



August 27, 2024

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|--|---|
| <b>BSE Limited</b><br>Phiroze Jeejeebjoy Towers<br>Dalal Street<br>Mumbai 400 001<br><b>Scrip Code: 543489</b> | <b>National Stock Exchange of India Limited</b><br>Exchange Plaza, C-1, Block G,<br>Bandra Kurla Complex, Bandra (East)<br>Mumbai – 400 051<br><b>Trading Symbol: GATEWAY</b> |
|--|---|

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

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with the SEBI Circulars as issued in this regard, please find enclosed herewith Business Responsibility and Sustainability Report of the Company for the financial year 2023-24.

The Business Responsibility and Sustainability Report is also placed on the website of the Company at: <https://www.gatewaydistriparks.com/BRSR-reports.php>

Kindly take the information on record.

Thanking You,  
Yours faithfully,

**For Gateway Distiparks Limited**

**Divyang Jain**  
**Company Secretary &**  
**Compliance Officer**

**Encl. as above**

**GATEWAY DISTRIPARKS LIMITED**

**CIN:** L60231MH2005PLC344764

**Registered Office:** Sector 6, Dronagiri, Taluka Uran, District Raigarh, Navi Mumbai, Maharashtra 400707, India

**Corporate Office:** 4<sup>th</sup> Floor, Prius Platinum, Saket District Centre, New Delhi – 110017, India

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## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2023-24

### Section A: General Disclosures

#### I. Details of the listed entity

| SR. No. | Particulars  | Details  |
|---------|--|--|
| 1       | Corporate Identity Number (CIN) of the Listed Entity   | L60231MH2005PLC344764  |
| 2       | Name of the Listed Entity  | Gateway Distriparks Limited  |
| 3       | Year of incorporation  | 12-07-2005   |
| 4       | Registered office address  | Sector 6, Dronagiri, Taluka Uran, District Raigarh, Navi Mumbai, Raigarh, Maharashtra-400 707  |
| 5       | Corporate address  | 4 <sup>th</sup> Floor, Prius Platinum, Saket District Centre, Saket, New Delhi – 110017  |
| 6       | E-mail   | <a href="mailto:investors@gatewaydistriparks.com">investors@gatewaydistriparks.com</a>   |
| 7       | Telephone  | 011-40554400   |
| 8       | Website  | <a href="https://www.gatewaydistriparks.com/">https://www.gatewaydistriparks.com/</a>  |
| 9       | Financial year for which reporting is being done   | 2023-2024  |
| 10      | Name of the Stock Exchange(s) where shares are listed  | BSE Limited and National Stock Exchange of India Limited   |
| 11      | Paid-up Capital  | Rs.49964.38 Lakh   |
| 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: Divyang Jain<br>Telephone: 011-40554400<br>Email: <a href="mailto:divyang.jain@gatewaydistriparks.com">divyang.jain@gatewaydistriparks.com</a> |
| 13      | Reporting boundary   | Standalone Basis   |
| 14      | Name of Assurance provider   | Not Applicable   |
| 15      | Type of Assurance obtained   | Not Applicable   |

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## II. Products / Services

| 16. Details of business activities (accounting for 90% of the turnover) |   |   |                             |
|---|---|---|-----------------------------|
| SR. No.   | Description of Main Activity  | Description of Business Activity  | % of Turnover of the entity |
| 1   | Transportation (including Freight Transport), Storage and Warehousing | Gateway Distriparks Limited (GDL / the Company) is an integrated inter-modal logistics service provider. It has a network of Inland Container Depots and Container Freight Stations strategically located across the country, operating a fleet of 34 trainsets along with 500+ trailers for transportation between its facilities and maritime ports, as well as first & last mile connectivity to provide end-to-end solutions to the EXIM industry. The company offers general & bonded warehousing, rail & road transportation, container handling services and other value-added services. | 98.49%                      |

| 17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover) |   |          |                                 |
|--|---|----------|---------------------------------|
| SR. No.  | Product / Service                           | NIC Code | % of total Turnover contributed |
| 1  | Rail Transportation                         | 49120    | 67.53%                          |
| 2  | Container Storage, Handling and Ground Rent | 52102    | 28.3%                           |

## 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   | 0                | 9                 | 9     |
| International  | 0                | 0                 | 0     |

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| 19. Markets served by the entity   |                    |
|--|--------------------|
| a. Number of Locations   |                    |
| Locations  | Number             |
| National (No. of States)   | Pan India Business |
| International (No. of Countries)   | 0                  |
| b. What is the contribution of exports as a percentage of the total turnover of the entity?  |                    |
| Not Applicable.  |                    |
| c. A brief on types of customers   |                    |
| GDL offers integrated logistics services by leveraging its relationships with customers, employees, business partners and other key stakeholders. The company serves customers across various industries including Automobiles & Ancillaries, Steel, Agro, Chemical, E-commerce, Engineering, Retail industry, Pharmaceuticals, Healthcare, FMCG, etc. |                    |

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#### 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) |
| <b>EMPLOYEES</b>                                       |                          |           |      |         |         |         |         |
| 1  | Permanent (D)            | 487       | 455  | 93.43%  | 32      | 6.57%   |         |
| 2  | Other than Permanent (E) | 0         | 0    | 0%      | 0       | 0%      |         |
| 3  | Total Employees (D+E)    | 487       | 455  | 93.43%  | 32      | 6.57%   |         |
| <b>WORKERS</b>   |                          |           |      |         |         |         |         |
| 1  | Permanent (F)            | 310*      | 308  | 99.35%  | 2       | 0.65%   |         |
| 2  | Other than Permanent (G) | 2190*     | 2122 | 96.89%  | 68      | 3.11%   |         |
| 3  | Total Workers (F+G)      | 2500      | 2430 | 97.28%  | 70      | 2.72%   |         |

\* Based on estimated data provided by respective locations.

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| b. Differently abled Employees and Workers: |   |           |         |         |         |         |
|---|---|-----------|---------|---------|---------|---------|
| S. No.                                      | Particulars                             | Total (A) | Male    |         | Female  |         |
|   |   |           | No. (B) | % (B/A) | No. (C) | % (C/A) |
| <b>DIFFERENTLY ABLED EMPLOYEES</b>          |   |           |         |         |         |         |
| 1   | Permanent (D)                           | 1         | 1       | 100%    | 0       | 0%      |
| 2   | Other than Permanent (E)                | 0         | 0       | 0%      | 0       | 0%      |
| 3   | Total differently abled Employees (D+E) | 1         | 1       | 100%    | 0       | 0%      |
| <b>DIFFERENTLY ABLED WORKERS</b>            |   |           |         |         |         |         |
| 1   | Permanent (F)                           | 0         | 0       | 0%      | 0       | 0%      |
| 2   | Other than Permanent (G)                | 0         | 0       | 0%      | 0       | 0%      |
| 3   | Total differently abled Workers (F+G)   | 0         | 0       | 0%      | 0       | 0%      |

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| 21. Participation/Inclusion/Representation of women |           |                      |         |
|---|-----------|----------------------|---------|
|   | Total (A) | No. and % of Females |         |
|   |           | No. (B)              | % (B/A) |
| Board of Directors                                  | 6         | 1                    | 16.67%  |
| Key Management Personnel                            | 3         | 0                    | 0%      |

\*CMD has been considered in both Board of directors as well as KMP

| 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years) |  |        |        |  |        |       |  |        |       |
|--|--|--------|--------|--|--------|-------|--|--------|-------|
|  | FY23-24<br>(Turnover rate in current FY) |        |        | FY 22-23<br>(Turnover rate in previous FY) |        |       | FY 21-22<br>(Turnover rate in the year prior to previous FY) |        |       |
|  | Male                                     | Female | Total  | Male                                       | Female | Total | Male   | Female | Total |
| Permanent Employees  | 13.27%                                   | 10.17% | 13.53% | 17%  | 17%    | 17%   | 7%   | 0%     | 6%    |
| Permanent Workers  | 37.46                                    | 0.4%   | 37.48% | 53%  | 22%    | 53%   | .*   | .*     | .*    |

\* Three (3) separate entities were merged in FY22-23 to form Gateway Distriparks Limited (GDL). Data pertaining to workers attrition and turnover for erstwhile entities is currently not available as workers were employed through third party contractors.

