



# GUJARAT STATE FERTILIZERS & CHEMICALS LIMITED

Fertilizernagar - 391 750. Vadodara, Gujarat, INDIA.

CIN : L99999GJ1962PLC001121

**NO.GSFC/SEC/AR/2023**

**28<sup>th</sup> August, 2023**

The Corporate Relationship Department BSE Limited 1st Floor, New Trading Ring Rotunda Bldg., P.J.Towers, Dalal Street Fort, MUMBAI - 400 001	The Manager, Listing Department National Stock Exchange of India Ltd. 'Exchange Plaza', C/1, Block G Bandra-Kurla Complex Bandra (East), MUMBAI - 400 051
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SCRIP CODE : **500690**

SYMBOL : **GSFC**

**Sub.: Submission of Annual Report for the F.Y. 2022-2023 together with the Notice of 61<sup>st</sup> Annual General Meeting**

**Ref.: Compliance under Regulations 30 & 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations).**

Dear Sir/Madam,

This is further to our letter dated 21<sup>st</sup> August, 2023 wherein it was informed that the 61<sup>st</sup> Annual General Meeting ("AGM") of the Company is scheduled to be held on Friday, 22<sup>nd</sup> September, 2023 at 11:00 A.M. through Video Conferencing ("VC")/ Other Audio – Visual Means ("OAVM"), in accordance, with the relevant circulars issued by the Ministry of Corporate Affairs ("MCA") and the Securities and Exchange Board of India ("SEBI").

Pursuant to Regulation 30 read with Schedule-III and Regulation 34(1) of the SEBI Listing Regulations, we are submitting herewith the Annual Report for the Financial Year 2022-23 of the Company including the Notice of the 61<sup>st</sup> AGM and the Business Responsibility and Sustainability Report.

The aforesaid documents are being sent through email to all the shareholders of the Company whose E-mail IDs are registered with the depositories/ Company and / or Link Intime India Private Limited, Registrar and Transfer Agent of the Company.

The said Annual Report together with the Notice of 61<sup>st</sup> AGM is also available on the website of the Company [www.gsfclimited.com](http://www.gsfclimited.com).

Kindly take the same on record.

Thanking you,

Yours faithfully,

**For Gujarat State Fertilizers & Chemicals Limited**

**Nidhi Pillai**  
**Company Secretary &**  
**Vice President (Legal)**  
**Membership No.: A15142**  
E-mail : [nidhi.pillai@gsfcLtd.com](mailto:nidhi.pillai@gsfcLtd.com)

Encl : As above

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



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I) Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999GJ1962PLC001121
2. Name of the Listed Entity	Gujarat State Fertilizers & Chemicals Limited
3. Year of incorporation	1962
4. Registered office address	Fertilizer Nagar 391750, Vadodara
5. Corporate address	Fertilizer Nagar 391750, Vadodara
6. E-mail	<a href="mailto:ho@gsfcltd.com">ho@gsfcltd.com</a>
7. Telephone	0265-2242451
8. Website	<a href="http://www.gsfclimited.com">www.gsfclimited.com</a>
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Ltd.
11. Paid-up Capital (in ₹)	79,69,55,060
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs. Nidhi Pillai, Company Secretary & Vice President (Legal) Telephone: 0265- 3093582 Email: <a href="mailto:nidhi.pillai@gsfcltd.com">nidhi.pillai@gsfcltd.com</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

#### II) Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Fertilizers and Agro-Products, Chemicals and chemical products.	100.0%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	DAP	20122	22.0%
2	UREA	20121	20.0%
3	AS	20122	18.0%
4	APS	20122	15.0%
5	CAPROLACTAM	20119	8.0%
6	MELAMINE	20119	5.0%
7	NYLON -6	20119	5.0%

#### 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	4	37	41
International	0	0	0

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

###### a. Number of locations

Location	Number
National (No. of States)	27
International (No. of Countries)	38

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

3.0%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

**c. A brief on types of customers:**

The Company serves **farmers** and customers from industries like textile, agriculture, tyre, automobile, chemical, pharma, plywood, laminate etc. directly as well as through authorized distributors.

