

From | Corporate Office: 510, A Wing, Kohinoor City C-I
Kiroi Road, Off L.B.S. Marg, Kurla (W)
Mumbai - 400 070, India
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18.07.2024

To
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001.

To
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E), Mumbai - 400 051.

Symbol: GRPLTD – Series: EQ

Scrip code: 509152

Dear Sir / Madam,

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

Please find enclosed the revised Business Responsibility and Sustainability Report (BRSR), voluntarily adopted by the Company for the financial year 2023-24. This report is also available on the website: www.grpweb.com

Kindly take same on your records.

Thanking you,

For **GRP Limited**

Jyoti Sancheti
Company Secretary & Compliance Officer

encl: a/a

GRP Ltd.

CIN No.: L25191GJ1974PLC002555

Registered Office:

Plot No. 8, G.I.D.C., Ankleshwar - 393 002, Dist. Bharuch, Gujarat, India

T: +91 2646 250471 / 251204 / 650433

www.grpweb.com



Business Responsibility and Sustainability Report

FY 2023 - 2024

Index

Section A: GENERAL DISCLOSURE	01
Section B: MANAGEMENT AND PROCESS DISCLOSURES	09
Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE	13
Principle 1	13
Principle 2	17
Principle 3	20
Principle 4	29
Principle 5	31
Principle 6	37
Principle 7	50
Principle 8	52
Principle 9	56

Section A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L25191GJ1974PLC002555
2	Name of the Listed Entity	GRP Limited
3	Year of incorporation	1974
4	Registered office address	Plot no. 8, GIDC Estate, Ankleshwar, Gujarat-393002, India
5	Corporate address	510 A wing, Kohinoor City Commercial I, Kiroli Road, Off LBS Marg, Kurla West, Mumbai- 400070, India
6	E-mail	investor.relations@grpweb.com
7	Telephone	+91 22-67082600/2500
8	Website	www.grpweb.com
9	Financial year for which reporting is being done	FY 2023 - 2024
10	Name of the Stock Exchange(s) where shares are listed	(i) National Stock Exchange of India Limited (ii) BSE Limited
11	Paid-up Capital	₹ 1,33,33,330/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms Jyoti Sancheti Company Secretary cum Compliance Officer +91-22-67082500 / 2600 investor.relations@grpweb.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 reports are made on standalone basis for the entity, GRP Ltd.
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

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 the Turnover of the entity
1	Manufacturing	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	99%

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

S No	Product/Service	NIC Code	% of the total Turnover contributed
1	Manufacturing of Reclaim Rubber and plastic materials	38300	97%

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	6*	1	7
International	0	0	0

Note- The plants in India are located in Solapur-Maharashtra (3), Ankleshwar- Gujarat, Panoli-Gujarat, Dahej-Gujarat. This excludes plant in Indore- Madhya Pradesh which is under subsidiary

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

Locations	Number
National (Number of States)	20
International (Number of Countries)	35

Note- This includes markets catered to during the financial year FY23-24. The company caters to PAN India and to around 60+ countries overseas

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

During FY 2023- 2024, the company export is 56.23% of turnover from outside India.

c). A brief on types of customers

Our customer segments include:

- Automotive Tyres
- Automotive Products
- Conveyor Belts
- Electrical
- Furniture
- Transportation (Shipping & Trucking)
- Agricultural Equipment
- Polymer/Rubber Compounding

IV. Employees**20. Details as at the end of Financial year:**

a). Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent	182	161	88%	21	12%
Other than Permanent	13	12	92%	1	8%
Total Employees	195	173	89%	22	11%

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Workers					
Permanent	535	535	100%	0	0%
Other than Permanent	201	201	100%	0	0%
Total Workers	736	736	100%	0	0%

b). Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees					
Permanent	2	2	100%	0	0%
Other than Permanent	0	0	0%	0	0%
Total differently abled employees	2	2	100%	0	0%
Differently abled Workers					
Permanent	6	6	100%	0	0%
Other than Permanent	3	3	100%	0	0%
Total differently abled workers	9	9	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	Number & % of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14%
Key Management Personnel	5	3	60%

22. Turnover rate for permanent employees and workers

	FY 2023 - 24			FY 2022 - 23			FY 2021- 22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	14%	13%	21%	23%	21%	13%	23%	14%
Permanent Workers	3%	0%	3%	6%	0%	6%	3%	0%	3%

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	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	GRP Circular Solutions Limited	Subsidiary	100%	No
2	Gripsurya Recycling LLP	Subsidiary	99.90%	No

VI. CSR Details

24.

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

(ii) Turnover in FY 2023-24 (in ₹): **4,61,61,60,701/-**

(iii) Net worth FY 2023-24 (in ₹): **1,68,19,06,997/-**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal 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, grievance redressal mechanism in place. Please contact us at corporate.communications@grpweb.com	0	0	NA	0	0	NA
Investors (Other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes, grievance redressal mechanism in place. Please contact us at investor.relations@grpweb.com	0	0	NA	0	0	NA
Employees & Workers	Yes, grievance redressal mechanism in place. Please contact us at corporate.communications@grpweb.com	0	0	NA	0	0	NA

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
Customers	Yes, grievance redressal mechanism in place. Please contact us at corporate.communications@grpweb.com	39	0	Complaints were suitably resolved in a timely manner	21	0	Complaints were suitably resolved in a timely manner
Value chain partners	Yes, grievance redressal mechanism in place. Please contact us at corporate.communications@grpweb.com	0	0	NA	0	0	NA
Other (please specify)	Yes, grievance redressal mechanism in place. Please contact us at corporate.communications@grpweb.com	0	0	NA	0	0	NA

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

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

S No	Material issue identified	Indicate whether risk or opportunity	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	GHG Emissions	R	GHG emissions contribute to climate change and regulatory pressures, affecting operational costs and reputation.	Implementing energy-efficient processes, investing in renewable energy, and adhering to regulations to reduce emissions.	Negative
2	Environment Management	O	Clean technology reduces environmental impact and regulatory risks while enhancing innovation and market leadership opportunities, as effective energy management cuts costs and boosts sustainability for competitive advantages.		Positive
3	Waste Management	R	Poor waste management can lead to regulatory fines and environmental harm, affecting reputation and costs.	Adopting waste reduction, recycling programs, and sustainable disposal methods.	Negative
4	Human Resource Management	R & O	Effective HR management is critical for employee satisfaction, retention, and productivity, impacting overall business performance.	Investing in employee training, well-being programs, and creating a positive work culture.	Positive
5	Product Quality & Safety	O	Adhering to high product quality and safety standards reduces the risk of recalls and lawsuits, while boosting brand reputation and customer trust. Ethical and sustainable procurement practices enhance brand reputation, presenting growth opportunities. Using sustainable materials and products reduces environmental impact and attracts eco-conscious consumers, creating market opportunities. GRP as market leader has a strong R&D and process capability to ensure quality standards. High share of wallet is the key metric.		Positive