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

| 23. Names of holding / subsidiary / associate companies / joint ventures |   |   |                                   |  |
|--|---|---|-----------------------------------|--|
| S. No.   | Name of the holding / subsidiary / associate companies / joint ventures (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  | Gateway Distriparks (Kerala) Limited  | Subsidiary  | 60%                               | No   |
| 2  | Container Gateway Limited   | Joint Venture   | 51%                               | No   |
| 3  | Kashipur Infrastructure and Freight Terminal Private Limited                | Subsidiary  | 99.92%                            | No   |
| 4  | Snowman Logistics Limited*  | Associate   | 45.24%                            | No   |

\*GDL acquired 4.99% of Equity Shares of Snowman during the FY 2023-24

**VI. CSR Details**

| 24. CSR Details   |                   |
|---|-------------------|
| (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes               |
| (ii) Turnover (in Rs.)  | 1,49,693.64 Lakhs |
| (iii) Net worth (in Rs.)  | 1,88,764.64 Lakhs |

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VII. Transparency & 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)<br><br>(If Yes, then provide web-link for grievance redress policy) | FY 23-24<br>Current Financial Year         |  |         | FY 22-23<br>Previous Financial Year        |  |         |
|   |   | 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   | 1  | 0  |         | 0  | 0  |         |
| Investors (other than shareholders)   | Yes   | 0  | 0  |         | 0  | 0  |         |
| Shareholders  | Yes   | 2  | 0  |         | 1  | 0  |         |
| Employees and workers   | Yes   | 0  | 0  |         | 1*   | 0  |         |
| Customers   | Yes   | 0  | 0  |         | 0  | 0  |         |
| Value Chain Partners  | Yes   | 0  | 0  |         | 0  | 0  |         |
| Other (please specify)  | Yes   | 0  | 0  |         | -  | -  |         |

\*Based on the available information.

Although company has mechanism of grievance redressal for different stakeholders, but no such policy is available as of now. Company will formulate such policy as per requirement.

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| 26. Overview of the entity's material responsible business conduct issues  |   |  |  |  |  |
|--|---|--|--|--|--|
| Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format |   |  |  |  |  |
| S. No.   | Material Issue Identified                     | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate   | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
| 1  | Climate change, environment and GHG emissions | Risk                                       | Transportation, Cargo Handling and Storage being the main activities, we are conscious of our contributions to climate change in the form of GHG emissions             | We are adopting several initiatives to minimize our carbon footprint, such as achieving energy efficiency in electrical consumption, switching to solar energy, shifting vehicles from diesel to CNG, etc. | Positive   |
| 2  | Customer retention                            | Opportunity                                | Customer retention is among the top priorities of the business and essential for our continued growth  | Continuous formal and informal interactions with customers through mails and calls in order to achieve high customer satisfaction  | Positive   |
| 3  | Employee training and development             | Opportunity                                | Well-trained employees contribute positively to the operational performance of the organization  | Training needs are identified at the start of the year, and it is ensured that relevant trainings are imparted to the employees  | Positive   |
| 4  | Corporate governance                          | Opportunity                                | Strong corporate governance helps achieve the organization's purpose and mission and mitigates risks that undermine stakeholder trust, reputation and disrupt business | Developing and implementing a robust and holistic Corporate Governance framework   | Positive   |
| 5  | Occupational health and safety                | Risk                                       | Health & safety is among the top priorities, as any accident has a major impact in terms of cost, life, and reputation, among others                                   | CFS Mumbai and Chennai are ISO 45001 certified, and regular trainings are imparted to employees across locations   | Positive   |

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## Section B: Management & 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          |  | P1  | P2  | P3  | P4  |
|-------------------------------|--|---|-----|-----|-----|
| Policy & 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 |
| b.                            | Has the policy been approved by the Board? (Yes/No)  | Yes   | Yes | Yes | Yes |
| c.                            | Web Link of the Policies, if available   | <ul style="list-style-type: none"> <li>• <a href="#">Code of conduct &amp; obligations</a></li> <li>• <a href="#">Whistleblower Policy &amp; Vigil Mechanism Policy</a></li> <li>• <a href="#">Code of Prevention of Insider Trading</a></li> <li>• <a href="#">Policy on Related Party Transactions- - 26.04.2022</a></li> <li>• <a href="#">Board Diversity Policy</a></li> <li>• <a href="#">Terms of Appointment of Independent Director</a></li> <li>• <a href="#">Nomination, Remuneration &amp; Board Evaluation Policy- 02.08.2022</a></li> <li>• <a href="#">Risk Management Policy</a></li> <li>• <a href="#">Prevention of Sexual Harassment Policy - 26.04.2022</a></li> <li>• <a href="#">Corporate Social Responsibility Policy</a></li> <li>• <a href="#">Policy on Succession Planning - 02.08.2022</a></li> <li>• <a href="#">Dividend Distribution Policy</a></li> <li>• <a href="#">Policy on determining Material events</a></li> <li>• <a href="#">Policy on Document preservation &amp; Archival of Documents</a></li> <li>• <a href="#">Privacy Policy</a></li> <li>• <a href="#">Policy on Material Subsidiary</a></li> <li>• Procurement policy and SOP</li> <li>• HR Manual ( Employee Policy) effective from June1, 2022- Internal Policy</li> </ul> |     |     |     |

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| Disclosure Questions          |  | P5   | P6  | P7  | P8  | P9  |
|-------------------------------|--|--|-----|-----|-----|-----|
| Policy & 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 |
| b.                            | Has the policy been approved by the Board? (Yes/No)  | Yes  | Yes | Yes | Yes | Yes |
| c.                            | Web Link of the Policies, if available   | <ul style="list-style-type: none"> <li>• <a href="#">Code of conduct &amp; obligations</a></li> <li>• <a href="#">Whistleblower Policy &amp; Vigil Mechanism Policy</a></li> <li>• <a href="#">Code of Prevention of Insider Trading</a></li> <li>• <a href="#">Policy on Related Party Transactions- - 26.04.2022</a></li> <li>• <a href="#">Board Diversity Policy</a></li> <li>• <a href="#">Terms of Appointment of Independent Director</a></li> <li>• <a href="#">Nomination, Remuneration &amp; Board Evaluation Policy- 02.08.2022</a></li> <li>• <a href="#">Risk Management Policy</a></li> <li>• <a href="#">Prevention of Sexual Harassment Policy - 26.04.2022</a></li> <li>• <a href="#">Corporate Social Responsibility Policy</a></li> <li>• <a href="#">Policy on Succession Planning - 02.08.2022</a></li> <li>• <a href="#">Dividend Distribution Policy</a></li> <li>• <a href="#">Policy on determining Material events</a></li> <li>• <a href="#">Policy on Document preservation &amp; Archival of Documents</a></li> <li>• <a href="#">Privacy Policy</a></li> <li>• <a href="#">Policy on Material Subsidiary</a></li> <li>• Procurement policy and SO</li> <li>• HR Manual ( Employee Policy) effective from June1, 2022- Internal Policy</li> </ul> |     |     |     |     |

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| Disclosure Questions                        |   | P1   | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|---|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>Policy &amp; Management Processes</b>    |   |  |     |     |     |     |     |     |     |     |
| 2   | Whether the entity has translated the policy into procedures. (Yes / No)  | Yes  | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3   | Do the enlisted policies extend to your value chain partners? (Yes / No)  | No   | Yes | No  | No  | No  | No  | No  | Yes | Yes |
| 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. | ISO 9001, ISO 14001, ISO 45001, CTPAT, GSV, AEO  |     |     |     |     |     |     |     |     |
| 5   | Specific commitments, goals and targets set by the entity with defined timelines, if any.   | No such specific goals, commitment and targets has been set by the company with respect to all the principles and core elements of NGRBC that is to be adhered in a specific timeline. |     |     |     |     |     |     |     |     |
| 6   | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.  | Not applicable   |     |     |     |     |     |     |     |     |
| <b>Disclosure Questions</b>                 |   |  |     |     |     |     |     |     |     |     |
| <b>Governance, Leadership and Oversight</b> |   |  |     |     |     |     |     |     |     |     |

