



# GANESH BENZOPLAST LIMITED

CIN:L24200MH1986PLC039836 / PAN NO : AAACG1259J

Regd. Off. : Dina Building, 1<sup>st</sup>Floor, 53 Maharshi Karve Road, Marine Lines (E), Mumbai - 400 002.

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5<sup>th</sup> September, 2023

To,

<b>The General Manager, Department of Corporate Services – Corporate Relations Department, BSE Limited, Pheeroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001. Scrip ID: 500153</b>	<b>The Manager, Listing Department National Stock Exchange of India Limited Exchange Plaza, 5<sup>th</sup> Floor, Plot No. C/1, G-Block, Bandra Kurla Complex, Bandra (E), Mumbai – 400051 Scrip ID: GANESHBE</b>
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Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2022-23**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report for the financial year 2022-23.

Requesting you to take the same on record.

Thanking you,

**Yours Faithfully,**

**For Ganesh Benzoplast Ltd.**

**Ekta Dhanda**

**Company Secretary**

**Encl: As Above**



## Business Responsibility & Sustainability Report

### SECTION A – GENERAL DISCLOSURES

#### I. Details

1. Corporate Identity Number (CIN) of the Listed Entity	L24200MH1986PLC039836
2. Name of the Listed Entity	Ganesh Benzoplast Limited
3. Year of incorporation	1986
4. Registered office address	Dina Building, 1st Floor, M.K. Road, Marine Lines, (East), Mumbai 400002
5. Corporate address	<b>Liquid Storage Terminal Division</b> C-501, 502, 5th Floor, C-Wing, Lotus Corporate Park Off Western Express Highway Geetanjali Railway Colony, Laxmi Nagar, Goregaon (East) Mumbai-400063 <b>Chemical Division</b> A1/A2 Gurudatt CHS Ltd, Ajit Nagar, Near Jankalyan Bank, J B Nagar, Andheri East Mumbai 400059
6. E-mail address	<a href="mailto:compliance@gblinfra.com">compliance@gblinfra.com</a>
7. Telephone No.	+91-22-61406000
8. Website	<a href="https://www.ganeshbenzoplast.com">https://www.ganeshbenzoplast.com</a>
9. Financial year for which reporting is being done	1 <sup>st</sup> April, 2022 to 31 <sup>st</sup> March, 2023
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. The National Stock Exchange of India Limited
11. Paid-up Capital	₹ 65.18 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Ms. Ekta Dhanda E-mail: <a href="mailto:cs@gblinfra.com">cs@gblinfra.com</a> Contact no: +91-22-61406000
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)	Consolidated Basis

#### II. Products / Services

##### 14. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Chemical business	Processing and exporting a quality range of food preservatives, lubricant Additives and API drugs	50%
2.	Liquid Storage Tank/ EPC / Rail Logistic	GBL owns and operates a network of shore-based tank farm installations for the receipt and handling of bulk liquids including Engineering, Procurement & Construction of Liquid Storage Tanks, Railway transportation, loading / unloading	50%



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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Chemical business	20119	50%
2.	Liquid Storage Tank / EPC / Rail logistics	52109 & 49120	50%

### III. Operations

#### 16. Number of locations where plants and/or operations / offices of the entity are situated

Location	Number of Plants	Number of Offices	Total
National	7	3	10
International	Nil	Nil	Nil

#### 17. Markets served by the entity

##### a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	Nil

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

2.76%

##### c. A brief on types of customers

**Liquid storage tanks:** Liquid storage tanks play a vital role in diverse industries and applications. Our warehousing facilities specialize in storing imported and exported liquid commodities, including Class 'A', 'B', and 'C' petroleum and petrochemical products. These encompass a wide spectrum of substances such as SKO, HSD, Naphtha, Furnace Oil, Caustic Soda, Ethanol, Methanol, Sulphuric Acid, Edible oil, and Ethylene Dichloride.

**Chemical business:** Sodium Benzoate is used as food preservative in various food products, Benzoic Acid has vast applications in antifungal and food preservatives. Benzoic Acid is used in Pharma, Food and Personal Care product both directly as well as distributors.

**EPC:** Our capabilities extend to delivering Engineering, Procurement, and Construction (EPC) solutions for large-scale liquid storage ventures. This is made possible through our dedicated team of extensively skilled project managers, engineers, as well as specialists in procurement and construction.

**Rail logistics:** Infrastructure Logistic Systems Limited promotes and incentivizes its exclusive clientele to transition from road transportation to rail by establishing private liquid tank storage facilities in close proximity to customer endpoints. These terminals are seamlessly connected to the railway loading and unloading infrastructure developed by the company.