**IV) Employees**

**18. Details as at the end of Financial Year:**

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No. (C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,136	1,074	94.5%	62	5.5%
2.	Other than Permanent (E)	83	77	92.8%	6	7.2%
3.	Total employees (D + E)	1,219	1,151	94.4%	68	5.6%
<b>WORKERS</b>						
4.	Permanent (F)	1,888	1,825	96.7%	63	3.3%
5.	Other than Permanent (G)	2,488	2,405	96.7%	83	3.3%
6.	Total workers (F + G)	4,376	4,230	96.7%	146	3.3%

**b. Differently abled Employees and workers:**

Sr No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No. (C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	7	6	85.7%	1	14.3%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	7	6	85.7%	1	14.3%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	26	21	80.8%	5	19.2%
5.	Other than Permanent (G)	4	4	100.0%	-	-
6.	Total workers (F + G)	30	25	83.3%	5	16.7%

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

Particulars	Total (A)	Total (A) No. and percentage of Females	
		No. (B)	%(B / A)
Board of Directors	8	2	25.0%
Key Management Personnel *	2	0	0

\*The number of KMPs is including the Managing Director.

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	10.8	9.2	10.7%	8.3	4.6	8.1%	8.0	9.2	8.0%
<b>Permanent Workers</b>	8.1	3.0	7.9%	6.3	4.3	6.2%	5.9	1.4	5.7%

Above turnover include both voluntary and involuntary turnover.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	GSFC Agrotech Limited	Wholly Owned Subsidiary	100.0%	Yes
2	Gujarat Port and Logistics Company Limited	Subsidiary	60.0%	Yes
3	Vadodara Jal Sanchay Private Limited	Subsidiary	60.0%	Yes
4	Gujarat Green Revolution Limited	Associate	46.9%	Yes
5	Vadodara Enviro Channel Limited	Associate	28.6%	Yes
6	Karnalyte Resources Inc.	Associate	47.7%	No

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

### VI) CSR Details

#### 22.

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (in ₹)	₹ 11,444 Crore
Net worth (in ₹)	₹ 7,838 Crore

### VII) Transparency and Disclosures Compliances

#### 23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	<a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	3	0		3	0	
Investors (other than shareholders)							
Employees and workers	<a href="http://mobapp.gsfclimited.com/gsfconnect/register_complain.aspx">http://mobapp.gsfclimited.com/gsfconnect/register_complain.aspx</a>	1	0		0	0	
Customers		2	0		0	0	
Value Chain Partners		1	0		0	0	
Communities		4	0		0	0	

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity)	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
We are under process of identifying and defining material responsible business conduct issues related to GSFC.					

### SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.gsfclimited.com/">https://www.gsfclimited.com/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 Quality Management System; ISO 45001:2018 Occupational Health & Safety Management System; ISO 50001:2018 Energy Management system; ISO 14001:2015 Environment Management System; Responsible Care Certification								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	-	-	-	-	-	-	-	-	-

**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 Stakeholders,

We are glad to publish our first Business Responsibility & Sustainability Report for the financial year 2022-23. This report is a re-embodiment of our unwavering commitment to sustainability and enable our stakeholders to know more about our sustainability performance.

We have been embracing renewable energy sources and implementing sustainable practices across our operations and aim to lead by example and inspire others to follow suit. Moreover, we are committed to fostering a culture of inclusivity, diversity, and equality within our organization. We recognize that our employees are our greatest asset, and by providing them with a safe and supportive work environment, we enable their personal growth and contribute to their overall well-being. Furthermore, we believe that our engagement with the communities in which we operate is vital. Transparency and accountability are key principles that underpin our sustainability journey.

As we continue to adapt and overcome challenges in an ever-changing world, we remain resolute in our commitment to sustainability. By driving innovation, fostering resilience, and embracing responsible practices, we aim to shape a future where GSFC not only thrives as a Company but also plays a pivotal role in creating a more sustainable and prosperous world for generations to come.

Shri Mukesh Puri  
Managing Director

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Shri Mukesh Puri, Managing Director (DIN 03582870) under the guidance of the Board of Directors and its Committees, is responsible for implementation and oversight of the Business Responsibility policies.
<b>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</b>	Shri Mukesh Puri, Managing Director (DIN 03582870) under the guidance of the Board of Directors and its committees is responsible for implementation and oversight of the Business Responsibility policies.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies are reviewed periodically or on a need basis by Senior Executives / Board.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with existing regulations and Compliance Certificate of applicable laws is provided by Company Secretary.																	

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The Company conducts periodic review of the policies internally and the same is done by senior management team which drives the policies, projects and performance of aspects of business responsibility and sustainability.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								

### SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicators

#### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

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		During the year, the Board of Directors of the Company (including its committees) has invested time on various updates comprising matters relating to business, regulations, social and governance and economy and environmental parameters.	100.0%
Key Managerial Personnel	1	Skill Development	100.0%
Employees other than BoD and KMPs	3	Behavioural Competency; Skill Development; General Management Programmes	68.2%
Workers	1	Health & Safety	100.0%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

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

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

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

Yes, we have adopted The Integrity Pact (IP) was designed and launched with the primary objective of safe-guarding public procurement from corruption.

