



An ISO 9001, ISO 14001, ISO 45001 & ISO 50001 Certified Company

**Gujarat Narmada Valley
Fertilizers & Chemicals Limited**

CIN : L24110GJ1976PLC002903

P.O Narmadanagar - 392015, Dist. Bharuch, Gujarat, India
Ph. (02642) 247001, 247002 Website: www.gnfc.in

No. SEC/BD/SE/AGM
August 28, 2024

Dy. General Manager
BSE Limited
Corporate Relationship Dept.,
1st Floor, New Trading Ring,
Rotunda Bldg., PJ Tower,
Dalal Street, Fort,
Mumbai - 400 001
Scrip Code: "500670"

Dy. General Manager
Listing Department
National Stock Exchange of India Limited
Exchange Plaza,
C-1, Block - "G",
Bandra Kurla Complex, Bandra (E),
Mumbai - 400 051
Symbol: "GNFC"

Dear Sir / Madam,

**Sub.- Submission of Business Responsibility & Sustainability Report for FY
2023-24 of the Company**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility & Sustainability Report which forms part of Company's Annual Report for the FY 2023-24.

The Annual Report for FY 2023-24 together with Notice of the 48th Annual General Meeting and Business Responsibility & Sustainability Report for FY 2023-24 are also available on the website of the Company at www.gnfc.in.

You are requested to take note of the above.

Thanking you.

Yours faithfully,

For Gujarat Narmada Valley Fertilizers & Chemicals Limited

Chetna Dharajiya
Company Secretary & Chief Manager (Legal)

Encl.: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT
SECTION A : GENERAL DISCLOSURE

I. Details of the listed entity

Sr. No.	Requirement	Company Detail
1.	Corporate Identity Number (CIN) of the Listed Entity	L24110GJ1976PLC002903
2.	Name of the Listed Entity	Gujarat Narmada Valley Fertilizers & Chemicals Limited
3.	Year of incorporation	1976
4.	Registered office address	P.O.: Narmadanagar - 392015, District: Bharuch, Gujarat
5.	Corporate address	P.O.: Narmadanagar - 392015, District: Bharuch, Gujarat
6.	E-mail	investor@gnfc.in
7.	Telephone	(02642) 247001, 247002
8.	Website	www.gnfc.in
9.	Financial year for which reporting is being done	April 1, 2023 - March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	Equity Share Capital of ₹ 146.94 Crores

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	Ms. Chetna Dharajiya
Designation	Company Secretary
Telephone	02642-203752
Email	sustainability@gnfc.in

13. Reporting boundary - Are the disclosures under this report made on a standalone basis. (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).
Disclosures under this report are made on Standalone Basis.

14.	Name of assurance provider	Not Applicable as per SEBI's criteria
15.	Type of assurance obtained	Not Applicable

DIRECTORS' REPORT

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.	Chemical segments	GNFC has established a core setup for chemicals and Petrochemicals Plants such as Methanol, Formic Acid, Acetic Acid, Toluene Di- Isocyanate (TDI), Technical Grade Urea (TGU), Weak Nitric Acid, Concentrated Nitric Acid, Ethyl Acetate, and Ammonium Nitrate. GNFC is the only producer of Acetic Acid and one of the two producers of Formic Acid in India and has the largest single-stream Aniline plant in India. It is the only manufacturer of Toluene Di-Isocyanate (TDI) in South-east Asia and the Indian Sub-Continent.	60.00%
2.	Fertilizers segment	This segment began with the establishment of one of the largest single-stream Ammonia Urea Plants. It includes the manufacturing of Urea and Ammonium Nitro phosphate, which was being marketed under the brand 'Narmada' till Dec 2022. Thereafter these are being marketed under brand 'Bharat' as mandated by Gol under One Nation One Fertilizer Initiative.	38.00%

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	Ammonium Nitro Phosphate	24121	98%
2	Neem Urea	24123	
3	Acetic Acid	24115	
4	AN Melt	20123	
5	Aniline	24121	
6	Concentrated Nitric Acid	24121	
7	Weak Nitric Acid	24121	
8	Ethyl Acetate	24115	
9	Formic Acid	24116	
10	Methanol	24116	
11	Toluene Di-Isocyanate (TDI)	24121	
12	Technical Grade Urea (TGU)	20121	
Note: All the NIC Codes are from NIC Code 2004			

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

Location	Number of plants	Number of offices	Total
National	2	5	7
International	-	-	-

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

Locations	Number
National (No. of States)	27
International (No. of Countries)	86

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

2.14% of total turnover is export turnover.

c. A brief on types of customers:

The Company has two business segments, fertilizer segment and industrial product segment. The fertilizer segment serves the customer base including federations/Agro industries/Co-operatives private dealers and farmers. The Industrial product segment majorly operates in business to business including MSMEs, Industries, Government agencies, PSUs, and small manufacturing units.

IV. Employees
20. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2144	2081	97.06	63	2.94
2.	Other than Permanent (E)	287	259	90.24	28	9.76
3.	Total employees (D + E)	2431	2340	96.26	91	3.74
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1946	1834	94.24	112	5.76
6.	Total workers (F + G)	1946	1834	94.24	112	5.76

DIRECTORS' REPORT

b. Differently abled Employees and workers:						
Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	13	11	84.62	2	15.38
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differentlyabled employees (D + E)	13	11	84.62	2	15.38
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women:			
Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20
Key Management Personnel	2*	0	0

*KMPs- Other than MD

22. Turnover rate for permanent employees and workers:									
	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1	0.04	1.04	0.56	0	0.56	1.06	0.13	1.19
Permanent Workers	0	0	0	0	0	0	0	0	0

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

23. (a) Names of holding/subsidiary / associate companies / joint ventures:				
Sr. No.	Name of the holding / subsidiary/associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary / Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gujarat Green Revolution Company Limited	Associate Company	46.87	No

VI. CSR Details:

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes	
(ii) Turnover (in `)	` 7,930 Crores
(iii) Net worth (in `)	` 8,198 Crores

VII. Transparency and Disclosures Compliances:

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct :							
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	74	0	–	71	0	–
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil

DIRECTORS' REPORT

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Reducing Carbon footprint by using renewable energy	O	GNFC is increasing the share of renewable energy sources and reducing use of fossil fuels in total energy consumption which can significantly contribute towards reducing carbon footprint. This may substantially lower the operational cost to the Company and resulting towards good reputation of the Company as well .	-	P
2	Climate Change	R	The Company may encounter Significant environmental risks due to climate change, including water scarcity and extreme weather events. It may also affect the continuity of the business.	GNFC is increasing its renewable energy sources across its operations. The Company has developed a green belt in approximately 42% of the Plant premises and a lush green Oxygen Park. GNFC has two DCs identified as per the PAT Scheme where several energy conservation initiatives are undertaken. The appropriate strategies are in place to prevent any kind of disruption of business activity in the Company.	N