S No	Material issue identified	Indicate whether risk or opportunity	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	Customer Satisfaction	○	Customer satisfaction directly impacts loyalty, sales, and brand reputation, presenting significant business risks if neglected.		Positive
7	Health & Safety of Employees	○	Ensuring health and safety reduces workplace accidents and related costs, and maintains workforce morale and productivity.		Positive

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.

P1 P2 P3 P4 P5 P6 P7 P8 P9

Policy and management processes

1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBC`s. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	N	N	N	N	N	N	Y	N
c. Web Link of the Policies, if available	Policies approved by board are accessible at https://www.grpweb.com/investors.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	N	N	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes, our manufacturing units are certified for ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environment Management System), ISO 45001:2018 (Occupational Health & Safety Management System), ISCC+ (International Sustainability and Carbon Certification), GRS (Global Recycled Standard), and IATF 16949:2016 (International Automotive Task Force). Additionally, the company adheres to various standards, including Ecovadis and CDP certifications, as well as REACH compliance.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are aiming to meet 50% of our energy needs through renewables and 20% Gender equity by 2025 and are in process of comprehensively evaluating and setting up sustainability related goals and targets. Additionally, we are committed to maintaining certifications such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, and ensuring compliance with standards like Ecovadis, CDP, and REACH..								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically on need basis by various Committees led by the Management and Board of Directors								

Governance, leadership and oversight

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

As a leader in India's reclaim rubber manufacturing sector, GRP Limited is committed to creating a positive impact and delivering responsible value for all stakeholders. Our dedication to the environment, social upliftment, governance is reflected in our business operations and CSR initiatives, aligning with the six Sustainable Development Goals (SDGs) we've adopted: Good Health and Wellbeing, Education, Gender Equality, Clean Water and Sanitation, Clean Energy, and Responsible Production and Consumption. We've proactively met the increasing demand for transparency from global brands, enhancing our ESG metrics and achieving several certifications, including ISCC+ and GRS during the year. On the eve of our 50th anniversary, we've embarked on a journey to publish BRSR voluntarily, increasing the visibility of our sustainability efforts. We've conducted our first materiality assessment and an extensive exercise to understand our environmental footprint across our six facilities in India. We're also transitioning to renewable energy sources, aiming to meet 50% of our energy needs through renewables by 2025. As we continue this path towards a sustainable future, we plan to set phase-wise targets to improve our sustainability performance.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Harsh Gandhi, Managing Director

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.

Yes, we have an Audit committee of Board of Directors responsible for decision making on sustainability related issues

10. Details of Review of NGRBC`s by the Company:

Subject for review	Indicates whether review was undertaken by Director/ Committee of the board/ Any other committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	On a need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	On a need basis								

11. Details of Review of NGRBC`s by the Company:

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If Yes, provide the name of the agency.	N	N	Y*	N	Y*	N	N	N	N

*Available on request

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicator

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	4	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. Topics covered includes: 1) Business integrity and ethics 2) Code of conduct 3) Prohibition of insider trading 4) Brief synopsis of business segments 5) Vision and values 6) Corporate Social Responsibility 7) Sustainability initiatives	100%
Key Management Personnel	4	1) Business integrity and ethics 2) Code of conduct 3) Prohibition of insider trading 4) Brief synopsis of business segments 5) Vision and values 6) Corporate Social Responsibility 7) Sustainability initiatives	100%
Employees other than BoD and KMPs	23	Trainings Covered 1) Functional and behavioral Trainings 2) Plant specific technical Trainings 3) Health and Safety 4) Skill Upgradation 5) Corporate Governance 6) Code of Conduct 7) POSH	88%
Workers	20	Trainings Covered 1) PoSH 2) Waste Management and Process 3) Skill upgradation 4) Health and Safety 5) Plant specific technical Trainings	48%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

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

Monetary

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine				
Settlement		NIL		
Compounding fee				

Non-Monetary

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

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

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

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. GRP is committed to the prevention of corrupt business practices such as fraud and bribery. This is in alignment with the Company's principle to conduct its business activities with honesty integrity and with highest ethical standards. The policy related to the prevention of bribery and corruption is embedded in the Company's Codes of Conduct (viz, Disciplinary Rules & Code of Conduct for Employees, Code of Conduct for Directors and Senior Management and Supplier Code of Conduct), Whistle Blower Policy.

The required steps to ensure proper reporting of incidents are outlined in the Whistle Blower policy. All complaints received from whistleblowers are placed before the Audit Committee and the Board of Directors on a quarterly basis. The Company also creates awareness about the Whistle Blower mechanism and Code of Conduct to ensure proper implementation of the Codes.

The relevant policies can be accessed at www.grpweb.com.

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
Board of Directors	NIL	NIL
Key Management Personnel	NIL	NIL
Employees other than BoD and KMPs	1	NIL
Workers	NIL	NIL

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

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

A criminal case, including a police complaint, was filed against the concerned employee in the appropriate court in Gujarat. Subsequently, the case was withdrawn as the employee returned the entire misappropriated amount to the company.

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	25	16

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	Purchases from trading houses as % of total purchases	82 %	82 %
	b. Number of trading houses where purchases are made from	219	203
	Purchases from top 10 trading houses as % of total purchases from trading houses	26 %	23 %
Concentration of Sales	. Sales to dealers / distributors as % of total sales	18 %	18 %
	Number of dealers / distributors to whom sales are made	46	37
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	78 %	80 %

Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	2.06%	1.69 %
	Sales (Sales to related parties / Total Sales)	0.06 %	0.08 %
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	100 %	100 %
	Investments (Investments in related parties / Total Investments made)	75 %	24 %

Leadership Indicator

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

Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	% of the value chain partners covered under the awareness programmes
11	Environment, Health, Safety, Human Rights, Quality	66%

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

Yes, the Company has a dedicated Code of Conduct to manage conflict of interest involving members of the Board. The Code of Conduct is available on the Company's website.

