

GIL/DEL/2023-24/
September 07, 2023

BSE Limited
Floor 25, P J Towers,
Dalal Street,
Mumbai- 400 001, INDIA
Scrip Code: 532726

National Stock Exchange of India Limited
"EXCHANGE PLAZA",
Bandra – Kurla Complex,
Bandra (East), Mumbai- 400 051, INDIA
Scrip Code: GALLANTT

Dear Sir/Madam,

**SUB: SUBMISSION OF BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)
FOR THE FINANCIAL YEAR 2022-23**

In compliance with Regulation 34(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report which forms part of the Annual Report of the Company for the financial year 2022-23.

Kindly take the above in your records.

Thanking you,

Yours faithfully,
For GALLANTT ISPAT LIMITED

Nitesh Kumar
(CS & COMPLIANCE OFFICER)
M. No. F7496

Encl: As above

GALLANTT ISPAT LIMITED

(Formerly known as Gallantt Metal Limited)

Registered Office: "GALLANTT HOUSE", I-7, Jangpura Extension, New Delhi -110014

Telefax: 011-45048767/41645392, 033-46004831, E-mail: csgml@gallantt.com, Website: www.gallantt.com

Corporate Office: 1, Crooked Lane, Second Floor, Room Nos. 222 & 223, Kolkata - 700069 Tel: 033-46004831

CIN: L27109DL2005PLC350524

Annexure - II

to the Directors' Report

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

(₹ in Lakhs)

1	Corporate Identity Number (CIN) of the Company	L27109DL2005PLC350524
2	Name of the Company	GALLANTT ISPAT LIMITED
3	Year of incorporation	2005
4	Registered Office Address	"GALLANTT HOUSE; I-7, Jangpura Extension, New Delhi - 110014
5	Corporate Office Address	"Gallantt Estate" Gallantt Ispat Limited, GIDA, Sahjanwa, Gorakhpur-273209. U.P.
6	E-mail id	csgml@gallantt.com
7	Telephone	011-45048767
8	Website	www.gallantt.com
9	Financial Year for which reporting is being done	April 01, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs. 24128.09
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Sandip Kumar Agarwal Chief Financial Officer Phone (D): 9327717000 Tel.: 011-45048767 Email: cfogml@gallantt.com Mr. Nitesh Kumar Company Secretary Phone (D): 9903462248 Tel.: 011-45048767 mail: nitesh@gallantt.com
13	Reporting boundary	Disclosures made in this report are on a standalone basis and pertain only to Gallantt Ispat Limited.

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Metal and metal products	100%
2	Generation/Manufacturing	Power Generation	-*

* Power generated captively consumed.

15 Products/Services sold by the Entity (accounting for 90% of the entity's turnover):

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1	TMT Bars	2410	84.29%
2	MIS Roll Bars	2410	1.24%
3	M.S. Billets	2410	5.75%
4	Sponge Iron	2410	6.69%
5	Others	24109	2.03%

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*	4	6
International	0	0	0

* The Plants are located in Samakhiali, Kutch District of Gujarat and in Gorakhpur, Uttar Pradesh

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

Locations	Number
National (No. of States and Union Territories)	5
International (No. of Countries)	1

b. What is the contribution of exports as a percentage of the total turnover of the entity – 0.97%
c. A brief on types of customers

Gallantt Ispat Limited is engaged in the business of manufacture of Iron and Steel and power generation. Customers include Real Estate Developers, Construction Industries, Government Organisations and Corporate customers. Products are sold through the network of dealers and distributors. Also, Company sales products directly to the bulk buyers and participate in auction of Government and Non-Government organisations.

IV. Employees

18 Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	2,204	2,180	98.91%	24	1.09%
2.	Other than permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	2,204	2,180	98.91%	24	1.09%
Workers						
4.	Permanent (F)	630	618	98.10%	12	1.90%
5.	Other than permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	630	618	98.10%	12	1.91%

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	-	-	-	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	-	-	-	-	-
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	-	-	-	-	-

19 Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5 %
Key Managerial Personnel	7	0	0.00 %

*As per the Companies Act 2013, KMP includes the MD and WTD. So, the MD & WTD is included in the Board of Directors as well as in the KMP mentioned above.

