



# GLOSTER LIMITED

21, Strand Road, Kolkata-700 001 (India)

Phone : +91 (33) 2230-9601 (4 Lines), Fax : +91(33)2231 4222/2210 6167, E-mail : info@glosterjute.com, Web : www.glosterjute.com  
CIN: L17100WB1923PLC004628

Date: 14<sup>th</sup> July 2023

To

<b>The Secretary</b> <b>BSE Limited</b> Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400 001 <b>Scrip Code – 542351</b>	<b>The Secretary</b> <b>The Calcutta Stock Exchange Ltd.</b> 7, Lyons Range Kolkata 700 001 <b>Scrip Code 17435</b>
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Dear Sir / Madam,

We are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2022-23 for your information and records.

Thanking You,  
Yours sincerely,

For **Gloster Limited**

**Ayan Datta**  
Company Secretary and Compliance Officer

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17100WB1923PLC004628
2.	Name of the Listed Entity	Gloster Limited
3.	Year of Incorporation	1923
4.	Registered office address	21, Strand Road, Kolkata – 700001
5.	Corporate address	21, Strand Road, Kolkata – 700001
6.	E-mail	ajay@glosterjute.com
7.	Telephone	+91 (33) 22302809 +91 9830020786
8.	Website	www.glosterjute.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>BSE Ltd.</li> <li>The Calcutta Stock Exchange Ltd.</li> </ul>
11.	Paid-up Capital	INR 1,094.33 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Name: Mr. D C Baheti, Managing Director Telephone: +91 33 22309601 Email: dcb@glosterjute.com
13.	<b>Reporting boundary</b> - 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)	Standalone basis

#### II. Products/services

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

Sl No	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing of products of jute, cotton, and allied fibers and their blends	Domestic and export sales of the products	97%

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

Sl No	Product/Service	NIC Code	% of total Turnover
1.	Hessian	13129 & 13135	47.05%
2.	Sacking	13129 & 13135	48.07%

#### 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	1	3
International	0	0	0



**17. Markets served by the entity:**

a.	Number of locations	<b>Locations</b>		<b>Number</b>	
		National (No. of States)		28	
		International (No. of Countries)		39	
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	<p>Our finished products are made from jute, a natural and biodegradable fiber. Jute has high domestic consumption due to its vast domestic market demand with an average domestic consumption of 90% of total production. Revenue from international business contributes 27.48% of the total turnover of the Company.</p>			
c.	A brief on types of customers	<p>Gloster Limited is a leading manufacturer and exporter of jute and jute allied products that include interior decoration and packaging of industrial and agricultural produce, woven and non-woven jute geotextiles. Reusable jute bags are extensively being used by Government organizations, retailers and customers in countries across the world. Moreover, jute is now a decorative fashion fabric that is being popularized by designers. Our customers are broadly classified as:</p> <p><b>Vendors:</b> These are businesses that purchase jute products in bulk for resale or use in their own manufacturing processes. Examples include exporters, retailers, and manufacturers.</p> <p><b>Corporate Customers:</b> Large corporations purchase jute products for use in their operations or as part of their sustainability initiatives. Examples include fashion brands, grocery stores, and hotel chains.</p> <p><b>Industrial Customers:</b> These are businesses that use jute as raw material for their products, such as paper, textiles, or construction materials.</p> <p><b>Export Customers:</b> These are international brands namely MUJI (through Marubeni), Coop (through Synoking), Siplec, and Lottemart (through J.S. Company), who purchase Indian jute and further sell across the world.</p> <p><b>Government Customers:</b> These are government agencies that purchase jute products for use in their programs or for distribution to citizens. Examples include disaster relief agencies and environmental protection agencies.</p> <p><b>Non-Profit Organizations:</b> These are organizations that purchase jute products for use in their programs or for distribution to those in need.</p> <p>Examples include charities and non-governmental organizations that work in areas like poverty reduction and environmental conservation.</p>			

#### IV. Employees

##### 18. Details as at the end of Financial Year i.e.

###### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	206	205	99.51%	1	0.49%
2.	Other than Permanent (E)	5	5	100%	0	0%
3.	Total employees (D + E)	211	210	99.53%	1	0.47%
WORKERS						
4.	Permanent (F)	3,580	3,559	99.41%	21	0.59%
5.	Other than Permanent (G)	101	101	100%	0	0%
6.	Total workers (F + G)	3,681	3,660	99.43%	21	0.57%

Note: The count of workers in the above table does not include contractual workers.

###### b. Differently abled employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	34	34	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	34	34	100%	-	-

##### 19. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	3	37.5%
Key Management Personnel	4	0	0%

The Board of Director of our Company, until March 2023, included Late Smt. Pushpa Devi Bangur. On April 25th, 2023, the tenure of Late Pushpa Devi Bangur as a Director come to an end due to her demise.

##### 20. Turnover rate for permanent employees

	FY 22-23			FY 21-22			FY 20-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4%	0%	4%	5.6%	0%	5.6%	7.5%	0%	7.5%
Permanent Workers	6.7%	0%	6.7%	6%	0%	6%	5.4%	0%	5.4%

Note: The count of workers used for calculation does not include contractual workers.



**V. Holding, subsidiary and associate companies (including joint venture)**

21.

a. Name of the holding / subsidiary / associate companies / joint ventures (A) –

The Company has five Wholly owned subsidiaries namely:

1. Fort Gloster Industries Limited
2. Gloster Nuvo Limited
3. Network Industries Limited
4. Gloster Lifestyle Limited
5. Gloster Specialities Limited

b. Do the entities indicated in the above table participate in the Business Responsibility initiatives of the listed entity? (Yes/No)

No

**VI. CSR details**

22.

- i. Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- ii. Turnover: INR 71,017.53 Lakhs (FY 22-23)
- iii. Net worth: INR 1,09,173.72 Lakhs [Equity share capital INR 1,094.33 Lakhs and other equity INR 1,08,079.39 Lakhs] (FY 22-23)

**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 (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 22-23			FY 21-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes ( <a href="https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf">https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf</a> )	0	0	None	0	0	None
Investors (other than shareholder)	Yes ( <a href="https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf">https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf</a> )	-	-	-	-	-	-
Shareholder	Yes ( <a href="https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf">https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf</a> )	9	0	-	0	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 22-23			FY 21-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees	Yes ( <a href="https://www.glosterjute.com/assets/pdf/policy/1629181923.pdf">https://www.glosterjute.com/assets/pdf/policy/1629181923.pdf</a> )	0	0	None	0	0	None
Customers	Yes ( <a href="https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf">https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf</a> )	0	0	None	0	0	None
Value Chain Partner	Yes ( <a href="https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf">https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf</a> )	0	0	None	0	0	None

#### 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, as per the following format:

Materiality assessment is the process of determining topics (issues) that can impact economic, environmental, social and governance attributes in our business. It has the potential to influence the decisions of stakeholders. Our stakeholders are entities, individuals, organizations, and institutions who influence and are also interested in our business performance. The preliminary step in our materiality assessment is to identify and consult with the right set of stakeholders (or representatives) who can provide useful insights for our business. Our materiality assessment process includes –

- Identification of sector specific material topics:** The process involves identifying relevant peer companies across the jute/textile industry and mapping standards like Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (UN SDGs), International Integrated Reporting Council (IIRC) requirements, to understand the appropriate material topics.
- Identification of external stakeholders:** We assess the impact of our business operations on investors, customers, employees,

union bodies, communities, regulators, suppliers and NGOs/Community and evaluate ways to improve stakeholder value creation.

- External stakeholder consultation:** We liaison with external stakeholders and seek their perception-based scoring on the material topics identified. Such material topics are further prioritized basis the importance it holds to each stakeholder group. We conducted a detailed materiality assessment in FY 2021-22 to facilitate a dynamic approach in implementation of recommendations and confirm our accountability towards adequate evaluation of economic, environmental, social and governance attributes.
- Prioritization of material topics relevant to our company:** External stakeholder responses are first assessed and collated in a table and average score of each material topic is calculated based on stakeholder scoring. The collated tables of material topics are categorized into low, medium and high category and finally the materiality map is finalized post consultation with our decision-making committee and senior leadership team.

