



**Gujarat Narmada Valley  
Fertilizers & Chemicals Limited**

CIN : L24110GJ1976PLC002903

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

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

No. SEC/BD/SE/BRSR  
28<sup>th</sup> August, 2023

FAX NO. 02642 - 247084  
E-mail : [acshah@gnfc.in](mailto:acshah@gnfc.in)

Dy General Manager  
BSE Ltd.  
Corporate Relationship Dept  
1st Floor, New Trading Ring,  
Rotunda Bldg  
PJ Towers, Dalal Street, Fort  
Mumbai-400 001

The Manager  
Listing Department  
National Stock Exchange of India Ltd.  
Exchange Plaza,  
C-1, Block - "G",  
Bandra-Kurla Complex, Bandra (E)  
Mumbai – 400 051

Scrip Code - BSE - "500670"

Scrip Code - NSE - "GNFC EQ"

**Sub.: Submission of Business Responsibility & Sustainability Report 2022-23  
of the Company Compliance under Regulation 34 of SEBI (LODR)  
Regulations, 2015.**

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report (BRSR) which forms the part of Company's Annual Report for the FY 2022-23.

The Annual Report for FY 2022-23 together with Notice of 47<sup>th</sup> AGM and Business Responsibility & Sustainability Report (BRSR) is also available on the Website of the Company [www.gnfc.in](http://www.gnfc.in) and also on the Website of the Company's RTA M/s. Kfin Technologies Limited at <https://evoting.kfintech.com>

We request you to kindly take the above information on record.

Thanking you,

Yours faithfully,  
For GUJARAT NARMADA VALLEY FERTILIZERS & CHEMICALS LTD.

ASHWINKUMAR  
CHIMANLAL  
SHAH

Digitally signed by  
ASHWINKUMAR  
CHIMANLAL SHAH  
Date: 2023.08.28 11:52:03  
+05'30'

CS A C SHAH  
COMPANY SECRETARY & GM (LEGAL)

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**
**SECTION A : GENERAL DISCLOSURE**
**I. Details of the listed entity**

S.No.	Requirement	Company Details
1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L24110GJ1976PLC002903
2.	<b>Name of the Listed Entity</b>	Gujarat Narmada Valley Fertilizers & Chemicals Limited
3.	<b>Year of incorporation</b>	1976
4.	<b>Registered office address</b>	P.O.: Narmadanagar - 392 015, District: Bharuch, Gujarat.
5.	<b>Corporate address</b>	P.O.: Narmadanagar - 392 015, District: Bharuch, Gujarat.
6.	<b>E-mail</b>	investor@gnfc.in
7.	<b>Telephone</b>	(02642) 247001, 247002.
8.	<b>Website</b>	www.gnfc.in
9.	<b>Financial year for which reporting is being done</b>	April 2022 - March 2023.
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Ltd. and BSE Limited.
11.	<b>Paid-up Capital</b>	Equity Share Capital of ₹ 155.42 Crore.

**12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.**

<b>Name</b>	CS A C Shah
<b>Designation</b>	Company Secretary
<b>Telephone Number</b>	02642-243650
<b>Email Address</b>	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.

## DIRECTORS' REPORT

### 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	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 December, 2022. Thereafter, these are being marketed under brand 'Bharat' as mandated by the GoI under "One Nation One Fertilizer" Initiative.	35.74
2	Chemicals Segment.	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 Southeast Asia and the Indian Sub-Continent.	63.40

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Urea.	NIC Code: 24123	Products mentioned in the table account for 96% of total turnover contributed.
2	Ammonium Nitro –Phosphate.	NIC Code: 24121	
3	Ammonia.	NIC Code: 24121	
4	Weak Nitric Acid.	NIC Code: 24121	
5	Methanol.	NIC Code: 24116	
6	Concentrated Nitric Acid.	NIC Code: 24121	
7	Acetic Acid.	NIC Code: 24115	
8	Toluene Di-Isocyanate (TDI).	NIC Code: 24121	
9	Ethly Acetate.	NIC Code: 24115	
10	Aniline.	NIC Code: 24121	
11	Formic Acid.	NIC Code: 24116	
12	Technical Grade Urea (TGU).	NIC Code: 20121	
13	AN Melt.	NIC Code: 20123	

**Note:** All the NIC Codes are from NIC Code 2004.

**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	2	5	7
International	-	-	-

17. Markets served by the entity: Number of locations	
Location	Number
National (No. of States)	25
International (No. of Countries)	65
<b>b. What is the contribution of exports as a percentage of the total turnover of the entity?</b>	
1.50% of total Turnover is Export Turnover.	
<b>c. A brief on types of customers</b>	
Federations / Agro Industries /Co-operatives, Corporates, Private companies, and Farmers.	

**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. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2,275	2,211	97.19	64	2.81
2.	Other than Permanent (E)	215	191	88.84	24	11.16
3.	Total employees (D + E)	2,490	2,402	96.47	88	3.53
<b>WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1,932	1,820	94.20	112	5.80
6.	Total workers (F + G)	1,932	1,820	94.20	112	5.80

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

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### DIRECTORS' REPORT

19. Participation/ Inclusion/ Representation of women			
	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20
Key Management Personnel (other than MD)	2	0	0

20. Turnover rate for permanent employees and workers									
	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in Year prior to Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13	0	13	26	3	29	21	0	21
Permanent Workers	0	0	0	0	0	0	0	0	0

**Note:** There are no permanent workers.

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

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

#### VI. CSR Details

22.	
(i) Whether CSR is applicable as per section 135 of Companies Act, 2013.	Yes.
(ii) Turnover (in ₹).	₹ 10,227 Crore.
(iii) Net worth (in ₹).	₹ 8,264 Crore.