20 Turnover rate for permanent employees and workers

Category	FY 2022-23			FY 2021-22			FY 2020-21		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	7.51	5.00	12.51	6.95	5.00	11.95	8.16	5.00	13.16
Permanent workers	6.90	0.00	6.90	6.35	0.00	6.35	7.53	0.00	7.53

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

21 Names of holding/subsidiary/associate companies/joint ventures

Sr. No.	Name of the Holding/ Subsidiary/ Associate companies/ Joint ventures	Is it a Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
NIL				

VI. CSR Details

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

(ii) **If yes, Turnover** - Rs. 4,06,269.85 Lakh

(iii) **Net worth** – Rs. 2,22,503.16 Lakh

VII. Transparency and disclosure compliances

23. Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC) –

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		
		No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Communities	Yes, Gallantt Ispat Limited has a Grievance redressal mechanism in place for all of its stakeholders. The policy can be accessed through below web link: https://gallantt.com/wp-content/uploads/bsk-pdf-manager/2023/07/Grievance-Redressal-Policy_30112020.pdf	Nil	Nil	-	Nil	Nil	-
Investors		Nil	Nil	-	Nil	Nil	-
Shareholders		65	1	Most of the complaints are related to general enquiry about allotment of equity shares and non-receipt of unclaimed and unpaid dividend money lying in the unpaid dividend account of the Company.	Nil	Nil	-
Employees and Workers		Nil	Nil	-	Nil	Nil	-
Customers		Nil	Nil	-	Nil	Nil	-
Value Chain Partners		Nil	Nil	-	Nil	Nil	-
Others (please specify)		Nil	Nil	-	Nil	Nil	-

24 Overview of the entity's material responsible business conduct issues

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

Sr. No.	Material issue identified	Is it 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	Environmental Compliance	R	Non-compliance with the applicable environmental law/ regulations/ guidelines in India may lead to fines / penalties / reputational damages.	Regular tracking and compliance with all applicable environmental laws	Negative
2	Effluent & Waste Management	R	Improper handling of waste generated from business activities can damage nearby environment, affect health of people and communities, impact company's reputation and may even lead to closure of operations.	Specific procedures in place for generation, storage and disposal of hazardous waste, Biomedical waste, E-waste and Solid Waste	Negative
3	Sustainable Sourcing of Raw Material	R	Risk arising due to sourcing of raw material from illegal sources.	Periodic due diligence is conducted for suppliers supplying raw material used in manufacturing of TMT Bars as final products.	Negative
4	Water Management	R	Disruption of business operations due to water shortage or scarcity.	Water recycling and water harvesting initiatives implemented to reduce the dependency on external water sources	Negative
5	Energy Management	R	Increase in price of diesel, coal and electricity. Emerging regulations for adoption of clean technology and renewable energy.	Use of energy efficient equipment like turbine	Negative
6	Air emission	R	A key parameter for measurement of our environmental performance. Our systems must be in place to maintain our emissions under statutory limits.	We are committed to preventing, abating and mitigating our emissions to air and have dedicated policies addressing point and non-point source emissions.	Negative

Sr. No.	Material issue identified	Is it 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)
7	Biodiversity	O	We understand that preserving and restoring biodiversity is critical for maintaining a balanced ecosystem.	We strive to achieve 'Minimum or No Net Loss' of biodiversity at all our operating sites. We have implemented schemes for enhancing awareness of biodiversity within the organisation.	Negative
8	Economic performance	O	Foresight in properly identifying and addressing the key demand dynamics in markets aids in meeting operational guidance.	NA	Positive
9	Corporate governance, transparency and disclosures	O	We believe that good governance provides strategic direction, evaluates overall performance & ensures the long-term interest of the stakeholders are being served.	NA	Positive
10	Employee health, safety and well being	R	We aspire to achieve zero harm across all our operations. Health and Safety represent an important part of our group's values.	We are committed to providing a healthy and safe working environment for our employees, contractors, business associates, visitors on-premises, and above all, communities impacted by our operations. We have stringent safety systems in place to achieve our zero-harm vision.	Negative