**IV. Employees**

**18. 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. I	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	218	182	83%	36	17%
2.	Other than Permanent I	115	115	100%	-	-
3.	<b>Total employees (D) + I</b>	<b>333</b>	<b>297</b>	<b>89%</b>	<b>36</b>	<b>11%</b>
<b>WORKERS</b>						
4.	Permanent (F)	11	11	100%	-	-
5.	Other than Permanent (G)	535	535	100%	-	-
6.	<b>Total workers (F) + (G)</b>	<b>546</b>	<b>546</b>	<b>100%</b>	-	-

**b. Differently abled Employees**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. I	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent I	-	-	-	-	-
3.	<b>Total differently abled employees (D) + I</b>	-	-	-	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total differently abled workers (F) + (G)</b>	-	-	-	-	-

**19. Participation/Inclusion/Representation of women**

	TOTAL (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	4	1	25%

**20. Turnover rate for permanent employees and workers**

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5%	1%	6%	10%	1%	11%	9%	-	9%
Permanent Workers	8%	-	8%	9%	-	9%	12%	-	12%



## V. Holding, Subsidiary and Associate Companies

### 21. 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	GBL Chemical Limited	Subsidiary	100%	Yes
2	GBL Infra Engg Services Pvt Ltd	Subsidiary	100%	Yes
3	GBL LPG Private Limited	Subsidiary	100%	Yes
4	GBL Clean energy Private Limited	Subsidiary	100%	Yes
5	Infrastructure Logistic Systems Limited	Subsidiary	86.52%	Yes

## VI. CSR Details

22	i.	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
	ii.	Turnover (Consolidated revenue from operations) (in ₹)	₹ 4291.36 million
	iii.	Net worth (Consolidated) (in ₹)	₹ 3616.57 million

## VII. Transparency and Disclosures Compliances

### 23. 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 2022-23			FY 2021-22		
		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	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes	32	1	-	13	-	-
Employees and workers	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Customers	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.



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 2022-23			FY 2021-22		
		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
Value Chain Partners	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.
Other (Social worker, Ex employee etc.)	Yes	Nil	Nil	N.A.	Nil	Nil	N.A.

**24. 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	Health & Safety	Risk	In chemical industry, Health & Safety can directly impact people and community and disrupt the operations	Health & Safety Management Plan, Process Safety & Risk Management, Emergency Mitigation System etc.	Negative
2	Employee Development	Opportunity	This may improve employee competence, skills and knowledge which is key for organizational growth	N.A.	Positive
3	Diversity	Opportunity	We recognize the significant role of a diverse workforce in achieving our organizational goals. Towards achieving its target of diverse workforce.	N.A.	Positive



S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Financial Performance	Opportunity	The Company considers its duty to deliver on the expectations of shareholders through operational excellence and strengthening of its financial performance.	N.A.	Positive
5	Regulatory Issues and Compliance	Risk	Non-compliance may impact the brand image and customer trust and engagement.	Adherence to compliance and monitoring system	Negative
6	Reducing Carbon Footprint	Opportunity	Mitigates the effects of global climate change, improves energy efficiency, improves climate change impacts.	N.A.	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

- P1 Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
- P2 Businesses should provide goods and services in a manner that is sustainable and safe
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4 Businesses should respect the interests of and be responsive to all its stakeholders
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect and make efforts to protect and restore the environment
- P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8 Businesses should promote inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management processes</b>									
1(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	<a href="https://www.ganeshbenzoplast.com/Investors/PoliciesAndCodes">https://www.ganeshbenzoplast.com/Investors/PoliciesAndCodes</a>								
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	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.#	Most of the principles are covered by our Code of Conduct which is in line with national and international standards and practices such as Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organisation (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.  Further, the Company also has ISO 14001 certification (Environment Management Certificate) for all its Manufacturing Sites.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-





**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)**

Ganesh Benzoplast Limited offers extensive capacities for the storage of imported and exported liquid commodities, including petroleum and petrochemicals. The company also supplies chemicals such as Sodium Benzoate, Benzoic Acid, and Benzoic Acid. Additionally, it provides rail logistics services that entice and motivate its dedicated clientele to shift from road transport to rail. This is achieved through the establishment of private liquid tank storage terminals strategically located near customer endpoints. These terminals are seamlessly integrated with the company's railway loading and unloading infrastructure.