3	Water Consumption	R	GNFC is in the business of manufacturing of fertilizers and chemicals its operations are water-intensive and heavily dependent upon freshwater, the Company may face water scarcity due to extreme weather conditions. Additionally, excessive water consumption also may result in water scarcity and dependency on local water suppliers.	GNFC has already installed 55 nos. of ground water recharge wells in the green belt area to recharge the ground water during monsoon season and also the Company has constructed a concrete reservoir to store water. The Company has also set goal to reduce water consumption in upcoming year.	N
4	Waste management	R	Waste generation poses risk to regulatory compliances and increases operating costs. As a chemical and fertilizer manufacturing Company, the hazardous wastes generated from its operations have environmental risks.	GNFC ensures proper waste management of hazardous waste generated from its operations. Waste is being collected and stored at designated hazardous waste storage areas. Management of hazardous waste is being carried out as per Consolidated Consent & Authorization (CC&A) granted by the Gujarat Pollution Control Board (GPCB) and as per the Hazardous & Other Waste (Management & Transboundary Movement) Rules-2016 as amended.	N
5	Occupational Health & Safety	R	The Company's operations have associated health and safety hazards, where its employees and workers can be exposed towards various health and safety issues.	GNFC has implemented a robust and effective occupational, health and safety management system to avoid accidents. It is continuously improving its health and management system to minimize/eliminate risk associated with its operations. Please refer Principle 3 for more details.	N

DIRECTORS' REPORT

6	Protection of employment & labour rights	R	The Company might face reputational risk if there are reportable instances of unethical labour practices. This can also attract fine and penalty from statutory authorities	GNFC has developed comprehensive policies and procedures to support the well-being of its employees and workers. The Company has established an efficient grievance mechanism to provide a fair platform for addressing employee and worker concerns, ensuring timely resolution of any issues. Additionally, GNFC has introduced an online system for its Suggestion Scheme, enabling employees to identify areas for improvement within the organization. Furthermore, the industrial relations cell of GNFC serves as a dedicated forum for workers to voice their grievances through the Union. GNFC is complying to all the applicable statutory requirements relating to employment and labour rights.	N
7.	Human rights	R	Instances of human rights breaches can attract fines and penalties which can result in reputational damage to the Company.	GNFC has established and implemented robust mechanisms to avoid human rights breaches. The Company has developed corporate-level Policies such as Whistle-blower, POSH and Business Responsibility Policy which sets guidance to implement stringent vigilant mechanisms for the protection of human rights.	N
8	Compliance management	R	Non-compliance to statutory requirements can attract fines and penalties, it might lead to reputational risk as well.	GNFC has system in place to address regulatory compliances.	N

9	Business ethics	R	Unethical business practices might lead to reputational risk.	GNFC has formulated and implemented Whistle Blower Policy, POSH Policy, Code of Conduct, to ensure adherence to business ethics.	N
10	Talent attraction, training & development	O	To be competitive in the market and to ensure constant growth and productivity, GNFC must attract talent, develop the capabilities of employees and workers and ensure the highest level of employee engagement.	-	P
11	Customer retention	O	Effective customer retention helps GNFC in saving the cost of developing new customers, strengthening its relationship capital, and enabling word of mouth publicity.	-	P

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	All Policies can be accessed at : https://www.gnfc.in/code-of-conducts-policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	GNFC is certified with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Kindly refer to the note 1								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Kindly refer to the note 1								

DIRECTORS' REPORT

Governance, leadership and oversight**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)**

Being promoted by the Government of Gujarat (GoG) and Gujarat State Fertilizers and Chemicals Ltd. (GSFC), in 1976 GNFC was established as a joint sector Company manufacturing fertilizers, commodity and speciality chemicals. In 1982 GNFC started manufacturing of fertilizers in its one of the world's largest single stream Ammonia-urea Fertilizer Plant.

As a fertilizer and chemical industry, the Company recognizes the importance of the environment and society to it. Hence, the Company always demonstrates its highest level of commitment to protect the resources around and associated with it. GNFC has considered ESG a vital pillar of its business.

The Company is committed towards robust corporate governance keeping transparency at its core. At GNFC learning and innovation is a continuous process and we encourage our people for the same by organizing regular training and awareness programs.

Protection of the environment and responsible use of resources are some of the key things which the Company undertake diligently. The Company has various initiatives towards protecting the environment and conservation of the resources around us. We have developed an oxygen park. Additionally, the Company is also diversifying its source of energy consumption from renewable source by adding renewable source of energy from 4MW installed capacity, which is likely to start by June 2024.

The Company realizes the importance of community development and upliftment. We believe in demonstrating a CSR model which is profitable to both society and corporate taking development as our moral obligation to earn social capital. In the reporting financial year, the Company has undertaken various developmental projects in the thematic areas of education, skill development, livelihood, health, and agriculture.

As envisioned GNFC is committed to being technologically driven and environmentally responsible in its business practices.

This Business Responsibility and Sustainability Report depicts the integration and consideration of ESG into its operation. It also signifies our short-term and long-term obligation towards the environment and society at large. GNFC has adopted an ESG framework that is consistent with the Company's vision, purpose, corporate principles, and global ESG ambitions. GNFC adheres to the principles of product stewardship along with fostering benefits to the communities, embracing diversity, equality, and inclusion in the workforce.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Managing Director under the guidance of the Board of Directors and its Committees.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. GNFC has the "Risk Management Committee" of Directors to provide guidance and direction to the Management to ensure that health, safety, and sustainability implications are duly addressed in all strategic initiatives.

Members of Rik Management Committee	Designation	DIN
Prof. Ranjan Kumar Ghosh, Chairman of the Committee	Independent Director	08551618
Smt. Gauri Kumar, IAS (Retd.)	Independent Director	01585999
Shri Bhadresh Mehta	Independent Director	02625115
Dr. N. Ravichandran	Independent Director	02065115
Prof. Piyushkumar Sinha	Independent Director	00484132
Shri Pankaj Joshi, IAS	Managing Director	01532892
Shri D. V. Parikh	ED & CFO	07653680
Shri A. C. Shah	CS & GM (Legal)	06745194

Note 1: GNFC has set the following commitments for the upcoming financial year under the ESG pillar of its business.