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. 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

1. Policy and Management processes

Sr. No.	Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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
1. (b)	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1. (c)	Web Link of the Policies, if available	www.gallantt.com								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Company has adopted various standards specified by the International Organization for Standardization (ISO). These are: a. ISO 9001: 2015 for Quality management system. b. ISO 14001: 2015 for Environment management system. c. ISO 45001: 2018 Health and Safety management system.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company has undertaken materiality assessment exercise and is in a process of setting specific commitments and targets against the identified material issues.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Company has undertaken materiality assessment exercise and is in a process of setting specific commitments and targets against the identified material issues.								

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)	We are committed to align our operations with the business responsibility principles. The Company is taking feedback from all stakeholders, employees and workers for the business to grow sustainably and equitably. We prioritize the conservation of natural resources and improving operational efficiencies to minimize our environmental footprint. We aim to build resilience in our business and among our stakeholders, and we monitor our activities and their environmental and social impacts to ensure that we create value for all stakeholders. The social component addresses the need to invest in employees, vendors, customers and community engagement, a framework of relationships that protects the company from unexpected supply or demand or production shocks.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sandeep Kumar Agarwal, Chief Financial Officer of the Company shall act as Business Responsibility Head (BR Head) and shall be responsible for implementing the Business Responsibility initiatives. Mr. Chandra Prakash Agrawal, Chairman and Managing Director of the Company shall be responsible for overseeing the implementation of this Policy								
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. Mr. Chandra Prakash Agrawal (DIN: 01814318), Chairman and Managing Director of the Company is responsible for decision making on sustainability related issues								
10.	Details of Review of NGRBCs by the Company									
	Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
i.	Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii.	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
i.	Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
ii.	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	As per the requirement of laws applicable to the company.								
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.	No								
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	Not Applicable								

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**

Sr. No	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training
1	Board of Directors	1	They have been given awareness trainings for the newly adopted Structured Digital Database (SDD) introduced by SEBI for prohibition of insider trading activities.
2	Key Managerial Personnel	1	They have been given awareness trainings for the newly adopted Structured Digital Database (SDD) introduced by SEBI for prohibition of insider trading activities.
3	Employees other than BOD and KMPs	9	Trainings are imparted through online and classroom modes, as well as on the job as per requirement. They include: <ol style="list-style-type: none"> 1. Code of conduct 2. POSH 3. Process orientation trainings 4. Soft skills development trainings 5. Health & Safety 6. Skill up gradation Training Programmes
4	Workers	15	<ol style="list-style-type: none"> 1. Quality Policy & Objective 2. IMS Awareness 3. Fire Fighting & Safety 4. Preventive Maintenance 5. House Keeping/5S 6. HIRA Awareness 7. Health & Safety 8. General Awareness on Emergency Situation 9. On Job Training 10. Awareness of PPE's 11. Aspects & Impacts 12. Training on ISO

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2022-2023.

No material monetary & non-monetary fines/penalties were paid in FY 2022-2023.

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

Not Applicable

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

Yes, our business code of conduct covers anti-corruption or anti-bribery related requirements. The company has a Vigil Mechanism framed under Section 177 of Companies Act, 2013, to deal with any instances of corruption or bribery. The relevant policy is available at www.gallantt.com

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

Segment	FY 2022-23	FY 2021-22
Directors	NIL	NIL
Key Managerial Personnel	NIL	NIL
Employee	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

Segment	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	NIL	NA	NIL	NA

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

Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

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, Gallantt Ispat Limited has stringent procedures to avoid any conflict of interest involving members of the Board. Company's Code of Conduct for Board Members covers Conflict of Interest for Board of Directors as well. In addition, the Company has policy on related party transaction and dealing with related party transactions. Company policies are available at www.gallantt.com

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

Essential Indicators

- 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.