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|    |  |   |
|----|--|---|
| 7. | Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | <p><b><u>STATEMENT FROM MR. PREM KISHAN DASS GUPTA, CHAIRMAN AND MANAGING DIRECTOR</u></b></p> <p>Environmental, Social, and Governance (ESG) and sustainability are integral to our company's organizational strategy. These principles are deeply embedded in our corporate culture, supported by robust policies, processes, and standards to ensure the long-term success and sustainability for all our stakeholders. ESG initiatives help us build trust with stakeholders, enhance operational efficiency, and foster an inclusive culture. They also ensure our services are environmentally friendly and our employees are treated fairly and equitably.</p> <p>We have taken several tangible steps to enhance our ESG practices. Waste compost machines have been introduced within the organization, and we have transitioned to using CNG in our vehicles. Additionally, we are actively exploring the use of electric vehicles (EVs) and the installation of solar plants. To reduce paper usage, we have implemented an e-forwarding module, moving towards a paperless environment as part of our go green initiative. We continue to evaluate new technologies and methods of operations to continue reducing our carbon footprint.</p> <p>By investing in these ESG practices, we can maintain our commitment to responsible service provision. Our ESG goals, strategies, and pledges are designed with a comprehensive approach to sustainability, considering both immediate impacts and long-term outcomes. These initiatives are particularly focused on addressing climate change, incorporating a multi-stakeholder perspective, and upholding ethical and responsible governance.</p> |
| 8. | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)  | <p>Name: Mr. Divyang Jain</p> <p>Designation: Company Secretary</p>   |
| 9. | Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details  | <p>No.</p> <p>Although company doesn't have specified committee of the Board/ Director responsible for decision making on sustainability related issues, but the company is taking initiatives for sustainability related issues.</p> <p>The Board of Directors (BOD) and Corporate Social Responsibility Committee headed by Mr. Prem Kishan Dass Gupta (DIN 00011670), Chairman and Managing Director, addresses the concerns relating to the Corporate Social Responsibility (CSR).</p>  |

\* ISO 9001, ISO 14001 & ISO 45001 certifications are issued to CFS Mumbai and Chennai location

Customs Trade Partnership Against Terrorism (CTPAT) certificate is issued to CFS Mumbai and ICDs at Gurgaon, Faridabad and Ludhiana

Global Security Verification (GSV) certificate is issued to CFS Mumbai location

Indian customs have conducted and inspected the sites of GDL in relation to renewal of their AEO certificates

## GATEWAY DISTRI PARKS LIMITED

CIN: L60231MH2005PLC344764

Registered Office: Sector 6, Dronagiri, Taluka Uran, District Raigarh, Navi Mumbai, Maharashtra 400707, India

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| Disclosure Questions  |  |    |    |    |    |    |    |    |    |    |  |    |    |    |    |    |    |    |  |
|---|--|----|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|--|
| 10.   | Details of Review of NGRBCs by the Company   |    |    |    |    |    |    |    |    |    |  |    |    |    |    |    |    |    |  |
| Subject for Review  | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee |    |    |    |    |    |    |    |    |    | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |    |    |    |    |    |    |    |  |
|   | 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, the same is reviewed on regular basis.  |    |    |    |    |    |    |    |    |    | Annually   |    |    |    |    |    |    |    |  |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Yes, The Board reviews the compliances on regular basis via its various committees.              |    |    |    |    |    |    |    |    |    | Quarterly  |    |    |    |    |    |    |    |  |

|   | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|----|----|----|----|----|----|----|----|
| 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. | <p>External assessments include ISO 9001, ISO 14001 and ISO 45001 certifications conducted by IQNET Ltd; CTPAT certification by URS Verification Pvt Ltd; and GSV certification for CFS Mumbai by Intertek – and include an assessment of the policies and procedures maintained by GDL.</p> <p>Indian customs have conducted and inspected the sites of GDL in relation to renewal of their AEO certificates.</p> |    |    |    |    |    |    |    |    |

| 12.   | If answer to question (1.) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated: |    |    |    |    |    |    |    |    |
|---|--|----|----|----|----|----|----|----|----|
| Questions   | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| The entity does not consider the Principles material to its business (Yes/No) | Not Applicable   |    |    |    |    |    |    |    |    |

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

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## Section C: Principle Wise Performance Disclosure

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

| Essential Indicators  |  |  |   |
|---|--|--|---|
| 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year: |  |  |   |
| Segment   | Total number of training and awareness programme(s) held | Topics / principles covered under the training and its impact  | %-age of persons in respective category covered by the awareness programme(s) |
| Board of Directors  | 4  | Key role understanding, compliance and leadership development  | 100%  |
| Key Managerial Personnel  | 14   | Leadership, POSH awareness, problem solving and decision making, company values, negotiation etc.*                     | 100%*   |
| Employees other than BoD and KMPs   | 14   | POSH awareness, problem solving and decision making, communication, company values, negotiation, code of conduct etc.* | 98.36%*   |
| Workers   | 52*  | Health and Safety, Security, POSH awareness, Custom compliance, CTPAT, Driver's training, Warehouse handling.<br>*     | 90%*  |

\* Based on the information to the extent available

| Essential Indicators   |                 |                                |                 |               |                                       |
|--|-----------------|--------------------------------|-----------------|---------------|---------------------------------------|
| 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 regulatory/enforcement | Amount (in Rs.) | Brief of Case | Has an appeal been preferred (Yes/No) |

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|                     |                 | agencies/judicial institutions                                |                 |   |                                       |
|---------------------|-----------------|---|-----------------|---|---------------------------------------|
| Penalty / Fine      | 1               | BSE Limited   | 1,00,000        | <p>The fine is levied on account for not adhering to Regulation 60(2) of the SEBI Listing Regulations for the delay in intimation of Record date i.e. atleast 7 working days before (excluding the date of intimation and record date) the redemption of Non-Convertible Debentures (NCDs).</p> <p>The fine is Rs.10,000 with respect to the 10 (Ten) ISINs each of NCD intimated to the Exchange on February 25, 2022, during the Financial Year 2021- 22.</p> | Not Applicable                        |
| Settlement          | 0               | None  | 0               | Not Applicable  | Not Applicable                        |
| Compounding Fee     | 0               | None  | 0               | Not Applicable  | Not Applicable                        |
| <b>Non-Monetary</b> |                 |   |                 |   |                                       |
|                     | NGRBC Principle | Name of regulatory/enforcement agencies/judicial institutions | Amount (in Rs.) | Brief of Case   | Has an appeal been preferred (Yes/No) |
| Imprisonment        | 0               | None  | 0               | Not Applicable  | Not Applicable                        |
| Punishment          | 0               | None  | 0               | Not Applicable  | Not Applicable                        |

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| Essential Indicators  |   |                                       |
|---|---|---------------------------------------|
| 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  | 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  |   |                                       |
| <p>Yes, Code of Conduct of Company includes anti-corruption and anti-bribery polices, and is available online at <a href="https://www.gatewaydistriparks.com/PDFs/Code%20of%20conduct%20&amp;%20obligations.pdf">https://www.gatewaydistriparks.com/PDFs/Code%20of%20conduct%20&amp;%20obligations.pdf</a></p> <p>The Code of Ethics for Principal Executive and Senior Officers helps maintain the standards of business conduct for GDL and ensures compliance with legal requirements. The purpose of the Code is to deter wrongdoing and promote ethical conduct.</p> |   |                                       |
| 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 23-24<br>(Current Financial Year)                                | FY 22-23<br>(Previous Financial Year) |
| Directors   | 0   | 0                                     |
| KMPs  | 0   | 0                                     |
| Employees   | 0   | 0                                     |
| Workers   | 0   | 0                                     |