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

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

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

Not Applicable

### Leadership Indicators

1. 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, our code of conduct requires executives in senior management of the Company to dedicate their best efforts to advancing the Company's interests and to make decisions that affect the Company based on the Company's best interests and independent of outside influences. Executives in senior management of the Company should ensure that any 'conflicts of interest' with the Company should be avoided. The Company obtains declaration from all BoD, KMPs and Senior Management under Regulation 26 (5) of SEBI (Listing Obligation and Disclosure Regulations), 2015 regarding any conflict of interest. As per the declaration received, none of the Directors, KMPs and members of Senior Management had any conflict of interest for the period under review. In case there is likely to be a conflict of interest, he/she should make full disclosure of all facts and circumstances

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

thereof to the Managing director or any committee / officer nominated for this purpose by the Board and a prior written approval should be obtained.

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

#### Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	100.0%	100.0%	All our R&D Investments and efforts are aimed towards sustainability. Phase wise we are replacing obsolete technology and power-hungry instruments with power efficient new technology instruments. Selection and implementation of research projects are generally based on realistic parameters determined through techno-economic feasibility studies, survey of existing technologies and their adaptation. More focused research efforts are put in the direction of development of organic fertilizers, biofertilizers and effective waste management for better sustainability
Capex	4.0%	3.0%	Our CAPEX projects are targeted towards minimizing environment impact. Projects for Effluent treatment, waste management and alternative fertilizers like organic fertilizers & biofertilizers were prioritized during FY 2022-23.

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

We are a "Responsible Care" (RC) certified Company and follow the code issued by RC framework. The Distribution Code of Management Practice applies to all modes of transportation and to the shipment of all chemicals, including chemical waste. The code also applies to distribution activities (storage, handling, transfer and packaging) while chemicals are in transit between member companies and their suppliers and customers.

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

Not Measured.

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

**Plastic (Including Packaging):** Under Plastic Waste Management Rules, we are registered as Brand Owner. We have tied-up with waste management agency for collection and recycling of post-consumer plastic packaging waste. Pre-consumer plastic waste generated at manufacturing sites are sent to authorized recycler.

**E-Waste:** All the E-waste generated is sent to certified registered recycler vendors.

**Hazardous Waste:** Hazardous wastes generated at sites are either sold to authorized registered recyclers or dispose at authorized landfill / incineration facilities.

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.**

GSFC has obtained registration as Brand Owner for fulfilling Extended Producer Responsibility (EPR) under requirement PWM rules. Company has signed MOU and awarded work order to Waste Management Agency for collection and recycling of plastic waste from Urban local body on the behalf of GSFC.

#### 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?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)
201	All major fertilizer and chemical products	100%	Life Cycle perspective for the various products manufactured has been considered for each stage from raw material procurement to final product delivery, end use including final disposal	No	No



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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.

Name of Product / Service	Description of the risk / concern	Action Taken
Fertilizer & Chemical products	There are no significant social/environment concerns and / or risks arising from production.	NA

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 2022-23	FY 2021-22
Sulphur Muck (MT)	250	293

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	4,045	-	-	1,587	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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
Plastic waste collected under EPR regulation (% of total plastic waste generated)	70.0%

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	1,074	Cashless medical facility is available to all employees across 18 hospitals in Vadodara and Ahmedabad	1,074	100.0%	NA	NA	-	-	-	-	
Female	62		62	100.0%	62	100.0%	NA	NA	59	95.0%	
Total	1,136		1,136	100.0%	62	5.5%	NA	NA	59	5.2%	
<b>Other than Permanent employees</b>											
Male	77	77	100.0%	77	100.0%	NA	NA	-	-	-	
Female	6	6	100.0%	6	100.0%	6	100.0%	NA	NA	6	
Total	83	83	100.0%	83	100.0%	6	7.2%	NA	NA	6	

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Workers</b>											
Male	1,825	Cashless medical facility is available to all employees across 18 hospitals in Vadodara and Ahmedabad	1,825	100.0%	NA	NA	-	-	0	0	
Female	63		63	100.0%	63	100.0%	NA	NA	63	100.0%	
Total	1,888		1,888	100.0%	63	3.3%	NA	NA	63	3.3%	
<b>Other than Permanent Workers</b>											
Male	2,405	2,179	90.6%	2,405	100.0%	NA	-	-	0	0	
Female	83	72	87.0%	83	100.0%	83	100.0%	NA	82	99.0%	
Total	2,488	2,251	90.4%	2,488	100.0%	83	3.3%	NA	82	3.3%	

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.0%	100.0%	NA	100.0%	100.0%	NA
Gratuity	100.0%	100.0%	NA	100.0%	100.0%	NA
ESI *	-	10.0%	-	-	5.6%	-
Welfare fund	-	100.0%	-	-	100.0%	-

All eligible employees and workers are covered under ESI benefits as per regulatory requirement.