Sr. No.	Segment	FY 2023	FY 2022	Details of improvements in environmental and social impacts
1	R&D	1.08%	1.05%	<p>Company has 129 MW Power Plant.</p> <p>Out of 129 MW 36% capacity has been installed through WHRB. (Waste Heat Recycle Boiler)</p> <p>We have 1 AFBC (Atmospheric Fudite Bet Consumption) Boiler. The coal fired boiler has been modified by the Company.</p> <p>Further, Rice Husk is consumed through AFBC boiler.</p> <p>All together reduce the emission and pollutants.</p>
2	Capex	1.45%	1.24%	<p>Capital Expenditure and Research & Development is an ongoing process. The Capex ensures longevity in the R&D process.</p> <p>All together ensure reduction in pollutants and hazards.</p>

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

Yes, Gallantt Ispat Limited has the proper procedure for sustainable sourcing. The Company endeavours to focus on protection of environment, stakeholders' interest and cost effectiveness while procuring any raw material or goods.

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

At present, 21.10 % of inputs sources are sourced sustainably.

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.

We have implemented processes to safely reclaim our products at the end of their life cycle. Fly Ash and Iron Ore dust that is generated from our Steel Plants is being utilized by our Cement Plant. Our Steel Plants do not generate any plastic waste or e-waste.

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.

Not Applicable

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?

Gallantt Ispat Limited has not conducted any Life Cycle Perspective/Assessments for any of its products or services during the Financial Year 2022-23.

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.

Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
MS Scrap	25.10%	31.70 %

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:

Material	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	1,42,286.79	-	-	1,41,371.89
Other Waste	-	-	2,04,981.34	-	-	91,928.31

3. 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
NA	NA

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

Essential Indicators

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

Category	% of 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)
Permanent Employees											
Male	2,180	846	50.55%	2,180	100.00%	-	-	-	-	-	-
Female	24	1	4.16%	24	100.00%	-	-	-	-	-	-
Total	2,204	847	38.43%	2,204	100.00%	-	-	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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)
Permanent Employees											
Male	618	243	39.32%	618	100.00%	-	-	-	-	-	-
Female	12	12	100.00%	12	100.00%	-	-	-	-	-	-
Total	630	255	40.47%	630	100.00%	-	-	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Details of retirement benefits for Current and Previous FY

Sr. No.	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.)
1	PF	49.44%	86.26%	Y	61.90%	86.76%	Y
2	Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
3	ESI*	38.88%	39.00%	Y	46.54%	47.00%	Y

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

The Company is committed to embracing inclusion and diversity in its campuses. The Company's facilities have the necessary infrastructure in place to ensure access and inclusion for differently abled staff.

3. 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.

The Company encourages diversity in the workplace. Gallantt Ispat Limited is an Equal Opportunity Employer and does not follow or support any discrimination based on caste, gender, sexual orientation, religion, ethnicity or physical disabilities. All employees are expected to be respectful towards each other and not promote or tolerate any form of discrimination.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

Sr. No.	Category	Yes/No (If yes, then give details of the mechanism in brief)
1	Permanent employee	We have instilled the Grievance Redressal Mechanism in place to resolve the issues of employees. It covers Violation of the Company's Code, such as Business Integrity, Sexual Harassment, Prevention of Fraud, Rights to Intellectual Property and Data Protection. The contact details are mentioned in our Whistle Blower Policy. The investigation of the complaints are done both internally as well as through an external investigator if decided by the Audit committee. The investigation is generally completed within 45 days after filing of the complaint.
2	Other than Permanent Employees	Non-permanent workers at Gallantt Plants are contracted via a 3rd party and their grievance redressal mechanism rests with the contractors. Gallantt Ispat Limited ensures that all norms and regulations while working on plants are met and safety precautions are adhered to.
3	Permanent Workers	The Grievances/Works Committee is in force under the Factories Act 1948, to redress any Grievance. The committee for workers is filed level committee within the reach of workers. Permanent workers are also covered under Whistle blower policy. It covers Violation of the Company's Code, such as Business Integrity, Sexual Harassment, Prevention of Fraud, Rights to Intellectual Property and Data Protection. The contact details are mentioned in our Whistle Blower Policy.
4	Other than Permanent Workers	Workers engaged on contractual basis can report their grievances to their respective contractor representative or the Plant Head. The contractor is expected to take the required action to address the worker grievances, and if required, can raise the grievance to HR and respective functional heads.