**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:**

	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints during the year	Number of complaints pending resolution at close of the year	Remark
<b>Stakeholder group from whom complaint is received</b>	<b>(If Yes, then provide web-link for grievance redress policy)</b>						
<b>Communities.</b>	Yes	Nil	Nil	Nil	Nil	Nil	Nil
<b>Investors (other than shareholder).</b>	Yes	Nil	Nil	Nil	Nil	Nil	Nil
<b>Shareholders.</b>	Yes	71	0	-	9	0	-
<b>Employees and workers.</b>	Yes	Nil	Nil	Nil	Nil	Nil	Nil
<b>Customers.</b>	Yes	Nil	Nil	Nil	Nil	Nil	Nil
<b>Value Chain Partners.</b>	Yes	Nil	Nil	Nil	Nil	Nil	Nil

**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 (P) or negative (N) implications)
1	Reducing Carbon Footprint by using renewable energy.	O	Mitigates the effects of global climate change, improves energy efficiency and mitigates climate change impacts. GNFC can reduce its carbon footprint by increasing the share of renewable energy sources in the total energy consumption.	–	P
2	Climate Change.	R	Climate Change can interrupt continuity of Business.	GNFC has developed green belt in approximately 42% of the Plant premises along with a lush green Oxygen Park. GNFC has two DCs identified as per the PAT Scheme where several energy conservation initiatives are undertaken. GNFC has also started utilizing Renewable Energy in its Operations. Kindly refer Principle 6, Essential Indicator 7 for more details.	N
3	Water Consumption.	R	The rationale for identifying water as risk is in view of GNFC's Manufacturing Operations being water intensive and heavily dependent on freshwater sources.	GNFC has constructed concrete reservoirs to store water. GNFC has also implemented rainwater harvesting system to improve the underground water table.	N

4	Waste management.	R	As the waste is generated in the Operations, GNFC faces the risks to manage the waste or to meet the compliance requirements while disposing the waste.	GNFC is responsibly disposing of waste through authorized vendors as per the applicable statutory requirements. The waste is also sent to cement industries for further co-processing. GNFC is practicing 3R – Reduce, Reuse, Recycle, for the waste generated. Kindly refer to Principle 2 and Principle 6 for more details.	N
5	Occupational Health & Safety.	R	Occupational health and safety risks are due to the nature of Operations.	GNFC continues to implement robust and effective occupational, health and safety management system to avoid accidents. Please refer Principle 3 for more details.	N
6	Protection of employment & labour rights.	R	GNFC 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 formulated policies and has adopted procedures for the benefit of employees and workers. GNFC has an effective grievance mechanism as a fair platform for its employees & workers. This grievance mechanism helps GNFC to receive them and to set appropriate procedures to address the grievances, hence ensuring prompt resolution. GNFC has implemented an online system for Suggestion Scheme. This helps employees to highlight the areas of improvements within the organization. The industrial relation cell of GNFC provides forum for workers to report any grievances through the Union. GNFC is complying to all the applicable statutory requirements relating to employment and labour rights.	N



## DIRECTORS' REPORT

7	Human rights.	R	Instances of human rights breach might result in fine and penalty which can impact GNFC's reputation.	GNFC has established and implemented corporate level Policies such as Whistle-blower, POSH and Business Responsibility Policy which sets guidance to implement stringent vigilant mechanisms for protection of human rights.	N
8	Compliance management.	R	Non-compliance to statutory requirements might lead to reputational risk.	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	For being competitive in the market and to ensure constant growth and productivity, it is imperative that GNFC must attract talent, develop the capabilities of employees and workers and ensure 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 & PROCESS DISCLOSURE

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

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

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

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

PRINCIPLE 5 - Businesses should respect and promote human rights

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

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

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

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

**SECTION B: MANAGEMENT & PROCESS DISCLOSURE**

**I. Policy and management processes**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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
Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	N	N	Y	N	N	Y	N	N	Y
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Kindly refer Note to this question								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Kindly refer Note to this question								

**Note:1. a.** GNFC has formulated and implemented following policies in accordance with the Principles of NGRBC.

Name of Policy	NGRBC Principle	Link of the Policy
Business Responsibility Policy.	▪ Principle 1, 2,3,4, 5, 6,7,8,9	▪ <a href="https://www.gnfc.in/wp-content/uploads/2021/04/GNFC-BR-Policy2017.pdf">https://www.gnfc.in/wp-content/uploads/2021/04/GNFC-BR-Policy2017.pdf</a>
Nomination, Remuneration and Evaluation Policy.	▪ Principle 5	▪ <a href="https://www.gnfc.in/wp-content/uploads/2021/04/GNFC-NRC-Policy_11815.pdf">https://www.gnfc.in/wp-content/uploads/2021/04/GNFC-NRC-Policy_11815.pdf</a>
Integrated Management System Policy.	▪ Principle 3 and Principle 6	▪ <a href="https://www.gnfc.in/wp-content/uploads/2021/06/Integrated%20Management%20System%20Policy%202019.pdf">https://www.gnfc.in/wp-content/uploads/2021/06/Integrated%20Management%20System%20Policy%202019.pdf</a>
Corporate Social Responsibility Policy.	▪ Principle 8	▪ <a href="https://www.gnfc.in/wp-content/uploads/2021/04/CSR-Policy-Revised_17-05-2021.PDF">https://www.gnfc.in/wp-content/uploads/2021/04/CSR-Policy-Revised_17-05-2021.PDF</a>
Supplier Code of Conduct.	▪ Principle 2	▪ <a href="#">Supplier-code-of-conduct-30-7-20-final.pdf [gnfc.in]</a>
Vigil Mechanism and Whistle Blower Policy.	▪ Principle 1 and Principle 5	▪ <a href="https://www.gnfc.in/wp-content/uploads/2021/04/Vigill-Mechanism-Cum-Whistle%20Blower-Policy_21102014.pdf">https://www.gnfc.in/wp-content/uploads/2021/04/Vigill-Mechanism-Cum-Whistle%20Blower-Policy_21102014.pdf</a>

**Note 4, 6 and 9:**

GNFC is certified with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018.

**Note 5 and 6: Please refer the following table**

This year GNFC has adopted ESG as one of the pillars of its business. Hence, GNFC has set up following commitments for the coming financial years.