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

All the premises with differently abled employees are accessible, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, we have an "Equal Opportunity, Gender Equity and Gender Sensitivity" policy which provide equal opportunity to all employees in Company and creating a healthy working environment that enables employee to work without fear of prejudice, gender bias, and a harassment free workplace to all employees without regard to race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin or disability.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100.0%	100.0%	100.0%	100.0%
Total	100.0%	100.0%	100.0%	100.0%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, any grievance reported through any medium formal / informal, direct or through channel is addressed through various committees in place as per nature of grievance. The grievance received is categorically channelized to statutory and non-statutory committees in place which has equal representation of all categories of employees (management – non management, male – female, subject expert from the Company, representative for union etc.). The committee after deliberations recommends further needful actions to the management and same is being addressed / reviewed on merits for implementation. Moreover, employee's individual grievances through formal or informal channels is also addressed appropriately through superiors, HoD and HR/IR Department, as and when needed, distressed employees are being helped through counselling.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	1,136	-	-	1,230	-	-
-Males	1,074	-	-	1,162	-	-
-Females	62	-	-	68	-	-
<b>Total Permanent Workers</b>	1,888	1,888	100.0%	2,031	2,031	100.0%
-Males	1,825	1,825	100.0%	1,961	1,961	100.0%
-Females	63	63	100.0%	70	70	100.0%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety Measures		On skills upgradation		Total (D)	On Health and Safety Measures		On skills upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Employees</b>										
Male	1,074	900	83.8%	817	76.1%	1,162	1,100	94.6%	1000	86.0%
Female	62	34	54.8%	38	61.2%	68	55	80.8%	50	73.5%
<b>Total</b>	<b>1,136</b>	<b>934</b>	<b>82.2%</b>	<b>855</b>	<b>75.2%</b>	<b>1,230</b>	<b>1,155</b>	<b>93.9%</b>	<b>1050</b>	<b>85.4%</b>
<b>Permanent Workers</b>										
Male	1,825	1,650	90.4%	1,105	60.5%	1,961	1550	79.0%	1330	67.8%
Female	63	51	80.9%	34	53.9%	70	70	100%	51	72.8%
<b>Total</b>	<b>1,888</b>	<b>1,701</b>	<b>90.0%</b>	<b>1,139</b>	<b>60.3%</b>	<b>1646</b>	<b>1620</b>	<b>79.8%</b>	<b>1381</b>	<b>67.9%</b>

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23			FY 2021-22		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/A)
<b>Employees</b>						
Male	1,074	1,074	100.0%	1,162	1,162	100.0%
Female	62	62	100.0%	68	68	100.0%
<b>Total</b>	<b>1,136</b>	<b>1,136</b>	<b>100.0%</b>	<b>1,230</b>	<b>1,230</b>	<b>100.0%</b>
<b>Workers</b>						
Male	1,825	1,825	100.0%	1,961	1,961	100.0%
Female	63	63	100.0%	70	70	100.0%
<b>Total</b>	<b>1,888</b>	<b>1,888</b>	<b>100.0%</b>	<b>2,031</b>	<b>2,031</b>	<b>100.0%</b>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

### 10. Health and safety management system:

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

Yes, A well established and duly implemented occupational health and safety management system is in place at GSFC. Our IMS Policy signed by MD has been displayed at conspicuous locations in plants and offices.

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

Schedule as well as surprise safety inspections are carried out by safety department, internal and external safety audits are conducted as per IS: 14489:2018. QRA (Quantitative Risk Analysis) is conducted by inviting external agency using the DNV PHAST latest Software. Hazard and Operability studies (HAZOP) are conducted frequently and on the job risk assessment is also conducted.

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

Yes, in case of any incident workers can directly report it to site safety team alternatively it is identified in routine site safety inspections. Also site Occupational Health & Safety team reports all first aid / medical treatment cases to safety team for their recording.

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

Yes, employees have 24x7 access to Township Medical centre where Non-Occupational Medical Healthcare Services are provided.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.16	-
	Workers	0.17	-
Total recordable work-related injuries	Employees	1	-
	Workers	1	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

- Standard Operating Procedures are implemented for all the routine and non-routine activities, and displayed at conspicuous location.
- Implementation of permit to work system (total 11 permits for different industrial and potentially hazardous industries are available in GSFC).
- Imparting trainings to contract workers, supervisors, Company employees through “Tool Box Talks”, classroom and site safety demonstration etc.
- Ensuring use of standard quality personnel protective equipment at site both by employees and contractors. Periodic medical examination of the employees and contractors at regular intervals.
- Regular testing, Inspection of lifting tools tackles, pressure vessels, hoist and lift, crane crab, winch, chain pulley blocks, wire rope slings and shackles
- Regular work environment monitoring and analysis of records

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

### 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	100.0%
Working Conditions	100.0%

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

There were no significant risk / concerns identified during health and safety assessment conducted during FY 2022-23.