These businesses have a impact on the environment in terms of GHG emission, energy, waste generation and water consumption. Given the strong growth aspiration of the Company, the challenge is to balance the growth pursued while minimising its impact on the environment and have a positive social impact.

For a company, strong ESG performance enhances growth potential, supports sustainability, ensures legal and regulatory compliance, and acts as an incentive for recruitment and retention of the workforce. We recognise that increasing regulatory focus on ESG along with consumer and investor sentiment will make it a core component of the future growth of our company.

Our initiatives for the three major priority areas of decarbonization, water-positive and talent development. The core of this strategy includes initiatives to reduce energy consumption and minimize carbon footprint, conserve and recycle water, bring down material consumption and reduce and recycle waste, amongst others, in addition to deploying new technologies and enabling a sustainable supply chain. GBL is conscious of the environmental impacts caused during supply chain and continually trying to reduce such impacts. By incorporating environmental and social concerns, we have generated the economic value which is derived from optimize use of natural resources. GBL is also focused on attracting talented individuals from the widest talent pool possible. We are intentional in providing opportunities to strengthen employees' skills and grow their capabilities throughout their career. We are committed to helping people reach their full potential and strengthen technical, professional and leadership skills at every level throughout their career. We offer employees access to live webinars, learning videos, employee stories to help them shift to a full-time, work from home schedule and to support employee mental and social well-being. GBL is committed to creating an inclusive workplace focused on attracting, retaining and developing diverse talent that fosters a culture of belonging for all employees. Through our colleagues, we learn how to better understand our clients, increase innovation, and reduce risk.

At GBL, we are committed to our development in the sustainability space reducing environmental risks and sustainability is at the heart of what we do as a business, this is what drives our product development and ensures we are providing customers with the products they need to grow in an efficient, safe and environmentally sustainable way. The Company recognise that sustainability is vital to the long term health of our business and all of our stakeholders. Research shows that strong ESG performance is a reliable indicator of both business performance and business growth. We understand that ESG is a fundamental pillar in ensuring we maximise our growth potential and continue attracting and maintaining a high calibre workforce. The landscape of ESG is everchanging, and it will continue to be a process of adapting to changes driven by consumers and investors in responding to an ever-changing legislative environment.

We are pleased to highlight that during FY 2023-24, a significant step we have taken towards sustainability. As part of our ongoing commitment to reducing our carbon footprint and embracing environmentally friendly practices, we have purchased 10 electric car. This initiative aligns with our core values and demonstrates our dedication to a greener future



**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.**

Mr. Rishi R. Pilani, Managing Director under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

**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.**

The Company has a Committee for Corporate Social Responsibility. For other policies, the Company has put in place an internal framework/Committees to monitor their implementation from time to time.

**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	The Board of Directors of the Company review the sustainability initiatives of the Company on an annual basis.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has been compliant with the statutory requirements and there have been no instances of non-compliances of NGRBCs																	

**11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company conducts periodic review of the charters, policies internally by the Internal auditor and Senior Management.								

**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)	All principles are covered by policies.								
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

### 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 (BoD)#	1	During the year, the Board of Directors of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social, governance parameters	100%
Key Managerial Personnel (KMP)#	2	Ethical Compliance Standards including Company's Code of Conduct	100%
Employees other than BoD and KMPs	3	Health & Safety, Ethical Compliance Standards including Company's Code of Conduct	77%
Workers	2	Health & Safety, Ethical Compliance Standards including Company's Code of Conduct	62%

#### 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):

There were no monetary and non-monetary fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the Company or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year FY 2022-23 based on materiality thresholds.

Monetary						
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)	
Penalty / Fine	Nil	Not Applicable	Nil	Not Applicable	Not Applicable	
Settlement	Nil	Not Applicable	Nil	Not Applicable	Not Applicable	
Compounding fee	Nil	Not Applicable	Nil	Not Applicable	Not Applicable	



Non-Monetary				
	NGRBC Principle	Name of the Regulatory/ agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not Applicable	Not Applicable	Not Applicable
Punishment	Nil	Not Applicable	Not Applicable	Not Applicable

**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
	Nil

**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.**

GBL has an Anti-Bribery and Anti-Corruption Policy depending ensuring compliance of local laws and regulations. This policy emphasizes GBL's zero tolerance approach to bribery and corruption. It establishes the principles with respect to applicable Anti-Bribery and Anti-Corruption laws. The policy also provides information and guidance on how to recognise and deal with bribery and corruption issues and guides us to act professionally, fairly and with utmost integrity in all our business dealings and relationships, wherever we operate.