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

Nil. None of our employees are members to any recognized association or trade unions.

7. Details of training given to employees

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/D)	No (F)	% (F/D)
Employees										
Male	2,180	1,995	91.51%	1,876	86.06%	1,545	1,479	95.73%	1,186	76.76%
Female	24	21	87.50%	18	75.00%	17	15	88.24%	14	82.35%
Total	2,204	2,016	91.47%	1,894	85.93%	1,562	1,494	95.65%	1,200	76.82
Workers										
Male	618	581	94.01%	546	88.35%	669	649	97.01%	632	94.47%
Female	12	10	83.33%	9	75.00%	8	6	75.00%	5	62.50%
Total	630	591	93.81%	555	58.10%	677	655	96.75%	637	94.09%

8. 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)
Employees						
Male	2,180	1,527	70.05%	1,545	1,132	73.27%
Female	24	17	70.83%	17	11	64.71%
Total	2,204	1,544	70.05%	1,562	1,143	73.18%
Workers						
Male	618	432	69.90%	669	435	65.02%
Female	12	8	66.67%	8	5	62.50%
Total	630	440	69.84%	677	440	64.99%

*The above data excludes non-permanent employees and workers

9. 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, all plants of company have implemented ISO 45001 – Occupational, Health and Safety Management System and the scope of certification covers product manufacture and supply.

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

Hazard Identification and Risk Assessment and Incident Management System are in place to identify work-related hazards and assess risks on routine and non-routine basis.

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

Yes, the workers can report any work-related hazards to the head through suggestion kits, and direct communication. The management takes immediate action on receiving any such complaint.

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

Yes, employees and workers have access to non-occupational medical and healthcare services.

10. Details of safety related incidents, in the following format

Sr. No.	Safety Incident/Number	Category	FY 2023	FY 2022
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.33	2.60
		Workers	1.21	1.68
2	Total recordable work-related injuries	Employees	11	17
		Workers	10	11
3	No. of fatalities	Employees	0	3
		Workers	2	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

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

Following measures are undertaken by the company during the reporting year

- Hazard Identification and Risk Assessment of all processes and machinery
- Machine Guarding, Sensors, Workplace Safety Trainings, Personal Protective Equipment Provision
- Provision of reporting of Unsafe Conditions and Unsafe Acts
- Safety Committee Meetings
- Permit to Work system
- Health Check-up
- First Aid, Fire Fighting System, OHC and Ambulance Provision
- Safety mock drills and emergency evacuation trainings

12. Number of Complaints on the following made by employees

Category	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	5	2	Nil	4	1	Nil
Health & Safety	3	1	Nil	5	2	Nil

13. 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% of plants were assessed by the company
Working Conditions	100% of plants were assessed by the company

14. 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 of value chain partners - Nil
Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of**
 - i. Employees (Y/N) - Yes
 - ii. 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 - Not Any**
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:**

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023	FY 2022	FY 2023	FY 2022
Employees	0	3	0	0
Workers	2	0	0	0

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

5. Details on assessment of value chain partners:

Particulars	% 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: Nil

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.