We are committed towards implementing relevant policies to ensure responsible business conduct and undertake required sustainability initiatives. We are evaluating the scope of procedures that needs to be incorporated and identify key personnel to monitor our performance at regular intervals.



S. No.	Material topic Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/ Negative Financial Implications
1.	Climate change and energy management	Risk	<p>a) Increase in temperature and excessive heat due to global warming have caused deep impact on jute production</p> <p>Erratic rain trends result in an irregular supply of running water thereby leading to increased dependency on stagnant water bodies, like rivers, in jute-retting process. This might lead to water pollution and significant degradation of aquatic life</p> <p>During the growth stages, green jute plants significantly impact carbon sequestration and jute retting tanks produce large volumes of methane</p> <p>b) Enhanced regulatory stringency and fuel supply/ demand imbalance may lead to higher fuel/energy costs</p>	<p>a) Gloster Limited will evaluate Integrated crop management (ICM) practices to reap the benefits of climate smart jute farming (drought tolerant variety, sowing modification in terminal heat stress area, location specific intercropping system with high sustainable yield index) and enhance the share of organic jute cultivation</p> <p>Gloster Limited may undertake R&amp;D initiatives in collaboration with CPCB, ISMA &amp; ISRA to develop water free retting process to eliminate dependency on running water, rains</p> <p>b) The company shall increase usage of renewable sources of energy and other alternative forms of energy and identify key personnel to monitor performance against requirements set by regulatory bodies</p>	<p>Positive financial implications:</p> <p>a) ICM technology ensures nutrient use efficiency, improved crop varieties, and mechanical weed management which offers a potential effect on jute yield with lower impact on cost of production vis a vis improved farmer productivity and income</p> <p>b) Using jute caddies to fuel boilers in operations and encouraging the use of solar light systems confirms lesser dependency on conventional energy sources</p>

S. No.	Material topic Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/ Negative Financial Implications
2.	Emission management	Risk	<p>a) Enhanced regulatory stringency on air emission pollution related equipment such as DG sets that are used in mills</p> <p>b) Mandatory regulatory requirements to account for logistical emissions like vehicular fleet, fly ash</p>	<p>Gloster Limited is in the process of evaluating the scope of conducting in house emission baseline assessment study and identifying management personnel to report emission related parameters to the Board. We are committed to undertaking projects on emission reduction and define performance target at each level to monitor progress, identify gaps and recognize training requirements for relevant individuals on emission related parameters</p>	<p>Positive financial implication:</p> <p>a) Certified emission reduction (CER) credits can be traded, sold and used to meet emission reduction targets</p> <p>b) Introduction of gas-based DG sets in mills and electric vehicles for transportation will significantly reduce fuel cost</p>
3.	Waste management & Circular economy	Risk	<p>Improper disposal of waste generated from business activities can harm the surrounding environment, affecting the health of the communities nearby and affect brand reputation. Thus, responsible disposal of waste needs to be ensured to prevent overall environmental degradation</p>	<p>Educate workers on proper segregation and disposal of waste generated from operations and promote circularity by reusing and recycling materials</p>	<p>Positive financial implications:</p> <p>Reduce greenhouse gas emissions</p> <p>Low operating cost</p> <p>Regulatory mandate ensures greater adherence to environmental and societal upliftment thereby lowering instances of non-compliance penalty</p>





S. No.	Material topic Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/ Negative Financial Implications
4.	Water & Effluent management	Risk	<p>a) Failure to manage water resources wisely or prevention of leakage may lead to inadequate water supply</p> <p>b) Ineffective effluent management will result in nearby water body pollution</p>	<p>a) Gloster Limited is in the process of evaluating the scope of water risk assessment and develop a governing body to monitor performance at regular intervals and ensure optimal water use, promote water saving, enhance rainwater harvesting process and target to transform all plants into Zero Liquid Discharge units</p> <p>b) Utilize treated effluent for combustion purpose in boilers</p>	<p>Positive financial implications:</p> <p>a) Realization of decreased water withdrawal cost, on account of water conservation initiatives</p> <p>b) Utilizing ETP sludge in boilers confirms less dependency on fossil fuel combustion, thereby lowering costs incurred</p>
5.	Occupational Health & Safety	Risk	Absence of safe and conducive work environment will fail to proactively prevent work-related injuries and illnesses	Gloster Limited is in the process of evaluating the scope of HIRA and identify a dedicated Health & Safety officer for each plant who will be responsible for highlighting the prevalent concerns to the Board, monitor training modules and ensure that awareness sessions are conducted at regular intervals on OHS to address the changing requirements of health & safety parameters	<p>Negative financial implications:</p> <p>High employee turnover</p> <p>Inability to attract and retain talent</p> <p>Affect brand image</p>

S. No.	Material topic Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/ Negative Financial Implications
6.	Human Rights	Risk	Absence of proper checks and balances on human rights issues like harassment at workplace, child & forced labour, poor working conditions can lead to non-compliance, regulatory violations, international standard violations, and pose reputational risks	<p>Evaluate human rights assessment requirements and include them in the Human Rights Policy</p> <p>Organize training sessions at regular intervals for internal and external stakeholders</p> <p>Appoint a supervisor to monitor efficacy of such trainings and report the progress to management</p>	<p>Negative financial implication:</p> <p>Impact organizational reputation and lose customer confidence if protection of human rights is not ensured across the value chain</p>
7.	Diversity & Inclusion	Risk	Absence of adequate D&I targets with low female representation in the workforce may affect brand reputation	<p>Promote D&amp;I in terms of female and disabled person representation in the workforce</p> <p>Build awareness on inclusivity and reporting any forms of discrimination or bias</p> <p>Appoint a supervisor to monitor acceptance and report to management</p>	<p>Negative financial implications:</p> <p>High employer turnover rate</p> <p>Lose competitive advantage and fail to attract talent</p> <p>High reputational risk</p>
8.	Community impact	Opportunity	Establishing trust and fostering positive relationships with communities through initiatives that promote economic empowerment and social well-being is crucial for ensuring business continuity	Gloster Limited may conduct Community Need Assessment (CNA) to identify local community concerns and problems, basis which action plan may be developed to address identified concerns	<p>Positive financial implication:</p> <p>Promoting community well-being, generating livelihood opportunities, providing quality education will improve social return on investment and improve brand image</p>



S. No.	Material topic Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/ Negative Financial Implications
9.	Supply chain management	Risk	Sustainable raw material shortage and pandemic situations might lead to supply-chain disruptions leading to regulatory risk in value chain, financial risks in operation and reputational risks leading to customer dissatisfaction	<p>Gloster Limited may consider to undergo land assessment studies to identify the crop suitability to prevent raw material shortage. The Company may take conformance from farmers for their willingness to participate in the plantation management programmes, to increase awareness on soil fertility and reduce dependency on chemicals for producing responsible finished products</p> <p>Gloster Limited may consider moving towards subsequent integration of a Code of Conduct within supplier evaluation criteria to assess it's onboarded as well as new suppliers on ESG considerations</p>	<p>Positive financial implication:</p> <p>This result in cost-savings in the long run as suppliers who adhere to these standards are less likely to face legal fines, penalties, or reputational damages, which can impact their financial performance and in turn affect the financial stability of the companies they supply to</p>
10.	Biodiversity	Risk	Absence of biodiversity assessments may lead to a lack of critical information needed to implement effective conservation measures or make sustainable land use decisions, negatively impacting indigenous flora and fauna	Evaluate the scope of conducting biodiversity assessments in and around the operational areas, with help of tools such as B-INTACT (Biodiversity Integrated Assessment and Computation Tool) for quantifying the biodiversity impact and improvement area in the Company's value chain. The Company shall identify a dedicated expert to implement mitigation projects, monitor the same and report to the highest executive body	<p>Positive financial implication:</p> <p>Sustainable plantation management like conservation of flora and fauna will increase soil quality and richness, water holding capacity of soil, aquifer recharging, and carbon sequestration which will ensure lower investment in fertilizer and retting water requirement without affecting the quality and productivity of jute fiber</p>