Principles	Commitments/Goals
Principle 1	<ul style="list-style-type: none"> Improving awareness in quality, environment, safety & health, energy-related issues by conducting in-house/outside training programs
Principle 2	<ul style="list-style-type: none"> To develop new vendors as a part of mutually beneficial supplier relationships
Principle 3	<ul style="list-style-type: none"> Improving awareness in quality, environment, safety & health, energy related issues by conducting in-house/outside training programs
	<ul style="list-style-type: none"> Improving safety and health performance by reducing number of accidents in Company premises
	<ul style="list-style-type: none"> Improving safety and health performance by reducing number of fire incidents
	<ul style="list-style-type: none"> Improving safety and health performance by reducing number of chemical leakage/ toxic gas release incidents
Principle 4	<ul style="list-style-type: none"> The Company is committed to engaging with stakeholders on periodic basis to boost the confidence of all the stakeholders
Principle 5	<ul style="list-style-type: none"> Ensure respect and promote human rights by creating a safe, secure and healthy working environment for employees
Principle 6	<ul style="list-style-type: none"> To increase green belt area by planting trees in GNFC premises
	<ul style="list-style-type: none"> To reduce lube oil consumption by 5% in the next financial year in comparison to the reporting financial year's consumption
	<ul style="list-style-type: none"> To reduce water consumption by 1% against the total consumption of the reporting year (FY 2023-24) of the whole complex
	<ul style="list-style-type: none"> To reduce specific power consumption by 1% in the process compared to 2023-24
	<ul style="list-style-type: none"> To reduce total lighting energy consumption by 1% compared to the reporting financial year (FY 2023-24)
Principle 7	<ul style="list-style-type: none"> Ensure participation more with public and regulatory policy, in a manner that is responsible and transparent
Principle 8	<ul style="list-style-type: none"> Enhancing local procurement to enable development that drives sustainability and community empowerment

Note: The Company has formulated these goals for the FY 2023-24, performance for these goals will be reported in the upcoming FY.

DIRECTORS' REPORT

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Business Responsibility Policies of GNFC are reviewed on a periodic or on-a-need basis by Senior Management Team. During the review, efficacy of the Policies is reviewed and necessary changes to the Policies and procedures are implemented																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	GNFC is in compliance with the existing Regulations. Statutory Compliance Certificate on applicable laws is provided by the Company Secretary to the Board of Directors																	

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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	GNFC conducts periodic review of the Charters and Policies internally by the Senior Management Team and Board Committees which then drives the Policies, Projects and performance of the aspects of Business Responsibility and Sustainability								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable. GNFC has formulated Policies in accordance with nine NGRBC Principles. Kindly refer to the explanation of Question 1, Section B of this report								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Training on economy and environmental, social and governance parameters	100
Key Managerial Personnel	1	Training on Prevention of Sexual Harassment (POSH), Code of Conduct for the Executives in Senior Management, Code of Conduct for prevention of insider trading in securities of the Company, Code of Practices and Procedures for Fair Disclosures of Unpublished Price Sensitive Information	100
Employees other than BoD and KMPs	64	Environment, Safety, Energy Saving, Occupational Health, Management Development, POSH, Motivational, Skill development related Programs	65.11
Workers	67	Safety training for contract workers carried out across plant locations covers all relevant workplace safety and general safety topics	63.41

DIRECTORS' REPORT

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

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

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement/ agencies/ judicial institutions	Amount (₹)	Brief of the case	Has an appeal been preferred (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable. GNFC has not received any form of fine/ penalties/ punishment/ award/ compounding fees against any of the NGRBC Principles for the reporting period.	

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

Yes. GNFC has established and implemented Business Responsibility Policy which imbibes anti-corruption and anti-bribery. The Policy applies to the business operations of GNFC. The Policy has been developed on the basis of the principles of conducting and governing the business with Ethics, Transparency and Accountability. GNFC is also committed to conducting its business in accordance with the applicable laws, rules, and regulations and with the highest standards of business ethics. GNFC has a zero-tolerance approach for the practices that are abusive, corrupt, or anti-competitive. GNFC has also established and implemented a Whistleblower Policy and Vigil Mechanism to provide a formal mechanism to the Stakeholders to report their concerns about unethical behavior, actual or suspected fraud or violation of the Code of Conduct and the Policies.

The Business Responsibility policy can be accessed at -

<https://www.gnfc.in/wp-content/uploads/2021/04/GNFC-BR-Policy2017.pdf>

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

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

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable.

GNFC has not received any form of fine/ penalties / punishment / award/ compounding fees against any of the NGRBC Principles for this reporting period. Hence, no such corrective actions are being 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.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	30.08	28.81

DIRECTORS' REPORT

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25%	33%
	b. Number of trading houses where purchases are made from	443	470
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	92%	95%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	54.86%	48.45%
	b. Number of dealers / distributors to whom sales are made*	33	33
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors**	61.55%	69.42%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.0015%	0.0018%
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments(Investments in related parties / Total Investments made)	Nil	Nil

*Number of dealers for Industrial Product Segment only

**Sales to the top 10 dealers under the Industrial Product segment are only considered

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

Essential Indicators

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in environmental & social impacts
R&D	100	100	The Company has taken various initiatives to improve environmental and social impacts
Capex	Nil	Nil	Not Applicable

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

Yes. The Company has established and implemented the Supplier Code of Conduct. The Code applies to suppliers / Vendors / Service Providers / Traders / Agents / Contractors / Consultants, who have business relationships with and provide, sell, or seek to sell, any kinds of goods or services to GNFC. Suppliers are required to comply with all the applicable regulations. Suppliers are being selected based on the appropriate Environmental and Social criteria. Suppliers have to register themselves on the 'Vendor Registration Portal' of GNFC.

The Supplier Code of Conduct and the link for Vendor registration are hosted on GNFC's Official Webpage at following path: www.gnfc.in --> Quick Links --> Supplier Code of Conduct. www.gnfc.in--> Quick Links --> Vendor Registration.

Same can be accessed at: <https://www.gnfc.in/information-technology/vendor-registration/>

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

100%

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

Plastic Waste

GNFC is committed to complying with the requirements of Extended Producer Responsibility (EPR) as mandated by the Central Pollution Control Board (CPCB). Rigid and flexible plastic waste generated from operations is being sent to CPCB/SPCB registered plastic waste recyclers. The Company has obtained EPR registration as Brand Owner under Plastic Waste Management Rule 2016 as amended from the Central Pollution Control Board (CPCB).