Principles	Commitments
Principle 1	<ul style="list-style-type: none"> <li>Reporting on the breaches relating to bribery, corruption, and ethics.</li> <li>Training employees including new joiners on the Company's Code of Conduct, and ethics Policy.</li> </ul>
Principle 2	<ul style="list-style-type: none"> <li>Conduct screening of suppliers including new and existing suppliers based on the Company's Supplier Code of Conduct.</li> </ul>
Principle 3	<ul style="list-style-type: none"> <li>Ensure zero incident in operations.</li> <li>Training of employees on health and safety measures.</li> <li>Enabling a culture of inclusion and motivation and fostering employee well-being through a strong emphasis on employee assistance program.</li> </ul>
Principle 4	<ul style="list-style-type: none"> <li>Remain transparent while engaging with the Stakeholders.</li> </ul>
Principle 5	<ul style="list-style-type: none"> <li>Ensure respect and promote human rights by creating a safe, secure and healthy working environment for employees.</li> </ul>
Principle 6	<p><b>Waste Management</b></p> <ul style="list-style-type: none"> <li>Prevent and minimize the non-hazardous and hazardous waste.</li> <li>Adopt 4R strategy (Reduce, Reuse, Recycle and Recovery) for managing packaging waste in value chain.</li> <li>Minimizing waste by adopting 3R principles - Reduce, Reuse and Recycle.</li> <li>Reducing product water footprint and enhance water availability.</li> </ul> <p><b>Energy &amp; Emission</b></p> <ul style="list-style-type: none"> <li>Reduce GHG emissions in operations by incorporating energy efficiency measures and renewable energy to address the impacts of climate change across operations.</li> <li>By creating GHG inventory of scope 1 and 2 emissions.</li> <li>Invest in renewable sources of energy across all the operations.</li> </ul> <p><b>Water Management</b></p> <ul style="list-style-type: none"> <li>Implement water conservation initiatives like reducing water withdrawal, reusing, and recycling water in the water stressed areas.</li> <li>Engage with communities' water stewardship program.</li> </ul>
Principle 8	<ul style="list-style-type: none"> <li>Enhancing local procurement to enable development that drives sustainability and community empowerment.</li> </ul>
Principle 9	<ul style="list-style-type: none"> <li>Enhancing the security of customer data and periodically engaging with customers, identifying their needs, and provide solutions to meet the same.</li> </ul>

## II. 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).

GNFC is a Joint Sector Company promoted in 1976 by the Government of Gujarat (GoG) and Gujarat State Fertilizers and Chemicals Ltd. (GSFC). In 1982 GNFC started manufacturing Fertilizers in its one of the world's largest single stream Ammonia-urea Fertilizer Plant.

GNFC is continuously demonstrating its highest level of commitment to achieve and contribute towards the "Make in India" Initiative of the Govt. of India (GoI).

As a Fertilizers and Chemicals Industry, GNFC derives the most benefits from the environment and society at large. So, GNFC's efforts are to meet its primordial obligation to protect them.

This Business Responsibility and Sustainability Report reflects GNFC's continuous commitment to sustainability, innovation, and long-term value generation through ESG integration. This Report emphasizes the Environmental, Social and Governance (ESG) performance and practices at GNFC. GNFC has adopted an ESG framework that is consistent with the Company's vision, purpose, corporate principles and global ESG ambitions. Marking sustainability as its priority, GNFC takes care of the environment and society by strategizing each activity. GNFC adheres to the principles of product stewardship along with fostering benefits to the communities, embracing diversity, equality and inclusion in workforce.

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

Managing Director under 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 Risk 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.	02065298
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

**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
<b>Performance against above policies and follow up action.</b>	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.																	
<b>Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances.</b>	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.																	

## DIRECTORS' REPORT

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
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:								
P1	P2	P3	P4	P5	P6	P7	P8	P9
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.								

### 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
<b>Board of Directors</b>	1	Training on economy and environmental, social and governance parameters.	100
<b>Key Managerial Personnel</b>	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
<b>Employees other than BoD and KMPs</b>	81	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.	73.10
<b>Workers</b>	102	Safety training for contract workers carried out at various plant locations covering all relevant topics on workplace safety and general Safety. Total 1413 Contract Workers have participated in the Training.	73.13

**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):**

GNFC has not received any form of fine/ penalties/ punishment/ award/ compounding fees for the reporting period.

**Monetary**

	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
<b>Penalty/ Fine</b>	Nil	Nil	Nil	Nil	Nil
<b>Settlement</b>	Nil	Nil	Nil	Nil	Nil
<b>Compounding fee</b>	Nil	Nil	Nil	Nil	Nil

**Non-Monetary**

	<b>NGRBC Principle</b>	<b>Name of the regulatory/ enforcement agencies/judicial institutions</b>	<b>Amount (In INR)</b>	<b>Brief of the Case</b>	<b>Has an appeal been preferred? (Yes/No)</b>
<b>Imprisonment</b>	Nil	Nil	Nil	Nil	Nil
<b>Punishment</b>	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.**

<b>Case Details</b>	<b>Name of the regulatory/ enforcement agencies/ judicial institutions</b>
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 Policies are being hosted on GNFC's Webpage <https://www.gnfc.in/code-of-conducts-policies/>

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### DIRECTORS' REPORT

#### 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 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Directors</b>	Nil	Nil
<b>KMPs</b>	Nil	Nil
<b>Employees</b>	Nil	Nil
<b>Workers</b>	Nil	Nil

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

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Number	Remarks	Number	Remarks
<b>Number of complaints received in relation to issues of Conflict of Interest of the Director.</b>	Nil	Nil	Nil	Nil
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs.</b>	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.

### 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.

	Current FY 2022-23	Previous FY 2021-22	Details of improvement in environmental & social impacts
<b>R&amp;D</b>	100	100	The organization has taken various initiatives to improve environmental and social impacts. Kindly refer Section B -Question 7.
<b>Capex</b>	Nil	Nil	Not Applicable

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

Yes. GNFC has established and implemented the Supplier Code of Conduct. The Code applies to Suppliers / Vendors / Service Providers / Traders / Agents / Contractors / Consultants, who have business relationship 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 Webpage on the following Links:

[http://eip.gnfc.in/EIP\\_MM\\_ORA/login.do](http://eip.gnfc.in/EIP_MM_ORA/login.do)  
Supplier-code-of-conduct-30-7-20-final.pdf [gnfc.in]

#### 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**  
Rigid and flexible plastic waste is generated from Operations. GNFC has obtained authorization under Plastic Waste Management Rule-2016 from the Central Pollution Control Board (CPCB). GNFC is committed to comply with the requirements of Extended Producer Responsibility (EPR) as mandated by the Gujarat Pollution Control Board (GPCB).  
For this reporting period, GNFC has fulfilled the EPR target of 70% and has set a target of 100% EPR fulfillment by 2024-25.