S. No.	Material topic Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Positive/ Negative Financial Implications
11.	Regulatory compliance	Risk	Non-compliance to statutory laws is an organization's potential exposure to legal penalties, monetary fines, reputation damages & material loss caused by failure to act in accordance with government laws, industry regulations, or prescribed best practices	Ensure adherence to all relevant environmental, statutory and regulatory laws	Negative financial implication: High monetary and non-monetary fines/penalties leading to poor brand perception in the minds of customer

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity 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 towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1.a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	<a href="https://www.glosterjute.com/policies">https://www.glosterjute.com/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	<p>Gloster Limited is guided by a comprehensive set of Board approved policies that cover NGRBC principles (P1 to P9) and the underlying core elements. The Company continues to strengthen its management approach which is guided by their Code of Conduct. The Company is also strengthening the mechanisms of engagement with key stakeholders, identification of material sustainability topics and monitoring and mitigating the impacts of these issues along the value chain. The Company will continue to update these systems and processes in line with evolving disclosure standards and Environmental, Social and Governance (ESG) requirements.</p> <p>The overall responsibility for ensuring implementation of ESG procedures resides with the heads of corporate functions who work for our respective management team. We have not laid down any written set of procedures, however the company is evaluating scope to operationalize the requirements of each principle, monitor and evaluate performance.</p>								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)									
4. Name 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.	<p>Gloster Limited's plant units have well-defined Environment, Health and Safety (EHS) and Quality management systems in place. We are committed to comply with applicable laws and regulations and have obtained relevant certifications like:</p> <p>ISO:14001 - Environment Management System</p> <p>ISO:45001, OHSAS 18001, OHMS 45001 - Occupational Health and Safety Management Systems</p> <p>GOTS - Global Organic Textile Standard</p> <p>GRS – Global Recycled Standards</p> <p>SA 8000 – Social Accountability</p> <p>Gloster Limited have achieved IGBC membership (Indian Green Building Council) &amp; IGCC (Indo-German Chamber of Commerce) membership.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Gloster Limited's sustainability outlook envisages steady economic development while minimizing carbon footprint. We have reduced harmful emissions through usage of renewable sources of energy. We engage in recycling of jute process waste (jute caddies) as fuel for the boilers and have also installed rainwater harvesting systems. We invite recommendations from external agencies to improve our operations and implement such procedures too. Adoption of advanced operating procedures and modernization of the existing infrastructure have helped us minimize environmental risks and reduce negative impact caused by our operations.</p>								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	<p>We are currently evaluating the scope of setting up our baseline and filling in gaps to enhance the completeness of the business-as-usual scenario. Once baseline is set, we plan to set short to medium term targets for key priority areas like climate change, water stewardship, circular economy &amp; waste management, biodiversity conservation and monitor them on a regular basis. The process of setting environmental target KPIs for parameters like energy consumption, GHG emission, water consumption, waste generation will be closely assessed to monitor performance against such targets.</p>								

## 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)

Dear Shareholders,

The issues of climate change and environmental degradation have taken center stage among many agencies and authorities around the world. The need for sustainable development has gained immense importance. Around 200 countries participated and reaffirmed their commitments to effectively combat climate change in the Conference of Parties (CoP27) held at Egypt in 2022 by the United Nations.

The global jute bag industry is currently at a nascent stage with encouraging growth aspects. The demand for jute bags has witnessed a surge over the past few years, particularly in the European Union. This can be attributed to the growing environment consciousness in the region. The imports of jute bags in non-producing countries have also been facilitated by the ban on plastic packaging materials and bags. Additionally, the benefits offered by jute bags such as but not limited to their biodegradability, durability, low cost, high strength, have further supported the market growth. The global jute bags market size grew from \$2.26 billion in 2022 to \$2.59 billion in 2023 at a compound annual growth rate (CAGR) of 14.3%.<sup>1</sup>

From a national perspective, Indian Jute Industry is the largest producer of raw jute and jute products in the world. India holds the second largest position internationally as regards export of jute goods. The total exports of Indian jute grew at a CAGR of 9% between 2015-16 and 2020-21. This presents a significant growth potential for our company in the Indian market. Gloster Limited's endeavour to excel through continuous product and process innovation, sustainable resource optimization and exceptional customer delivery places the Company in a favorable position to maintain our market leadership and capture any market impetus.

As a responsible corporate citizen, we aim to become a pioneer in environmental and social stewardship by adopting a sustainable and responsible growth model to transform into a Company of the future. We are guided by a comprehensive set of policies which outlines our commitment to combat the negative impacts of climate change and preserve natural and human resources. Over the past several years, we have undertaken multiple programs to improve our environmental and social performance, with emphasis on achieving energy efficiency, aligning our goals and targets to organizational and national commitments, reducing carbon footprint, minimization of waste in operations, non-discrimination at workplace, promoting diversity and inclusion and generate employment opportunities.

1. (Source: The Business Research Company)



We are making concerted efforts towards building a brighter future that transcends beyond the mainstream approach of profitability to sustainability, inclusivity, and prosperity. It has been our long-standing belief that sustainability and growth go hand in hand and an organization's long-term success is to a great extent determined by how proactively it responds to its environmental, social, and governance dimensions. Our finished products are made from jute, a natural and biodegradable fiber, thus, setting up an environmentally sustainable end-to-end value chain is vital to ensure judicious utilization of such natural resource.

It gives me great pleasure to announce release of our first Business Responsibility and Sustainability Report, which complies with SEBI guidelines and adhere to core elements of the NGRBC principles. BRSR is the next step towards sensitizing greater scrutiny of corporate sustainability efforts by investors, regulators and the broader public to identify greenwashing of data and having understood that, Gloster Limited has embarked on a sustainability journey since 2012 to ensure our transformation into becoming a company of the future, enhancing a sustainable outlook across all our businesses and operations and build a better world by taking one step at a time.

**Dharam Chand Baheti**  
Managing Director

<p>8. Details of the highest authority responsible for oversight of the Business Responsibility policy(s).</p>	<p>The Board of Directors led by the Chairman &amp; Managing Director, holds the primary responsibility of trusteeship to protect and enhance stakeholder value through strategic supervision. The Board ensures that performances are in line with agreed sustainability agenda and administers setting of clear goals aligned towards enhancing stakeholder value creation.</p>
<p>9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details</p>	<p>Yes. The CSR Committee of the Board, monitors and provides strategic directives towards achieving milestones set in the ESG agenda. This committee also reviews the Business Responsibility and Sustainability Report and reports the same to the board. At the operational level, Managing Director supervises the processes, reports deviations to committee and acts as an intermediate for ensuring implementation of procedures as agreed upon by the Board.</p>

**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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>Performance against above policies and follow-up action</p>	<p>Gloster Limited has implemented the BRSR policies this year and in the process of laying down procedures for monitoring performance against each policy requirements from next year.</p> <p>The Managing Director will be required to submit report for review to the CSR Committee, who will be conducting performance review and assess adherence to laid down procedures on an annual basis. Review findings will be presented to the board to identify existing gaps and formulate mitigation plans.</p>								
<p>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</p>	<p>No non-compliance incidents have been reported in FY 2022-23, as Gloster Limited operates in compliance with applicable laws and regulations. All statutory requirements are complied with across operations.</p>								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
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No. Gloster Limited has been obtaining independent third-party assurance for its Sustainability reports since FY 2012-13. The authenticity of data and systems disclosed in the Sustainability Report 2020-2022 has been assured by Ernst & Young Associates LLP, an independent third-party assurance provider. Ernst & Young Associates LLP have provided the assurance as per the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (ISAE) 3000 at the 'Limited Level'.