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| Essential Indicators   |                                      |                |                                       |                |
|--|--------------------------------------|----------------|---------------------------------------|----------------|
| <b>6. Details of complaints with regard to conflict of interest:</b>   |                                      |                |                                       |                |
|  | FY 24-23<br>(Current Financial Year) |                | FY 22-23<br>(Previous Financial Year) |                |
|  | Number                               | Remarks        | Number                                | Remarks        |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors   | 0                                    | Not Applicable | 0                                     | Not Applicable |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs  | 0                                    | Not Applicable | 0                                     | Not Applicable |
| <b>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:</b> |                                      |                |                                       |                |
| Not Applicable   |                                      |                |                                       |                |
| <b>8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:</b>   |                                      |                |                                       |                |
|  | FY 23-24<br>(Current Financial Year) |                | FY 22-23<br>(Previous Financial Year) |                |
| Number of days of account payables   | 41.24                                |                | 42.48                                 |                |

| Essential Indicators  |
|---|
| <b>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 &amp; investments, with related parties, in the following format:</b> |

**GATEWAY DISTRI PARKS LIMITED**

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| Parameter                  | Metrics  | FY 23-24<br>(Current Financial Year) | FY 22-23<br>(Previous Financial Year) |
|----------------------------|--|--------------------------------------|---------------------------------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | -*                                   | -*                                    |
|                            | b. Number of trading houses where purchases are made from                                | -*                                   | -*                                    |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | -*                                   | -*                                    |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | -*                                   | -*                                    |
|                            | b. Number of dealers / distributors to whom sales are made                               | -*                                   | -*                                    |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | -*                                   | -*                                    |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 0.81%                                | 0.14%                                 |
|                            | b. Sales (Sales to related parties / Total Sales)  | 0.02%                                | 0.01%                                 |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 0.18%                                | 0.13%                                 |
|                            | d. Investments (Investments in related parties / Total Investments made)                 | 94.74%                               | 100%                                  |

\* In the absence of the clarity of the definition of term "Trading Houses" & "Dealers / Distributors" this information / data cannot be presently tracked by the company.

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

| Essential Indicators  |                                      |                                       |  |
|---|--------------------------------------|---------------------------------------|--|
| 1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively  |                                      |                                       |  |
|   | FY 24-23<br>(Current Financial Year) | FY 22-23<br>(Previous Financial Year) | Details of improvements in environmental and social impacts  |
| R&D   | 83%                                  | 83%                                   | GDL has undertaken several technology-based R&D activities to reduce paper consumption, like weighment software centralization, E invoice web portal, KIOSK systems, etc.  |
| CAPEX   | 1%                                   | 0.3%                                  | GDL has undertaken several initiatives to improve environmental and social impacts like steps towards energy efficiency across different facilities by converting diesel trailers to CNG based trailers, installing composting machines, installation of simulators for training of drivers etc. |
| 2.a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  |                                      |                                       |  |
| No. GDL will be making the relevant changes to include Sustainable Sourcing as part of its Procurement Policy in the future   |                                      |                                       |  |
| 2.b. If yes, what percentage of inputs were sourced sustainably?  |                                      |                                       |  |
| Not Applicable  |                                      |                                       |  |
| 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  |                                      |                                       |  |
| Since we are a service-based industry, this is not applicable   |                                      |                                       |  |
| 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 |                                      |                                       |  |
| Since we are a service-based industry, this is not applicable   |                                      |                                       |  |

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**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                                 |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Category  | 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) |
| <b>PERMANENT EMPLOYEES</b>                                |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male  | 455       | 455              | 100%    | 455                | 100%    | 0                  | 0%      | 455                | 100%    | 455                 | 100%    |
| Female  | 32        | 32               | 100%    | 32                 | 100%    | 32                 | 100%    | 0                  | 0%      | 32                  | 100%    |
| Total   | 487       | 487              | 100%    | 487                | 100%    | 32                 | 7%      | 455                | 93%     | 487                 | 100%    |
| <b>OTHER THAN PERMANENT EMPLOYEES</b>                     |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male  | 0*        | 0                | 0%      | 0                  | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Female  | 0*        | 0                | 0%      | 0                  | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Total   | 0         | 0                | 0%      | 0                  | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |

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| Essential Indicators                                    |           |                  |         |                    |         |                    |         |                    |         |                     |         |
|---|-----------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| 1.b. Details of measures for the well-being of workers: |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| % of Workers Covered by                                 |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Category  | 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) |
| <b>PERMANENT WORKERS*</b>                               |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male  | 308       | 308              | 100%    | 0                  | 0       | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Female  | 2         | 2                | 100%    | 0                  | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Total   | 310       | 310              | 100%    | 0                  | 0%      | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| <b>OTHER THAN PERMANENT WORKERS*</b>                    |           |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male  | 2122      | 1345             | 63.38%  | 2122               | 100%    | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Female  | 68        | 45               | 66.17%  | 68                 | 100%    | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |
| Total   | 2190      | 1390             | 63.47%  | 2190               | 100     | 0                  | 0%      | 0                  | 0%      | 0                   | 0%      |

\* Date provided by respective locations on estimated basis.

**GATEWAY DISTRIPARKS LIMITED**

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| Essential Indicators  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| 1.c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –  |  |  |  |  |  |  |
|   | FY 23-24 (Current Financial Year)                  |  |  | FY 22-23 (Previous Financial Year)                 |  |  |
| Cost incurred on wellbeing measures as a % of total revenue of the company  | 0.08%  |  |  | 0.07%  |  |  |
| 2. Details of retirement benefits, for Current FY and Previous Financial Year.  |  |  |  |  |  |  |
| Benefits  | FY 23-24 (Current Financial Year)                  |  |  | FY 22-23 (Previous Financial Year)                 |  |  |
|   | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with 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  | 98.97%   | 100%   | Yes  | 100%   | 100%   | Yes  |
| Gratuity  | 100%   | 100%   | Not Applicable                                       | 100%   | 50%  | Not Applicable                                       |
| ESI*  | 7%   | 61.82%*  | Yes  | 7%   | 47%*   | Yes  |
| Others – Please specify   | Not Applicable                                     | Not Applicable                                 | Not Applicable                                       | Not Applicable                                     | Not Applicable                                 | Not Applicable                                       |
| 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 has suitable provision for access to the premises by Disabled.  |  |  |  |  |  |  |

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| Essential Indicators  |   |                 |                     |                |
|---|---|-----------------|---------------------|----------------|
| 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:  |   |                 |                     |                |
| Yes the Recruitment Guidelines of the Company's HR Policy i.e. available at the website at: <a href="https://www.gatewaydistriparks.com/PDFs/GDL%20HR%20Policy%20amendment%203-5-24.pdf">https://www.gatewaydistriparks.com/PDFs/GDL%20HR%20Policy%20amendment%203-5-24.pdf</a> . |   |                 |                     |                |
| 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%  | 50%             | Not Applicable*     | Not Applicable |
| Female  | 100%  | 100%            | 100%                | 100%           |
| Total   | 100%  | 75%             | 100%                | 100%           |
| *(Paternity leaves are not allowed to Permanent Workers)  |   |                 |                     |                |
| 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   | Yes, there is a Grievances Redressal Committee for addressing the grievances of the employees/workers. This committee examines the grievances expressed by the employees/workers and addresses the same in consultation with the management within stipulated time frame. |                 |                     |                |
| Other than Permanent Workers  |   |                 |                     |                |
| Permanent Employees   |   |                 |                     |                |
| Other than Permanent Employees  |   |                 |                     |                |

### GATEWAY DISTRI PARKS LIMITED

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| Essential Indicators   |  |  |         |  |  |         |
|--|--|--|---------|--|--|---------|
| 7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: |  |  |         |  |  |         |
| Category   | FY 23-24 (Current Financial Year)                    |  |         | FY 22-23 (Previous Financial Year)                   |  |         |
|  | 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) |
| <b>Total Permanent Employees</b>   |  |  |         |  |  |         |
| Male   | 455  | 8  | 1.75%   | 351  | 9  | 3%      |
| Female   | 32   | 0  | 0%      | 26   | 0  | 0%      |
| <b>Total Permanent Workers</b>   |  |  |         |  |  |         |
| Male   | 308  | 7  | 2.27%   | 370*   | 19*  | 5.13%   |
| Female   | 2  | 0  | 0%      | 3*   | 0*   | 0%      |