**Hazardous Waste**  
Land fillable hazardous waste is disposed of through GPCB-approved authorized Vendors to GPCB-approved Authorized Facilities.

**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. GNFC has obtained authorization under Plastic Waste Management Rule-2016 from Central Pollution Control Board (CPCB). GNFC is committed to complying with the requirements of Extended Producer Responsibility (EPR) as mandated by Gujarat Pollution Control Board (GPCB).  
GNFC's waste collection plan is in line with the EPR plan submitted to Pollution Control Board. GNFC has engaged the plastic waste processor to fulfill the EPR liability.  
For this reporting period, GNFC has fulfilled EPR target of 70% and has set target of 100% EPR fulfillment by 2024-25.

**PRINCIPLE 3 : BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.**

**ESSENTIAL INDICATORS**

**1. Well-being:  
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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
<b>Male</b>	2,211	2,211	100	2,211	100	-	-	Nil	Nil	Nil	Nil
<b>Female</b>	64	64	100	64	100	64	100	-	-	Nil	Nil
<b>Total</b>	2,275	2,275	100	2,275	100	-	-	-	-	-	-
<b>Other than Permanent Employees</b>											
<b>Male</b>	191	191	100	191	100	-	-	Nil	Nil	Nil	Nil
<b>Female</b>	24	24	100	24	100	24	100	-	-	Nil	Nil
<b>Total</b>	215	215	100	215	100	-	-	-	-	-	-



### 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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	0	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	1,820	1,820	100	1,820	100	-	-	Nil	Nil	Nil	Nil
Female	112	112	100	112	100	112	100	-	-	Nil	Nil
Total	1,932	1,932	100	1,932	100	-	-	-	-	-	-

### 2. Details of retirement benefits for Current Financial Year and Previous Financial Year.

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 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.)
ESI	-	-	-	-	-	-
PF	4.78	-	Y	4.11	-	Y
Gratuity	4.78	-	Y	4.11	-	Y
Others	-	-	-	-	-	-

### 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. GNFC's Corporate Office and Plants 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 the employees. GNFC 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 - <https://www.gnfc.in/wp-content/uploads/2021/04/GNFC-BR-Policy2017.pdf>

<b>5. Return to work and Retention rates of permanent employees and workers that took parental leave.</b>				
<b>Gender</b>	<b>Permanent Employees</b>		<b>Permanent Workers</b>	
	<b>Return to work rate (%)</b>	<b>Retention rate (%)</b>	<b>Return to work rate</b>	<b>Retention rate</b>
<b>Male</b>	-	-	-	-
<b>Female</b>	100	100	-	-
<b>Total</b>	-	-	-	-

<b>6. Is there a mechanism available to receive &amp; redress grievances for the following categories of employees &amp; workers? If yes, give details of the mechanism in brief.</b>	
	<b>Yes/No (If Yes, then give details of the mechanism in brief)</b>
<b>Permanent Workers</b>	<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. Nominated HR SPOC is responsible to analyze the grievances and send it to the concerned Department for further investigation, resolution and feedback.</p>
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	<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>

<b>7. Membership of employees &amp; workers in association(s) or Unions recognized by the listed entity:</b>						
<b>Category</b>	<b>FY 2022-23 (Current Financial Year)</b>			<b>FY 2021-22 (Previous Financial Year)</b>		
	<b>Total employees / workers in respective category (A)</b>	<b>No. of employees / workers in respective category, who are part of association(s) or Union (B)</b>	<b>% (B / A)</b>	<b>Total employees / workers in respective category (C)</b>	<b>No. of employees / workers in respective category, who are part of association(s) or Union (D)</b>	<b>% (D / C)</b>
<b>Total Permanent Employee</b>						
<b>Total</b>	2,275	1,457	64.04	2,392	1,494	62.46
<b>Male</b>	2,211	1,420	64.22	2,328	1,456	62.54
<b>Female</b>	64	38	59.38	64	38	59.38
<b>Total Permanent Workers</b>						
<b>Total</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Male</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Female</b>	Nil	Nil	Nil	Nil	Nil	Nil

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8. Details of training given to employees & workers:										
Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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)
<b>Employees</b>										
Male	2,402	695	28.95	834	34.72	2,520	1,049	41.63	942	37.38
Female	88	18	20.45	25	28.41	84	23	27.38	28	33.33
<b>Total</b>	<b>2,490</b>	<b>713</b>	<b>28.63</b>	<b>859</b>	<b>34.50</b>	<b>2,604</b>	<b>1,072</b>	<b>41.17</b>	<b>970</b>	<b>37.25</b>
<b>Workers</b>										
Male	1,820	1413	77.6	Nil	Nil	1,780	815	45.78	Nil	Nil
Female	112	Nil	Nil	Nil	Nil	112	Nil	Nil	Nil	Nil
<b>Total</b>	<b>1,932</b>	<b>1413</b>	<b>73.13</b>	<b>Nil</b>	<b>Nil</b>	<b>1,892</b>	<b>815</b>	<b>43.07</b>	<b>Nil</b>	<b>Nil</b>

9. Details of performance & career development reviews of employees & workers:						
Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (C)	% (D/C)
<b>Employees</b>						
Male	2,402	2,402	100	2,520	2,520	100
Female	88	88	100	84	84	100
<b>Total</b>	<b>2,490</b>	<b>2,490</b>	<b>100</b>	<b>2,604</b>	<b>2,604</b>	<b>100</b>
<b>Workers</b>						
Male	1,820	-	-	1,780	-	-
Female	112	-	-	112	-	-
<b>Total</b>	<b>1,932</b>	<b>-</b>	<b>-</b>	<b>1,892</b>	<b>-</b>	<b>-</b>

Note:

There are no permanent workers in GNFC. Other than permanent workers are engaged through independent contractor.