- The Company has processes in place to avoid and manage conflict of interest involving Board members. The Code of Conduct for Directors and Senior Management includes guidelines related to conflict of interests.
- The Company also has a Policy on Related Party Transactions to ensure proper reporting, approval, and disclosure processes for all transactions between the Company and related parties.
- Every Director and Key Managerial Personnel (KMP) is required to disclose their concerns or interests at the first Board meeting in which they participate and subsequently at the first Board meeting of every financial year, or whenever there is any change in the disclosures already made. This disclosure is made in FORM MBP-1 and includes details of their shareholding in any company, bodies corporate, firms, or other associations of individuals.
- Furthermore, if a Director has an interest in any agenda item of a Board, Committee, or General Meeting, the Director does not participate in or vote on that item to avoid any conflict of interest.

PRINCIPLE 2

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

Essential Indicator

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

	FY 2023 - 24	FY 2022 - 23	Details of improvements in environmental and social impacts
R&D	19%	42%	The expenditures incurred are directed towards the adoption of new technologies. These advancements are aimed at manufacturing eco-friendly materials, with a focus on controlling air pollution, reducing water consumption, and enhancing material handling efficiency.
Capex	34%	32%	The investments are towards initiatives to ensure statutory compliance, particularly those that promote eco-friendly practices. These initiatives include: <ul style="list-style-type: none"> • Transitioning from fossil fuels to biofuels to reduce our carbon footprint. • Installing windmills to harness renewable energy sources. • Implementing fibre collection systems, FES for clean and safe working conditions • Establishing MEE plants and fire hydrant systems for enhanced safety and efficiency.

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

Yes. Company has a 'Supplier Code of Conduct' and has established process for vendor selection. This includes guidelines on several ESG parameters as applicable..

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

82% of our key raw materials are sourced sustainably, and we are actively working towards achieving 100% sustainable sourcing in the future.

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.

Our company is committed to responsible waste management and has established protocols for the disposal of various types of waste:

a) E-Waste: We collaborate with a government-authorized collector for the systematic collection and disposal of e-waste.

b) Hazardous Waste: Our internal effluent treatment plant processes wastewater, which is then disposed of at authorized treatment facility.

c) Plastic Waste: We ensure responsible disposal of plastic waste through an authorised agency.

d) Rubber Waste: Rubber waste generated from our processes is either reused internally or sold to third-party vendors.

e) Sewage Water: We treat and reuse sewage water within our plant premises.

We adhere to regulatory requirements in the segregation and disposal of all waste types, ensuring our commitment to environmental sustainability.

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.

Yes, as a responsible recycler, we adhere to all Extended Producer Responsibility (EPR) processes in accordance with the guidelines from the Central Pollution Control Board (CPCB). Notably, during the year under review, our company successfully generated an income of Rs. 15 crores from the sale of EPR credits.

Leadership Indicator

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.
38300	Reclaim Rubber	88%	Cradle to Gate	Yes	No, the results are not communicated in the public domain

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

Name of the Product/ Service	Description of the risk/ concern	Action taken
Reclaim Rubber	Our Life Cycle Perspective/Assessments (LCA) and other evaluations have identified no significant social or environmental concerns or risks arising from the production or disposal of our products and services. Consequently, no specific mitigation actions have been necessary.	

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	FY 2023 - 24	FY 2022 - 23
	Recycled or Reused input material to total material	
End of Life tyres, tube, tyre cord, fishnet, Post industrial rubber and textile waste.	About 80-100% across products and verticals as applicable	

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)	-	-	127	-	-	97
E-waste	-	-	1	-	-	0
Hazardous waste	-	-	12	-	-	4
Other waste	-	-	258	-	-	244

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 % of total products sold in respective category
Reclaim Rubber	100%
Engineering Plastics	95%
Polymer composite	100%
Custom Die Forms	100%

Note- The packaging materials are tailored to meet customers' specific needs, with a priority on using eco-friendly options. For example, reusable metal bins form a significant portion of our export packaging.

PRINCIPLE 3

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

Essential Indicator

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

% of employees covered by

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
		Permanent Employees									
Male	161	161	100%	161	100%	NA	NA	161	100%	-	-
Female	21	21	100%	21	100%	21	100%	NA	NA	-	-
Total	182	182	100%	182	100%	21	100%	161	100%	-	-

% of employees covered by

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
		Other than Permanent Employees									
Male	12	10	84%	10	84%	NA	NA	10	84%	-	-
Female	1	1	100%	1	100%	1	100%	NA	NA	-	-
Total	13	11	85%	11	85%	1	100%	10	84%	-	-

Note: The above detailed includes employees covered under ESIC and Health insurance.

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	535	535	100%	535	100%	NA	NA	535	100%	-	-
Female	-	-	-	-	-	-	-	NA	NA	-	-
Total	535	535	100%	535	100%	0%	0%	535	100%	-	-
Other than Permanent Workers											
Male	201	201	100%	201	100%	NA	NA	201	100%	-	-
Female	-	-	-	-	-	-	-	NA	NA	-	-
Total	201	201	100%	201	100%	0%	0%	201	100%	-	-

Note: The above detailed includes workers covered under ESIC and Health insurance.

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 wellbeing measures as a % of total revenue of the company	0.07%	0.07%

2. Details of retirement benefits for current 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 (Yes/ No/ 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 (Yes/ No/ N.A.)
PF	96%	100%	Yes	94%	100%	Yes
Gratuity	96%	100%	Yes	94%	100%	Yes
ESI	8%	84%	Yes	12%	85%	Yes
Others - Super Annuation scheme for employees	7%	0%	Yes	7%	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.

The company is dedicated to fostering an inclusive and diverse environment across its locations. While employees and workers with disabilities do not currently require special infrastructure, we remain committed to providing appropriate support and making necessary accommodations should the need arise in the future.

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.

GRP is committed to fostering, cultivating, and preserving a culture of diversity and inclusion within the organization and in the communities with which GRP partners. We believe in being an equal opportunity employer, in accordance with the Rights of Persons with Disabilities Act, 2016.