**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 2022-23	FY 2021-22
Directors		
KMPs	Nil	Nil
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs				

**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

**Leadership Indicators**

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

The Company has conducted awareness programmes on its Code of Conduct, which includes various topics i.e., anti-corruption, trade control, competition law, protection of human rights, information protection, etc for its Manpower Service Providers, during the financial year 2022-2023



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

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate or firms or other association of individuals and any change therein, annually or upon any change, which also includes the shareholding. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested.

## 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 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	100%	100%	<ul style="list-style-type: none"> <li>• Optimisation of resource utilisation.</li> <li>• Recycling and reuse of process waste and conservation of natural resources.</li> </ul>
Capex	11%	8%	<ul style="list-style-type: none"> <li>• water conservation and effluent treatment,</li> <li>• improvement of safety and employee welfare initiatives.</li> <li>• Installation of solar panels</li> </ul>

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

Yes, the Company has developed a supplier sustainability code and has established process for vendor selection. This includes various principles and guidelines such as Safety, Health and Environment Policy, Legal Compliance, ISO Certification, etc.

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

Vendors have been selected based on sustainable procurement policy, majority of the material is being sourced from the vendors that have been assessed for the ESG compliance.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

GBL primarily operates as a service-focused entity, meaning the company does not possess any products to recover at the end of their lifecycle. Our chemical offerings are utilized by various industries, ultimately leading to the creation of finished goods for end consumers.

Hazardous & non-hazardous wastes are disposed off through agencies authorized by respective Pollution Control Boards.



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

The Company manufactures products which are intermediate products (input materials) for customers who in turn finally produce the finished products, in our view, the Extended Producer Responsibility is not applicable to Company’s business activities. However, your Company has applied for registration to the Central Pollution Control Board.

**Leadership Indicators**

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

No

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

Nil

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

Nil

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not applicable



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

### Essential Indicators

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities@	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	182	135	74%	135	74%	-	-	-	-	-	-
Female	36	28	78%	28	78%	36	100%	-	-	-	-
<b>Total</b>	<b>218</b>	<b>163</b>	<b>75%</b>	<b>163</b>	<b>74%</b>	<b>36</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	115	115	100%	115	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>115</b>	<b>115</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	-	-	-	-	-	-

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities@	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	11	11	100%	11	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>11</b>	<b>11</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	-	-	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	535	535	100%	535	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>535</b>	<b>535</b>	<b>100%</b>	<b>535</b>	<b>100%</b>	-	-	-	-	-	-

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

Benefits	FY 2022-23			FY 2021-22		
	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	49%	100%	Y	49%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	6%	-	Y	6%	-	Y



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 Company's Most of working locations are accessible for differently-abled employees.

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 Company's policy on hiring does not discriminate against persons with disabilities.

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

Gender	FY 2022-23		FY 2021-22	
	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	
Other than Permanent Workers	Yes
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	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	182	24	13%	174	21	12%
Female	36	-	-	33	-	-
<b>Total Permanent Workers</b>						
Male	11	-	-	10	-	-
Female	-	-	-	-	-	-





## 8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety Measures		On skill upgradation		Total (D)	On Health and Safety Measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Employees (Other than workers) (incl. permanent + Other than permanent)</b>										
Male	297	241	81%	223	75%	249	222	89%	187	75%
Female	36	27	76%	24	67%	33	26	79%	22	67%
<b>Total</b>	<b>333</b>	<b>268</b>	<b>80%</b>	<b>247</b>	<b>74%</b>	<b>282</b>	<b>248</b>	<b>74%</b>	<b>209</b>	<b>74%</b>
<b>Workers (Only permanent)</b>										
Male	11	11	100%	7	64%	10	8	80%	4	40%
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>11</b>	<b>11</b>	<b>100%</b>	<b>7</b>	<b>64%</b>	<b>10</b>	<b>8</b>	<b>80%</b>	<b>4</b>	<b>40%</b>

## 9. Details of performance and career development reviews of employees and workers:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees (Other than workers) (incl. permanent + Other than permanent)</b>						
Male	297	297	100%	249	249	100%
Female	36	36	100%	33	33	100%
<b>Total</b>	<b>333</b>	<b>333</b>	<b>100%</b>	<b>282</b>	<b>282</b>	<b>100%</b>
<b>Workers (Only permanent)</b>						
Male	11	11	100%	10	10	100%
Female	-	-	-	-	-	-
<b>Total</b>	<b>11</b>	<b>11</b>	<b>100%</b>	<b>10</b>	<b>10</b>	<b>100%</b>

## 10. Health and safety management system:

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

Yes, the Company has implemented occupational health & safety management system.