## 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	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Training sessions are periodically conducted on: -Sustainability initiatives of the Company -Familiarization programmes for Independent Directors	100%
Key Managerial Personnel (KMP)	1	-POSH -Health awareness -Cybersecurity -Awareness sessions have also been conducted on SEBI BRSR mandate	100%
Employees other than Board of Directors or KMPs	2	Employees and workers are trained on: -Environment management system -Health & Safety Policy (OSHA, QMS, Safety use of PPE, Lubrication of machines)	15.46%
Workers	33	-Whistle Blower Policy -Code of Conduct	15.16%





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

Monetary					
	Name of the regulatory / enforcement agencies / judicial institutions	NGRB Principle	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil				
Settlement					
Compounding Fee					
Non-Monetary					
	Name of the regulatory/ enforcement agencies/judicial institutions	NGRB Principle	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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.

Our operations are governed as per the Code of Ethics & Conduct. We assign significant importance to managing risks and opportunities surrounding ethical conduct of business, including fraud, corruption, bribery and facilitate payments, fiduciary responsibilities, and other behavior that may have an ethical component. We recognize that ethics, transparency, and accountability are the key pillars to a sound governance structure. The Company’s Whistle Blower Policy provides the framework for vigil mechanism for reporting unethical behavior of all employees, including Directors.

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 22-23	FY 21-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 22-23		FY 22-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of KMPs	0	-	0	-

## 7. Provide details of any corrective action taken or under way 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 as there have been no complaints.

### LEADERSHIP INDICATORS

#### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year.

Gloster Limited facilitates capacity building workshops for its key value chain partners to educate, collaborate and spread awareness on key topics like environmental restoration, human rights, labour practices and responsible business conduct.

#### 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, the company has a Whistle Blower Policy which lays down guidelines for reporting unethical conduct by any member of the Board. The company is committed to adhere to the highest standards of ethical, moral, and legal conduct of business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct to come forward and express these concerns without fear of punishment or unfair treatment. A Vigil (Whistle Blower) mechanism provides a channel to the employees and Directors to report to the management concerns about unethical behavior, actual or suspected fraud or violation of the Codes of conduct or policy. The mechanism provides for adequate safeguards against victimization of employees and Directors to avail of the mechanism and also provide for direct access to the Chairman of the Audit Committee in exceptional cases. The Vigilance Officer reports about all Protected Disclosures and results of investigation to the Audit Committee on a regular basis. Subsequently, the Chairman of the Audit Committee recommends the matter to the Board of Directors, who in turn takes necessary disciplinary action as it may deem fit.

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

#### ESSENTIAL INDICATORS

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

	FY 22-23	FY 21-22	Details of improvements in environmental and social impacts
R&D	10.8%	89.5%	Purchased Viscometer in 2022-2023 & Electronic Jute Strength Tester in 2021-2022, for ensuring: <ol style="list-style-type: none"> <li>Accurate testing of chemicals and jute fabric</li> <li>Accurate estimation of quality of input and in process chemicals confirms enhancement of the quality of the product, which is adequately required for sustaining the required environmental and social compliances</li> </ol>
Capex	0.4%	9.44%	Incorporation of boiler with gas firing capability and its essential components in 2021-2022, eliminates fly ash generation. So, air pollution due to suspended particles have been mitigated. In 2022-2023, burner for the aforesaid boiler purchased. A Dust Suppression Humidification System incorporated, which suppresses dust and creates comfortable working environment. Also purchased Water cooler for cold drinking water.



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

Gloster Limited is evaluating the scope of laying down written procedures for sustainable sourcing. The Company has already made great headway in leading organic jute cultivation and processing in India and is committed to producing jute which meets all requisite organic cultivation standards, thereby reducing the impact on the environment. Our efforts on continuous enrichment of farms, farmers, mainstream suppliers, and customers which include both domestic and international, assures our supply chain is sustainable and resilient.

We have increased our efforts in sustainable sourcing because of increasing demand for organic jute products from our broad customer base not only in India, but in parts of Asia and Europe as the demand for sustainable products rises. There are rigorous processes involved in certifying a supplier as organic which involves field inspection of the cultivation practices by the Institute of Marketecology (IMO), identification of suitable land for organic cultivation and capacity building of farmers to use organic cultivation methods. After the fulfillment of such requirements, a supplier or farmer is certified as organic. As of now 300 of our farmers are certified organic by the (IMO).

Subsequently, Gloster Limited has applied for and received the Organic Jute Cultivation ORG/SC/1112/002572 from the National Programme for Organic Production (NPOP) through IMO. The certificate conforms to the organic standards of National Program for Organic Production (NPOP). The Company is committed to manufacturing products made from natural yarn comprising of 100% pure jute or blended with other fibers. The Company has also received certification by the Oeko-Tex Standard 100 Certificate from the Hohenstein Textile Testing Institute headquartered in Bonnigheim Germany and operating through laboratories and offices around the world. All organic products manufactured by the company as well as the manufacturing processes are assessed by the Global Organic Textile Standard (GOTS). Both units are GOTS certified.

The Company also assigns significant importance towards maintaining evolving environmental compliance requirements when it comes to product development and ensuring all our products are free of harmful substances. Usually, the standard industry practice that is followed in the industry is the widespread use of Jute Batching Oil (JBO) as an emulsion chemical to soften and lubricate the jute fiber strands. The JBO contains poly-aromatic hydrocarbons (PAHs) that is carcinogenic in nature. Our R&D team, through diligent research, has replaced the JBO with an ecofriendly oil for the emulsion process.

**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

The Company is focused on increasing their usage of recycled material year to year to diminish waste disposal in the form of waste sent to landfills. A very strict Zero Waste Policy is followed wherein 100% of the raw materials procured as input materials are used in the same process or alternative processes, ensuring minimal wastage of any resources. Usable fabrics which are derived from our product waste is reutilized and reprocessed for production purposes.

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

The company is currently in the process of assessing the quantum of plastic in the value chain, and based on the analysis, we will be incorporating EPR plan within our waste collection and disposal strategy going forward.

**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?**

Gloster Limited has not conducted any life cycle assessment studies yet.

**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.**

As Gloster Limited has not conducted any LCA for any of the products, hence it is not applicable to us.

**3. 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 22-23	FY 21-22
Recycled Jute Waste	7.93%	7.89%

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

As jute is a natural and biodegradable fiber, hence product reclamation is not applicable.

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

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

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

ESSENTIAL INDICATORS

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent workers</b>											
Male	205	205	100%	205	100%	NA	-	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	NA	-	0	0%
<b>Total</b>	<b>206</b>	<b>206</b>	<b>100%</b>	<b>206</b>	<b>100%</b>	<b>1</b>	<b>0.49%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	5	5	100%	5	100%	NA	-	0	0%	0	0%
Female	0	0	100%	0	100%	0	0%	NA	-	0	0%
<b>Total</b>	<b>5</b>	<b>5</b>	<b>100%</b>	<b>5</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent workers</b>											
Male	3,559	3,559	100%	3,559	100%	NA	-	0	0%	0	0%
Female	21	21	100%	21	100%	21	100%	NA	-	0	0%
<b>Total</b>	<b>3,580</b>	<b>3,580</b>	<b>100%</b>	<b>3,580</b>	<b>100%</b>	<b>21</b>	<b>0.59%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	101	101	100%	101	100%	NA	-	0	0%	0	0%
Female	0	0	100%	0	100%	0	0%	NA	0%	0	0%
<b>Total</b>	<b>101</b>	<b>101</b>	<b>100%</b>	<b>101</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

Note: The count of workers in the above table does not include contractual workers.



**2. Details of retirement benefits for the current and previous financial year**

Benefits	FY 22-23			FY 21-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.1%	99.5%	Yes	100%	99.6%	Yes
Gratuity	98.6%	99.3%	Yes	100%	99.4%	Yes
ESI	10.4%	99.4%	Yes	12%	99.5%	Yes
Others – please specify	-	-	-	-	-	-

Note: The count of workers in the above table does not include contractual workers.