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

	FY 2023 - 24		FY 2022 - 23	
	Permanent Employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	NA	NA	100%	100%
Total	100%	100%	100%	100%

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

Yes/No (If Yes, then give details of the mechanism in brief)

Permanent Employees

Other than Permanent Employees

Permanent Workers

Other than Permanent Workers

Yes, the company has a well-established mechanism for employees and workers at all levels to raise and address their grievances. Employees and workers can raise concerns through their immediate superior or the HR Business Partner for their business area/region. These grievances are recorded and forwarded to the appropriate panel. Based on the assessment of the raised concern, appropriate action is taken within the timelines specified in our "Grievance Redressal" policy. This mechanism ensures that all grievances are addressed promptly and effectively.

7. Membership of employees and worker in association(s) or Unions recognised 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 (A)	No. of employees/workers in respective category, who are part of association(s) or union (B)	% (B/A)
Total Permanent Employees	182	0	0%	192	0	0%
- Male	161	0	0%	170	0	0%
- Female	21	0	0%	22	0	0%
Total Permanent Workers	535	530	99%	561	556	99%
- Male	535	530	99%	561	556	99%
- Female	0	0	NA	0	0	NA

8. Details of training given to employees and workers:

Category	FY 2023 - 24					FY 2022 - 23				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total (D)	On Health and Safety measures		On Skill Upgradation	
		No. (B)	& (B/A)	No. (C)	% (C/A)		No. (E)	& (E/D)	No. (F)	% (F/D)
Employees										
Male	173	109	63%	114	66%	183	79	43%	20	11%
Female	22	12	55%	13	59%	25	13	52%	9	36%
Total	195	121	62%	127	65%	208	92	44%	29	14%
Workers										
Male	736	320	43%	515	70%	801	499	62%	222	28%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total	736	320	43%	515	70%	801	499	62%	222	28%

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

Category	FY 2023 - 24			FY 2022 - 23		
	Total (A)	No. employees and workers covered (B)	% (B/A)	Total (C)	No. employees and workers covered (D)	% (D/C)
Employees						
Male	173	164	95%	183	170	93%
Female	22	22	100%	25	23	92%
Total	195	186	95%	208	193	93%
Workers						
Male	In our organization, the compensation of our workers is governed by Long Term Settlements. These settlements are periodically renegotiated between the Workers Union and the Company, during which the remuneration terms are updated. As a result, we do not conduct an annual performance appraisal process specifically for our workers. However, we do take into account performance and the needs of the organization when considering promotions to supervisor or staff roles. This approach ensures that our workers are fairly compensated and have opportunities for advancement.					
Female						
Total						

Note: The company adheres to a Performance Year that aligns with the Financial Year, running from 1st April to 31st March. For performance review purposes, only employees who have joined on or before 31st December of the given year are considered. The numbers (B, D) provided here exclusively represent the total count of individuals who qualify for these performance evaluations.

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, At GRP Ltd, we prioritize the health and safety of our workforce. We have implemented an Occupational Health and Safety (OHS) Management System in alignment with the ISO 45001 Standard. All our reclaim rubber plants have achieved ISO 45001 certification, demonstrating our adherence to internationally recognized safety standards. We are currently extending these safety protocols to our plastic manufacturing plant, further reinforcing our dedication to maintaining a safe and healthy work environment.

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

The company employs a comprehensive Hazard Identification and Risk Assessment (HIRA) process to identify work-related hazards. This includes maintaining a HIRA register that covers both routine and non-routine activities across all departments. Annual safety audits are conducted periodically, both internally and externally, to ensure compliance with safety standards. Additionally, practices such as Safety Interactions and the reporting of accidents, near misses, and first aid cases are in place and periodically reviewed as needed. The system for reporting and reviewing accidents, near misses, and first aid cases is monitored by a top management committee periodically.

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

Yes, workers have access to a safety committee at the plant and can report identified hazards to their respective functional heads. Additionally, workers are empowered to report hazardous activities through the hazard reporting system, including near misses and first aid cases. The safety committee, which includes representatives from both management and the worker union, meets periodically to discuss and decide on actions to ensure safety. This committee addresses any workplace safety needs and concerns, taking necessary actions as applicable.

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

Yes, the company provides access to non-occupational medical and healthcare services for all employees and workers. We arrange informative sessions focusing on critical areas such as mental health, nutrition, and overall employee wellbeing. Furthermore, we have partnerships with various establishments that offer consultation services at discounted rates for our employees. An integral part of our healthcare initiative is the annual health check-up conducted for all members of our workforce.

11. Details of safety related incidents.

Safety incident/ Number	Category	FY 2023 - 24	FY 2022 - 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	3	5
Total recordable work-related injuries	Employees	2	0
	Workers	4	9
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	1

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

Our company prioritizes a safe and healthy work environment. We conduct regular safety training for all staff and encourage proactive hazard identification and reporting. Safe behaviors are reinforced through counseling and periodic safety audits, leading to the enhancement of our safety measures and systems.

We ensure timely reporting and investigation of incidents, with corrective actions taken promptly. All departmental operations undergo hazard identification and risk assessment. Our safety committee, in collaboration with other stakeholders, conducts regular reviews to ensure regulatory compliance, identify gaps, and evaluate performance indicators

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

	FY 2023 - 24			FY 2022- 23		
	Filled during the year	Pending resolution at the end of year	Remarks	Filled during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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% at all Units

Working conditions

100% at all Units

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.

Our company has implemented fire fighting systems at all locations to mitigate fire hazards. We encourage the use of Personal Protective Equipment (PPE) throughout the plant. Additionally, we provide hazard-related training to both employees and visitors. We have strengthened our safety training, standards, and SOPs, incorporating comprehensive health and safety instructions to promote risk awareness and safe behaviour. All safety incidents are thoroughly investigated, with findings shared company-wide to facilitate corrective actions and prevent recurrence. The effectiveness of these actions is verified during safety audits.

Leadership Indicator

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).

(a)	Employees	Yes
(b)	Workers	Yes

Yes, Under the Employees' Provident Fund and Miscellaneous Provisions Act, employees contributing to PF are eligible for coverage under the Employees' Deposit Linked Insurance Scheme (EDLI), This scheme offers life insurance benefits, and a select group of permanent workers are also covered under group term life insurance.