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

The Company has successfully implemented the occupational health safety management system. The Company is certified with ISO 45001-2018. Accordingly, the Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Risk Assessment and Management Process - both qualitative and quantitative which is regularly reviewed and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate.

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

Yes



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

Yes, the Company covers its employees under health insurance and personal accident policy. It also ensures adherence to the regulatory guidelines for non-occupational medical and healthcare services for the workers and Employees State Insurance Corporation (ESIC) provisions.

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

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Worker	0.18	0.21
Total recordable work-related injuries	Employees	-	-
	Worker	74	83
No. of fatalities	Employees	-	-
	Worker	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Worker	-	-

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

The Company is committed to continuously employing world-class Safety, Health and Environment practices through benchmarking with the companies that are best in the business. A well-defined and documented Hazard Identification and Risk assessment is practiced for routine activities and non-routine activities with a detailed Permit to Work system. Accident Incident Management System is in place and as per the system employees are expected to report all accidents, incidents, near miss and even unsafe conditions/unsafe acts at workplace. All such cases are adequately investigated and preventive/corrective actions implemented. Training of all categories of employees is an essential element of our safety system. Best practices like Risk assessment, Workplace exposure measurement, accident/incident reporting etc., along with process safety practices like Safety Health and Environment reviews and Pre Safety Start up Reviews always keeps our employees safe and healthy at workplace. Adequate emergency preparedness is also put in place to mitigate any unforeseen eventualities.

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

	FY 2022-23			FY 2021-22		
	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	N.A.	Nil	Nil	N.A.
Health & Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

**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.**

As there were no significant risks or concerns arising from the assessment of health & safety practices and working conditions, no corrective action was taken or necessitated to address any safety related incidents.

**Leadership Indicators**

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

Yes.

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

The Company has put in place requisite processes to monitor that the statutory dues have been appropriately deducted & deposited by its Contractors.

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

Gender	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

Yes, subject to requirements, the Company provides opportunities for engagement on specific projects / assignments across the Company.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Nil
Working Conditions	Nil

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

No such assessments were performed.



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

### Essential Indicators

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

The Company has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors.

**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 & Marginalised 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
Shareholders	No	Annual General Meetings, other shareholder meetings, email communications, Stock Exchange intimations, investor / analysts meet / conference calls, Annual Reports, quarterly results, media releases	Ongoing	Share price appreciation, dividends, profitability and financial stability, climate change risks, cyber risks, growth prospects
Employees	No	Senior leaders' communication / talk / forum, town hall briefing, goal setting and performance appraisal meetings/ review, exit interviews, arbitration / union meetings, wellness initiatives, engagement survey, email	Ongoing	Innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
Customers	No	senior leader customer meets / visits, customer plant visits, trade body membership, complaints, management, conferences	Ongoing	Product quality and availability, responsiveness to needs, responsible guidelines / manufacturing, climate change
Suppliers / Partners	No	Communication, plant visits, MoU and framework agreements, trade association meets/seminars, professional networks, contract management / review, product workshops / on site presentations	Ongoing	Quality, timely delivery and payments, ISO and OHSAS standards, collaboration and digitalisation opportunities



Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Communities	Yes	Meets (of community / local authority, community visits and projects, partnership with local charities, volunteerism, community visits and projects, partnership with NGOs, volunteerism.	Ongoing	integrated water management, clean water, climate change impacts, community development, self- sustainability, livelihood support, disaster relief, support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, digital ecosystem development

### Leadership Indicators

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

The communities around our manufacturing sites are assessed and identified for support and intervention. Need assessment surveys are conducted, based on which topics for support are identified. Every year, the CSR activities, their implementation schedule and their impact is presented to the Board of Directors of the Company for their deliberation & feedback.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, through materiality study, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics.

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

GBL defines stakeholders as those individuals and organizations that influence or are influenced by the company's business. We always aim to align its corporate activities with societal needs. GBL gathers and integrates stakeholder feedback into its operations to build trustworthy relationships. To incorporate as many opinions as possible, we provide various opportunities for dialogue with stakeholders and seeks to identify opportunities and risks in their early stages. GBL's shareholders and investors are partners in the creation of a more sustainable society. To that end, and to facilitate deeper understanding, we have an active investor relations. We also conducts constructive dialogues with shareholders and investors. In order to build trustworthy relationships, we communicates its long-term vision, innovations applied to enhance competitiveness and the latest market trends on a timely basis. We also established a team dedicated solely to investor relations. It gathers materials from relevant functional sections, such as corporate planning, finance, accounting, and legal, and discloses appropriate information. Questions and feedback from shareholders and investors are reported to executive management and reflected in the company's corporate decision making.