Hazardous Waste

Land fillable hazardous waste is disposed off through GPCB- authorized Common Treatment & Disposal Facility. Recyclable Hazardous Waste is being disposed off to the CPCB/SPCB registered recyclers.

Co-processable waste

TDI Tar which is generated from TDI Plant is sent to cement industries (in Gujarat and Rajasthan) for co-processing as an alternative fuel. This is replacing the equivalent quantity of coal consumption at cement industries.

Other incinerable hazardous waste is being disposed to the GPCB approved common hazardous waste incineration facility.

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

Yes, Extended Producer Responsibility (EPR) is applicable under the Plastic Waste (Management) Rules, 2016 as amended. EPR targets are being complied as per the Plastic Waste (Management) Rules, 2016 and EPR certificate is being procured from registered plastic waste recycler.

DIRECTORS' REPORT

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

Essential Indicators

1. a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Num-ber (B)	% (B / A)	Num-ber (C)	% (C / A)	Num-ber (D)	% (D / A)	Num-ber (E)	% (E / A)	Num-ber (F)	% (F / A)
Permanent employees											
Male	2,081	2,081	100	2,081	100	0	0	0	0	0	0
Female	63	63	100	63	100	63	100	0	0	0	0
Total	2,144	2,144	100	2,144	100	63	2.94	0	0	0	0
Other than Permanent employees											
Male	259	259	100	259	100	0	0	0	0	0	0
Female	28	28	100	28	100	28	100	0	0	0	0
Total	287	287	100	287	100	28	9.76	0	0	0	0
b. Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Num-ber (B)	% (B / A)	Num-ber (C)	% (C / A)	Num-ber (D)	% (D / A)	Num-ber (E)	% (E / A)	Num-ber (F)	% (F / A)
Permanent Workers											
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
Other than Permanent Workers											
Male	1,834	1,834	100	1,834	100	0	0	0	0	0	0
Female	112	112	100	112	100	112	100	0	0	0	0
Total	1,946	1,946	100	1,946	100	112	5.76	0	0	0	0

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the company	0.31%	0.53%

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

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

Note: The data for FY 2022-23 has been restated based on revised procedure adopted by the Company during FY 2023-24.

3. Accessibility of workplaces:

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

Yes, The Office and plant premises of are accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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. GNFC is committed to providing equal opportunity for all employees. The Company has a zero-tolerance approach towards any discriminatory cases based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by the laws.

Equal opportunity is part of GNFC's Business Responsibility Policy and is hosted on its Website. The policy can be accessed at the given link:

<https://www.gnfc.in/wp-content/uploads/2024/08/1-Business-Responsibility-and-Sustainability-Reporting-Policy.pdf>

DIRECTORS' REPORT

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	-	-	-	-
Female	100%	100%	-	-
Total	-	-	-	-

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	<p>Yes. GNFC has established a comprehensive grievance redressal mechanism. Nominated HR Specified Point of Contact (SPOC) acts as a Grievance Redressal Officer. Grievances can be reported through Email, verbally and through letters to HR or to MD. The nominated HR SPOC is responsible to analyze the grievances and send it to the concerned department for further investigation, resolution and feedback.</p> <p>GNFC has established an Industrial Relations Committee. The Committee is responsible to investigate any grievances received from employees. The Committee comprises of fifteen (15) Members with representatives from Management and Staff Union.</p> <p>Other than permanent workers can raise their grievances through their respective Contractors. The Contractor in turn will forward the same to HR Dept. to address the same.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category(A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	2,144	1,404	65.49	2,275	1,458	64.09
Male	2,081	1,366	65.64	2,211	1,420	64.22
Female	63	38	60.32	64	38	59.38
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:										
Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. B	% (B/A)	No. C	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2,340	813	34.74	831	35.51	2,402	695	28.93	834	34.72
Female	91	18	19.78	42	46.15	88	18	20.45	25	28.41
Total	2,431	831	34.18	873	35.91	2,490	713	28.63	859	34.50
Workers										
Male	1,834	1163	63.41	0	0	1,820	1,413	77.64	0	0
Female	112	0	0.00	0	0	112	0	0.00	0	0
Total	1,946	1163	59.76	0	0	1,932	1,413	73.14	0	0

9. Details of performance & career development reviews of employees & workers:						
Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	2,340	2,340	100	2,402	2,402	100
Female	91	91	100	88	88	100
Total	2,431	2,431	100	2,490	2,490	100
Workers						
Male	1,834	0	0	1,820	0	0
Female	112	0	0	112	0	0
Total	1,946	0	0	1,932	0	0

Note – There are no permanent workers in GNFC. Other than permanent workers are engaged through independent contractors

10. Health and safety management system:	
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?
Yes. GNFC has implemented an Occupational Health and Safety Management System across all Operations including Bharuch and TDI-II, Dahej Plant. The Company has established a well-structured Occupational Health and Safety Policy for effective implementation of Occupational Health & Safety Management System.	

DIRECTORS' REPORT

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

GNFC has implemented Hazard Identification and Risk Assessment (HIRA) process to identify work related hazards which include routine and non-routine activities. The HIRA register is being maintained and reviewed on half-yearly basis. The Company conducts job safety analysis for routine and non-routine activities. HAZOP Study also being carried out as part of management change process. The following hierarchy of controls are taken to reduce the work-related hazards and risks:

- Well established work permit system.
- Electrical isolation system.
- Safety observations reporting system.
- Incident / Near-miss reporting, analysis and investigation system.
- Monitoring and execution of statutory compliance pertaining to legal requirement applicable to Processes, plants and equipment.
- Distribution and Maintenance of suitable Personal Protective equipment.
- Monitoring and maintenance of all fire-related equipment to mitigate any emergency situation in the plant.
- Conducting Fire turnout drills, mock-drills, and tabletop exercise to enhance the Emergency Management system by incorporating the recommendations thereof.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks (Yes/No)?

Yes. GNFC has a robust system to track, record and report work-related hazards. The Company has an online accident reporting system (ARS) to report & record near-miss, accidents and dangerous occurrences in the plant. Employees are encouraged to report near-miss in the workplace into online ARS. GNFC has established system to impart Occupational Health and Safety training to Employees / Workers. GNFC has also established system to record and review any safety-related observations, near miss, unsafe act and conditions. Safety committee & Safety sub-committee members also report unsafe act & condition prevailing in the plant and action plan is being sent to respective department for compliance.