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

We conduct appropriate audits to check and ensure that the statutory dues have been deducted and deposited appropriately by the value chain partners

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 number of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023 - 24	FY 2022 - 23	FY 2023 - 24	FY 2022 - 23
Employees	0	0	0	0
Workers	0	0	0	0

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)

Yes, we are committed to the well-being of our employees, extending support even beyond their service period. In alignment with business needs, the company offers fixed-term contracts to retiring workforce members based on the criticality of their roles. These measures reflect company's unwavering commitment to employees' welfare and sustained engagement.

5. Details on assessment of value chain partners:

**% of value chain partners that were assessed
(by value of business done with such partners)**

Health and safety practices

We are in the process of reviewing the assessment mechanism and details on the same shall be published in future

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.

Not Applicable

PRINCIPLE 4

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

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

Our company recognizes the importance of both internal and external stakeholders, including employees, management, board members, investors, suppliers, customers, communities and regulatory bodies. We engage with them based on mutual trust, aiming to create shared value. Our systematic approach to stakeholder identification involves reviewing our organizational structure, business operations, customer base, supply chain, and impacted communities. This process ensures effective stakeholder engagement and contributes to our goal of creating enduring value for all stakeholders.

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/ Other)	Purpose and scope of engagement including key topics and concern raised during such engagement
Customers	No	<ol style="list-style-type: none"> One-on-one business meetings Plant visits Telephonic conversations E-mails Website Social Media Surveys Brochures Exhibitions 	Continuous/Real time basis. Customers are contacted based on the requirements	<ol style="list-style-type: none"> Marketing Timely deliveries and payments Quality Assurance R&D to improve circularity rates for customers Service support
Employees	No	<ol style="list-style-type: none"> Emails Functional and cross-functional committees Leader's talk Regular Employee Communication/engagement events Notice Boards Social Media 	Continuous/Real time basis.	<ol style="list-style-type: none"> Employee benefits Rewards and Recognition Learning and development Safety and well-being Performance review Business update Vision of the organisation

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/ Other)	Purpose and scope of engagement including key topics and concern raised during such engagement
Shareholders / Investors	No	<ol style="list-style-type: none"> 1. Newspaper advertisement 2. Website 3. Annual General Meetings 4. Disclosures to stock exchanges 5. E-mail 6. Physical meetings 7. Telephonic conversations 8. Paper correspondence 	Shareholders/ Investors are contacted Quarterly/ Half yearly/ Annual / Need basis	<ol style="list-style-type: none"> 1. Developments in the company 2. Financial results 3. Complaints and grievances 4. Investor Presentations
Raw Material Suppliers & Service Providers	No	<ol style="list-style-type: none"> 1. Physical visits 2. Virtual meetings 3. Emails 4. Telephone/Whatsapp calls 5. Vendor Quality manuals 6. Supplier engagement meets 	Ongoing & Need basis	<ol style="list-style-type: none"> 1. Procurement Negotiations 2. Quality requirements 2. Vendor Quality audits and assessments 3. Joint technical partnership
Regulatory authorities	No	<ol style="list-style-type: none"> 1. Making representations whenever needed through trade associations 2. Formal dialogues 	On Need basis	<ol style="list-style-type: none"> 1. Policy Advocacy 2. Deliberations and inputs on regulations and policies that affecting our operations
Research Analysts	No	<ol style="list-style-type: none"> 1. Website 2. Investor Calls 3. Emails 	On Need basis	<ol style="list-style-type: none"> 1. Developments in the company and industry. 2. Investor Presentation
Communities and NGOs	Yes	<ol style="list-style-type: none"> 1. One-on-one or group Meetings 2. Email 3. Telephonic calls 	On Need basis	CSR Projects and Community support

Leadership Indicator

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.

Stakeholder consultation on various topics is conducted by the relevant departments responsible for stakeholder engagement within the company. Monthly review meetings with the Top Management Committee offer a platform to gather feedback, which is subsequently shared with the Joint Managing Director and further communicated to the Board.

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.

We endeavor to minimize the environmental, economic, and social impacts of our business in a compliant and responsible manner through the adoption of sustainable procurement policies and practices. Our commitment includes continuously enhancing customer satisfaction by delivering cost-effective, quality materials promptly. We collaborate closely with our stakeholders on Environmental, Social, and Governance (ESG) aspects to foster sustainable business practices. We are currently planning to implement these strategies comprehensively.

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

GRP is committed to fostering an equitable society by supporting underprivileged communities. For detailed information, please refer to the CSR Report in our FY 24 Annual Report. Our initiatives include:

- Collaborating with Adventures Beyond Barriers, a non-profit organization, during the Tata Mumbai Marathon to promote visibility for Persons with Disabilities (PwD) through adaptive sports.
- Enhancing education in Navi Divi village, Bharuch, Gujarat, by contributing to mobile education vans.
- Aiding elderly and differently abled individuals by donating fitness equipment.

These efforts exemplify our commitment to engage with and address the concerns of vulnerable and marginalized stakeholder groups.

PRINCIPLE 5 Businesses should respect and promote human rights.

Essential Indicator

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 (B)	% (B/A)	Total (C)	No. of employees/ workers (D)	% (D/C)
Employees						
Permanent	182	95	52%	192	102	53%
Other than Permanent	13	11	85%	16	16	100%
Total Employees	195	106	54%	208	118	57%

Category	FY 2023- 24			FY 2022 - 23		
	Total (A)	No. of employees/ workers (B)	% (B/A)	Total (C)	No. of employees/ workers (D)	% (D/C)
Workers						
Permanent	535	436	81%	561	311	55%
Other than Permanent	201	16	8%	240	121	50%
Total Workers	736	452	61%	801	432	54%

2. Details of minimum wages paid to employees and workers.

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										
Total Permanent	182	0	0	182	100%	192	0	0	192	100%
Male	161	0	0	161	100%	170	0	0	170	100%
Female	21	0	0	21	100%	22	0	0	22	100%
Total other than Permanent	13	0	0	13	100%	16	0	0	16	100%
Male	12	0	0	12	100%	13	0	0	13	100%
Female	1	0	0	1	100%	3	0	0	3	100%

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)
Workers										
Total Permanent	535	62	12%	473	88%	561	26	5%	535	95%
Male	535	62	12%	473	88%	561	26	5%	535	95%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total other than Permanent	201	201	100%	0	NA	240	240	100%	0	NA
Male	201	201	100%	0	NA	240	240	100%	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	2	1,39,62,000*	1	32,27,097*
Key Management Personnel	2	1,39,62,000*	3	32,27,097*
Employees other than BoD and KMPs	171	6,38,842*	19	7,54,075*
Workers	736	3,15,322*	0	NA

Note: In this particular section the figure is annualized gross remuneration/salary/wages.