**3. Accessibility of workplaces**

**Are the premises/offices 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.**

Yes, most of the company's key establishments including offices and plant sites are accessible to the differently abled. The Company has taken several measures to create an inclusive environment such as installing ramps, and elevators for ease of movement of people with locomotive disability. The Company ensures that doorways and corridors are wide enough for wheelchair users. Additionally, the Company has made the restrooms, workstations, and common areas accessible and equipped with necessary accommodations.

**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.**

Gloster Limited believes in equal opportunity and promotes awareness on human rights within the organization and beyond the workplace, which is enumerated in employee welfare policy.

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

None of the employees/workers have availed parental leave, hence return to work rate and retention rate are not applicable.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	100% of the workers are part of workers unions and their grievances are handled through discussions and negotiations with the union body. Grievances are brought forward to the union collectively by individual workers. The union head submits the charter of deputation and participates in discussion with the management body to address the grievances brought forward. The grievances are resolved through meetings, counselling sessions, discussions and negotiations.
Other than Permanent Workers	
Permanent Employees	Gloster Limited has a vigil mechanism which acts as a channel for the employees and Directors to report on any act of unethical behavior, actual or suspected fraud or violation of the Code of Conduct. This mechanism safeguards the employees and Directors from being victimized and provides direct access to the Chairman of the Audit Committee in exceptional cases. All Protected Disclosures under the Whistle Blower Policy gets recorded and thoroughly investigated either by the Audit Committee or an outside agency as the case maybe.
Other than Permanent Employees	

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

Gloster Limited promotes freedom of association to all plant workers/staff. There are 5 active trade unions, who work towards safeguarding the rights of workers/staff and acts as a mediator for upholding the charter of demands to the senior management.

## 8. Details of training given to employees

Category	FY 22-23					FY 21-22				
	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)
<b>Employees</b>										
Male	205	205	100%	32	15.61%	198	66	33.33%	0	0
Female	1	0	0%	0	0%	1	0	0%	0	0
<b>Total</b>	<b>206</b>	<b>205</b>	<b>99.51%</b>	<b>32</b>	<b>15.53%</b>	<b>199</b>	<b>66</b>	<b>33.16%</b>	<b>0</b>	<b>0</b>
<b>Workers</b>										
Male	3,559	391	10.99%	186	5.23%	3,698	174	4.70%	0	0
Female	21	0	0%	0	0%	22	0	0%	0	0
<b>Total</b>	<b>3,580</b>	<b>391</b>	<b>10.92%</b>	<b>186</b>	<b>5.20%</b>	<b>3,720</b>	<b>174</b>	<b>4.67%</b>	<b>0</b>	<b>0</b>

Note: The count of workers in the above table does not include contractual workers.

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

Category	FY 22-23			FY 21-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	208	208	100%	198	198	100%
Female	1	1	100%	1	1	100%
<b>Total</b>	<b>209</b>	<b>209</b>	<b>100%</b>	<b>199</b>	<b>199</b>	<b>100%</b>
<b>Workers</b>						
Male	3,559	3,559	100%	3,698	3,698	100%
Female	21	21	100%	22	22	100%
<b>Total</b>	<b>3,580</b>	<b>3,580</b>	<b>100%</b>	<b>3,720</b>	<b>3,720</b>	<b>100%</b>

Note: The count of workers in the above table does not include contractual workers & 103 Apprentices/ Trainees/ Learners

All employees at the organization undergo annual appraisals, where the management analyses their performance, attendance, and accomplishments throughout the year. The practice of senior management mentoring and guiding our employees is evidence of the fact that at Gloster Limited, a great amount of importance is assigned to the aspirations and skillset building of our employees. Our annual performance review is an elaborate process which includes:

- **Realizing self-aspirations:** We encourage employees to analyze career aspirations.
- **Communication with mentor:** Employees discuss their aspirations with their mentors.
- **Gap analysis:** Analysis performed to bridge the gap between the existing situation and aspirations of the employees.

- **Development of a performance plan:** Strategy to reach career aspirations through continuous performance evaluations and feedback.

This four-pronged system has been developed to have a transparent process of appraisal ensuring an objective methodology to measure the performance of employees and support their overall development to reach the full potential.

### 10. Health and safety management system :

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

Yes. Safety is a high priority for the proper functioning of the company's operations. A robust health and safety management system has been developed to constantly address new risks



and hazards at the workplace and minimize such risks to ensure safety of our people. The management measures and reviews the safety parameters and performances periodically and discusses action plans for improving safety measures. All employees/workers are covered under the OHS management system. They are trained and briefed on occupational health and safety principles and work procedures for their specific tasks. The Company endeavors to develop a culture of safety-consciousness among our employees/workers by regularly conducting emergency mock drills, emphasizing the importance of using PPEs and process of identifying potential hazards. The main unit of Gloster Limited is certified under Occupational Health and Safety Certification: ISO 18001:2007 from the Bureau of Indian Standards. The company's Ananya Unit has been awarded the Occupational Health and Safety Certification: ISO 45001:2018 certificates by the British Standards Institution India.

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

The management measures and reviews the safety parameters and performances of the Company periodically and discusses action plans for improving safety measures. To develop a positive health and safety culture, the Company emphasizes on worker participation for implementing and monitoring safety practices. Safety management team interacts with workers during evaluation of the occupational health and safety management system so that they can suggest practical and effective ways of enhancing the operational safety of the Company's operations. Safety training programs are conducted for workers which includes trainings for identification of high consequence incidents and near miss incidents and processes to be undertaken in case of occurrence of such incidents.

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

Gloster Limited monitors and documents information on accidents, injuries, and absenteeism as it is critical to formulate the precautionary measures to be undertaken to avoid such situations. They investigate each incident that occurs in their premises and explores all possible solutions to prevent or minimize the risk of such incidents from being recurring in

nature. Initiatives undertaken includes establishing guards for moving machine parts, installing proximity switches while cleaning machines, putting in place safety bars on sizing machines to keep a proper distance between personnel and machine beams, safety valves on sizing machines for automatic steam pressure release. There are designated on-site safety teams who record lost time due to injuries, near-miss incidents, medical and first-aid cases. The Company recognizes and identifies situations that have the potential to cause accidents and apply measures to mitigate impacts of the same. They also have a medical unit present within the premises to handle emergencies. Workers report work hazard concerns by writing letter to the plant HRD cell. The HRD team evaluates accuracy of such complaints and conducts thorough investigation to identify detrimental areas, formalize mitigation measures and assure non-occurrence of such incidents in future.

- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

To handle cases of any injury or medical issue, a doctor, nurse, and ambulance are on stand-by on campus to attend to the workers and staff. First aid treatment is provided at the dispensary within Company premise and in case of serious injury, the patient is immediately transferred to the nearest government hospital for treatment. Free health check-up camps and health awareness programs are periodically organized for the employees/workers.

In the recent COVID-19 pandemic, the Company had installed disinfectant/sanitizer dispenser points and displayed safety messages at different spots in the mills to spread awareness on exercising caution amongst mill employees/workers. The Company also provides financial aid towards clinical care for the employees during medical emergencies like ill-health. All workers and members of their families are covered under Employee State Insurance Scheme and are eligible for treatment under the same. Employees Deposit Linked Insurance (EDLI) is an insurance cover that is provided by the Employees' Provident Fund Organization (EPFO) can be availed by deceased workers family members. Permanent employees and staff members involved in administrative duties are covered under employee health insurance policies and accident insurance policies of the Company and are entitled to health benefits, Mediclaim, and other benefits.

### 11. Details of safety-related incidents

Safety Incident/Number	Category	FY 22-23	FY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	23.96	15.36
Total recordable work-related injuries	Employees	0	0
	Workers	174	112
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	119	85

Note: The number of accidents include contractual workers.