Gallantt Ispat Limited stakeholder groups are those which are directly or indirectly impacted by it or can impact our value creation in the short, medium, or long term. Our relations with them are based on mutual trust and understanding their priorities in creating shared value. Gallantt Ispat Limited has identified internal stakeholders like employees, workers, and board of directors, as well as external stakeholders that impact our business, like investors, suppliers, and communities. The company has also engaged with these stakeholders through different channels for conducting the materiality assessment in FY 2023.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Intranet, Communication Meeting, Training programs, annual health checkups, canteen Services, Covid Vaccination Drives, Residential Colony for employees and labours at manufacturing facilities	Regularly	Learning and growth, Remuneration and benefits, Equal opportunities, Promotion of occupational, health and safety practices

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors & Stakeholders	No	Quarterly Results, Annual Reports, Earnings Call, Analyst Meet, Press Releases, Annual General Meetings	Quarterly/ Half Yearly/ Annually	Transparency, Governance, Credit rating, Earnings Per Share (EPS), Communication with investors, Press Release, Exponential growth, Complaints and grievances
Customer & Vendors	No	Regular Business Meetings, Customer Satisfaction Survey, Exhibitions, seminars, e-mails	Regularly	Marketing activities Online engagement through the website
Bankers and other financial institutions	No	Credit Rating, Funding, Governance etc.	Regularly	Credit Rating, Governance
Society	Yes	Through CSR Programmes	Regularly	Improved employment opportunities, better Products, Enhanced Income, Enhanced Standard of Living

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.**

We communicate with our stakeholders mainly through the annual report, websites and the annual general meeting (AGM). We engage with our investors directly through our investor relations department and have a constant dialogue with them throughout the year on key environment, social and governance (ESG) related issues.

- 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.**

As the Company delves into the realms of environmental, social, and governance (ESG), it consistently prioritises the most crucial matters and has initiated consultations with identified stakeholders. The Company is also in the process of developing policies, including Stakeholder Engagement Policy which mandates to integrate stakeholder engagement into governance and relevant decision-making processes that contributes to developing or improving organisational strategy starting from this fiscal year.

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

Gallantt's commitment of being a positive catalyst for the community aligns with its CSR policy, which involves a systematic process of assessing community needs and implementing programs based on strategic CSR pillars of Health, Education and Plantation Programmes. The stakeholder engagement approach for these CSR programs includes identifying vulnerable groups and conducting need assessments to understand the health, hygiene, sanitation, educational, and economic requirements of local communities. To evaluate the impact and social value of the projects, the Company conducts feedback surveys for further improvement.

Principle 5: Businesses should respect and promote human right

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. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	2,204	1,544	70.05%	1,544	1,380	89.38%
Other than permanent	0	0	0.00%	0	0	0.00%
Total employees	2,204	1,544	70.05%	1,544	1380	89.38%
Workers						
Permanent	630	571	90.63%	440	389	88.41%
Other than permanent	0	0	0.00%	0	0	0.00%
Total workers	630	571	90.63%	440	389	88.41%

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

All the workers are paid in compliance with the Minimum Wages Act, 1948. Additional perks and benefits like food allowances like are provided to them in addition. Our employees are paid as per industry standards and do not fall in the hourly wages category.

Category	FY 2022-23						FY 2021-22			
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	2,180	-	-	2,180	100.00%	1,545	-	-	1,545	100.00%
Female	24	-	-	24	100.00%	17	-	-	17	100.00%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	618	-	-	618	100.00%	669	-	-	669	100.00%
Female	12	-	-	12	100.00%	8	-	-	8	100.00%

Category	FY 2022-23					FY 2021-22				
	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)
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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
Board of Directors (BOD)	4	Rs. 181.48 Lakhs per annum	Nil	-
Key Managerial Personnel	8	Rs. 268.66 Lakhs per annum	Nil	-
Employees other than BOD and KMP	2196	Rs. 6,564.31 Lakhs per annum	24	Rs. 100.80 Lakhs per annum
Workers	630	Rs. 1,323.01 Lakhs per annum	12	Rs. 25.20 Lakhs per annum

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, the entity has its Human Resource department to take care of human rights of the employees & workers and resolve their grievances in the workplace.

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

All the staff member and workers also have a secure and 24x7 access to raise grievances and to report anonymously suggestion boxes. Trainings are given on different level to female employees & workers on Prevention of Sexual Harassment.