#### Leadership Indicators

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

In case of death, if the employees/workers who are member of Arthik Sahayak Sangh (ASS) Scheme in that the dependent of deceased employee/worker shall get ₹ 10 Lacs and in case of accidental death, we are providing 70 month salary (Basic + DA) through Group Personal Accident Insurance Policy.

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

Compliance under various statutory legislations, are entrusted to the vendor / contractor / service provider as a part of agreement / contract. Further we also have an internal checking and third-party auditing related to contractors for their obligations for various compliances under labour & social security legislations.

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

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

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

No.

### 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.

We have established a robust process for identifying stakeholders and engaging with them to strengthen the partnership. We have undertaken a 360-degree review of our business value chain to identify our key stakeholder groups and mapped stakeholder engagement mechanism.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Trainings & Seminars, Townhalls, Internal Communication platforms, Notice Board	Ongoing	Updating on key developments within the organization, training, awareness and welfare programmes, employee safety, career growth, occupational health & safety business performance & key initiatives from the Company

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Shareholders/Investors	No	Annual General Meetings, Stock Exchange (SE) intimation, emails, conference calls, annual reports, investor interactions/calls	Ongoing	Financial performance, Business strategy, Operational performance, Information on other key parameters, risk management, growth prospects.
Customers	No	Newsletters, Email, SMS, Advertisements, Website, Social Media platforms, customer surveys, helpdesk, customer feedback	Ongoing	Customer grievances, Product quality and availability, responsiveness to needs, timely delivery, customer satisfaction
Communities and NGO's	No	Email, Events, Training & Workshops	Ongoing	CSR, welfare, climate change impacts, participation in social services, CSR activities
Suppliers/Partners	No	Email, SMS, Vendor meetings	Ongoing	Business related discussions, awareness and training programmes, timely payment, continuity of orders, workshops and seminars
Government & Regulatory Authorities	No	Compliance meetings, inspections, compliance reports, media releases	Ongoing	Regulatory requirements, compliance with national and local regulations, policy advocacy, changes in regulatory framework

### Leadership Indicators

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

The Company regularly interacts with key stakeholders i.e., investors, customers, suppliers, employees etc. through its management executives. GSFC is committed to integrate its business values, ethics, and professional skills to meet the expectations of all our stakeholders by developing, encouraging and supporting various social and economic initiatives, though our industrial expertise for Sustainable Development. Our CSR committee at the Board is also responsible for oversight of CSR initiatives.

- 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.**

GSFC will continue to enhance value creation in the society in which it operates, through its services, conduct & initiatives, so as to promote sustained growth for the society and community, in fulfilment of its role as a Socially Responsible Corporate Citizen with utmost environmental concern. Under our CSR initiatives we identify key concerns of communities basis our assessment and interactions and run various projects for mitigation.

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

Ever since its inception, GSFC has always considered CSR as an integral part of its business activity and even today several CSR projects date back to much before it was mandated. Our CSR policy is highly comprehensive and focused on improvement of Human Development Index of the Country. The major focus of the Company is in the field of education and GSFC University is set-up with a vision of societal development through relevant and cutting edge knowledge in frontier areas of professional growth. The 3 schools run across Gujarat offer quality education through varied initiatives and cater to about 3000 children mostly from socially and economically backward community. The Company endures projects like women empowerment, livelihood generation, skilling, mainstreaming of differently able etc. to engage marginalized section of the society and outreach of such initiatives is to more than 20 villages and urban areas in the vicinity of our units. The projects such as providing safe drinking water, creation of infrastructure facility etc are implemented keeping in mind basic requirement of the deprived local communities. During pandemic times, GSFC supplied Medical grade oxygen to the medical fraternity by converting its industrial oxygen required to run its own plants to medical grade, thereby putting business next and continues to provide healthcare facilities to the vulnerable nearby areas. GSFC is committed to develop a culture of CSR and has been undertaking activities beyond the statute to create a more inclusive environment for those who need us the most. The numerous steps taken are a testimony to how much GSFC cares for its society.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