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

To develop a positive health and safety culture, the Company emphasizes on worker participation for implementing and monitoring safety practices. Team members from health and safety team interacts with workers during evaluation of the occupational health and safety management system so that they can suggest practical and effective ways of enhancing operational safety. Along with action plans for improving safety measures, the Company also organizes elaborate safety training programs for all employees/workers on fire safety, fire management system, occupational health and safety standards, personal protective equipment (PPE) use, environmental management system (EMS), mock evacuation drills, and so on. Employees/workers who engage in heavy and high-risk machinery are provided additional special training for ensuring maximum safety.

### 13. Number of complaints on the following made by employees:

	FY 22-23			FY 21-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	None	0	0	None
Health and safety	0	0	None	0	0	None

### 14. Assessments for the year:

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

The company has 2 manufacturing units. The main Unit of Gloster Limited is certified under Occupational Health and Safety Certification: ISO 18001: 2007 from the Bureau of Indian Standards. The company's Ananya Unit has been awarded the Occupational Health and Safety Certification: ISO 45001:2018 certificates by the British Standards Institution India.





**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 and safety practices and working conditions.**

Gloster Limited has developed a comprehensive health and safety management system framework and a health and safety policy to minimize workplace related risks to ensure the safety of the people. Employees are provided training on occupational health and safety principles and work procedures. There are on-site safety teams who record near-miss incidents, medical and first-aid cases. We recognize and identify situations that have the potential to cause accidents and apply measures to mitigate impacts of the same. We have a medical bay present within the premises to handle emergencies. Detailed investigations have also been conducted to identify the root cause behind the accidents reported and understand the measures required to prevent recurrence. Based on the investigation findings, a report is submitted to Risk Management Committee monthly and the Board on a quarterly basis. The learnings from the investigation process are disseminated across the organization at periodic intervals to explore all possible solutions to prevent or minimize the risk the risk of such incidents from recurring in the future.

**LEADERSHIP INDICATORS**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of-**

	(Y/N)
Employees	Y
Workers	Y

Note: The number of accidents includes contractual workers

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

Gloster Limited conducts periodic review meetings with value chain partners to assess their performance and adherence to statutory norms. The Company also provides direction to inculcate a sense of accountability and transparency in all operations across the supply chain.

**3. Provide the number of employees 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:**

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22-23	FY 21-22	FY 22-23	FY 21-22
Employees	0	0	0	0
Workers	119	85	119	85

Note: The number of accidents includes contractual workers

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

Yes. Gloster Limited provides transition assistance support to retired employees/workers to facilitate employability by rehiring them. The staffs are eligible for company level medical benefits; however, they do not qualify for pension benefits.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Supplier due diligence mechanism is underway for evaluation by the management
Working conditions	

**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.**

Gloster Limited onboards vendors by signing Supplier code of conduct which lays down the requirements of certifications relating to responsible business conduct, human rights, health & safety management system and employee well-being.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**
**ESSENTIAL INDICATORS**
**1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company's stakeholder identification approach takes into consideration the dependency, spontaneity, responsibility, vulnerability, and influence while identifying our key stakeholder groups, taking into consideration all entities who have a direct and indirect influence on the business operations i.e., external stakeholders such as:

- Investors
- Customers
- Regulatory bodies
- Suppliers
- Communities
- employees

and those entities who are impacted by our operations i.e., Internal stakeholders such as:

- Senior Leadership

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

Key Stake holders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	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	No	Annual General Meeting	Yearly	Profitability and higher dividend yield
Customers	No	Surveys and Feedback forms	Ongoing Activity	<ul style="list-style-type: none"> <li>• Affordability of products and agility in processes</li> <li>• Efficient grievance redressal mechanism</li> </ul>
Regulatory Bodies	No	Periodic Public advocacy	Need Basis	Ensuring environmental, social, and economic compliance
Suppliers	No	Assessment audits and interactions	Need Basis	<ul style="list-style-type: none"> <li>• Capacity Building</li> <li>• Business Compliance</li> </ul>
Communities	Yes	Community meetings and Beneficiary perception survey	Need Basis	<ul style="list-style-type: none"> <li>• Access to Education, Sanitation and Environmental and Social well-being</li> <li>• Opportunities for education</li> </ul>
Employees	No	Employee grievance redressal mechanism Interactions for celebrating important occasions which may be both individual and organizational	Ongoing	<ul style="list-style-type: none"> <li>• Learning and development</li> <li>• Career growth opportunities</li> <li>• Rewards and recognition</li> <li>• Facilities and well-being</li> <li>• Health and safety at workplace</li> <li>• Respecting Human Rights</li> </ul>



**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.**

At Gloster Limited, top management proactively engages with stakeholders to understand and incorporate their feedback, and concerns for improving our business performance, in view of which, we have shaped our stakeholder engagement mechanism, the elements of which are –

- a) Stakeholder identification and analysis
- b) Management control
- c) Reporting
- d) Grievance Management
- e) Stakeholder consultation on business, community, regulatory and ESG issues
- f) Information Disclosure

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

Yes. The management representatives of the Company analyze the impact of shortlisted material topics and how it affects the day-to-day business and operations of the Company. In view of Gloster Limited’s sustainability objectives, business strategies, company policies, and global market trends, the responses and feedbacks gathered during stakeholder consultation are reviewed by top management to understand external stakeholders’ perspectives. Post review and assessment of

material topics, the management team validates the prioritized material topics and strategies are framed to incorporate those material topics within the operations.

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

The Company focuses on supporting the development of local communities. Social development initiatives undertaken by Gloster Limited are an important part of the corporate strategy so that they can impact the Company’s stakeholders and contribute positively to the overall economic development of surrounding communities. The Corporate Social Responsibility (CSR) initiatives undertaken by the Company are firmly embedded in its vision and mission to improve quality of life of the communities that inhabit areas near the sphere of operations. The Company’s vision and mission are the basis of the pillars of all CSR initiatives, that help to understand and meet the social needs of the surrounding communities. Having understood the prevailing social needs within our communities, our interventions and strategies are formulated by our Corporate Social Responsibility Committee. Our CSR committee has carefully developed CSR programs targeting societal development based on CSR intervention area identification studies conducted. Based on these studies we have curated CSR programs which target the following areas:

- Education (Vidya Prachar) - Promotion of education including special education and employment enhancement vocational skills.
- Healthcare (Aarogya Jeevan) - Promoting health care including preventive health care, and sanitation.
- Biodiversity (Swaccha Vatavaran) - Ensuring ecological balance, protection of flora & fauna, conservation of natural resources.

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

**ESSENTIAL INDICATORS**

**1. Employees who have been provided training on human rights issues and policy(ies)**

Category	FY 22-23			FY 21-22		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total (C)	No. of employees / workers covered (D)	%(C / D)
<b>Employees</b>						
Permanent	206	0	0%	199	0	0%
Other than permanent	5	0	0%	0	0	0%
<b>Workers</b>						
Permanent	3,580	0	0%	3720	0	0%
Other than permanent	101	0	0%	0	0	0%

## 2. Details of minimum wages paid to employees

Category	FY 22-23					FY 21-22				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	205	0	0%	205	100%	198	0	0%	198	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
<b>Other than Permanent</b>										
Male	5	5	100%	0	0%	5	5	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
<b>Permanent</b>										
Male	3,559	27	0.76%	3532	99.24%	3688	88	2.4%	3600	98%
Female	21	0	0%	21	100%	22	5	23%	17	77%
<b>Other than Permanent</b>										
Male	101	101	100%	0	0%	10	10	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

Note: The count of workers in the above table does not include contractual workers

## 3. Details of remuneration/salary

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category in ₹	Number	Median remuneration/ salary/wages of respective category in ₹
Board of Directors (BoD)	2	10,25,000	0	NA
Key Managerial Personnel (other than BoD)	2	2,09,000	0	NA
Employees other than BoD and KMP	206	43,050	1	2,08,300
Workers	3,660	12,373	21	13,964

### 4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impact or issues caused or contributed to by the business?

Human rights related issues are looked after by our HRD manager. There are workers' unions in place and all workers are part of such union bodies. These are voluntary organizations formed by the workers to promote and protect their interests. Collective agreements are in place in the form of the Tripartite agreement that exists between the union body, company management and higher officials protecting the bargaining power of the workers. The Company is aware of its responsibility to uphold human rights in different aspects of conducting

business. We treat all our employees/workers fairly and do not tolerate any form of discrimination. There are strict regulations in place to prevent forced labour and child labour. We do not associate with partners or suppliers who fail to adhere to rules laid down in contractual agreements or don't synchronize with company standards.