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

	FY 2023 - 24	FY 2022 - 23
Gross wages paid to females as % of total wages	NA	NA

Note: In this particular category of our workforce, we currently do not have any female workers on the company's payroll. This is an area we acknowledge and are committed to improving in our ongoing diversity and inclusion efforts.

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)

Yes. GRP Ltd has designated Mr. Sanjeeb Lahiri, Chief Head Human Resources Officer, as the key point of contact for addressing any human rights-related concerns or issues within the company.

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

The company has well-established mechanisms for addressing human rights issues, including a Whistleblower Policy and a POSH (Prevention of Sexual Harassment) Policy. These policies enable all employees and workers to raise and address their grievances. Concerns can be directed to the Head of HR, Vigilance Officer, or the POSH Internal Committee, as applicable. Upon investigation of the raised concern, appropriate actions are taken and resolutions are implemented within the timelines specified in the respective policies.

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

	FY 2023 - 24			FY 2022 - 23		
	Filled during the year	Pending resolution at the end of year	Remarks	Filled during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	2	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2023 - 24	FY 2022 - 23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
Complaints on POSH as a % of female employees / workers	0	2%
Complaints on POSH upheld	0	0

Note: The POSH complaint lodged pertains to a contractual employee. Therefore, the total count of females taken into account here encompasses both permanent and contractual staff members.

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

The company has established a POSH Internal Committee to address and resolve any related complaints that may arise. Our Code of Conduct, in conjunction with the provisions under the Prevention of Sexual Harassment Act, provides a robust mechanism to prevent discrimination and harassment. We proactively raise awareness about POSH by conducting annual training sessions for all employees and workers across various locations. Furthermore, our Internal Committee meets quarterly, in collaboration with an external POSH facilitator, to stay informed of any recent amendments to the Act. The details of the Internal Committee members are displayed at all locations, ensuring transparency and accessibility.

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

Yes, As per Corporate Responsibility and Corporate Governance Policy, the Company supports and respects the protection of internationally proclaimed Human Rights and ensures that it is not complicit in Human Rights abuses. This shall include Employees, Board Of Directors, Contractors, Sub-Contractors, Vendors, Suppliers, Visitors, etc.

10. Assessment of the year.

% of your plant and offices that were assessed (by entity or statutory authorities or third parties)

Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%
Other human rights related issues	

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

Not applicable, as no significant risks were found during the assessments.

Leadership Indicator

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

In the two years FY24 and FY23, there have been no instances necessitating modifications or introductions of business processes due to human rights grievances or complaints.

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

No due-diligence has been conducted by company on human rights, and therefore, this aspect is not applicable at this time

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?

Our organization is committed to promoting inclusivity and diversity across all our premises. While there have been no specific instances requiring adjustments for differently-abled visitors, we stand ready to provide necessary accommodations should the need arise in the future.

4. Details on assessment of value chain partners:

% of value chain partners that were assessed (by value of business done with such partners)

Sexual Harassment

Discrimination at workplace

Child Labour

Forced Labour/ Involuntary Labour

Wages

Other human rights related issues

The company is in the process of reviewing the assessment mechanism and details on the same shall be published in future

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

Not applicable

PRINCIPLE 6

Businesses should respect and make effort to protect and restore the environment.

Essential Indicator

1. Details of total energy consumption and energy intensity.

Parameter	Unit	FY 2023- 24	FY 2022- 23
From renewable sources			
Total electricity consumption (A)	MJ	42,216,951	17,060,821
Total fuel consumption (B)	MJ	3,610,000	0
Energy consumption through other sources (C)	MJ	0	0
Total energy consumption (A + B + C)	MJ	45,826,951	17,060,821
From non-renewable sources			
Total electricity consumption (D)	MJ	165,751,290	150,396,059
Total fuel consumption (E)	MJ	41,052,186	33,920,796
Energy consumption through other sources (F)	MJ	48,921,846	44,588,440
Total energy consumed from nonrenewable sources (D+E+F)	MJ	255,725,322	228,905,295
Total energy consumed (A+B+C+D+E+F)	MJ	301,552,273	245,966,116
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	MJ/Rs	0.0653253412	0.0545609788
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	MJ/Rs	0.269458956	0.221724808
Energy intensity in terms of physical output		-	-
Energy 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.

No, no independent assessment, evaluation, or assurance has been carried out by an external agency.

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.

NO

3. Provide details of the following disclosures related to water.

Parameter	Unit	FY 2023 - 24	FY 2022 - 23
Water Withdrawal by source			
(i) Surface Water	KL	12,765	9,288
(ii) GroundWater	KL	0	0
(iii) Third party Water	KL	90,375	82,842
(iv) Sea Water/ Desalinated Water	KL	0	0
(v) Others	KL	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	KL	103,140	92,130
Total volume of water consumption	KL	103,140	92,130
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	KL/Rs	0.0000223432	0.0000204366
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/Rs	0.00009216311	0.00008305008
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.

No, no independent assessment, evaluation, or assurance has been carried out by an external agency.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2023- 24	FY 2022- 23
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water			
No treatment	KL	0	0
With treatment – please specify level of treatment	KL	0	0
(iii) To Seawater			
No treatment	KL	0	0
With treatment – please specify level of treatment	KL	0	0
(iv) Sent to third-parties			
No treatment	KL	0	0
With treatment – please specify level of treatment	KL	5,190	5,260
(v) Others			
No treatment	KL	0	0
With treatment – please specify level of treatment	KL	0	0
Total water discharged (in kilolitres)	KL	5,190	5,260

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.

No, no independent assessment, evaluation, or assurance has been carried out by an external agency.

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

Yes, Our internal effluent treatment plant and sewage treatment plant processes wastewater, which is then disposed of at a local treatment facility or reused in the plant premises, as applicable. We are in process of achieving 100% Zero discharge

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

Parameter	Unit	FY 2023 - 24	FY 2022 - 23
NOx	mg / nm ³	14.2	11.2
SOx	mg / nm ³	10.5	10.9
Particulate matter	mg / nm ³	38	25.7
Persistent organic pollutants (POP)	mg / nm ³	NA	NA
Volatile organic compounds (VOC)	mg / nm ³	NA	NA
Hazardous air pollutants (HAP)	mg / nm ³	NA	NA
Others	mg / nm ³	NA	NA

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.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity.

