and effectively.

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

To ensure transparency and maintain trust with our consumers, we have implemented effective mechanisms to inform them of any potential risk of disruption or discontinuation of essential services. In the event of a quality impacting matter, we promptly communicate with our customers, providing detailed information about the issue and its potential impact on service delivery. Additionally, we proactively engage in agreements with our customers, outlining contingency plans and strategies to mitigate any disruptions effectively. By fostering open communication and collaborative partnerships, we strive to ensure that our consumers are always informed and prepared for any potential challenges, thus enhancing their overall experience and satisfaction.

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)

Not applicable. GLS is in regulated B2B business where product information on the product is as mandated by regulatory of various countries.

SUSTAINABLE DEVELOPMENT GOALS



UN SDG INITIATIVES



As part of its CSR efforts, the Company has supported pregnant women and new mothers by implementing programs aimed at improving nutrition, promoting proper hygiene practices, and ensuring children receive full immunization.



The Company provides facilities like:

- Group Medclaim Insurance– It is a pre-defined insurance coverage to all employees & their dependents for expenses related to hospitalization due to illness, disease or injury.
- Gold Plan – Companies employees can choose to double their existing Group Medclaim Policy cover (i.e. the Base Plan) by enrolling in the GOLD Plan and bearing an additional nominal contribution.

Risk Benefits:

- Group Term Life Insurance
- Group Personal Accident Insurance

The Company conducted health screenings, and the introduction of a wellness program, all aimed at enhancing the overall health and well-being of its remarkable women

The Company is committed to fostering an inclusive society by investing in women. Therefore, extending beyond its employees, it has positively impacted over 300,000 women through Sampurna project, a comprehensive healthcare initiative designed for women and children.



- The Company selects villages based on sustainability parameters and introduces initiatives in education, women empowerment & skill development, disability, and infrastructure development, which are implemented through various types of activities and programmes.
- The company has taken initiatives to nurture scientific education in various government schools.
- The company supports sustainable livelihood initiatives that teach the youth useful vocational skills and provide tools, training, and access to improve their standard of living.
- Glenmark Life Sciences observed National Science Day through its “ViGyasa” project, engaging over 2000 students from 30+ schools in Maharashtra and Gujarat over the course of a week. The initiative aimed to foster curiosity and nurture young scientific minds, particularly among underprivileged children. The Company facilitated exposure visits to Science Centers and R&D Labs, conducted career orientation sessions, science quizzes, experiments, and exhibitions to unveil students’ creative potential and innovative ideas.



- The Company celebrates International Women’s with a range of initiatives focused on the financial and career discussions, health screenings, and the introduction of a wellness program, all aimed at enhancing the overall health and well-being of our remarkable women. At Glenmark Life Sciences, we deeply value the significant contributions made by women to our achievements.



6 CLEAN WATER AND SANITATION




- The Company uses technologies that reduce water footprint and align its workforce with the values of water conservation. Its facilities have zero liquid discharge capabilities, which contributes to a substantial reduction in water wastage.
- Water harvesting and Water Shed Management projects has been undertaken through CSR Activities

7 AFFORDABLE AND CLEAN ENERGY



The Company has started utilizing renewable energy sources like Hybrid Power (Wind and Solar energy) at Ankleshwar Plant.

8 DECENT WORK AND ECONOMIC GROWTH



- GLS Initiated a flagship onboarding program called “Aarambh”, which is a highly curated model that seeks to bridge the gap between learning and knowledge assimilation. Aarambh was recognised with a silver award by the Economic Times Human Capital Awards.
- GLS has a dedicated AUP policy in place that ensures full cyber security, in their corporate network.
- The Company’s concentrated efforts in leadership development have led to a 67% increase in the hours dedicated to learning and development for our female employees this fiscal year.
- The Company is dedicated to nurturing future leaders who can steer us towards a brighter, sustainable future. One of our platforms, ‘GROW’ (Get Ready for Opportunities at Work), is designed for identifying and developing these leaders through a rigorous 9-month journey aimed at unlocking potential. Recently, 19 leaders from various departments participated in a 3-day offsite program led by industry experts.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- The Company has built four state-of-the-art multi-purpose manufacturing facilities at Ankleshwar, Dahej, Mohol, and Kurkumbh, complying with cGMP standards and ensuring reliable, high quality and advanced manufacturing operations. Three of these facilities have been inspected by the US-FDA and other global regulatory bodies.
- Our combined reactor capacity stands at 1,198 KL and is poised for further expansion projected to reach capacity of 1500 KL in FY24. This substantial increase will enable us to manufacture over 140 APIs each year at commercial scale, aggregating approximately 750 MT.