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

Gloster Limited has established an open platform for employees/workers to vocalize their complaints and concerns. Employees are urged to report any rights or Code of Conduct



violations, without hesitation, via email or by dropping note in a complaint box. Staff/workers have the liberty to associate with trade unions, who submits deputation regarding labour grievances to the senior management. The complaints put forward by the workers/staff are maintained in a formal register for future reference.

We have embarked on the journey of digital movement wherever possible, owing to which from the past 1 year all grievance related case details are maintained in a software platform named 'Soft Web'. The HRD department scrutinizes all the complaints and provides counselling to all concerned members, with an aim to resolve the problems on a real time basis.

The workers union in place also plays an important role in protecting the rights and promoting the interests of the workers as well as forming an important part of the grievance redressal mechanism for workers. All complaints and grievances are brought to the union representative collectively from individual workers and then the union body has discussions with the HRD manager and senior officials of the Company to discuss the grievances and come up with a solution based on discussions about the best way forward which satisfies the needs and requirements of the aggrieved workers.

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

	FY 22-23			FY 21-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child labour	0	0	None	0	0	None
Forced labour /Involuntary labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

The Company ensures that unfair treatment is not meted out to any employee or worker and no form of discrimination/harassment takes place. Employees including administrative staff are covered under the Whistle Blower Policy which ensures anonymity and protection of the complainant. Workers at the factory and mills have the right to be a part of their workers' union body which ensures promoting the interests of all workers and takes care of their collective well-being. The unions

help workers come together to improve their bargaining power in terms of wages and protects the individual rights of each worker and ensures that unfair treatment is not meted out to them under any condition.

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

No, we are evaluating the scope of including human rights assessment requirement to be a part of the Company's business agreements and contracts.

**9. Assessments for the year**

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No complaints have been received under these categories
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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.**

Not applicable

**LEADERSHIP INDICATORS**

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

As human rights complaint was not reported in FY 2022-23, hence not applicable

**2. Details of the scope and coverage of any human rights due diligence conducted.**

Social Accountability International (SAI) awarded Gloster Limited's Ananya Unit the SA 8000:2014 certificate for advancing human rights at work.

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

Yes, most of the company's key establishments including offices and plant sites are accessible to the differently abled. The Company has taken several measures to create an inclusive environment such as installing ramps, and elevators for ease of movement of people with locomotive disability. The Company ensures that doorways and corridors are wide enough for wheelchair users. Additionally, the Company has made the restrooms, workstations, and common areas accessible and equipped with necessary accommodations.

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

Gloster Limited is currently in the planning phase of conducting a third-party assessment to evaluate the human rights practices among the network of value chain partners.

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

Not Applicable

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

**ESSENTIAL INDICATORS**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity**

Parameter	FY 22-23	FY 21-22
	Joules	Joules
Total electricity consumption (A)	90.79	88.84
Total fuel consumption (B)	74.15	80.20
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	164.94	169.04
Energy intensity per rupee of turnover (Total energy consumption/ (per rupee of turnover)	0.0000000232	0.0000000231
Energy intensity (optional) – the relevant metric may be selected by the entity – Total production in MT	0.0032	0.0034

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.

**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.**

Gloster Limited is not notified to be part of the 13 sectors identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

**3. Provide details of the following disclosures related to water.**

Currently water related metrics are not being monitored, however we are in the process of initiating meter installation processes.

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

Gloster Limited does not have a mechanism for Zero Liquid Discharge. However, we are evaluating options to strategize a plan to convert the DTA unit and Ananya unit into a ZLD facility, as a step towards striding on the water positive journey.



**5. Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	Please specify unit	FY 22-23	FY 21-22
NOx	Tonnes	61.14	0 <sup>2</sup>
SOx	Tonnes	145.36	0.14
Particulate matter (PM)	Tonnes	120.50	63.44
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**

Parameter	FY 22-23	FY 21-22
Total Scope 1 emissions -Metric tonnes of CO2 equivalent (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	6,898.51	7,562.62
Total Scope 2 emissions -Metric tonnes of CO2 equivalent (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	17,906.20	17,520.67
Total Scope 1 and Scope 2 emissions (per rupee of turnover) tCO2e	0.0000035	0.0000034
Total Scope 1 and Scope 2 emission intensity (optional) – Total production in MT	0.49	0.51

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

It becomes a key factor for Gloster Limited to manage GHG emissions successfully by utilization of an efficient environmental management system and innovative technologies, as we aim to reduce our carbon footprint and strive for carbon neutrality. Significant GHG emissions are monitored to estimate the improvement in the company's

performance beyond compliance with regulatory standards. Gloster Limited is also in the process of converting to LPG gas fired boilers which we have successfully installed at the Ananya unit to reduce emissions and improve energy efficiency. We have reduced emissions through usage of renewable sources of energy by recycling jute process waste (jute caddies) as fuel for our boilers.

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

Parameter	FY 22-23 (In MT)	FY 21-22 (In MT)
Plastic waste (A) Empty dye packet	0.093	0.076
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	2.42	1.90
Radioactive waste (F)	-	-
Other Hazardous waste Please specify, if any. (G) – ETP sludge, damaged oil filter, oil-soaked cloth, oil sludge, waste oil, used oil, spent resin,	15.65	13.42
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Fly ash and boiler ash	753.37	895.73

2. NOx was not Monitored in FY 21-22

Parameter	FY 22-23 (In MT)	FY 21-22 (In MT)
<b>Total (A+B + C + D + E + F + G + H)</b>	772.37	911.12
<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>		
(i) Recycle	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</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.

**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.**

We do not use any hazardous or toxic chemicals in our manufacturing process. Our food-grade packaging products comply with the IJO Standard 98-01 (2005), and German Regulation for AZO dyes ensuring no harmful components or carcinogenic chemicals are present in our products.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

None

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





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, and Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances.

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
Gloster Limited is compliant with all applicable environmental law/regulations/guidelines in India				

**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 22-23	FY 21-22
<b>From renewable sources (TJ)</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	58.46	64.99
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	58.46	64.99
<b>From non-renewable sources (TJ)</b>		
Total electricity consumption (D)	90.79	88.84
Total fuel consumption (E)	15.68	15.21
Energy consumption through other sources (F)	-	-

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.

2. Provide the following details related to water discharged:

Currently water related metrics are not being monitored, however we are in the process of initiating meter installation processes.

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.

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres): Not applicable

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

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

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

Scope 3 emissions are not monitored as of now. As an environmentally responsible company, Gloster Limited understands that it is crucial to comprehensively evaluate and manage the entire carbon footprint value chain, including Scope 3 emissions for proper assessment of its environmental impact. Owing to the vastness of its supply chain, the Company is currently evaluating the scope of undertaking the exercise to account Scope 3 emission.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Gloster Limited ensures judicious use of natural resources. This enables us to improve water and air quality, protect

biodiversity, and reduce our waste generation and greenhouse gas (GHG) emission. Furthermore, our finished products being made from jute are natural and biodegradable, thus, setting up an environmentally sustainable end-to-end value chain for our stakeholders. Unlike plastic, using jute reduces the altering of habitat and the inability of the eco-system to adapt to climate change, mitigates eco-system degradation and the probability of micro-plastics occurrence in food-chains. Moreover, using jute totes (bags) decreases the chances of blocked drainage

systems attributed to irresponsible dumping of plastic waste. Our operations don't encroach on areas with significant biodiversity; however, efforts are underway to preserve and enhance the biodiversity in our surrounding areas as it is intertwined with our aim to conserve our environment. Over 200 trees including foxtail palm and bottle palm have been planted in our mill areas in FY 21-22, this has helped us strengthen the integrity of our local ecosystem.