<b>10. Health and safety management system:</b>	
<b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?</b>	
Yes. An Occupational Health and Safety Management System has been implemented across all Operations including Bharuch and TDI-II, Dahej Plant. GNFC has established a well-structured Occupational Health and Safety Policy for effective implementation of Occupational Health & Safety Management System.	
<b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	
GNFC has implemented Hazard Identification and Risk Assessment (HIRA) process to identify work related hazards which include routine and non-routine activities. GNFC conducts job safety analysis for routine and non-routine activities. The HIRA register is being maintained and reviewed on half-yearly basis. 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: <ul style="list-style-type: none"> <li>- Well established work permit system.</li> <li>- Electrical isolation system.</li> <li>- Safety observations reporting system.</li> <li>- Incident / Near-miss reporting, analysis and investigation system.</li> <li>- Monitoring and execution of statutory compliance pertaining to legal requirement applicable to Processes, plants and equipment.</li> <li>- Distribution and Maintenance of suitable Personal Protective equipment.</li> <li>- Monitoring and maintenance of all fire related equipment to mitigate any emergency situation in the plant.</li> <li>- Conducting Fire turnout drills, mock-drills, and tabletop exercise to enhance the Emergency Management system by incorporating the recommendations thereof.</li> </ul>	
<b>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)</b>	
Yes. GNFC has an online accident reporting system (ARS) to report & record near-miss, accident and dangerous occurrence 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 a 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.	
<b>d. Do the employees / worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>	
Yes. GNFC has made available medical services to its employees and their family members.	

<b>11. Details of safety-related incidents in the following format:</b>			
<b>Safety Incident/Number</b>	<b>Category</b>	<b>FY 2022-23 Current Financial Year</b>	<b>FY 2021-22 Previous Financial Year</b>
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	0.50	0.16
	<b>Workers</b>	0.43	0.66
<b>Total recordable work-related injuries</b>	<b>Employees</b>	3	1
	<b>Workers</b>	2	3
<b>No. of fatalities</b>	<b>Employees</b>	Nil	Nil
	<b>Workers</b>	Nil	Nil
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	<b>Employees</b>	Nil	Nil
	<b>Workers</b>	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 in township to provide generate awareness within community. Safety training were conducted in schools, colleges, and old age homes on basic awareness on health and safety. Some of the initiatives implemented in 2022-2023 during National Safety Week Celebration are as follows:

- 1,800 employees have participated in Online Safety quiz.
- 56 nos. of employees & 70 nos. of contract workers have participated in Breathing apparatus set rescue competition.
- 84 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 groups of employees on various topics like "Suraksha ni Sabhanta", "Safety negligence" and "overconfidence during daily routine jobs."

F&S Department has arranged various programs to create safety awareness in December 2022 during Annual Science Fair for school children organized by Narmada Community Science Center (NCSC):

- Live fire show with demonstration for use of fire extinguisher.

- Demonstrated use of Industrial Fire & Safety equipment as well as displayed posters for home safety & road safety awareness.
- Organized Safety quiz competition on home safety and road safety for school children and surrounding community.
- Arranged Hunting the hazard game for school children.

F&S Department also observed National Fire Service Day on 14<sup>th</sup> 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 GNFC 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:

- 18<sup>th</sup> July 2022: Narmada College, Bharuch.
- 14<sup>th</sup> Sept 2022: Old age Home, Kasak, Bharuch.
- 26<sup>th</sup> & 28<sup>th</sup> Sept 2022: Z P School, Maktampur, Bharuch.

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

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

	FY 2022-23 Current Financial Year			FY 2021-22 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
<b>Working Conditions</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Health &amp; Safety</b>	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)
<b>Health and safety practices</b>	100
<b>Working Conditions</b>	100

Note: M/s. Pro-safe Safety Services (I) Pvt. Ltd. has conducted third party safety audit at Bharuch and TDI-II, Dahej Plant in January 2022 and March, 2022 respectively and all observations were complied. Safety audit report with its compliance has been submitted to Directorate of Industrial Safety & Health Office, Bharuch.

**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 2022-23. 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.

### 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.

S.No.	Stakeholder Group	Importance
1	Suppliers & Vendors	The suppliers and vendors provides critical raw material for the GNFC's products.
2	Employees & Workers	Employees and workers are powerhouse of GNFC's business.
3	Logistic partners	Logistic partners play vital role in safe and responsible transportation of the raw material and final products of GNFC.
4	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.
5	Community	All the employees, workers and customers (farmers) of GNFC belong to the community at large.
6	Farmers	Farmers plays a vital role in GNFC's positive market presence.
7	Customers other than farmers	Customer plays a vital role in GNFC's positive market presence.
8	Board of Directors & Senior Management	Board of Directors and Senior Management of GNFC are the driving force for the decision making process.

##### 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	N	<ul style="list-style-type: none"> <li>▪ Departmental meetings.</li> <li>▪ HR Programs.</li> <li>▪ Meetings, seminars and reviews.</li> <li>▪ Circulars.</li> </ul>	Periodically.	<ul style="list-style-type: none"> <li>▪ Understanding the expectations of the employees and workers.</li> <li>▪ Discussion on fair remuneration structure.</li> </ul>
Logistic Partner	N	<ul style="list-style-type: none"> <li>▪ Logistic partner meets.</li> </ul>	Periodically.	<ul style="list-style-type: none"> <li>▪ Discussion on the safe and responsible transportation of raw material and final products.</li> </ul>
Farmers	N	<ul style="list-style-type: none"> <li>▪ Farmers meet.</li> </ul>	Periodically.	<ul style="list-style-type: none"> <li>▪ Procuring feedback from the customers and areas of improvement.</li> <li>▪ Quality &amp; reliability of the products.</li> </ul>