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

Yes, GNFC has made available medical services to its employees/workers and their family members according to medical policy.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.5
	Workers	0.17	0.43
Total recordable work-related injuries	Employees	0	3
	Workers	1	2
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Health and safety is considered as an important management activity that requires a culture of continual improvement. Site-level HSE team advise, suggests, and supports all operations and employees in integrating health and safety standards into their operational planning, business decisions, and daily process activities. GNFC has established and implemented Integrated Management System in line with ISO 45001:2018 and ISO: 14001:2015. Site health and safety personnel are trained to identify, alleviate, and control risks specific to their operations. Health and safety-related training, awareness sessions and inspections are carried out on a periodic basis. GNFC has formulated two safety sub-committees, namely, Apex Safety Sub-Committee and Plant wise Sub-Safety Committees to review, monitor and deliberate upon health & safety matters. Periodical internal and external safety audits are conducted, and compliance report is reviewed and monitored at the top level. Safety is given top priority since the design stage of the Plant with in-built safety criteria. Plant operation is being managed by trained and experienced manpower along with integration of effective instrumentation such as DCS/PLC for taking care of the processes. GNFC also has well established Permit to Work System for various jobs in the Plant along with an effective near miss reporting and investigation system in place. GNFC has also a strong focus to create awareness among its employees and other stakeholders on health & safety practices. As a part of this, GNFC organized annual health and safety quiz to create awareness among its employees and workers. Appropriate reward system is also in place to motivate employees and workers. Health & safety skits were organized to provide generate awareness. Safety training were conducted in schools, colleges, and old age homes on basic awareness on health and safety. Some of the initiatives implemented in 2023-2024 during National Safety Week Celebration are as follows:

- 1705 employees have participated in Online Safety quiz.
- 136 nos. of employees & 64 nos. of contract workers have participated in Breathing apparatus set rescue competition.
- 170 nos. of employees have participated in Group safety quiz competition.
- Organized Safety training & Quiz competition with spot reward for contract workers.
- Training on Safe transportation of hazardous chemicals imparted to Auto tanker drivers at regular frequency

Safety skit play was performed by three (3) different group of employees on various topics like "Suraksha ni Sabhanta - part-II", "Safety Baba" and "SAFETY BIG BOSS IN GNFC HOUSE"

F&S Department also observed National Fire Service Day on 14th April conducting various fire safety awareness program.

GNFC has a well-equipped firefighting system and qualified and trained fire crew in place, with the help of which it extends support to Bharuch Municipality and other nearby industrial areas in case of any community / industrial fire hazard.

As a part of fire & safety awareness among the nearby community, first aid training and evacuation drills were conducted as follows:

January 31, 2024 : Zadeshwar School , Bharuch,

February 06, 2024 at Shuklthirth Scool,

February 07, 2024 Bholav School,

February 08, 2024 Narmada Scool,

February 24, 2024 Kukurwada School and

February 29, 2024 at Vadadala School

GNFC successfully attended to fifteen (15) fire calls from other industries / areas to control fire incidents.

DIRECTORS' REPORT

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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

There were no incidents of fatalities and reportable disability reported during the last reporting period -FY 2023-24. There were only first-aid-related incidents reported during the reporting period which have been investigated and appropriate corrective and preventive actions have been taken to avoid the recurrence. Toolbox talks are conducted on daily basis to reduce the potential work-related hazards and risks. Trainings on Standard Operating Procedure (SOPs) are imparted on a periodic basis.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employee (Yes/No), (B) Workers (Yes/No).**

Yes, The Company has a Group Personal Accident policy for all Employees which is covered during 24 hours & 365 days on duty or off duty accidental death or permanent/partial disablement. Also, for Contract workers, there is a provision/coverage under the workman compensation policy.

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.**

GNFC has identified its internal and external groups of Stakeholders and following are the Stakeholder groups which have immediate impact on the operations and working of GNFC.

Sr. No.	Stakeholder Group	Importance
1	Customers other than farmers	Customer plays a vital role in GNFC's positive market presence. Customer satisfaction is key to the growth of the Company.
2	Farmers	Farmers play a vital role in GNFC's positive market presence.
3	Employees & Workers	Employees and workers are the powerhouse of GNFC's business. They ensure the smooth functioning of our day-to-day operations.
4	Board of Directors & Senior Management	The Board of Directors and Senior Management of GNFC are the driving force for the decision-making process.
5	Regulatory authorities	Regulatory authorities such as Ministry of Environment, Forest & Climate Change, State Pollution Control Board, Central Pollution Control Board, other local authorities, and court of law guides GNFC on how to operate in environmentally sound manner.
6	Community	All the employees, workers and customers (farmers) of GNFC belong to the community at large. Engaging with the local community through CSR initiatives enables us to earn social license to operate.
7	Logistic partners	Logistic partners play a vital role in the safe and responsible transportation of the raw materials and final products of GNFC.
8	Suppliers & Vendors	The suppliers and vendors provide critical raw materials for the GNFC's products.

2. List stakeholder groups identified as key for your entity & the method, frequency & purpose of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees & Workers	No	<ul style="list-style-type: none"> Departmental meetings HR Programs Meetings, seminars and reviews Circulars 	Periodically	<ul style="list-style-type: none"> Understanding the expectations of the employees and workers Discussion on fair remuneration structure
Logistic Partner	No	<ul style="list-style-type: none"> Logistic partner meets 	Periodically	<ul style="list-style-type: none"> Discussion on the safe and responsible transportation of raw material and final products

DIRECTORS' REPORT

Farmers	No	<ul style="list-style-type: none"> Farmers meet 	Periodically	<ul style="list-style-type: none"> Procuring feedback from the customers and areas of improvement. Quality & reliability of the products.
Customers other than farmers	No	<ul style="list-style-type: none"> Formal & informal feedback Email Monthly magazines 	Periodically	<ul style="list-style-type: none"> Procuring feedback from the customers and areas of improvement. Quality & reliability of the products.
Government Regulatory / Authorities	No	<ul style="list-style-type: none"> Scheduled meetings 	Periodically	<ul style="list-style-type: none"> On time compliance of environment & social regulations.
Community	No	<ul style="list-style-type: none"> CSR meets Stakeholder meets 	Periodically	<ul style="list-style-type: none"> Understanding the expectations of communities with respect to CSR initiatives.
Vendors and Suppliers	No	<ul style="list-style-type: none"> Contract revision & negotiation meetings Suppliers meet 	Periodically	<ul style="list-style-type: none"> Contract negotiation.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of / employees workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (B)	% (D / C)
Employees						
Permanent	2,144	1,840	85.82	2,275	2,004	88.09
Other permanent	287	283	98.61	215	193	89.77
Total Employees	2,431	2,123	87.33	2,490	2,197	88.23
Workers						
Permanent	0	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
Other permanent	1,946	-	-	1,932	-	-
Total Workers	1,946	-	-	1,932	-	-

Note – The Company has no permanent workers. Training for other than permanent workers has not been conducted.