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

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

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

Our whistle blower policy has clearly laid down the guidelines to prevent retaliation against a complainant. A Complainant is saved from physical harm, loss of job, punitive work assignments, or impact on salary or wages.

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

Yes, in certain business agreements and contracts where relevant. It is clearly written that all the statutory obligations applicable at the place of work have to be followed.

9. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100 % of our plant sites were assessed by the company
Discrimination at workplace	100 % of our plant sites were assessed by the company
Child Labour	100 % of our plant sites were assessed by the company
Forced Labour/Involuntary Labour	100 % of our plant sites were assessed by the company
Wages	100 % of our plant sites were assessed by the company

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 no need to take any corrective actions as no significant risk/concern arose from the above assessment. Effective system of internal control is placed to improve the efficiency of work.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints:** Not Applicable
- Details of the scope and coverage of any Human rights due-diligence conducted:** No
- 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?** Yes
- Details on assessment of value chain partners:**

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%

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)	2,496.64	2,072.30
Total fuel consumption (B)	15,845.73	11,950.09
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	18,342.37	14,022.39
Energy intensity per lakh rupee of turnover (Total energy consumption/ turnover in rupees)	0.045	0.046

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.

No. The entity is not covered under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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	7,95,037	6,90,152
(ii) Groundwater	7,69,047	7,24,934
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	15,64,084	14,15,086
Total volume of water consumption (in kilolitres)	15,64,084	14,15,086
Water intensity per rupee of turnover (Water consumed / turnover)	3.88	4.69

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.

We take numerous measures towards water conservation and recycling across our various plants. Effluent Treatment Plants and Sewage Treatment Plants are installed in in our factory units using advanced technologies such as Cyclic Activated Sludge, Sequential Batch Reactor, and Ultra Filtration. Treated water is reused for various purposes including horticulture, plantation, dust suppression, and mining operations. Our plants also have Zero Liquid Discharge (ZLD) mechanisms in place, and rainwater harvesting/groundwater recharge structures for preservation and recharge of groundwater.

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

Parameter	Please specify units	FY 2022-23	FY 2021-22
NOx	Mg/nm ³	79.19	80.21
SOx	Mg/nm ³	69.19	71.26
Particulate matter (PM)	Mg/nm ³	22.25	23.52
Persistent organic pollutants (POP)	Mg/nm ³	Nil	Nil
Volatile organic compounds (VOC)	Mg/nm ³	Nil	Nil
Hazardous air pollutants (HAP)	Mg/nm ³	Nil	Nil
Others – please specify	Mg/nm ³	Nil	Nil

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

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

	Units	FY 2022-23	FY 2021-22
Tot reak-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	16,66,212	10,09,750
Total Scope 1 and Scope 2 emissions per rupee of turnover		4.13	3.35
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

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

We have several initiatives aimed at reducing greenhouse gas emissions.:

- We have installed PNG pipelines to replace LPG with natural gas, which is a cleaner option and has higher energy-saving potential. We have also switched to LED lighting, which reduces fuel consumption and CO₂ emissions compared to conventional lights.
- We have several projects underway, including a waste heat recovery plant, installation of variable frequency drives, and modifications of cooling towers for better energy savings.
- We have planted saplings to create a cleaner and greener environment. We have also replaced old bulbs with energy-efficient LED bulbs and reduced the use of air conditioners to save energy.
- We have installed LED bulbs in shop floors for energy reduction.
- We operate a pellet plant in an energy-efficient technology that consumes 40% less power than other pellet plants in India.
- We adopt best available technologies to control emissions and improve the environment, focus on energy management to improve process efficiency, improve raw material quality, and explore alternative fuel sources

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in MT)		
Plastic waste (A)	NIL	NIL
E-waste (B)	Nil	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	1,43,306	1,38,819
Other Non-hazardous waste generated (H). Please specify, if any.	NA	NA
Total (A+B + C + D + E + F + G + H)	1,43,306	1,38,819
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Send to TSDF for Disposal		
Total	Nil	Nil

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.