#### Essential Indicators

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

	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1,136	355	31.2%	1,230	65	5.3%
Other than permanent	83	-	-	96	-	-
<b>Total Employees</b>	1,219	355	29.1%	1,326	65	4.9%
<b>Workers</b>						
Permanent	1,888	220	29.1%	2,031	-	-
Other than permanent	2,488	-	-	2,336	-	-
<b>Total Employees</b>	4,376	-	-	4,367	-	-

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1,074	-	-	1,074	100.0%	1,162	-	-	1,162	100.0%
Female	62	-	-	62	100.0%	68	-	-	68	100.0%
<b>Other than Permanent</b>										
Male	77	-	-	77	100.0%	88	-	-	88	100.0%
Female	6	-	-	6	100.0%	8	-	-	8	100.0%
<b>Workers</b>										
<b>Permanent</b>										
Male	1,825	-	-	1,825	100.0%	1,961	-	-	1,961	100.0%
Female	63	-	-	63	100.0%	70	-	-	70	100.0%
<b>Other than Permanent</b>										
Male	2,405	2,179	91.0%	226	9.0%	2,246	2,246	100.0%	-	-
Female	83	72	87.0%	11	13.0%	90	90	100.0%	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Amount ₹ in lakhs)	Number	Median remuneration/ salary/ wages of respective category (Amount ₹ in lakhs)
Board of Directors (BoD)	6	1.9	2	2.7
Key Managerial Personnel	1	78.9	0	0
Employees other than BoD and KMP Workers	1,073	21.1	62	18.9
Workers	1,825	13.1	63	12.9

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, we have an Internal Committee (IC) under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

We have a robust grievance redressal mechanism through which complaints are channelized and settled in consultation with various statutory and non-statutory committees having equal representation.

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

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

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

We have 3 major policies i.e., 'equal opportunity policy', 'gender equity policy' and 'prevention of harassment at workplace,' which provide mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

Yes

- 9. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

- 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.**

Not Applicable.

- 2. 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?**

As the factory premise have very hazardous nature of operation thus differently abled employees / visitors are not posted / invited there considering their safety. The locations where differently abled visitors are visiting and the common area for all, is accessible.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

### Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	20,48,311	17,50,676
Total fuel consumption (B)	55,38,033	69,88,777
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>75,86,344</b>	<b>87,39,453</b>
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees crore)	663	952

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

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

During the FY-22-23, no product was covered under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	99,34,330	1,10,21,348
(ii) Groundwater	1,16,633	1,98,054
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	1,00,50,963	1,12,19,402
<b>Total volume of water consumption (In kilolitres)</b>	1,00,50,963	1,12,19,402
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover in rupees crore)	878	1,222

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

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

Yes, Sikka and Fibre Plant are 100% zero liquid discharge. Additionally certain individual plants of our Vadodara units are also having zero liquid discharge.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Nox	Kg/Year	3,23,158	4,28,488
Sox	Kg/Year	5,85,177	6,76,897
Particulate matter (PM)	Kg/Year	6,07,579	6,97,440
Persistent organic pollutants (POP)	Kg/Year	-	-
Volatile organic compounds (VOC)	Kg/Year	-	-
Hazardous air pollutants (HAP)	Kg/Year	-	-
Others – please specify, NH <sub>3</sub>	Kg/Year	2,73,668	2,41,175
Others – please specify, HF	Kg/Year	7,702	7,994
Others – please specify, Acid Mist	Kg/Year	16,754	16,133

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

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,28,965	5,12,030
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,79,638	1,86,740
<b>Total Scope 1 and Scope 2 emissions per crore rupee of turnover</b>		62	76

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

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

- We have installed 152.8 MW windmills in the Saurashtra and Kutch Region, 10 MW Solar power plant at Charanka and 0.9 MW of solar roof top at our premises. As of now 32% to 35% of GSFC's power requirement is fulfilled from renewable energy and Company is further expanding its renewable energy capacities by installation of a new 15 MW Solar power project at Charanka, 140 KW Solar project at Baroda Unit, 640KW solar project at Sikka Unit.
- GSFC has recently commissioned a Bio-methanation plant for better management of food waste. Biogas generated is utilized in kitchen in place of LPG.
- Company has recently invested in e-mobility by deploying Electric Bicycles, Electric kart, e-bikes for commute inside factory premises.
- To promote Green initiatives for our Organization/society, GSFC has launched E Vehicle subsidy scheme whereby at nominal interest rate of just 2% loan is granted for purchase of E- vehicle to the employees. In addition to the loan for purchase of an E-scooter/E-bicycle, the Company extends a subsidy for purchase of E-scooter and e- bicycle. Till date, around 220 employees have taken benefit of the said scheme.
- In 2022-23, About 1500 various types of conventional lighting fittings were replaced by latest LED type of fittings for saving of power besides up gradation of lighting system. It resulted into annual power saving of 6.60 Lacs KWH.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	155	345.8
E-waste (B)	1.1	2.9
Bio-medical waste (C)	0.2	0.2
Construction and demolition waste (D)	0	0
Battery waste (E)	14.7	3.1
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	849.6	877.9
Other Non-hazardous wastegenerated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	45.3	289.4
<b>Total (A+B + C + D + E + F + G + H)</b>	1065.9	1519.4
<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) Recycled	678.1	1194.2
(ii) Re-used	249.6	292.5
(iii) Other recovery operations	-	-
<b>Total</b>	927.7	1486.7