2. Details of minimum wages paid to employees and workers in the following format:										
Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. B	% (B/A)	No. C	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,144	0	0	2,144	100	2,275	0	0	2,275	100
Male	2,081	0	0	2,081	100	2,211	0	0	2,211	100
Female	63	0	0	63	100	64	0	0	64	100
Other than Permanent	287	0	0	287	100	215	0	0	215	100
Male	259	0	0	259	100	191	0	0	191	100
Female	28	0	0	28	100	24	0	0	24	100
Workers										
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
Other than Permanent	1,946	0	0	1,946	100	1,932	0	0	1,932	100
Male	1,834	0	0	1,834	100	1,820	0	0	1,820	100
Female	112	0	0	112	100	112	0	0	112	100

Note – There are no permanent workers in the Company.

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 (Executive Directors)	8	Kindly refer note	2	Kindly refer note
Key Managerial Personnel	2	1,05,64,361	0	Nil
Employees other than BoD and KMP*	2,271	24,04,699	90	15,10,863
Workers	-	Kindly refer note	-	Kindly refer note

Note – Remuneration of Non-Executive Directors (NEDs) is decided by the board. NEDs are paid remuneration by way of sitting fees only for attending the Board or committees meeting(s). They are paid sitting fees @ INR 17,500 per meeting attended by them. Workers are engaged through third party contractor.
*Employees continued for the entire reporting period have only been considered.

DIRECTORS' REPORT

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	2.25%	2.27%

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. Nominated HR SPOC is responsible for addressing human rights related issues across GNFC's business operations.

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

Yes. GNFC has established a comprehensive grievance redressal mechanism. Nominated HR Specified Point of Contact (SPOC) acts as a Grievance Redressal Officer. Grievances can be reported through Email, verbally and through letters to HR or to MD. Nominated HR SPOC is responsible to analyze the grievances and send it to the concerned Department for further investigation, resolution and feedback.

GNFC has established an Industrial Relations Committee. The Committee is responsible to investigate any grievances received from employees. The Committee comprises of Fifteen (15) Members with representatives from Management and Staff Union.

Other than Permanent Workers can raise their grievances through their respective Contractors. The Contractor in turn will forward the same to HR Dept. to address the same.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0	0.50
Complaints on POSH upheld	0	1

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

GNFC has "Vigil Mechanism-cum-Whistle Blower Policy" in place to provide a formal mechanism to the Directors and employees to report their genuine concerns about unethical behavior, actual or suspected fraud etc. The mechanism provides for adequate safeguards against victimization of employees, who use such mechanism. The Policy is displayed on the GNFC's Website and can be accessed at the following Link:

https://www.gnfc.in/wp-content/uploads/2021/04/Vigil-Mechanism-Cum-Whistle%20Blower-Policy_21102014.pdf

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

Yes. GNFC has specific clauses included in the business Agreements and Contracts.

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/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	NA

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

Nil.

There were no incidents related to human rights across the operations of GNFC in the reporting period.

DIRECTORS' REPORT

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources in GJ		
Total electricity consumption (A)	1,38,799.03	1,60,427.19
Total fuel consumption (B)	0.00	0.00
Energy consumption sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	1,38,799.03	1,60,427.19
From non-renewable sources in GJ		
Total electricity consumption (D)	5,87,781.16	6,25,863.33
Total fuel consumption (E)	4,30,95,867.36	4,30,20,812.25
Energy consumption sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	4,36,83,648.52	4,36,46,675.57
Total energy consumed (A+B+C+D+E+F)	4,38,22,447.56	4,38,07,102.76
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue from operations in million)	552.63	428.35
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	0.011	0.009
Energy intensity in terms of physical Output (Total Energy consumed / Total Production in MT)	15.26	15.45
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for 2023 by the World Bank for India which is 20.22

(<https://data.worldbank.org/indicator/PA.NUS.PPP?end=2022&start=2022&view=bar>).

Note – The data for FY 2022-23 has been revised due to the addition of office premises and revised monitoring procedures adopted by the Company.

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.

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:

Yes, The Company has two production facilities identified as Designated Consumers (DC) under the PAT scheme:

- Urea plant: DC reg. no.: FTZ0006GJ (Sector: Fertilizer Sector)
- ANP plant: DC reg. no.: FTZ0032GJ (Sector: Fertilizer Sector, Sub Sector: Complex Fertilizer)

In PAT Cycle-I (FY: 2012-13 to 2014-15) only Urea plant was specified as DC. The Company was given with targeted specific energy consumption (SEC) for FY 2014-15 which was 0.49 MTOE/MT. GNFC had over-achieved the targeted SEC for PAT Cycle-I which is 0.436 MTOE/MT. For this achievement, GNFC was awarded 33557 nos. of Energy Saving Certificates (ESCerts) which were later banked with the Registry.

In PAT Cycle-II (FY: 2016-17 to 2018-19), along with Urea, ANP was also notified as DC under the Complex Fertilizer sector.

The Specific Energy Consumption (SEC) Target for Urea and ANP given as follows:

- Urea: SEC Target of 0.3907 MTOE/MT to be achieved by FY 2018-19. However, GNFC could not achieve the same and BEE had notified to purchase 8668 nos. of ESCerts. However, GNFC already has surplus of 24889 nos. of ESCerts.
- ANP: SEC Target of 0.2817 MTOE/MT to be achieved by FY 2018-19. However, GNFC could not achieve the same and BEE had notified to purchase 10464 nos. of ESCerts.

As a remedial action, GNFC has purchased ESCerts as per the BEE's directions.

In ESCert trading sessions for PAT-II cycle (from February 14, 2023 to October 31, 2023), the obligated purchase of 10,464 nos. of ESCerts for ANP DC has been completed by GNFC on the trading day of February 14, 2023, while total 8918 out of 24889 nos. of available ESCerts of Urea DC has been sold. GNFC is still having 15971 nos. of ESCerts balanced with perpetual validity which shall be sold in the PAT-III cycle trading sessions as per market scenario. PAT-III cycle trading sessions have been commenced from March 19, 2024.