10 REDUCED INEQUALITIES



- 3, 37,157 Women and children were provided with effective healthcare and antenatal care services in a timely manner.
- 23,014 students and teachers benefitted through our ViGyasa program having provided access to education through creation of science labs, other school infrastructure and capability building through training, exposure visits and mentorships

11 SUSTAINABLE CITIES AND COMMUNITIES



- To ensure the health, well-being and sustainability of our communities, we support local community initiatives focusing on holistic development of the villages, and work in slum and backward areas by identifying the critical needs focusing on education, women empowerment, skill development, disability, infrastructure support. Our environmental sustainability initiatives include water stewardship and carbon neutrality initiatives and we generate sustainable livelihood and develop skills for the community around our facilities.
- We generated livelihood for 1,304 farmer families through our sustainable livelihood initiatives, by building an ecosystem for multiple livelihood opportunities and ensuring skill development through vocational training
- We extended support to 2,000 senior citizens with multiple community initiatives and programs near our manufacturing facilities
- Benefitted 9,208 community people through several Environmental Sustainability initiatives of water stewardship and carbon neutrality
- In FY24, 5,35,942 KL potential rain water recharging structures work was completed by building 46 new water structures to reduce water usage and replenish water across Gujarat and Maharashtra
- 35,000 trees were planted with the MiyaWaki system to create a small forest with local species to maintain the ecological balance, and ensuring 68,700 Tonnes Carbon Sequestration (in lifespan)
- Installed 4 Solar Lift Irrigation, and brought 45 acres of land of 36 farmers from Chhatwada, Mahudipada and Dochaki villages under irrigation

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- The Company has started utilizing renewable energy sources like Hybrid Power (Wind and Solar energy) at Ankleshwar Plant.
- The Company has switched to a bio-briquette boiler at the Dahej facility in FY23 and plans to take the same approach at their Ankleshwar facility in FY24.

13 CLIMATE ACTION



- GLS has Shifted to a bio-briquette-based boiler from a bio-diesel-based boiler at the Mohol plant
- GLS has installed solar-powered LED lights at the Kurkumbh and Mohol facilities.
- GLS has switched to a bio-briquette boiler at Dahej facility in FY23 and plans to take the same approach at their Ankleshwar facility in FY24
- GLS manufacturing facilities at Ankleshwar and Dahej are ISO 14001:2015 and ISO 45001:2018 certified for environment management and occupational health and safety management systems.
- GLS, prioritize sustainability in its operations by implementing various environmental management initiatives. These include transitioning to renewable energy sources, establishing carbon sinks through tree planting, implementing water conservation practices, and improving energy efficiency to bolster the resilience of our operations. On World Environment Day, aligned with the theme of Beat Plastic Pollution, we commit to safeguarding the environment, aiming to create a healthier, safer, and greener planet for all.



15 LIFE ON LAND



- The key facets of GLS environment sustainability initiatives include shifting to renewable sources of energy, creating carbon sinks through tree plantations, improving water conservation practices, enhancing energy efficiency and enhancing the resilience of their operations.
- In the financial year 2023, GLS reused and recycled 10,712 MT of hazardous waste through co-processing at its manufacturing facilities, thereby reducing emissions.
- Hazardous Waste is being disposed of for Co-Processing in the Cement Industry as per Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016





The Company's Global Anti-Corruption Policy covers the Company, the group and all the Business Partners (which includes vendors, suppliers, joint venture partners, formal Business Partners, or agents, Consultants, and any other Business Partners acting on Company's behalf.

GLS received the TISS LeapVault CLO Awards at the CLO Chief Learning Officers Summit, India, 2023, securing a silver award in the 'Best Leadership Development Programme (Pharma)' category. This recognition underscores GLS's dedication to fostering a robust leadership pipeline, essential for strengthening its position as a trusted API Partner to pharmaceutical clients globally. The Company remains committed to delivering sustainable, long-term growth and generating value for its stakeholders.