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	100.5	60.9
(ii) Landfilling	222.3	59.4
(iii) Other disposal operations	-	-
<b>Total</b>	<b>322.8</b>	<b>120.3</b>

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

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company, being a ISO 14001 & Responsible Care practicing organization, manages its waste in a legally compliant and sustainable manner. All the waste is handled as required by Consent to Operate / Hazardous Waste authorization of the individual sites. The Company adopts the strategy of Reduce, Reuse, Recycle, Recovery and Disposal by optimizing and modifying the process from time to time. Continuous improvements in manufacturing process and technology is the key to reduce the generation of waste at our site.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public Domain (Yes / No)	Relevant Web link
Amalgamation of Environmental clearances and Expansion/ Amendment of Plants at GSFC Baroda Unit	SO 1533	September 14, 2006	Yes	Yes	<a href="https://www.gsfclimited.com/rc-ims">https://www.gsfclimited.com/rc-ims</a>

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

S. No.	Specify the law / regulation/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
Complied with all applicable laws.				

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

### Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	7,66,550	8,78,374
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>7,66,550</b>	<b>8,78,374</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	12,81,761	8,72,302
Total fuel consumption (E)	55,38,033	69,88,777
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from nonrenewable sources (D+E+F)</b>	<b>68,19,794</b>	<b>78,61,079</b>

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – Primary and Secondary	37,65,654	40,61,793
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>37,65,654</b>	<b>40,61,793</b>

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

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

We do not have any of our plant in water stress areas.

4. **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.**

Company does not have manufacturing facilities in any of the ecologically sensitive areas.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-withsummary)	Outcome of the initiative
1	Renewable energy generation	GSFC has 152.8 MW windmills in the Saurashtra and Kutch Region, 10 MW Solar power plant at Charanka and 0.9 MW solar roof top. 32 to 35 % of GSFC's power requirement is fulfilled from renewable energy and we are further expanding its renewable energy capacities by installation of a new 15 MW Solar power project at Charanka, 140 kW Solar project at Baroda Unit & 640kW Solar project at Sikka Unit.	Reduction in GHG emissions.
2	Installation of roof rainwater harvesting	GSFC has installed a roof-top rainwater harvesting system (RTRWHS) to collect rain-water from the terraces of GSFC's Corporate building & 'A' Block to Chhani Pond and reuse in the plants.  The implementation of Phase - II of RTRWHS for R&D, Central Lab, ADC is under progress and will be completed before next monsoon.	Water conservation.
3	Bio-methanation plant set-up	GSFC has recently commissioned a Bio-methanation plant for better management of food waste. Biogas generated is utilized in kitchen place of LPG.	Better waste management and reduction in fossil fuel consumption by replacing LPG.
4	In-house utilization of waste	Ground Sulphur Muck has been reused by either addition as a filler in ASP or by mixing with Phosphogypsum. This has resulted into addition of nutrient in the form of element sulphur.	Reduction in waste and material recovery.

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

Company has identified various risks along with its categorization based on the severity which are related to business continuity / operation. Also the risk mitigation measures are also given for each identified risks. Company has developed online module for regular monitoring by all concerns, nodal officers along with the Risk management committee which was formed by the Company as per statutory compliance. The committee reviews the associated risks & their mitigation measures on monthly / quarterly basis to ensure for sustainable business operations.

On site emergency action plan is in place as a part of emergency planning and response which is one of the important elements of process safety management. The onsite emergency action plan contains information in details viz chemical hazards emergencies that can lead to Disasters, details of preparedness and measures to be taken to combat such emergencies which includes manmade and natural disasters. Software approach is utilized to find out the critical area and contour with exposure of chemical in terms of lethal dosages and lethal concentrations. Mock drills are held to gauge the efficiency of the site emergency action plan. Emergency combat trainings are conducted as per requirement.

Regarding offsite emergencies, GSFC Vadodara is one of the founder members of OIECR (offsite industrial emergency control room). GSFC has been conducting offsite drills and offering service to neighbouring industries during the outbreak of offsite disasters.