For the next PAT cycles till FY 2024-25, BEE has excluded/exempted Urea plants and Complex Fertilizer plants of fertilizer sector from PAT scheme as per recommendations from DoF & FAI. These exclusions will be reviewed after FY 2024-25 based on then energy consumption norms as fixed by DoF/Niti Ayog as well as recommendations relevant to Nationally Determined Contribution (NDC) targets. Thus, no fresh Energy Saving Targets in Fertilizer Sector will be given to Urea as well as Complex Fertilizer plants in subsequent PAT Cycles till 2025. In case of any energy saving during the period, no ESCerts will be recommended by BEE.

DIRECTORS' REPORT

3. Provide details of the following disclosures related to water in the following format:		
Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,37,48,143	1,38,76,424
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others (GIDC Reservoir)	16,28,118	13,48,235
Total volume of water withdrawal(in kiloliters) (i + ii + iii + iv + v)	1,53,76,261	1,52,24,659
Total volume of water consumption(in kiloliters)	1,51,27,822	1,52,38,365
Water intensity per rupee of turnover (Total water consumption in KL / Revenue from operations in million)	190.77	149.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.04	0.03
Water intensity in terms of physical Output (Total water consumption in KL/Total production in MT)	5.27	5.38
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.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – primary and tertiary treatment	31,28,250	31,97,160
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	4,27,450	4,08,926
(iv) Sent to third-parties		
- No treatment	22,860	18,330
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	28,33,323	36,24,416

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

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

GNFC has not implemented a mechanism for zero liquid discharge.

DIRECTORS' REPORT

6. Please provide details of air emissions (other than GHG emissions) by the entity in the following format:			
Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	MT/Year	2,264.00	1,669.17
SOx	MT/Year	2,046.00	1,779.18
Particulate matter(PM)	MT/Year	627.00	657.91
NH3	MT/Year	319.00	291.89
Total F	MT/Year	0.00	0.03
HC	MT/Year	1.00	1.11
CO	MT/Year	31.00	33.96
HCL	MT/Year	0.31	0.20
CL2	MT/Year	Nil	Nil
Persistent organic pollutants (POP)	MT/Year	Not applicable	Not Applicable
Volatile organic compounds (VOC)	MT/Year	Nil	Nil
Hazardous air pollutants (HAP)	MT/Year	Not applicable	Not Applicable
Others – please specify	MT/Year	Nil	Nil

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.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity in the following format:			
Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	25,93,533.75	25,83,789.79
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,16,903.14	1,24,305.24
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in million)		34.53	26.79
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.001	0.001
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 emissions/ Total Production in MT)		0.94	0.96
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-No.

Note – The data for FY 2022-23 has been revised due to the addition of office premises and basis on the revised monitoring procedure adopted by the Company.

DIRECTORS' REPORT

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

The Company is installing 4 MW (installed capacity) solar plant to increase its renewable energy source. The Company is expecting completion of this project by June 2024. GNFC has also developed green belt in Bharuch Complex, comprising of different species of trees.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	143.90	76.22
E-waste (B)	19.47	16.13
Bio-medical waste (C)	0.36	0.31
Construction and demolition waste (D)	2,940.00	1,300.00
Battery waste (E)	9.97	5.77
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)		
Type of waste		
Furnace debris	23.67	23.22
Process Waste (Tarry residue)	6,543.73	5,222.43
Organic residue from process.	0.50	0.40
Spent Catalyst & Molecular Sieve	28.35	40.90
Waste & residues containing oil.	25.33	8.15
Spent acid from batteries	0.00	0.00
Spent catalyst	124.10	11.76
Ethyl Acetate reactor residue	307.87	175.43
Process waste residue & Sludge of Paints, Inks, Pigments, Varnish & Lacquers.	0.20	0.50
Empty Barrels containers / liners contaminate with hazardous chemicals / wastes.	82.54	97.81
Spent Resin	38.00	70.00
ETP Sludge	7,635.00	7,600.00
Sludge from wet scrubber	192.00	468.00
Incinerator Ash	273.40	230.30
Gasifire Slag	17.34	23.92

Insulated Copper wire Scrap	15.57	11.37
Scrubbed liquid (Spent caustic) generated from TDI plant scrubbers	8,602.17	4,222.12
Other Non-hazardous waste generated (H). Please specify, if any.		
(Break-up by composition i.e. by materials relevant to the sector)	142.78	96.31
Total (A+B+C+D+E+F+G+H)	27,166.24	19,701.03
Waste intensity per rupee of turnover (Total waste generated in MT /Revenue from operations in million)	0.34	0.19
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00007	0.00004
Waste intensity in terms of physical output (Total Waste generated in MT/ Total Production in MT)	0.009	0.007
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	5,402.98	5,882.46
(ii) Re-used	8,912.70	4,763.27
(iii) Other recovery operations	0	0
Total	14,315.68	10,645.73
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	208.049	130.44
(ii) Landfilling	3,649.30	3,152.64
(iii) Other disposal operations		
Co-processing	6,368.56	5,087.80
Utilization of C&D waste	2,067.44	1,711.45
Sent to common bio medical waste treatment facility	0.362	0.31
Total	12,293.71	10,082.65

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.

DIRECTORS' REPORT

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:

Hazardous waste generated at GNFC is being collected and stored at designated hazardous waste storage area. Management of hazardous waste is being carried out as per Consolidated Consent & Authorization (CC&A) granted by Gujarat Pollution Control Board (GPCB) and as per the Hazardous & Other waste (Management & Transboundary Movement) Rules-2016 as amended.

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.
---------	--------------------------------	--------------------	---

GNFC's Bharuch & Dahej operation is in notified Industrial area and notified PCPIR area respectively. GNFC's operations/offices does not fall in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.).

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
Expansion of Existing Ammonia, Urea, Ethyl Acetate & Ammonium Nitrate Melt Plants & installation of New Weak Nitric Acid and Ammonium Nitrate Prills Plants	SO 1533 as amended	14.09.2006	Yes	Yes	-

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 non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
---------	---	---------------------------------------	---	---------------------------------

GNFC is compliant with Water (Prevention & Control of Pollution) Act, Air (Prevention & Control of Pollution) Act and Environment Protection Act & rules thereunder. There were no fines or penalties received from the regulatory authority during the reporting period.

Leadership Indicators

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Amine wastewater treatment at GNFC-Dahej Unit in place of incineration at GNFC, Bharuch.	-	Reduction in emission & fuel consumption in TDI incinerators.
2	Recycling of yellow wastewater.	-	Reduction in emission, fuel consumption in TDI incinerators and reduction in hazardous waste generation.
3	Re-use of spent caustic at both Bharuch and Dahej unit.	-	Reduction in emission, fuel consumption in TDI incinerators and reduction in hazardous waste generation.
4	Recycling of treated ANP discontinuous effluent.	-	Resource recovery.
5	TDI Tar co-processing at cement industries.	-	Equivalent quantity of coal consumption is reduced at cement industries.
6	Recycling of NETP chemical & biological sludge at mix fertilizer units.	-	Resource recovery.