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| Essential Indicators                                   |                                   |                             |         |                      |         |                                    |                             |         |                      |         |
|--|-----------------------------------|-----------------------------|---------|----------------------|---------|------------------------------------|-----------------------------|---------|----------------------|---------|
| 8. Details of training given to employees and workers: |                                   |                             |         |                      |         |                                    |                             |         |                      |         |
| Category   | FY 23-24 (Current Financial Year) |                             |         |                      |         | FY 22-23 (Previous Financial Year) |                             |         |                      |         |
|  | Total (A)                         | On Health & Safety Measures |         | On Skill Upgradation |         | Total (D)                          | On Health & Safety Measures |         | On Skill Upgradation |         |
|  |                                   | No. (B)                     | % (B/A) | No. (C)              | % (C/A) |                                    | No. (E)                     | % (E/D) | No. (F)              | % (F/D) |
| <b>EMPLOYEES</b>                                       |                                   |                             |         |                      |         |                                    |                             |         |                      |         |
| Male   | 455                               | 452                         | 99.34%  | 125                  | 27.47%  | 351                                | 351                         | 100%    | 38*                  | 10.82%  |
| Female   | 32                                | 28                          | 87.5%   | 21*                  | 65.62%  | 26                                 | 26                          | 100%    | 8*                   | 30.76%  |
| Total  | 487                               | 480                         | 98.56%  | 146                  | 29.98%  | 377                                | 377                         | 100%    | 46                   | 12.20%  |
| <b>WORKERS*</b>  |                                   |                             |         |                      |         |                                    |                             |         |                      |         |
| Male   | 2430                              | 1944                        | 80%     | 801                  | 33%     | 2126*                              | 2126*                       | 100%    | 681                  | 32%     |
| Female   | 70                                | 70*                         | 100%    | 25                   | 35%     | 64*                                | 64*                         | 100%    | 20                   | 32%     |
| Total  | 2500                              | 2014                        | 80.56%  | 826                  | 33%     | 2190                               | 2190                        | 100%    | 701                  | 32.01%  |

\* Based on estimated data provided by respective locations

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| Essential Indicators  |                                   |            |               |                                    |            |               |
|---|-----------------------------------|------------|---------------|------------------------------------|------------|---------------|
| 9. Details of performance and career development reviews of employees and worker: |                                   |            |               |                                    |            |               |
| Category  | FY 23-24 (Current Financial Year) |            |               | FY 22-23 (Previous Financial Year) |            |               |
|   | Total (A)                         | No. (B)    | % (B/A)       | Total (C)                          | No. (D)    | % (D/C)       |
| <b>EMPLOYEES</b>  |                                   |            |               |                                    |            |               |
| Male  | 455                               | 421        | 92.53%        | 351                                | 351        | 100%          |
| Female  | 32                                | 32         | 100%          | 26                                 | 26         | 100%          |
| <b>Total</b>  | <b>487</b>                        | <b>453</b> | <b>100%</b>   | <b>377</b>                         | <b>377</b> | <b>100%</b>   |
| <b>WORKERS*</b>   |                                   |            |               |                                    |            |               |
| Male  | 2430                              | 263        | 10.82%        | 2126*                              | 370*       | 17.40%        |
| Female  | 70                                | 2          | 2.86%         | 64*                                | 3*         | 27.27%        |
| <b>Total</b>  | <b>2500</b>                       | <b>265</b> | <b>10.60%</b> | <b>2190</b>                        | <b>373</b> | <b>17.03%</b> |

\* Although performance and career development reviews were done for 100% employees, but appraisals were done for only 92.53% males and 78.13% females as these were only eligible for the same as on 31 March 2024.

**GATEWAY DISTRI PARKS LIMITED**

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| Essential Indicators  |  |  |  |
|---|--|--|--|
| <b>10. Health and safety management system:</b>   |  |  |  |
| <p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>  |  |  |  |
| <p>Yes, the company has a fire and safety training system implemented, which is mandatory for all employees &amp; workers. Further, GDL also provides on-the-job training to all its employees and workers entailing training on all work-related hazards and safeguards in line with their respective job requirements. In addition, CFS Mumbai and Chennai location are certified as per ISO 45001 &amp; comply with the health and safety requirements of the certification.</p> |  |  |  |
| <p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>   |  |  |  |
| <p>GDL units / locations have safety managers who ensure that any work-related hazards are identified and addressed on a timely basis.</p>  |  |  |  |
| <p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</p>   |  |  |  |
| <p>Yes, GDL has a practice of providing on-the-job trainings to all its employees and workers - entailing training on all work-related hazards and safeguards thereby. Furthermore, there are safety managers who ensure that any work-related hazards are identified and addressed on a timely basis. Workers can raise any concerns to these safety managers whenever required.</p>   |  |  |  |
| <p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>   |  |  |  |
| <p>Yes, GDL has taken out a group insurance policy for its employees and workers which covers both occupational and non-occupational medical and health care services.</p>  |  |  |  |

| Essential Indicators   |          |                                   |                                    |
|--|----------|-----------------------------------|------------------------------------|
| <b>11. Details of safety related incidents, in the following format:</b> |          |                                   |                                    |
| Safety Incident / Injury   | Category | FY 23-24 (Current Financial Year) | FY 22-23 (Previous Financial Year) |

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|   |           |   |   |
|---|-----------|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)   | Employees | 0 | 0 |
|   | Workers   | 0 | 0 |
| Total recordable work-related injuries  | Employees | 0 | 0 |
|   | Workers   | 0 | 0 |
| 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 |
| <b>12. Describe the measures taken by the entity to ensure a safe and healthy workplace</b>   |           |   |   |
| <p>GDL has conducted Health and Safety trainings whereby the employees are trained on different aspects viz. fire drill, handling hazardous equipment / machinery, etc.</p> |           |   |   |

### GATEWAY DISTRIPARKS LIMITED

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| Essential Indicators  |                                   |   |   |                                    |   |         |
|---|-----------------------------------|---|---|------------------------------------|---|---------|
| 13. Number of Complaints on the following made by employees and workers:  |                                   |   |   |                                    |   |         |
|   | FY 23-24 (Current Financial Year) |   |   | FY 22-23 (Previous Financial Year) |   |         |
|   | Filed during the year             | Pending resolution at the end of the year | Remarks   | Filed during the year              | Pending resolution at the end of the year | Remarks |
| Working Conditions  | 0                                 | 0   | -   | 0                                  | 0   | -       |
| Health & Safety   | 0                                 | 0   | -   | 0                                  | 0   | -       |
| 14. Assessments for the year:   |                                   |   |   |                                    |   |         |
|   |                                   |   | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |                                    |   |         |
| Health & Safety Practices   |                                   |   | 100% of operational sites   |                                    |   |         |
| Working Conditions  |                                   |   | 100% of operational sites   |                                    |   |         |
| 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. |                                   |   |   |                                    |   |         |
| <i>No significant risk were observed during assessments. Therefore, this is Not Applicable</i>  |                                   |   |   |                                    |   |         |

**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   |
| Yes, GDL has identified and is responsible for the needs of all its stakeholders, especially those who are disadvantaged, vulnerable and marginalized. |

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**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   | Website, in person, SMS   | Ongoing  | To meet the expectations of customers so that they are satisfied with the service outcome  |
| Shareholders            | No   | Email, Newspaper Advertisement, Website, in person  | Need based   | To communicate business performance via press release, statutory & voluntary disclosures, personal meetings, presentations, quarterly & annual results, dividend, etc.     |
| Employees               | No   | Website, in person, SMS, Engagements / Work or performance Reviews  | Ongoing  | Learning and Development, Training Curriculum and Education, Townhall, One to one, workshops, surveys, Group Discussion, cross functional team meetings                    |
| Regulators & Government | No   | E mail, Website, Compliance with required laws, participate in industry bodies & associations via government setup channels   | Day to day   | To comply with required regulations at each location, to participate in policy advocacy for the benefit of the industry through trade bodies                               |
| Communities             | Yes  | Meetings, Website and Email   | Need based   | To implement CSR and welfare initiatives across key areas based on need assessment, and employee volunteering, among others  |
| Vendors                 | No   | Mails, Meetings & Phone Calls   | Ongoing  | To perform services & supply of material to GDL based on the agreed contract & commercial. Supplier evaluation is done regularly to know concerns on the services provided |