**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:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Operation unit enhancement	<ul style="list-style-type: none"> <li>Installed energy efficient motors</li> <li>Installed AC variable drives in spinning machines</li> <li>Installed Suzler loom in Ananya unit</li> <li>Installed WILO make pumps</li> <li>Installed high productive sewing machines</li> <li>Assembling a new boiler</li> <li>Replaced old spinning frames</li> </ul>	<ul style="list-style-type: none"> <li>Conservation of energy</li> <li>Reduction in specific energy</li> </ul>
2.	Alternate source of energy	<ul style="list-style-type: none"> <li>Installed overhead conveyor system inside the process house</li> <li>100% Jute waste is used in boiler as fuel</li> </ul>	<ul style="list-style-type: none"> <li>Utilize ambient temperature (Hank drying purpose)</li> <li>Reduced reliance on conventional energy sources like coal</li> </ul>
3.	Technology absorption	<ul style="list-style-type: none"> <li>Installed automatic S4 looms</li> <li>Pipeline modifications done from G.I pipe to Aluminium, Legris</li> </ul>	<ul style="list-style-type: none"> <li>Consistency in product quality</li> <li>Reduced cost of production</li> <li>Increased production rate</li> <li>Minimum energy wastage</li> </ul>

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

A pre-existing Emergency Action Plan is currently in plan for upgradation in case of non-IT incidents, while for IT incidents, essential preventive measures such as regular data backups, disaster recovery procedures, and adherence to basic security measures are already in place. However, Gloster Limited is currently in the process of identifying and assessing potential risks, as well as developing a preventive action plan to mitigate the same.

**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?**

Gloster Limited does not engage in any activities that may have any adverse impact on the environment due to its supply chain.

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

Gloster Limited does not have any formal assessment mechanism to monitor the environmental impact of value chain partners' activities. However, its Supplier Code of Conduct is applicable to all business partners, which binds the concerned parties to abide by the socio-environment regulations of the geography of operation.



**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.**

Gloster Limited is associated with the following 9 associations listed below

**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.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce	National
2	Indian Jute Mills Association (IJMA)	National
3	Indian Jute Industries Research Association	National
4	Federation of Indian Exporters Organisation	National
5	The South India Textile Research Association (SITRA)	National
6	The Bengal Chamber of Commerce & Industry	National
7	Confederation of Indian Industry (CII)	National
8	Indo German Chamber of Commerce	National
9	Indo American Chamber of Commerce	National
10	Export Promotion Council for Handicrafts (EPCH)	National
11	Jute Products Development and Export Council (JPDEC)	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
The Company has not engaged in any anti-competitive conduct.		

**LEADERSHIP INDICATORS**

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

S. 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
None					

**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.**

The CSR Committee performs internal assessment of CSR initiatives undertaken at frequent intervals to check the effectiveness of such projects.

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

Not applicable as Gloster Limited has not engaged in any new land acquisition. The ongoing expansion activities in the main unit at Bauria, are carried out on their previously owned and acquired land only.

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

Our Corporate Social Responsibility (CSR) initiatives are firmly embedded in our vision and mission to improve quality of life of the communities that inhabit areas near our sphere of operations. Gloster Limited always believes in maintaining a transparent and reliable relations with the local communities in the areas where it operates. We provide facilities for

improving education, healthcare, and social welfare while considering community voices, addressing their needs, and working to improve the standard of living in the area. The CSR Committee makes sure that projects and activities are carried out as effectively as feasible to benefit society. Our community CSR intervention mechanism involves a grievance

redressal system where CSR committee representatives meet with local community members with regard to any issues or difficulties faced by them and post discussion with the affected individual's, solution and assistance offerings are proposed as a way forward.

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

Parameter	FY 22-23	FY 21-22
Directly sourced from MSMEs/ small producers	4%	7%
Sourced directly from within the district and neighboring districts	100%	100%

**LEADERSHIP INDICATORS**

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Government of India has designated specific districts for quick and effective transformation and released a list of 112 Aspirational Districts. Notably, no districts from West Bengal are included in this list. Gloster Limited is actively prioritizing the rapid and impactful transformation of the local community, and as part of their corporate social responsibility initiatives, they have undertaken three projects with a total budget of INR 1,52,35,496.

focuses on promoting inclusive growth and equity. This policy emphasizes the company's focus to engage with vulnerable and marginalized groups while procuring input materials, with the goal of contributing to the economic upliftment of all sectors of society.

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

Gloster Limited provides support to registered farmers to produce organic jute and receive certification from the National Programme for Organic Production (NPOP). Participation of IMO organic raw jute farmers have increased from 110 in 2013 to approximately 352, of which 300 are IMO certified farmers.

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

Gloster Limited has incorporated a preferential procurement policy as part of its commitment to BRSR Principle 8, which

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

Presently, procurement of organic jute contributes to less than 1% of the total input raw materials by value.

**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.**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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
Not applicable		

**6. Details of beneficiaries of CSR Projects**

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Gloster - Arogya Jeevan	Gloster Limited has benefitted entire Bauria community by undertaking various initiatives focused on Environmental conservation, Education, and Healthcare,	100%
2	Gloster - Swach Vatavaran		
3	Gloster - Vidya Prachar		

**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.**

Gloster Limited has a well-established system to deal with consumer complaints and feedback. Consumers are encouraged to drop emails stating their grievances to the concerned department. The functional departmental heads evaluate relevance of such complains and conducts investigation if the allegations deem fit.

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

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

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

	FY 22-23			FY 21-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	1	0	Creation of impersonating mail id	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	1	0	Incorrect product labeling	2	0	Complaints regarding water sippage in product & Weight issue of bale

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

**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.**

Gloster Limited is assessing digitalizing customer and back-office processes. We have updated our ERP system to SAP B1 to address integrity issues observed with the previous ERP system (Software Technologies Ltd.). All documents are controlled and available for only internal circulation. Based on the risk assessment findings, the framework on cybersecurity and risks related to data privacy will be formulated.

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

Not applicable

**LEADERSHIP INDICATORS**

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

Information on company products is accessible in the company websites and Sustainability Report. Gloster Limited participates in exhibitions and international trade shows to showcase their products on B2B platforms and spread awareness on the usage of jute products owing to its biodegradable nature which ensures minimum environmental impact. Owing to Covid-19 pandemic, 2-3 trade shows have been conducted due to travel restrictions.

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

Our finished products are being made from jute which are natural and biodegradable, thus, we promote setting up an environmentally sustainable end-to-end value chain for our stakeholders and educate consumers on eco-friendly benefits offered by jute bags such as their biodegradability, durability, low cost and high strength through wholesaler and trade partner connects.

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

Gloster Limited is a vertically integrated company. Seldom disruptions occur in the manufacturing process. Export orders are taken after detailed evaluation of capacity, thereby eliminating risks related to low production levels. 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. 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)**

Jute being a natural fiber does not require product labeling. However, products exported to developed countries are manufactured by adhering to geographically mandated product quality standards. Our R&D team also keeps our food-grade jute bags updated with evolving compliance requirements expected from the IJO 98/01 standard, the premiere standard for food-grade packaging in India. There have been zero Incidents of non-compliance concerning products and service information and labeling in the reporting period improving our product responsibility.

Gloster Limited prioritizes diligent evaluation of customer feedback to gain valuable insights into customer preference and perception. Prompt improvement initiatives are undertaken across the value chain basis customer reviews collected from online and offline modes which defines the proactive assessment framework of customer feedback.

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

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

There has been 1 instance of a data breach, due to creation of an impersonating email ID.

There has not been any impact on creation of impersonating email ID as the customer proactively verified the matter with Gloster Limited and no remittance was done. Our sales team has conducted detailed investigation on the matter, and it was reported to the Kolkata Police cyber-crime cell of Lal Bazar, Kolkata.

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