DIRECTORS' REPORT

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

Essential Indicators

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

There are ten affiliations with trade and industry chambers/associations

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Fertilizer Association of India	National
2	Federation of Gujarat Industries	State
3	Dahej Industrial Association	State
4	Gujarat Safety Council	State
5	National Safety Council	National
6	Safety, Health and Environment Association	National
7	Gujarat Chamber of Commerce & Industry (h)Gujarat Chemical Association	State
8	All India Management Association	National
9	Indian Polyurethane Association	National
10	Indian Chemical Council	National

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

Name of authority	Brief of the case	Corrective action taken
Nil. There were no such issues reported on anti-competitive conduct from regulatory authorities.		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain(Yes / No)	Relevant Web link
Not Applicable					

Note: GNFC has undertaken an assessment for its CSR Projects / Activities in FY 2023-24. The notification ID is NARDES/ADM/2024/1290 dated March 30, 2024.

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

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 ()
Not Applicable						

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

GNFC has established grievance redressal mechanism. The nominated HR SPOC acts as a Grievance Redressal Officer. Grievances can be reported through mail, verbally and through letters to HR or the MD. Nominated HR SPOC is responsible to analyze the grievances and send it to the concerned department for further investigation and resolution and feedback. GNFC has established an Industrial Relations Committee. The Committee is responsible to investigate the grievances received from employees. The Committee is comprised of fifteen members representing the Management and the Union.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	6.14	4.11
Directly from within India	85.05	89.2

Note: The procurement value of natural gas is being excluded from the total material procured in the current and previous financial year.

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

Location	FY 2023-24	FY 2022-23
Rural	11.54	11.58
Semi-urban	83.81	83.55
Urban	0.57	0.52
Metropolitan	4.08	4.35

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

DIRECTORS' REPORT

Leadership Indicators

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
The Company has no expenditure in aspirational districts under CSR projects in the reporting financial year.			

2. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Livelihood enhancement through Vocational Skills up-gradation through NITI -GCVT	120	100%
2	Revival of SHG's for entrepreneurial activities	30	100%
3	Mobile Medical Van Project	2,496	100%
4	Aashirwad Recreation centre for elderly people	35	60%
5	Improving education facilities in Narmada Motlabai Public School	120	95%
6	Support to Meritorious Students of Bharuch	10	100%
7	Upgradation & Development of education facilities in Narmada College (NEST)	2,346	66%
8	Narmada Vidyalaya	1,240	54%
9	Support to Mini Science Lab in 08 Govt. Schools of Dahej	1,540	85%
10	Upgradation of existing Anganwadi into Smart Anganwadi	1,295	82%
11	Support to TB Patients	231	100%
12	Support to Govardhan Hospital- Fire Hydrant System	1,500	100%
13	Support for Medical Equipment at SNCU, Netrang	1,896	100%
14	Support for providing Skill development to youths in Gujarat through FICCI	250	88%
15	Support to Smart Automated Public Toilets in Ahmedabad	4,500	58%
16	Food packets to Flood Victims through District Administration	1,700	100%
17	Agricultural Drones for SHG's	20	100%
18	Manpower Agri Clinic- PMKSK	3,000	100%
19	Distribution of Happiness Grocery Kit in 18 PAA's of Bharuch and Dahej	6,200	100%
20	Support for Rainwater Harvesting in 18 PAA's of Govt. schools of Bharuch & Dahej	4,320	90%

21	Pre & Post-surgical assistance to needy & unattended patients of Bharuch	200	100%
22	Support to Rural Students through Seva Rural, Jhagadia	36	100%
23	Support to GSRTC for new pick up bus stand Bharuch	10,000	65%
24	Five (05) slum lavatories with support to District Administration	725	100%
25	Support for developing Smart classroom in 10 PAA's of Primary Govt. School of Bharuch through DDO	2,230	71%
26	Indian Institute of Information Technology (IIIT), Surat	1,000	52%

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

Essential Indicators

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

GNFC has established a procedure to address consumer complaints. The feedback form is being hosted on GNFC's webpage <https://www.gnfc.in/contact-us/>. Customers can also raise their concerns for any product-related issues through mail to the Head of the Department, customer care email id, verbally by phone on the customer care number printed on fertilizer bags, and direct contact at Narmada Khedut Sahay Kendra (NKSK - a retail shop) list of NKSK is given at website <https://www.gnfc.in/narmada-khedut-sahay-kendra/> or in person at the GNFC Office <https://www.gnfc.in/divisions/gnfc-area-offices/>.

Farmers also approach directly at regional offices, area offices, retail outlets or customer care where registers are being maintained for complaints and addressed accordingly.

Additionally, the Company send feedback form to its major consumers and dealers and obtain feedback. The feedback mechanism also is in place to improve the system on a continuous basis.

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

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

Note: The logo of recycling is kept on HDPE and PP Bags. These are being used for the packaging of fertilizers. Paraben free logo is printed on the label of Hair oil related products. The EPR registration number is also provided with each package.

DIRECTORS' REPORT

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (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	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil			
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

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

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

Yes. GNFC's approach to cyber security is included in its "Information Security Policy". The Policy has been implemented to ensure compliance with respect to regulatory environment, mitigate the significant risks and increase the customer expectations. The policy is hosted on GNFC's Website on the following Link: <https://www.ncode.in/policy.html>

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

Not Applicable. There are no consumer complaints with regard 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.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- a. Percentage of data breaches involving personally identifiable information of customers: Nil
- b. Impact, if any, of the data breaches: Nil

Leadership Indicators

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

Details on various products of GNFC can be accessed following websites.
Website: www.gnfc.in & www.gnfcneem.in The Company has a customer care number (02642202243), specific Email id (customercare@gnfc.in) through which customers can reach out.
Weblink: <https://www.gnfc.in/services/chemicals/>

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

GNFC ensures to educate and inform consumers about the safe and responsible usage of products by meeting with farmers and demonstrating the process to them. Additionally, the Company educates consumers about products and their safe use through e-bulletins, fairs, and exhibitions.
The Company also provides safety data sheet to customers for safe handling of products.

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

In such instances GNFC communicates customers during their periodic customer meets.

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

All the products are approved as per the Fertilizers Control Order. The product information is specified as per regulations in its packaging.
Customer survey with regard to satisfaction is taken on a yearly basis, which is an ISO requirement also.