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)	Mt CO ₂ e	5,690	5,764
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)	Mt CO ₂ e	37,570	33,802
Total Scope 1 and Scope 2 emissions per rupee turnover (Total Scope 1 and Scope 2 emissions / Revenue from operations in rupees)	Mt CO ₂ e/ Rs	0.0000093714	0.0000087767
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Mt CO ₂ e/ Rs	0.00003865596	0.0000356665
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

No, no independent assessment, evaluation, or assurance has been carried out by an external agency.

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

Yes, We are actively engaged in greenhouse gas reduction projects, which includes the use of Bio based fuels and renewable energy sources such as Solar and Wind energy across locations.

9. Provide details related to waste management by the entity.

Parameter	Unit	FY 2023 - 24	FY 2022 - 23
Total waste generated			
Plastic waste (A)	MT	127	97
E-waste (B)	MT	1.00	0
Bio-medical waste (C)	MT	0	0
Construction and demolition waste (D)	MT	0	0
Battery waste (E)	MT	0	0
Radioactive waste (F)	MT	0	0
Other Hazardous waste (G)	MT	12	4.5
Other Non-Hazardous waste (H)*	MT	258	243
Total (A + B + C + D + E + F + G + H)	MT	398.00	344.50
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/Rs	0.0000000862	0.0000000775
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/Rs	0.00000035564	0.00000031505
Waste intensity in terms of physical output		NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity		NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations			
Category of waste			
(i) Recycled	MT	0	0
(ii) Re-used	MT	0	0
(iii) Other recovery operations	MT	0	0
Total	MT	0	0

Note*- Includes Rubber, Wood, Metal scrap which are sold to scrap dealers for re-use/resell

For each category of waste generated, total waste disposed by nature of disposal method			
Category of waste			
(i) Incineration	MT	0	0
(ii) Landfilling	MT	0	0
(iii) Other disposal operations	MT	258	243
Total	MT	258	243

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.

No, no independent assessment, evaluation, or assurance has been carried out by an external agency.

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.

At our establishments, we implement comprehensive waste management practices, including waste segregation, recycling, reuse. We operate Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) to ensure zero liquid discharge. To reduce hazardous and toxic chemicals, we substitute safer alternatives, optimize processes, provide regular training, and comply with regulations. Hazardous waste is securely stored and disposed of through certified partners, with continuous monitoring to ensure compliance and environmental responsibility.

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.
	Not applicable		No offices or operations are present in ecologically sensitive areas

12. Details of Environmental Impact Assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA notification number	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Implementation of Bio-Briquette Fuel Systems	NA	NA	No	No	NA
MEE Installation at Ankleshwar plant	NA	NA	No	No	NA
Investment in renewable sources such as Wind energy	NA	NA	No	No	NA

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

Yes.
All facilities are in full compliance with the standards set by the relevant Pollution Control Board.

S No	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 action taken
		NA		

Leadership Indicator

1. Water withdrawal, consumption and discharge in areas of water stress.

For each facility/ plant located in areas of water stress:

(i) Name of the area:

(ii) Nature of operations:

(iii) Water withdrawal, consumption and discharge:

As per recent assessment report released by Central Ground Water Authority (CGWA) in December, 2022, none of the Company's plants are located in the water stress area. Thus, the disclosure is not applicable.

Parameter	Unit	FY 2023 - 24	FY 2022 - 23
Water withdrawal by source			
(i) Surface Water		NA	NA
(ii) GroundWater		NA	NA
(iii) Third party Water		NA	NA
(iv) Sea Water/ Desalinated Water		NA	NA
(v) Others		NA	NA
Total volume of water withdrawal (i + ii + iii + iv + v)		NA	NA
Total volume of water consumption		NA	NA
Water intensity per rupee of turnover (Total water consumption/ Turnover in rupees)		NA	NA
Water intensity (Optional) -the relevant metric may be selected by the entity		NA	NA

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Water discharge by destination and level of treatment			
(i) Into Surface Water		NA	NA
- No treatment		NA	NA
- With treatment (Specify level of treatment)		NA	NA
(ii) Into Groundwater		NA	NA
- No treatment		NA	NA
- With treatment (Specify level of treatment)		NA	NA
(iii) Into Sea Water		NA	NA
- No treatment		NA	NA
- With treatment (Specify level of treatment)		NA	NA
(iv) Sent to third-parties		NA	NA
- No treatment		NA	NA
- With treatment (Specify level of treatment)		NA	NA
(v) Other		NA	NA
- No treatment		NA	NA
- With treatment (Specify level of treatment)		NA	NA
Total water discharged		NA	NA

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

NA

2. Provide details of total Scope 3 emissions & its intensity.

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)		NA	NA
Total Scope 3 emissions per rupee turnover (Total Scope 3 emissions / Turnover in rupees)		NA	NA
Total Scope 3 emissions intensity (Optional) - the relevant metric may be selected by the entity		NA	NA

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

NA

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.

No facilities of GRP are in ecologically sensitive areas

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.

S No	Initiative undertake	Details and Outcome of initiative (Web link if any, may be provided along with summary)
1	Implementation of Bio briquette fuel system	Replaces existing fuels with bio-based fuels
2	Implementation of MEE at Ankleshwar plant	Reduces load on waste water treatment
3	Investment in renewable sources such as Wind energy	Replaces source of energy from non-renewable to renewable sources
4	Investment in new technology	Alternate process that controls air pollution, reduces water consumption

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

Yes, our business has a comprehensive disaster management plan in place. This Standard Operating Procedure (SOP) details emergency management strategies, with a focus on fire prevention and response. Designated roles such as the Incident Controller, Maintenance Engineer, and First Aiders are assigned specific responsibilities during emergencies. The procedures include steps for electrical isolation, use of firefighting equipment, and first aid provision. Our communication protocols ensure that information is promptly relayed to all relevant parties and authorities. The overarching aim of the plan is to prioritize safety, prevention, mitigation, and efficient rescue operations to minimize the impact on individuals and property.

8. 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.