Customers other than farmers	N	<ul style="list-style-type: none"> <li>▪ Formal &amp; informal feedback.</li> <li>▪ Email.</li> <li>▪ Monthly magazines.</li> </ul>	Periodically.	<ul style="list-style-type: none"> <li>▪ Procuring feedback from the customers and areas of improvement.</li> <li>▪ Quality &amp; reliability of the products.</li> </ul>
Government Regulatory / Authorities	N	<ul style="list-style-type: none"> <li>▪ Scheduled meetings.</li> </ul>	Periodically.	<ul style="list-style-type: none"> <li>▪ On time compliance of environment &amp; social regulations.</li> </ul>
Community	N	<ul style="list-style-type: none"> <li>▪ CSR meets.</li> <li>▪ Stakeholder meets.</li> </ul>	Periodically.	<ul style="list-style-type: none"> <li>▪ Understanding the expectations of communities with respect to CSR initiatives.</li> </ul>
Vendors and Suppliers	N	<ul style="list-style-type: none"> <li>▪ Contract revision &amp; negotiation meetings.</li> <li>▪ Suppliers meet.</li> </ul>	Periodically.	<ul style="list-style-type: none"> <li>▪ Contract negotiation.</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 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
<b>Permanent</b>	2,275	2,004	88.09	2,392	2,025	84.66
<b>Other than permanent</b>	215	193	89.77	212	115	54.25
<b>Total Employees</b>	2,490	2,197	88.23	2,604	2,140	82.18
<b>Workers</b>						
<b>Permanent</b>	0	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
<b>Other than permanent</b>	1,932	-	-	1,892	-	-
<b>Total Workers</b>	1,932	-	-	1,892	-	-
<b>Note:</b>						
Not Applicable						
- There are no permanent workers.						
- Training on human rights has not been conducted for other than permanent workers for the reporting period.						



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### DIRECTORS' REPORT

2. Details of minimum wages paid to workers & employees in the following format:										
Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F /D)
<b>Employees</b>										
<i>Permanent</i>										
<b>Male</b>	2,211	Nil	Nil	2,211	100	2,328	Nil	Nil	2,328	100
<b>Female</b>	64	Nil	Nil	64	100	64	Nil	Nil	64	100
<i>Other than Permanent</i>										
<b>Male</b>	191	Nil	Nil	191	100	192	Nil	Nil	192	100
<b>Female</b>	24	Nil	Nil	24	100	20	Nil	Nil	20	100
<b>Workers</b>										
<i>Permanent</i>										
<b>Male</b>	Nil	-	-	-	-	-	-	-	-	-
<b>Female</b>	Nil	-	-	-	-	-	-	-	-	-
<i>Other than Permanent</i>										
<b>Male</b>	1,820	Nil	Nil	1,820	100	1,780	Nil	Nil	1,780	100
<b>Female</b>	112	Nil	Nil	112	100	112	Nil	Nil	112	100
<b>Note:</b> Not Applicable - There are no permanent workers.										

3. Details of remuneration/salary/wages in the following format:				
	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors</b>	10	Kindly refer note	2	-
<b>Key Managerial Personnel (Excluding Managing Director)</b>	2	39,21,617	0	-
<b>Employees other than BoD and KMP</b>	2,400	15,32,922	88	10,38,764
<b>Workers</b>	-	Kindly refer note	-	-
<b>Note:</b> Remuneration of Non-Executive Directors (NEDs) is decided by the Board of Directors. NEDs are paid remuneration by way of Sitting Fees only for attending Board or Committees Meeting(s). They are paid sitting fees @ ₹ 17,500/- per Meeting attended by them. In GNFC, Workers are engaged through third party contractor.				

**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 2022-23 Current Financial Year			FY 2021-22 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
<b>Sexual Harassment</b>	1	Nil	Refer Note.	1	Nil	-
<b>Discrimination at workplace</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Child Labour</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Forced Labour/Involuntary Labour</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Wages</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Other human rights related issues</b>	Nil	Nil	Nil	Nil	Nil	Nil

**Note:** GNFC is committed to ensuring that all employees work in an environment that not only promote diversity and equality but also mutual trust, equal opportunity and respect for human rights. GNFC is also committed to provide a work environment that ensures every woman employee is treated with dignity and respect. GNFC has formulated a "Policy on Prevention of Sexual Harassment" in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder. GNFC has constituted Internal Committee to redress the complaint(s).

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

### 8. 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.

### 9. 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	-

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

There was one incident related to POSH that was reported during this reporting year. The incident was communicated to the POSH Committee of GNFC for further investigation and resolution. An investigation was carried out by the POSH Committee. The incident report along with the proposed recommendations was forwarded to MD, GNFC, for decision making. To avoid such kind of incidents in the future, GNFC has taken appropriate corrective measures.

## 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 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A).	7,74,745.09 GJ	6,54,894.50 GJ
Total fuel consumption (B).	4,22,99,121.70 GJ	4,53,14,363.30 GJ
Energy consumption through other sources (C).	Nil	Nil
Total energy consumption (A+B+C).	4,30,73,866.79 GJ	4,59,69,257.80 GJ
Energy intensity per million rupee of turnover ( <i>Total energy consumption/turnover in million rupees</i> ).	421.17	531.92
Energy intensity ( <i>optional</i> ) – 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. Independent assessment/ evaluation/assurance has not been carried out by an external agency.

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Yes. GNFC 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. GNFC was given a target 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 33,557 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 Plant, ANP was also notified as DC under 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 2018-19. However, GNFC could not achieve the same and BEE had notified to purchase 8,668 nos. of ESCerts. However, GNFC already has surplus of 24,889 nos. of ESCerts.
- **ANP:** SEC Target of 0.2817 MTOE/MT was to be achieved by 2018-19. However, GNFC could not achieve the same and BEE had notified to purchase 10,464 nos. of ESCerts. As a remedial action, GNFC has purchased ESCerts as per the BEE's directive.

The ESCerts trading for PAT Cycle-II started from 14<sup>th</sup> February, 2023 till June, 2023 as per latest circular by BEE. The obligated purchase of 10,464 nos. of ESCerts for ANP DC has been completed by GNFC on the trading day of 14<sup>th</sup> February, 2023, while sales of Urea ESCerts are still in progress.

For the next PAT cycle till 2024-25, BEE has excluded/exempted Urea Plants and Complex Fertilizer Plants from PAT Scheme as per recommendations from DoF and FAI. These exclusions will be reviewed after 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. However, now in case of any energy saving during the period, no ESCerts will be recommended by BEE.