Stakeholder	Stakeholder engagement	Stakeholders interests
Customers	Customer interaction, events, customer surveys etc	<ul style="list-style-type: none"> <li>Service quality</li> <li>Customer support</li> </ul>
Employees	Direct contact (including whistleblowing system), intranet, internal events, interviews, surveys	<ul style="list-style-type: none"> <li>Company performance and issues</li> <li>Workplace diversity</li> <li>Workplace environment</li> <li>Career, training</li> </ul>
Suppliers	business meetings, direct contact, briefings	<ul style="list-style-type: none"> <li>Fair trade</li> </ul>
Shareholders and Investors	Direct contact with IR team, shareholders meetings, financial results briefings, websites	<ul style="list-style-type: none"> <li>Strategies, performance, and sustainability initiatives to enhance corporate value</li> </ul>
NGOs	Direct contact, management of philanthropic programs, donations, disaster relief activities, events, assistance via foundations	<ul style="list-style-type: none"> <li>Cooperation and support for the resolution of societal Issues</li> </ul>
Local Communities and Future Generations	Direct contact with business facilities, local events, plant visits, hilanthropic activities, assistance via foundations, educational programs	<ul style="list-style-type: none"> <li>Local community contributions</li> <li>Corporate philosophy</li> <li>GBL's sustainability Initiatives</li> </ul>

## 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 2022-23			FY 2021-22		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	218	120	55%	207	97	47%
Other than Permanent	115	7	6%	75	75	100%
<b>Total Employees</b>	<b>333</b>	<b>127</b>	<b>37%</b>	<b>282</b>	<b>172</b>	<b>61%</b>
<b>Workers</b>						
Permanent	11	-	-	10	-	-
Other than Permanent	535	-	-	131	-	-
<b>Total Workers</b>	<b>546</b>	<b>-</b>	<b>-</b>	<b>141</b>	<b>-</b>	<b>-</b>

Note: Training on various issues related to human rights are covered under new employee induction, training, code of conduct etc.



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

Category	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Employees</b>										
<b>Permanent</b>										
Male	182	-	-	164	100%	173	-	-	173	100%
Female	36	-	-	32	100%	33	-	-	33	100%
<b>Other than Permanent</b>										
Male	115	-	-	115	100%	75	-	-	75	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	11	-	-	11	100%	10	-	-	10	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	535	-	-	535	100%	131	-	-	131	100%
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ in Million)	Number	Median remuneration / salary / wages of respective category (₹ in Million)
Board of Directors (BoD)	4	0.29	1	0.13
Key Managerial Personnel (excludes MD, CEO & CFO and CS)	3	8.34	1	1.46
Employees other than BoD and KMP	297	0.73	36	0.77
Workers	546	0.56	-	-

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.

GBL have a moral obligation to do all that we can to actively involve ourselves in the protection and enhancement of human rights in areas that are within our direct control and to work with others to protect every individual's rights and freedom. We are fully committed to promoting inclusivity and equality, prohibiting any discrimination and safeguarding the human rights of all our teams.

We have formulated the whistleblower policy / vigil mechanism in order to provide a mechanism for Directors and employees of GBL. The mechanism to redress grievances under human rights is same as for other grievances. On receipt



of any concern by through email, letter, web helpline, oral, etc., it is registered and sanity check is done. Anything outside the purview of the Code of Conduct is informed back to the complainant. For complaints within the purview which merits further investigation. We believe that every human being has the right to equality and non-discrimination. We respect human rights and are committed to ensuring that they are protected, guided by our human rights policy.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at Workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Company gives prime importance to the dignity and respect of its employees irrespective of their gender or hierarchy and expects responsible conduct and behaviour on the part of employees at all levels. Providing a safe and congenial work environment for all employees is an integral part of the Company's Code of Conduct. In order to prevent adverse consequences to the complainants, the Company prohibits victimisation of the complainants in any form and also facilitates the filing of such complaints anonymously.

The Company has put a governance structure in place to address complaints related to discrimination or harassment of any kind. The Code of Conduct of the Company guides its employees. There is an Internal Committee constituted by the Company to address complaints relating to sexual harassment.