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**PRINCIPLE 5 Businesses should respect and promote human rights**

| <b>Essential Indicators</b>  |  |   |                |   |   |                |
|--|--|---|----------------|---|---|----------------|
| <b>1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:</b> |  |   |                |   |   |                |
| <b>Category</b>  | <b>FY 23-24 (Current Financial Year)</b> |   |                | <b>FY 22-23 (Previous Financial Year)</b> |   |                |
|  | <b>Total (A)</b>                         | <b>No. of employees / workers covered (B)</b> | <b>% (B/A)</b> | <b>Total (C)</b>                          | <b>No. of employees / workers covered (D)</b> | <b>% (D/C)</b> |
| <b>EMPLOYEES</b>   |  |   |                |   |   |                |
| <b>Permanent</b>   | 487                                      | 487*  | 100%           | 377                                       | 377   | 100%           |
| <b>Other than Permanent</b>  | 0  | 0   | 0%             | 0   | 0   | 0%             |
| <b>Total Employees</b>   | <b>487</b>                               | <b>487</b>                                    | <b>100%</b>    | <b>377</b>                                | <b>377</b>                                    | <b>100%</b>    |
| <b>WORKERS*</b>  |  |   |                |   |   |                |
| <b>Permanent</b>   | 310*                                     | 310*  | 100%           | 373*                                      | 373*  | 100%           |
| <b>Other than Permanent</b>  | 2190*                                    | 2190*   | 100%           | 1817*                                     | 1817*   | 100%           |
| <b>Total Workers</b>   | <b>2500</b>                              | <b>2500</b>                                   | <b>100%</b>    | <b>2190</b>                               | <b>2190</b>                                   | <b>100%</b>    |

\* Based on data available for respective location

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

| Category             | FY 23-24 (Current Financial Year) |                       |         |                        |         | FY 22-23 (Previous Financial Year) |                       |         |                        |         |
|----------------------|-----------------------------------|-----------------------|---------|------------------------|---------|------------------------------------|-----------------------|---------|------------------------|---------|
|                      | Total (A)                         | Equal to Minimum Wage |         | More than Minimum Wage |         | Total (D)                          | Equal to Minimum Wage |         | More than Minimum Wage |         |
|                      |                                   | No. (B)               | % (B/A) | No. (C)                | % (C/A) |                                    | No. (E)               | % (E/D) | No. (F)                | % (F/D) |
| <b>EMPLOYEES</b>     |                                   |                       |         |                        |         |                                    |                       |         |                        |         |
| Permanent            | 487                               | 0                     | 0%      | 487                    | 100%    | 377                                | 0                     | 0%      | 377                    | 100%    |
| Male                 | 455                               | 0                     | 0%      | 455                    | 100%    | 351                                | 0                     | 0%      | 351                    | 100%    |
| Female               | 32                                | 0                     | 0%      | 32                     | 100%    | 26                                 | 0                     | 0%      | 26                     | 100%    |
| Other than Permanent | 0                                 | 0                     | 0%      | 0                      | 0%      | 0                                  | 0                     | 0%      | 0                      | 0%      |
| Male                 | 0                                 | 0                     | 0%      | 0                      | 0%      | 0                                  | 0                     | 0%      | 0                      | 0%      |
| Female               | 0                                 | 0                     | 0%      | 0                      | 0%      | 0                                  | 0                     | 0%      | 0                      | 0%      |
| <b>WORKERS*</b>      |                                   |                       |         |                        |         |                                    |                       |         |                        |         |
| Permanent            | 310*                              | 135*                  | 43.55%  | 175*                   | 56.45%  | 373                                | 0                     | 0%      | 373                    | 100%    |
| Male                 | 308*                              | 135*                  | 43.83%  | 173*                   | 56.17%  | 370*                               | 0                     | 0%      | 370                    | 100%    |
| Female               | 2*                                | 0*                    | 0%      | 2*                     | 100%    | 3*                                 | 0                     | 0%      | 3                      | 100%    |
| Other than Permanent | 2190                              | 2190                  | 100%    | 0                      | 100%    | 1817                               | 1817                  | 100%    | 0                      | 0%      |
| Male                 | 2122                              | 2122                  | 100%    | 0                      | 100%    | 1756*                              | 1756                  | 100%    | 0                      | 0%      |
| Female               | 68                                | 68                    | 100%    | 0                      | 100%    | 61*                                | 61                    | 100%    | 0                      | 0%      |

\* Based on data available for respective location

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**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)         | 5      | 6,80,00,000   | 1      | 90,00,000   |
| Key Managerial Personnel         | 3      | 1,24,31,551   | 0      | 0   |
| Employees other than BoD and KMP | 455    | 4,77,330  | 32     | 6,00,000  |
| Workers                          | 2430*  | Not Available   | 70*    | Not Available   |

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

|   | FY 23-24 (Current Financial Year) | FY 22-23 (Previous Financial Year) |
|---|-----------------------------------|------------------------------------|
| Gross wages paid to females as % of total wages | 7.79%**                           | 5.25%**                            |

**\*\*Data has been presented for permanent employees and calculation has been done based on Annual CTC.**

**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.

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

Yes, we have posh committee and grievance committee in place which address all the issues related Human Rights

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

|                                   | FY 23-24 (Current Financial Year) |   |         | FY 22-23 (Previous Financial Year) |   |         |
|-----------------------------------|-----------------------------------|---|---------|------------------------------------|---|---------|
|                                   | Filed during the year             | Pending resolution at the end of the year | Remarks | Filed during the year              | Pending resolution at the end of the year | Remarks |
| Sexual Harassment                 | 0                                 | 0   | -       | 1                                  | 0   | -       |
| Discrimination at workplace       | 0                                 | 0   | -       | 0                                  | 0   | -       |
| Child Labour                      | 0                                 | 0   | -       | 0                                  | 0   | -       |
| Forced Labour/Involuntary Labour  | 0                                 | 0   | -       | 0                                  | 0   | -       |
| Wages                             | 0                                 | 0   | -       | 0                                  | 0   | -       |
| Other human rights related issues | 0                                 | 0   | -       | 0                                  | 0   | -       |

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

|   | FY 23-24 (Current Financial Year) | FY 22-23 (Previous Financial Year) |
|---|-----------------------------------|------------------------------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0                                 | 0                                  |
| Complaints on POSH as a % of female employees / workers   | 0                                 | 0                                  |
| Complaints on POSH upheld   | 0                                 | 0                                  |

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

GDL has committee for Sexual Harassment; Discrimination at workplace; Child labour; Forced Labour/ Involuntary Labour; Wages; Other human rights related issues which addresses any complaints pertaining to above cited any of act strictly and in a timely manner. GDL always ensure that such reported instances are well taken and handled properly. Additionally, the policy ensures that no adverse consequences are faced by the complainant.

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

No

10. Assessments for the year:

|                                   | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------------|---|
| Child Labour                      | 100%  |
| Forced Labour/Involuntary Labour  | 100%  |
| Sexual Harassment                 | 100%  |
| Discrimination at workplace       | 100%  |
| Wages                             | 100%  |
| Other human rights related issues | 100%  |

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

No significant risks/ concerns were raised during assessments.