<b>3. Provide details of the following disclosures related to water, in the following format:</b>		
<b>Parameter</b>	<b>FY 2022-23 Current Financial Year</b>	<b>FY 2021-22 Previous Financial Year</b>
<b>Water withdrawal by source (in kilolitres)</b>		
<b>(i) Surface water</b>	1,38,76,424	1,40,42,976
<b>(ii) Groundwater</b>	Nil	Nil
<b>(iii) Third party water</b>	Nil	Nil
<b>(iv) Seawater / desalinated water</b>	Nil	Nil
<b>(v) Others (Purchase Water)</b>	13,48,235	11,74,507
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	1,52,24,659	1,52,17,483
<b>Total volume of water consumption (in kilolitres)</b>	1,52,38,365	1,53,01,182
<b>Water intensity per million rupee of turnover (Water consumed / turnover)</b>	149.00	177.05
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Note:</b> 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.		

<b>4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. ( Yes/ No )</b>
No.

<b>5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:</b>			
<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 2022-23 Current Financial Year</b>	<b>FY 2021-22 Previous Financial Year</b>
<b>N0x.</b>	MT/Year	1,669	887
<b>Sox.</b>	MT/Year	1,779	1,524
<b>Particulate matter (PM).</b>	MT/Year	658	639
<b>Persistent organic pollutants (POP).</b>	MT/Year	Nil	Nil
<b>Volatile organic compounds (VOC).</b>	MT/Year	Nil	Nil
<b>Hazardous air pollutants (HAP)</b>	MT/Year	Nil	Nil
<b>NH3</b>	MT/Year	292	288
<b>Total F</b>	MT/Year	Nil	Nil
<b>HC</b>	MT/Year	1	0.5
<b>CO</b>	MT/Year	34	20
<b>HCL</b>	MT/Year	Nil	Nil
<b>Others – please specify</b>	MT/Year	Nil	Nil
<b>Note:</b> 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.			

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

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	32,11,773.08	33,88,188.63
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	1,53,872.98	1,30,069.32
Total Scope 1 and Scope 2 emissions per million rupee of turnover	Rupees	32.90	40.71
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? (Yes/No) 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.**

Yes. GNFC has taken several initiatives to reduce greenhouse gas emissions. GNFC is gradually shifting to renewable energy sources for electricity consumption and fuel consumption to reduce its carbon footprints. GNFC has developed green belt in 42% area of Bharuch Complex, comprising of different species of trees.

On the occasion of "Azadi ka Amrit Mahotsav" GNFC is developing a strategic "Oxygen Park" in seventy acres of land as part of its green belt development initiatives.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A).	76.21	59.5
E-waste (B).	16.13	6.78
Bio-medical waste (C).	0.31	0.74
Construction and demolition waste (D).	1,300	748
Battery waste (E).	5.76	7.78
Radioactive waste (F).	Nil	Nil
<b>Other Hazardous waste (G) -</b>		
Furnace debris.	23.21	14.64
Process Waste (Tarry residue).	5,222.42	5,385.31
Organic residue from process.	0.4	0.5
Spent Catalyst & Molecular Sieve.	40.90	186.99
Waste & residues containing oil.	8.15	3.5
Spent acid from batteries.	Nil	Nil
Spent catalyst.	11.76	59.73

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### DIRECTORS' REPORT

<b>Ethyl Acetate reactor residue.</b>	175.42	140
<b>Process waste residue &amp; Sludge of Paints, Inks, Pigments, Varnish &amp; Lacquers.</b>	0.5	0.4
<b>Empty Barrels containers / liners contaminate with hazardous chemicals / wastes.</b>	97.81	18.06
<b>Spent Resin.</b>	70	50
<b>ETP Sludge.</b>	7,600	5,498.27
<b>Sludge from wet scrubber.</b>	468	100
<b>Incinerator Ash .</b>	230.3	259.3
<b>Gasifire Slag.</b>	23.92	21.31
<b>Insulated Copper wire Scrap.</b>	11.36	20.46
<b>Scrubbed liquid (Spent caustic) generated from TDI plant scrubbers.</b>	4,222.12	4,225.12
<b>Other Non-hazardous waste generated (H) – (Insulation Waste).</b>	96.30	87.98
<b>Total (A+B + C + D + E + F + G + H).</b>	19,701.03	16,894.39
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes).</b>		
<b>Category of waste.</b>		
<b>(i) Recycled.</b>	5,882.46	6,155.78
<b>(ii) Re-used.</b>	4,763.27	4,648.62
<b>(iii) Other recovery options.</b>	Nil	Nil
<b>Total.</b>	10,645.73	10,804.40
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes).</b>		
<b>Category of waste.</b>		
<b>(i) Incineration.</b>	130.44	192.63
<b>(ii) Landfilling.</b>	3,152.64	2,097.06
<b>(iii) Co-processing.</b>	5,087.80	5,228.26
<b>(iv) Other disposal operations (Sent to common bio medical waste treatment facility).</b>	0.31	0.74
<b>Total.</b>	8,371.20	7,518.70
<b>Note:</b> 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 entity to reduce usage of hazardous & toxic chemicals in your products & processes & the practices adopted to manage such wastes.**

GNFC ensures responsible waste management practices by adopting 3R principles of waste management i.e. Reduce, Reuse and Recycle. All the hazardous and non-hazardous wastes are segregated at the source and stored at a designated storage area. Hazardous waste is being segregated, collected, stored and disposed as per the Hazardous & Other waste (Management & Transboundary Movement) Rules-2016, as amended. Please refer to Principle 2 for more details.

**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:**

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 there of and corrective action taken, if any.
Not applicable.				

**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 project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Capacity enhancement of existing Ammonia, Urea, Ethyl Acetate and Ammonium Nitrate Melt Plants and new Weak Nitric Acid and Ammonium Nitrate Prills Projects.	SO 1533 as amended	14.09.2006	Yes.	No. EIA study is in progress.	-

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
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GNFC is compliant with the Air (Prevention and Control of Pollution) Act, 1981, the Water (Prevention and Control of Pollution) Act, 1974 and the Environment Protection Act, 1986. There were no fines or penalties received from the regulatory authority during the reporting period.