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

Yes, The Company gives prime importance to the dignity and respect of its employees irrespective of their gender or hierarchy and expects responsible conduct and behaviour on the part of employees at all levels. Providing a safe and congenial work environment for all employees is an integral part of the Company's Code of Conduct.

**9. Assessments for the year:**

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





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

Not applicable.

#### Leadership Indicators

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

No such grievances/complaints on Human Rights violations.

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

The Company is in the process of having a Human rights due diligence conducted.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Most of our working locations are accessible for Person with disabilities (PWDs).

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at Workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

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

No such significant risks / concerns and hence not applicable.



## PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in GJ)	24,022	27,414
Total fuel consumption (B) (in GJ)	1,76,694	1,81,030
Energy consumption through other sources (C) (in GJ)	-	-
<b>Total energy consumption (A+B+C) (in GJ)</b>	<b>2,00,716</b>	<b>2,08,444</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees million)	47.69	58.30

**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.

Not applicable

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	96,478	1,00,118
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>96,478</b>	<b>1,00,118</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>91,955</b>	<b>94,088</b>
Water intensity per rupee of turnover (Water consumed / turnover (₹ In million)	21.85	26.32

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

The Company has implemented Zero liquid discharge in manufacturing plants and its liquid storage terminal. No water is discharged outside the plant. The wastewater is treated in the Effluent Treatment Plant ('ETP')/Sewage Treatment Plant ('STP') and recycled.



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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	µg/m3	18	17
SOx	µg/m3	8	8
Particulate matter (PM)	µg/m3	PM10= 54	PM10= 54
		PM2.5= 24	PM2.5= 24
Persistent organic pollutants (POP)	MT	-	-
Volatile organic compounds (VOC)	MT	-	-
Hazardous air pollutants (HAP)	µg/m3	Benzene 1.3	Benzene 1.3
	µg/m3	Ammonia 11.2	Ammonia 11.2
	µg/m3	Benzo-a-pyrane <0.5	Benzo-a-pyrane <0.5
	µg/m3	Lead <0.01	Lead <0.01
	µg/m3	Nikel <5	Nikel <5
Others – please specify	MT	-	-

**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.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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)	Metric tonnes of CO <sub>2</sub> equivalent	14808	15,242
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)	Metric tonnes of CO <sub>2</sub> equivalent	4483	5123
<b>Total Scope 1 and Scope 2 emissions per million rupee of turnover</b>		<b>4.48</b>	<b>5.70</b>

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

The Company is constantly striving to reduce the environmental impact of all its business activities. The Company undertakes projects to reduce greenhouse gas emissions. This target is aligned with the global sustainable development scenario (SDS) pathway which includes adopted the Best Available Technologies, Focus on Energy and Process Efficiency.



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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste, please specify (G) (Foam FIG, Sludge)	168	197
Other non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	396	554
<b>Total (A+ B+C+D+E+F+G+H)</b>	<b>564</b>	<b>751</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	396	554
<b>Total</b>	<b>396</b>	<b>554</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	55	60
(ii) Landfilling	113	137
<b>Total</b>	<b>168</b>	<b>197</b>

**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.**

## 9. 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.

The Company ensures responsible waste management practices. The waste is first identified, segregated at source and collected in different colour coded bins. These are disposed off as per the statutory requirements. The Company strives to carry out improvement in the processes so as to reduce the generation of hazardous and toxic chemicals.

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

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

None of Company's manufacturing/service plants are operating in any of the ecologically sensitive areas.



11. 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 the project	EIA Notification No. and Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link

12. 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:

S. No.	Specify the law / regulation	Provide the details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as Pollution Control Board or by courts	Corrective action taken, if any
1	All Complied	N.A.	-	N.A.

#### Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter (Energy Consumed in TJ)	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	110	101
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	110	101
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
Total electricity consumption (D)	27,414	23,989
Total fuel consumption (E)	78,070	1,32,732
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,05,484</b>	<b>1,56,721</b>

**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. Provide the following details related to water discharged:**

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>	-	-
- No treatment	96,478	1,00,118
- With treatment – tertiary		
<b>(ii) To Groundwater</b>	-	-
- No treatment	-	-
- With treatment – tertiary		
<b>(iii) To Seawater</b>	-	-
- No treatment	-	-
- With treatment – tertiary		
<b>(iv) Sent to third-parties</b>	-	-
- No treatment	-	-
- With treatment – tertiary		
<b>(v) Others</b>	-	-
- No treatment	-	-
- With treatment – tertiary	96,478	1,00,118