We have implemented several mitigation strategies to address these issues:

Fire Hazards: We have installed fire extinguishers and fire hydrant lines throughout our facilities, and we conduct regular safety audits. Additionally, we offer fire safety training programs for our employees.

Chemical Hazards: To manage the risk of chemical splashes, we provide Personal Protective Equipment (PPE) and water showers, and we carry out safety audits.

Electrical Accidents: We have implemented proper earthing techniques, safety equipment, and maintenance protocols to prevent electrical accidents.

Oil Leakages: To manage the risk of oil leakages, we have implemented secondary containment measures, proper storage practices, and regular safety audits.

These strategies are designed to prevent emergencies, minimize damage, and ensure a swift response to any incidents that may occur.

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

The company is in the process of reviewing the assessment mechanism and details on the same shall be published in future.

PRINCIPLE 7

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

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

The company is associated with 9 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	Resource Efficiency and Circular Economy Industry Coalition	National
2	Material Recycling Association of India	National
3	United Nations Global Compact Network (India)	National
4	All India Plastics Manufacturers' Association	National
5	Federation of Indian Chambers of Commerce and Industry	National
6	Indian Rubber Institute	National
7	All India Rubber Industries Association	National
8	Bombay Chamber of Commerce and Industry	State
9	Chemicals and Allied Products Export Promotion Council	National

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

During the financial year, the company has not been subject to any stakeholder-initiated legal proceedings concerning anti-competitive behaviour. Therefore, no corrective measures have been necessitated or implemented in response to regulatory authority directives pertaining to anti-competitive conduct.

Leadership Indicator

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

S No	Public policy advocated	Method restored for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of review by board (Annually/ Half-yearly/ Quarterly/ Other)	Web link, if available
1	Extended Producer Responsibility for Waste Tyres	Member of Steering committee that drafted/ amended the policy	Yes	On Need Basis	Web-link: https://www.eprtyrespcb.in/rules/pdf/amendment-Rules-2022.pdf
2	Approaches for Measuring India's Circular Economy Transition Paper*	Member of FICCI CE Committee that provided inputs for paper	Yes	On Need Basis	Web-link: https://www.ficcies.in/Ficci_Accenture_CES_REPORT_2022.pdf

Note*- Published in FY23

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.**Essential Indicator****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

In the current financial year, the organization has not undertaken any Social Impact Assessments (SIA) of projects based on applicable laws.

Name and brief details of project	SIA notification number	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
NIL					

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

S No	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
NIL						

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

Communities can raise their concerns to the Head of Branding and Communications via email at corporate@grpweb.com.

Detail of the same can be accessed through our grievance policy, available at www.grpweb.com.

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

	FY 2023- 24	FY 2022 - 23
Directly sourced from MSMEs/ Small producers	6%	5%
Sourced directly from within the district and neighbouring districts	55%	55%

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	43.56%	42.30%
Semi-urban	-	-
Urban	29.50%	30.86%
Metropolitan	26.94%	26.84%

Note- This pertains to the salary and wages of permanent and non-permanent employees and workers category.

Leadership Indicator

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
NA	

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 Districts	Amount Spent (in ₹)
		NA	

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

Yes, we have a preferential procurement policy that prioritizes purchasing from suppliers comprising marginalized and vulnerable groups. This policy reflects our commitment to fostering inclusive growth and supporting diverse suppliers within our supply chain.

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

Our preferential procurement policy gives priority to suppliers comprising women, the elderly, people with disabilities, and ethnic minorities.

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

34% of our key raw materials are procured from marginalized and vulnerable groups.

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

S No	Intellectual property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefits shared (Yes/ No)	Basis of calculating benefits share
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NIL

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
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NA

6. Details of beneficiaries of CSR projects:

S No	CSR Project	Number of person benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Navi Divi Prathmik Shala	32	100 %
2	Sponsorship to Students	6	100 %
3	Smt. Jayaben Mody Hospital*	-	-

Note- CSR expenses incurred in the financial year 2023-24 were allocated for the establishment of a dialysis center at Jayaben Mody Hospital, which became operational in April 2024. The actual number of beneficiaries will be identified in FY 2024-25.

PRINCIPLE 9

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

Essential Indicator

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

GRP Ltd has a well-defined and robust Standard Operating Procedure (SOP) in place to receive and respond to consumer complaints in a timely, effective, and transparent manner.

Upon receipt of a complaint, it is promptly acknowledged, registered, and classified based on its nature. The concerned team conducts a preliminary analysis and takes containment actions if necessary. Subsequently, the root cause is identified, and a corrective action plan is developed. A Corrective and Preventive Action (CAPA) report is then shared with the concerned customer. The complaint is closed only after receiving positive feedback from the customer, ensuring complete resolution and customer satisfaction.

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.	89% of products/services that carry information about safe and responsible usage. (All necessary information, as required by regulatory standards, regarding safe and responsible usage is clearly disclosed on our products.)
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023 - 24			FY 2022 - 23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive trade practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other- Quality Related Complaints	39	0	Root cause identified and corrective actions taken. Complaint closed with positive customer feedback.	21	0	Root cause identified and corrective actions taken. Complaint closed with positive customer feedback.

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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.

Yes, the entity has a comprehensive framework and policy on cyber security and risks related to data privacy.

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.

NA

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

NIL

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

NIL

c. Impact, if any, of the data breaches

NA

Leadership Indicator

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

In addition to our website, we consistently share updates about our company across all our social media platforms. These platforms can be accessed via the provided web links:

LinkedIn: <http://www.linkedin.com/company/grp-ltd>

Instagram: <https://www.instagram.com/grpltd/>

Facebook: <https://www.facebook.com/GRPreclaimRubber/>

Twitter/X: <https://x.com/GRPVoice>

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

GRP Ltd prioritizes consumer education and engagement to promote safe and responsible product usage. We conduct regular customer engagement activities to provide comprehensive information about our products and their applications. Additionally, Safety Data Sheets (SDS) are furnished to customers, ensuring they have detailed guidance on the safe handling and usage of our products.

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

Customers are promptly notified of any potential production disruptions or discontinuations, if applicable, using appropriate communication channels.

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.

No, The information provided on the product is as per local laws

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)

Yes, our entity conducted annual surveys to gauge consumer satisfaction regarding our major products/services. The findings from these surveys are used to improve overall customer satisfaction.