As part of Integrated Management System, waste management procedures are adopted for handling and disposal of hazardous and other waste, biomedical waste, e-waste, battery waste, solid waste and plastic waste with clear roles, responsibilities and accountabilities defined. The company has identified various categories of waste generated in different processes and laid down procedures of handling of waste as part of waste management system. Waste monitoring and management objectives are reviewed on yearly basis. Future actions are planned based on the previous practices and the findings.

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, specify details in the following format.

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable. None of Company's operations are in/around 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 project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
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Not Applicable

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:

Name and brief details of project	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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Not Applicable

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	FY 2021-22
From renewable sources		
Total electricity consumption (A)	1,140.28	694.75
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,140.28	694.75
From non-renewable sources		
Total electricity consumption (D)	1,356.36	1,377.55
Total fuel consumption (E)	15,845.73	11,950.09
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	17,202.09	13,327.63

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: Not Applicable

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 -

(ii) Nature of operations -

(iii) Water withdrawal, consumption, and discharge in the following format: Not Applicable

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

Not Available.

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 : Not applicable

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 alongwith prevention and remediation activities.**

Not Applicable

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	Outcome of the initiative
1.	Nil	Nil	Nil

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

No

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?**

Company has not undertaken any formal study to measure the negative environmental impact from its value chain.

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

None

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** - Gallantt Ispat Limited is affiliated with 5 trade and industry chambers/ associations.
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Kutch Industries Association (FOKIA)	State
3	Rajasthan Chamber of Commerce Industries (RCCI)	State
4	Material Recycling Association of India (MRAI)	National
5	Sponge Iron Manufacturing Association (SIMA)	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly /Others-please specify)	Web Link, if available
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Nil

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
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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

Sr. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Web Link, if available
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Not Applicable

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

Currently, the company does not have a structured mechanism to receive and redress grievances of the community. However, Company plans to develop and implement mechanism for community grievance redressal.

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

Category of waste	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	9.75%	11.78%

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
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Not Applicable

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

Not Applicable. Gallantt undertakes its CSR activities predominantly within the proximity of its manufacturing facilities.

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

No

(b) From which marginalized /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
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Not Applicable

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

Name of Authority	Brief of the Case	Corrective action taken
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Not Applicable

6. Details of beneficiaries of CSR Projects

Sr. No.	Focus Area	Project Title	Name of NGO partner	Number of beneficiaries reached	Percentage of marginalized communities
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Not Applicable

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.

Gallantt has provision of registering complaints / feedback from customers related to its products. The company has created a "Contact Us" tab on its website at www.gallantt.com wherein customers can submit their queries, complaints and/ or suggestions on different product categories. Gallantt tracks and monitors all the customer submissions on regular basis.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Since we provide services in a B2B market such information on products is provided by the aggregators/final product manufacturers.
Safe and responsible usage	
Recycling and/or safe disposal	

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

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 the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive trade practices	-	-	-	-	-	-
Unfair trade practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

4. Details of instances of product recalls on accounts of safety issues.

Details of instances of product recalls on account of safety issues	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

The Company has an internally available policy on cyber security.

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.

With respect to complaints received against the advertisement given, the Company either corrected or withdrew the same wherever necessary.

Leadership Indicators

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

Details of all our products and services is available on our website www.gallantt.com

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

This is done one to one with customers.

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

The Company's operations and products/services do not qualify under essential services - hence this is not applicable for the Company.

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.

Yes, all products manufactured by us are compliant with the mandatory codes, specifications, industry regulations, and statutory safety norms of the country. Additionally, we label our products with all necessary product information and detailed specifications in the information manuals and documents.

5. Did your entity carry out any survey about 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 Company prioritises diligent evaluation of customer feedback to gain valuable insights and make prompt improvements in the value chain to ensure customer by monitoring customer reviews collected from online and offline modes for proactive assessment of feedbacks.

6. Provide the following information relating to data breaches:

- a) Number of instances of data breaches along-with impact :** None
- b) Percentage of data breaches involving personally identifiable information of Customers :** None