Emergency communication centre is functional round the clock; emergency combat trainings are conducted as per requirement. Emergency support team members also form part of mock drill responders. All mock drills are suitably documented. Two full-fledged fire stations having adequate manpower are functional round the clock with ten fire tenders; 04 utility emergency vehicles, 01 snorkel, more than 1700 fire extinguishers, 141000 cubic meter of dedicated fire water storage, fire hydrant network across the length and breadth; a dedicated safety team ensures safety of human resources and assets as also it complies with statutory requirements as applicable to GSFC.

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

No significant impact.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

**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.

13

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Organization of Employers, New Delhi	National
2	All India Plastic Manufacturing Association, Mumbai	National
3	Chemicals & Petrochemicals Manufacturers' Association, New Delhi	National
4	Employees Federation of India, Mumbai	National
5	Federation Of Indian Chambers of Commerce & Industry, Delhi	National
6	Indian Chemical Council, Mumbai	National
7	Fertiliser Association of India	National
8	Baroda Productivity Council (HR)	State
9	Exim Club, Baroda	State
10	Federation Of Gujarat Industries, Baroda	State
11	Indian Institute of Plant Engineers, Vadodara	State
12	Indian Institute of Welding, Baroda Branch	State
13	Vadodara Chamber of Commerce & Industries	State

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

### 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
	GSFC has offered feedback on proposed regulatory guidelines on IS 16603- Solid Waste Management as received from the Fertiliser Association of India (FAI).				

**PRINCIPLE: 8 Businesses should promote inclusive growth and equitable development.**

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil						

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

GSFC have a robust process to receive and redress concerns/ grievances received from the community wherein HoD of all departments works towards its redressal. Complaints are resolved in a timebound manner with proper documentation and closely monitored for resolution.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers *	2.3%	2.2%
Sourced directly from within the district and neighbouring districts	32.0%	34%

\*Out of total 2,528 active vendors 1,576 are MSME vendors.

### 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
Nil	Nil

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

Sr. No.	State	Aspirational District	Amount spent
1	Gujarat	NA	10 Crore
2	Telangana	NA	1.5 Crore

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

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

4. 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		

5. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	5,900	72%
2	Drinking water Facility	15,000	Not Measured
3	Rural Development Projects	20,000	

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

**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.**

We have a robust mechanism in place to receive and respond to consumer complaints and feedback i.e., Agrinet™ call centre, dealer portals, consumer care helpline, personal interaction, email. We also have an escalation mechanism to review and resolve the complaints in a time bond manner.

**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	Company has internal management system (IMS) which is in place for all plants. The Material Safety Data Sheet (MSDS) of all products are available on Company's portal and the same are being conveyed to our customers for safe & responsible usage, safe disposal etc. Company has also Responsible Care certification (RC) in which Company ensure all environmental, social, safety, health & security etc. aspects for it's all products/plants/units.
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

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

Yes, we have an "IT Security Policy" to strengthen our cybersecurity.

**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, as there were no issues for concerns related to advertising, delivery of essentials, product recalls and actions initiated by regulatory authorities for safety of companies' products.

### Leadership Indicators

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

The information on products & services of the entity can be accessed on [www.gsfclimited.com](http://www.gsfclimited.com). Additionally, details on products & services are also propagated through farmer/retailer meetings, field demonstration, social media, literature etc.

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

A detail specification of our products is available on our website, which can be accessed via <https://www.gsfclimited.com>/ products. We also provide farm advisory services to farmers and channel partners related to application, application time, doses methodology etc. via regular field meetings, promotional campaigns, field demonstration and literature. We also share Product Brochures, MSDS and Term Card with customers and conduct Safety Awareness Sessions.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

The Company communicates with its customers through various media E.g.: Email, SMS, Advertisements, Website, Social Media platforms, customer surveys, helpdesk, customer feedback, seminars, CRM portal, product demonstration.

### 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 regarding 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)

No, since fertilizers is the Government controlled products, only statutory information as decided under regulatory mechanism can only be printed on packaging bags.

Yes, we have a large network of employees, placed across the markets for regulating our fertilizer business, who are in direct touch with the market and is regularly reviewing and monitoring the intensity of consumer satisfaction about our product and services. We also have a set procedure for regularly taking feedbacks from customers.

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

#### a) Number of instances of data breaches along-with impact

Nil

#### b) Percentage of data breaches involving personally identifiable information of customers

Nil

Important note: The Business Responsibility and Sustainability Report (“BRSR”) is also being filed in XBRL format with Stock Exchanges where shares of the Company are listed viz. BSE and NSE. In the event of any inconsistency between the print and XBRL versions of BRSR, the print version shall prevail.