**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.**

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

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

- (i) Name of the area - N.A
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	96,478	1,00,118
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>96,478</b>	<b>1,00,118</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>91,955</b>	<b>94,088</b>
Water intensity per rupee of turnover ( <i>Water consumed / turnover</i> )	-	-
Water discharge by destination and level of treatment (in kilolitres)	-	-
<b>(i) Into Surface water</b>		
- No treatment	-	-
- With treatment	96,478	1,00,118



Parameter	FY 2022-23	FY 2021-22
<b>(ii) Into Groundwater</b>		
- No treatment	-	-
- With treatment – Secondary	-	-
<b>(iii) Into Seawater</b>		
- No treatment	-	-
- With treatment – Secondary	-	-
<b>(v) Others</b>		
- No treatment	-	-
- With treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>96,478</b>	<b>1,00,118</b>

**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. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 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)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 3 emissions per million rupee of turnover</b>		-	-

**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.

The Company has recently started data management for scope 3 emissions and hence it is not reported

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.
6. 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	Switch to renewable energy	Installation of solar energy capacity at JNPT facility of to increase renewable energy usage and reduce specific GHG emissions.	Reduction in GHG gas Emission
2	Emissions improvement	To increase our energy efficiency across our operations, we have invested or implemented several infrastructure improvements like insulation improvement, gas boiler with an improvement of heating performance.	Reduction in GHG gas Emission
3	Green initiative	Company is also investing in electric vehicles (EVs) to reduce greenhouse gas emissions through its wholly owned subsidiary.	Reduction in GHG gas Emission



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

Yes, The Company has a well-defined crisis management system. The Incident and Crisis Management system of the Company defines organizational structures and provides guidance to the Management to enable the efficient management of incidents or crisis, with the objective of minimizing the overall negative impact of a given situation and enabling a return to normalcy in the shortest possible timeframe.

The Incident and Crisis Management system takes care of any event, which has a potential to impact business unit operation and credibility, or which poses economic, environment, safety, health, security, or legal liability or which may or will require significant resources to manage.

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No significant impact

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

None, although informal and formal awareness programmes are being conducted for the value chain partners,

**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:** Total 4
- b. **List the top trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/ affiliated to:**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Liquid Chemical Berth Users Association	State
2	Chemexcil	National
3	National safety council	National
4	Tarapur Industrial Manufacturer’s Association	State

- 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	





## Leadership Indicators

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

With a view to integrate and align existing sustainability issues with the public policy, we are actively involved in advocating for a better policy framework. We partner with policy makers/ industry associations and regulators on these issues through our representations in several industry and trade associations. GBL is actively engaged with various trade associations that assist in advocating on public policies, such as tax and accounting matters and regulations impacting product offerings.

## 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.

Not Applicable

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

Not Applicable

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

Not applicable

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers	9%	6%
Sourced directly from within the district and neighbouring districts	33%	30%

## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S No.	State	Aspirational District	Amount spent (₹ in million)
1	Maharashtra	Nandurbar	6.00



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

No, the Company does not have a preferential procurement policy

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

Not applicable

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

Not applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired Yes / No	Benefit shared (Yes / No)	Basis of calculating benefit share
			Nil	

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education	1845	100%
2	Rural development	4500	100%
3	Health care	134	100%
4	Senior citizen welfare	105	100%

## 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.

Complaints which are received through letter or an email from customer are recorded. The receiver arranges meeting with all concerned stakeholders to decide further qualification of complaint followed by correction.

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

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



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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	-	-	Nil	-	-	Nil
Advertising	-	-	Nil	-	-	Nil
Cyber-security	-	-	Nil	-	-	Nil
Delivery of Essential Services	-	-	Nil	-	-	Nil
Restrictive Trade Practices	-	-	Nil	-	-	Nil
Unfair Trade Practices	-	-	Nil	-	-	Nil
Other Consumers Complaint	-	-	Nil	-	-	Nil

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

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, the Company has a Data Privacy Policy.

**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



## Leadership Indicators

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

The details of the Company's business can be found on its website i.e. <https://www.ganeshbenzoplast.com>

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

The Company does operate in B2B model. The Company gives training, conducts awareness sessions for its clients for the work done.

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

We have regular communication maintained with customers these help to identify problems before they become serious and allows both parties to work towards mutually beneficial solutions. The Company's teams focus on quality and customer service, continue to strengthen our relationship and position the company as a trusted partner and have ongoing communication on all aspects.

- 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)**

The product information is specified as per regulations.

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along with impact**

Zero data breaches incidents in the last financial year.

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

Not Applicable