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**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 23-24<br>(Current Financial Year) | FY 22-23<br>(Previous Financial Year) |
| <b>From renewable sources (Giga Joules)</b>  |                                      |                                       |
| Total electricity consumption (A)  | -                                    | -                                     |
| Total fuel consumption ((B)  | -                                    | -                                     |
| Energy consumption through other sources (C)   | 7744.74                              | 7394.16                               |
| Total energy consumption from renewable sources (A+B+C)  | 7744.74                              | 7394.16                               |
| <b>From non-renewable sources (Giga Joules)</b>  |                                      |                                       |
| Total electricity consumption (D)  | 14906.62                             | 11467.38                              |
| Total fuel consumption (E)   | 294006.85                            | 234457.39                             |
| Energy consumption through other sources (F)   | -                                    | -                                     |
| Total energy consumption from non-renewable sources(D+E+F)   | 308913.47                            | 245,924.77                            |
| Total energy consumption (A+B+C+D+E+F)   | 316658.21                            | 253318.94                             |
| Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/INR)            | 0.00002115                           | 0.000018                              |

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|  |             |          |
|--|-------------|----------|
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) ((GJ/INR adjusted to PPP)   | 0.000473844 | 0.000406 |
| Energy intensity in terms of physical output (GJ/TEU)  | 0.50        | -        |
| Energy intensity (optional) – the relevant metric may be selected by the entity  | -           | -        |
| <i>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</i>  |             |          |
| No   |             |          |
| 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. |             |          |
| Not Applicable   |             |          |

\*TEU- twenty-foot equivalent unit is a measure of volume in units of twenty-foot-long containers

| 3. Provide details of the following disclosures related to water, in the following format: |                                      |                                       |
|--|--------------------------------------|---------------------------------------|
| Parameter  | FY 23-24<br>(Current Financial Year) | FY 22-23<br>(Previous Financial Year) |
| Water withdrawal by source (in kilolitres)   |                                      |                                       |
| (i) Surface water  | -                                    | -                                     |
| (ii) Groundwater*  | 180301.25                            | 187234                                |
| (iii) Third party water  | 32743.89**                           | 24367                                 |
| (iv) Seawater / desalinated water  | -                                    | -                                     |
| (v) Others   | -                                    | -                                     |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)                   | 213045.14                            | 211601                                |

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|  |                                   |                                    |
|--|-----------------------------------|------------------------------------|
| Total volume of water consumption (in kilolitres)  | 42609.03                          | 211601**                           |
| Water intensity per rupee of turnover (Water consumed / revenue from operations) (KL/INR)  | 0.0000028                         | 0.0000151                          |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) KL/INR turnover adjusted to PPP  | 0.0000638                         | 0.000340                           |
| Water intensity in terms of physical output  | 0.07                              | NA                                 |
| 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   |                                   |                                    |
| * Total ground water consumption calculated based on estimated borewell depth, pump head, flow rate (based on similar capacity pump) and total no. of hours of operation. Corporate Office (for both FY) excluded in above disclosure as it is not material. |                                   |                                    |
| **Surface water withdrawal from Krishnapatnam location is excluded.  |                                   |                                    |
| 4. Provide the following details related to water discharged:  |                                   |                                    |
| Parameter  | FY 23-24 (Current Financial Year) | FY 22-23 (Previous Financial Year) |
| 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*   |                                   |                                    |

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|  |   |   |
|--|---|---|
| - 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)               | - | - |

No

*\*The total water discharge is currently not being tracked by the company. GDL is taking steps to monitor water discharge from FY 2024-25.*

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

No

\* The details with respect to exact discharge of water for the Year 2023-24 was not maintained. Further, the Company has installed the required equipment for measuring the discharge of water at respective locations based on which the data shall be available for the year 2024-25.

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

| Parameter               | Please Specify Unit | FY 23-24<br>(Current Financial Year) | FY 22-23<br>(Previous Financial Year) |
|-------------------------|---------------------|--------------------------------------|---------------------------------------|
| NOx                     | mg/Nm3              |                                      |                                       |
| SOx                     | mg/Nm3              | 3.053                                | 0.83                                  |
| Particulate matter (PM) | mg/Nm3              | 40.55                                | 28.12                                 |

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|   |                    |       |      |
|---|--------------------|-------|------|
| Persistent organic pollutants (POP)   | mg/Nm <sup>3</sup> | -     | -    |
| Volatile organic compounds (VOC)  | mg/Nm <sup>3</sup> | -     | -    |
| Hazardous air pollutants (HAP)  | mg/Nm <sup>3</sup> | -     | -    |
| Others – Hydro Carbons(HC)  | mg/Nm <sup>3</sup> | 11.12 | 8.13 |
| <i>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)<br/>If yes, name of the external agency</i> |                    |       |      |
| No  |                    |       |      |

\* Above estimates exclude emissions from diesel consumption for Corporate Office as it is not material. Total air emissions (other than GHG emissions) estimated based on US EPA emission factors and CPCB emission factors for Indian motor vehicles.

| 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:  |  |                                   |                                    |
|---|--|-----------------------------------|------------------------------------|
| Parameter   | Unit   | FY 23-24 (Current Financial Year) | FY 22-23 (Previous Financial Year) |
| Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                     | MtCO <sub>2</sub> e                              | 18,927.87*                        | 15845.4                            |
| Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                     | MtCO <sub>2</sub> e                              | 4,505.10**                        | 3772.31                            |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)  | MtCO <sub>2</sub> e/INR                          | 0.0000016                         | 0.0000014                          |
| 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) | MtCO <sub>2</sub> e/INR turnover adjusted to PPP | 0.0000351                         | 0.000031                           |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output  | Metric tonnes of CO <sub>2</sub> equivalent/ TEU | 0.04                              | Not Available                      |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity   |  | -                                 | -                                  |

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\*A) Fugitive emissions from refrigerants used in Air Conditioners are excluded from Scope 1 GHG emissions due to lack of data, as company has subscribed to AMC services for air conditioners and third-party vendor has not maintained this data.

B) Fugitive emissions from CO<sub>2</sub> based Fire Extinguisher are excluded from Scope 1 GHG emissions as this emission is immaterial.

C) Scope 1 GHG emissions from diesel consumption for Corporate Office is excluded as it is not material.

GDL will take necessary steps to maintain this data in future. Scope 1 GHG emission factors are derived from Intergovernmental Panel for Climate Change (IPCC) – 2006

\*\* Scope 2 GHG emissions estimated based on average grid-emission factor (including renewable energy) derived from Central Electricity Authority.

**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

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

GDL is currently implementing measures to transition diesel trailers to compressed natural gas (CNG) in order to mitigate greenhouse gas (GHG) emissions. As part of this initiative, last year 19 trailers have already been converted to CNG, with an additional 8 trailers converted this year. In addition, we have integrated battery-operated forklifts into our facilities for more sustainable operations.

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

| Parameter   | FY 23-24<br>(Current Financial Year) | FY 22-23<br>(Previous Financial Year) |
|---|--------------------------------------|---------------------------------------|
| <b>Total Waste generated (in metric tonnes)</b>   |                                      |                                       |
| Plastic waste (A)   | 17.11                                | 0.400                                 |
| E-waste (B)   | Not Available                        | Not Available                         |
| Bio-medical waste (C)   | 0                                    | 0                                     |
| Construction and demolition waste (D)   | 0                                    | 0                                     |
| Battery waste (E)   | 9.74                                 | Not Available                         |
| Radioactive waste (F)   | 0                                    | 0                                     |
| Other Hazardous waste. Please specify, if any. (G)<br>(Used Oil)  | 15.33                                | 1.064                                 |
| Other Non-hazardous waste generated (H)<br>Please specify, if any (Break-up by composition i.e., by materials relevant to the sector) (Tyres, Iron & Tin Cardboard, Food waste) | 100.63                               | 69.240                                |
| <b>Total (A + B + C + D + E + F + G + H)</b>  | <b>142.81</b>                        | <b>70.704</b>                         |

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\*In FY 2023-24 waste management data is tracked as below:

Other Non-Hazardous Waste generation estimates includes data from ICD Ludhiana, Gurugram, Faridabad, CFS Chennai and CFS Mumbai;

Plastic Waste and Other Hazardous Waste estimates includes from ICD Gurugram, Faridabad and CFS Chennai. All other facilities are excluded due to lack of data.