### 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	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A).	1,52,385 GJ	1,67,079.69 GJ
Total fuel consumption (B).	Nil	Nil
Energy consumption through other sources (C).	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C).</b>	<b>1,52,385 GJ</b>	<b>1,67,079.69 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D).	7,74,745.09 GJ	6,54,894.50 GJ
Total fuel consumption (E).	4,22,99,121.7 GJ	4,53,14,363.3 GJ
Energy consumption through other sources (F).	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F).</b>	<b>4,30,73,866.79 GJ</b>	<b>4,59,69,257.8 GJ</b>
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. - No.		

#### 2. Provide following details related to water discharged:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
<b>(i) To Surface water.</b>		
- No treatment.	Nil	Nil
- With treatment – primary & tertiary treatment.	31,97,160	46,84,862
<b>(ii) To Groundwater.</b>		
- No treatment.	Nil	Nil
- With treatment – please specify level of treatment.	Nil	Nil
<b>(iii) To Seawater.</b>		
- No treatment.	Nil	Nil
- With treatment.-	4,08,926	3,62,429
<b>(iv) Sent to third parties.</b>		
- No treatment.	18,329.94	14,965.39
- With treatment – through ETP.	Nil	Nil
<b>(v) Others.</b>		
- No treatment.	Nil	Nil
- With treatment – please specify level of treatment.	Nil	Nil
<b>Total water discharged (in kiloliters).</b>	<b>36,24,415.94</b>	<b>50,62,256.39</b>
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. - No.		

**3. 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.**

None of GNFC's operations fall under ecologically sensitive area.

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

S. 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.	–	
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.

**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.**

S. 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 in FY 2022-23. The notification ID is NARDES/ADM/2022/1182 dated 20<sup>th</sup> January, 2023.

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of projects affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable.						

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

Yes. GNFC has established grievance redressal mechanism. 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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs / small producers <sup>1</sup>	4.11%	4.74%
Sourced directly from within the district and neighboring districts <sup>1,2</sup>	67.42%	68.78%

**Note:**

1. Procurement value of natural gas is being excluded from the total material procured in the current and previous financial year.
2. State wise unique GSTIN is assigned to each taxpayer. Vendors of GNFC are located at multiple locations in Gujarat. Only one and unique GSTIN number is being provided for the Vendor and the same is being maintained as master file by GNFC. Hence, only State level data is possible to retrieve from ERP System.

**LEADERSHIP INDICATORS**
**1. 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 INR)
1	Gujarat.	Narmada.	22,00,000.

**2. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Upgradation of Educational facilities in Govt. Schools and Anganwadis.	12,844	83
2	Preventive Healthcare.	15,175	72
3	Rural Infrastructural Development Projects.	14,563	85
4	Livelihood Enhancement through Skill Upgradation.	140	55
5	Revival of SHG's for Entrepreneurial Activities.	20	60
6	Support to Armed forces, veterans, their dependents.	30	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 mechanism also is in place to improve the system on a continuous basis. The Feedback Form is being hosted on GNFC's Webpage [www.gnfc.in](http://www.gnfc.in). The Feedback Form is being sent to the customers and dealers to obtain their valuable feedback. 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, and direct contact at Narmada Khedut Sahay Kendra (NKSK - a retail shop) or in person at the GNFC Office. Details are being hosted on GNFC's Website: <https://www.gnfc.in/narmada-khedut-sahay-kendra/>

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

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

**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.

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<b>3. Number of consumer complaints in respect of the following:</b>						
	<b>FY 2022-23 (Current Financial Year)</b>			<b>FY 2021-22 (Previous Financial Year)</b>		
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>	<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>
<b>Data privacy.</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Advertising.</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Cyber-security.</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Delivery of essential services.</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Restrictive Trade Practices.</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Unfair Trade Practices.</b>	Nil	Nil	Nil	Nil	Nil	Nil
<b>Other - Quality Control.</b>	Nil	Nil	Nil	Nil	Nil	Nil

<b>4. Details of instances of product recalls on account of safety issues:</b>		
	<b>Number</b>	<b>Reasons for recall</b>
<b>Voluntary recalls.</b>	Nil	Nil
<b>Forced recalls.</b>	Nil	Nil

<b>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.</b>
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: <a href="https://www.ncode.in/policy.html">https://www.ncode.in/policy.html</a>

<b>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.</b>
There were no issues related to advertising and delivery of essential services reported during the reporting period. There were no actions by any regulatory authority and no issues on safety of the product reported during the reporting period.

**LEADERSHIP INDICATORS**

<b>1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).</b>
<p>Information relating to all products of GNFC are available on the Company's Webpage - <a href="http://www.gnfc.in">www.gnfc.in</a>  GNFC actively communicate the information of its products and services through magazines, farmers' meet and displaying details on the Website. GNFC also provides Material safety data sheets to all the customers. Also, TREM cards are provided with each tanker which contain information about the products.</p>
<b>2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</b>
<p>GNFC has established a procedure to address consumer complaints. The feedback mechanism is also in place to improve the system on a continuous basis. The Feedback Form is hosted on GNFC's Webpage - <a href="http://www.gnfc.in">www.gnfc.in</a>. The Feedback Form is being sent to the customers and dealers to obtain their valuable feedback.  GNFC releases a monthly magazine for farmers to make them aware of the use of Fertilizers and other agricultural practices. This magazine is shared with the farmers through WhatsApp and is also available on GNFC's Website:  Narmada Kisan Parivar Patra – Gujarat Narmada Valley Fertilizers &amp; Chemicals Limited (<a href="http://gnfc.in">gnfc.in</a>)  Customers can also raise their concerns for any product-related issues through Email to the Head of the Department, customer care email ID, verbally by phone, and direct contact at Narmada Khedut Sahay Kendra (NKSK - a retail shop) or at GNFC Office. Details are being hosted on GNFC's Website at the following Link:  <a href="https://www.gnfc.in/narmada-khedut-sahay-kendra/">https://www.gnfc.in/narmada-khedut-sahay-kendra/</a></p>
<b>3. 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)</b>
<p>Yes. All the products are approved as per the Fertilizers Control Order. The product information is specified as per regulations in its packaging.  Yes, GNFC collects customer feedback annually for its major products.</p>