\*\*In FY 2022-23 waste management data is tracked as below:

Other Non-Hazardous Waste generation estimates includes data from ICD Gurgaon, Ludhiana and CFS Chennai; Plastic Waste and Other Hazardous Waste estimates includes CFS Chennai only. All other facilities are excluded due to lack of data.

|   |              |             |
|---|--------------|-------------|
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric tonnes/INR)   | 0.0000000095 | 0.000000005 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 0.00000021   | 0.000000113 |
| Waste intensity in terms of physical output (Metric tonnes/TEU)   | 0.0002       | -           |
| Waste intensity (optional) – the relevant metric may be selected by the entity  | -            | -           |

| Parameter  | FY 23-24<br>(Current Financial Year) | FY 22-23<br>(Previous Financial Year) |
|--|--------------------------------------|---------------------------------------|
| 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   | 127.48                               | -                                     |
| (ii) Re-used   | -                                    | -                                     |
| (iii) Other recovery operations  | -                                    | -                                     |
| Total  | 127.48                               | -                                     |
| <b>**Waste recovery is done internally as well as through authorized recyclers.</b>  |                                      |                                       |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)   |                                      |                                       |
| Category of Waste  |                                      |                                       |
| (i) Incineration   | 15.33                                | -                                     |
| (ii) Landfilling   | -                                    | -                                     |
| (iii) Other disposal operations*   | -                                    | 70.704                                |
| Total  | 15.33                                | 70.704                                |
| <b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)<br/>If yes, name of the external agency.</b> |                                      |                                       |
| No   |                                      |                                       |

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**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.**

GDL is in process of preparing its Waste Management Policy.

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

| Sr. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|---------|--------------------------------|--------------------|---|
|---------|--------------------------------|--------------------|---|

Not applicable as none of the facility is situated in 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 as none of our projects falls under any category in EIA notification.

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

| Sr. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the noncompliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---------|---|--------------------------------------|---|---------------------------------|
|---------|---|--------------------------------------|---|---------------------------------|

Currently only CFS Mumbai and Vizag have valid Consent to Operate (CTO) from State Pollution Control Board. The Company has filled CTO application for ICD Sahnewal and is in process of filing CTO applications for rest of the locations.

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

| Essential Indicators  |  |   |
|---|--|---|
| <b>1.a. Number of affiliations with trade and industry chambers/ associations.</b>  |  |   |
| GDL has affiliation with seven industry associations  |  |   |
| <b>1.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.</b>                  |  |   |
| SR No.  | Name of the trade and industry chambers/ associations        | Reach of trade and industry chambers / associations (State/National)d |
| 1   | Container Freight Stations Association of India (CFSAI)      | National  |
| 2   | Federation of Indian Export Organisations (FIEO)             | National  |
| 3   | Association of Container Train Operators (ACTO)              | National  |
| 4   | Confederation of Indian Industry (CII)                       | National  |
| 5   | Services Export Promotion Council (SEPC)                     | National  |
| 6   | National Association of Container Freight Stations (NACFS)   | National  |
| 7   | Federation of Indian Chambers of Commerce & Industry (FICCI) | National  |
| <b>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.</b> |  |   |
| Name of Authority   | Brief of the Case  | Corrective Action Taken   |
| -   | -  | -   |
| None  |  |   |

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

| Essential Indicators  |  |                      |   |  |                          |   |
|---|--|----------------------|---|--|--------------------------|---|
| <b>1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.</b>  |  |                      |   |  |                          |   |
| Name & 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        |   |
| No such project requiring SIA has been undertaken in the current or previous reporting year.  |  |                      |   |  |                          |   |
| <b>2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;R) is being undertaken by your entity, in the following format:</b>  |  |                      |   |  |                          |   |
| SR. 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 INR) |
| Not Applicable  |  |                      |   |  |                          |   |
| <b>3. Describe the mechanisms to receive and redress grievances of the community.</b>   |  |                      |   |  |                          |   |
| Although company doesn't have any formal mechanism for receiving and redressing grievances from the community, but all the terminal heads are addressing the complaints received from the community through E mails and complaint is forwarded by terminal heads to respective department for resolution. |  |                      |   |  |                          |   |
| <b>4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:</b>  |  |                      |   |  |                          |   |
|   |  |                      | FY 23-24<br>(Current Financial Year)                        | FY 22-23<br>(Previous Financial Year)                    |                          |   |
| Directly sourced from MSMEs/ small producers  |  |                      | At present this data is not being tracked by the company    | At present this data is not being tracked by the company |                          |   |
| Sourced directly from within the district and neighboring districts   |  |                      |   |  |                          |   |
| <b>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</b>   |  |                      |   |  |                          |   |
| Location  | FY 23-24 (Current Financial Year)        |                      | FY 22-23 (Previous Financial Year)                          |  |                          |   |
| Rural   | 52.65%                                   |                      | 48.19%  |  |                          |   |
| Semi-Urban  | 21.16%                                   |                      | 19.92%  |  |                          |   |
| Urban   | 3.11%                                    |                      | 2.77%   |  |                          |   |
| Metropolitan  | 23.08%                                   |                      | 29.12%  |  |                          |   |

*\*Data has been presented for permanent employees based on their Annual CTC*

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

| Essential Indicators  |                                      |                                   |         |                                       |  |         |
|---|--------------------------------------|-----------------------------------|---------|---------------------------------------|--|---------|
| <b>1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</b>  |                                      |                                   |         |                                       |  |         |
| In GDL Customers share their queries/grievances to customer service team through email/phone/verbal at ICDs. Customer service team then checks it and sends it to the internal departments for resolution, after that customer service team does follow up. Post receiving the solution internally customer service team reverts to the customer with closure remarks. There is a centralised email id on which customers can main their queries - <a href="mailto:mail@gatewaydistriparks.com">mail@gatewaydistriparks.com</a> . |                                      |                                   |         |                                       |  |         |
| <b>2. Turnover of products and / services as a percentage of turnover from all products/service that carry information about:</b>   |                                      |                                   |         |                                       |  |         |
|   |                                      |                                   |         |                                       | <b>As a percentage to total turnover</b> |         |
| <b>Environmental and social parameters relevant to the product</b>  |                                      |                                   |         |                                       | Not Applicable                           |         |
| <b>Safe and responsible usage</b>   |                                      |                                   |         |                                       |  |         |
| <b>Recycling and/or safe disposal</b>   |                                      |                                   |         |                                       |  |         |
| <b>3. Number of consumer complaints in respect of the following:</b>  |                                      |                                   |         |                                       |  |         |
|   | FY 23-24<br>(Current Financial Year) |                                   | Remarks | FY 22-23<br>(Previous Financial Year) |  | Remarks |
|   | Received during the year             | Pending resolution at end of year |         | Received during the year              | Pending resolution at end of year        |         |
| Data privacy  | 0                                    | 0                                 |         | 0                                     | 0  |         |
| Advertising   |                                      |                                   |         |                                       |  |         |
| Cyber-security  |                                      |                                   |         |                                       |  |         |
| Delivery of essential services  |                                      |                                   |         |                                       |  |         |
| Restrictive Trade Practices   |                                      |                                   |         |                                       |  |         |
| Unfair Trade Practices  |                                      |                                   |         |                                       |  |         |
| Other   |                                      |                                   |         |                                       |  |         |

*Based on data provided for respective location to the extent available*

**GATEWAY DISTRI PARKS LIMITED**

**CIN:** L60231MH2005PLC344764

**Registered Office:** Sector 6, Dronagiri, Taluka Uran, District Raigarh, Navi Mumbai, Maharashtra 400707, India

**Corporate Office:** 4<sup>th</sup> Floor, Prius Platinum, Saket District Centre, New Delhi – 110017, India

**T:** +91 11 4055 4400 **F:** +91 11 4055 4413 **E:** investors@gatewaydistriparks.com **W:** [www.gatewaydistriparks.com](http://www.gatewaydistriparks.com)



| 4. Details of instances of product recalls on account of safety issues:   |                |                    |
|---|----------------|--------------------|
| SR No.  | Number         | Reasons for Recall |
| Voluntary Recalls   | Not Applicable |                    |
| Forced Recalls  |                |                    |
| 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. Cyber Policy is available at <a href="https://www.gatewaydistriparks.com/policy.php">https://www.gatewaydistriparks.com/policy.php</a>   |                |                    |
| 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. |                |                    |
| There were no security occurrences / re- occurrences relating to advertising, delivery of essential services, cyber security and data privacy of customers which led to penalty / action taken by regulatory authorities on safety of products / services.  |                |                    |
| 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   | Not Applicable |                    |
| c. Impact, if any, of the data breaches   | Not Applicable |                    |

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