

September 1, 2023

The Compliance Manager
BSE Limited
Corporate Relationship Dept.,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400001.
Scrip Code: **500655**

The Manager, Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051.
Trading Symbol: **GRWRHITECH**

Sub: Business Responsibility and Sustainability Report Financial Year 2022-23.

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 (“Listing Regulations”), we are submitting herewith copy of the Business Responsibility and Sustainability Report for the Financial Year 2022-23, which forms an integral part of the Annual Report FY 2022-23 of the Company.

We request you to take this on record and to treat the same is in compliance with the applicable provisions of the Listing Regulations.

Thanking you,

Yours faithfully,

For Garware Hi-Tech Films Limited

Awaneesh Srivastava

Company Secretary

FCS 8513

Encl.: As stated above.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L10889MH1957PLC010889							
2.	Name of the Listed Entity	Garware Hi-Tech Films Limited							
3.	Year of incorporation	1957							
4.	Registered office address	Naigaon, Post, Waluj Aurangabad, Maharashtra 431133, India							
5.	Corporate address	Garware House, 50-A, Swami Nityanand Marg, Vile Parle (East), Mumbai-400057, India							
6.	E-mail	cs@garwarehitech.com							
7.	Telephone	0240-2554427 – 4430							
8.	Website	https://www.garwarehitechfilms.com							
9.	Financial year for which reporting is being done	2022-2023							
10.	Name of the Stock Exchange(s) where shares are listed	<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">Name of the Exchange</th> <th style="text-align: left;">Stock Code</th> </tr> </thead> <tbody> <tr> <td>NSE</td> <td>GRWRHITECH</td> </tr> <tr> <td>BSE</td> <td>500655</td> </tr> </tbody> </table>		Name of the Exchange	Stock Code	NSE	GRWRHITECH	BSE	500655
Name of the Exchange	Stock Code								
NSE	GRWRHITECH								
BSE	500655								
11.	Paid-up Capital	INR 23,23,23,940							
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Awaneesh Srivastava Company Secretary and Vice President- Legal Contact- +91 022 66988131							
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).	The disclosures under this report are made on standalone basis for Garware Hi-Tech Films Limited. (GHFL)							

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
	Manufacturing of Poly films	Comprises Polyester film manufacturing	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of Poly films	3131	100%

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	3	2	5
International	0	2*	2

* US & UK has one office each

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	30
International (No. of Countries)	90+

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

70%

c. A brief on types of customers

The Company presents an extensive array of products catering to both direct customers and industries. Among our consumer offerings are solar control films, paint protection films, architectural and decorative films, and safety films. On the industrial front, we provide shrink films, low oligomer films, liners, packaging films, thermal lamination, metallised films and more

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	547	540	98.8%	7	1.27%
2.	Other than Permanent (E)	23	23	100%	Nil	Nil
3.	Total employees (D + E)	570	563	98.8%	7	1.21%
WORKERS						
4.	Permanent (F)	305	305	100%	Nil	
5.	Other than Permanent (G)	931	931	100%		
6.	Total workers (F + G)	1236	1236	100%		

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	Nil. The Company presently does not have any disabled employee as defined under the Disabilities Act, 2016.				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil. The Company presently does not have any disabled worker as defined under the Disabilities Act, 2016.				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women*

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	4	36.37
Key Management Personnel	3	0	0.00

*As per the definition of Section 203 of Companies Act, 2013.

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.11	13.33	13.72	13.01	26.67	19.84	Data not available for FY (Financial Year) 2020-21		
Permanent Workers	8.14	0	4.70	4.65	0	2.32			

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

21. (a) Names of holding/ subsidiary/ associate companies/ joint ventures

S. No.	Name of the holding/ Subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Garware Hi-Tech Films International Limited Unit 1.05,1.06, The Plaza, 535, Kings Road, London - SW10 0SZ.	Subsidiary	100	No
2.*	Global Hi-Tech Films Inc. 101, Lake Forest Blvd. Suite 410, Gaithersburg MD, 20877, U.S.A.	Subsidiary	*	No

*Global Hi-Tech Films Inc. is a step down subsidiary.

VI. CSR Details

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

(ii) Turnover– ₹ 1,31,123.58 lakhs

(iii) Net worth– ₹ 1,81,339.95 lakhs

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 theyear	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks
Communities	Nil	Nil					
Investors (Other than shareholders)	NA						
Shareholders	The Company has empowered a Board-level Stakeholders Relationship Committee ("SRC") to examine and redress complaints by shareholders.						
Employees and workers	Open door policy as prescribed as per our HR policies						
Customers	Concerned functional head acts as grievance redressal officer						
Value Chain Partners	Concerned functional head acts as grievance redressal officer						
Other (please specify)	NA						

24. Overview of the entity’s material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to our business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)*
1.	Energy Management (Climate Change, GHG Emissions and Air Pollution)	Risk	Changes in existing and emerging regulations impacting emissions and climate change is a key risk factor considering the hazardous nature of activities that we carry out.	The company has implemented following measures to mitigate the risk: i. Installation of renewable sources of energy (solar, wind) inside & outside the plant towards reducing the purchased electricity ii. Green Power Purchase agreement iii. Tree plantation (inside & outside the plant) iv. Installation of solar heaters inside the plant to use direct thermal energy in the processes	Non-compliance to mandatory regulations may expose the company to legal suits and reputational risk.

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)*
2.	Disposal of Post-consumer Plastic Waste	Risk	Plastic waste disposal is a key material issue under the environment related risk for the Company as plastic constitutes majority of our raw material.	The company, with the help of external agencies, recycled / scientifically disposed at authorised vendor their post-consumer waste under Extended Producer Responsibility	Lack of initiatives towards environment preservation may impact business operations.
3.	Use of Raw Materials	Opportunity	Selecting eco-friendly raw materials gives the Company an opportunity to minimize environmental and social impacts of its operations.	-	Selection of ecofriendly raw material, in addition to positive impact on environment, helps in cost reduction, thereby resulting in increased revenue growth.
4.	Talent Attraction and Management	Opportunity	The company, by attracting and retaining top talent, can gain access to individuals with exceptional skills, knowledge, and experience, giving them an advantage over their peers. The right talent can drive innovation, improve productivity, and contribute to overall business growth.	-	Improved employee satisfaction and retention rate
5.	Occupational Health and Safety	Risk	OHS incidents can damage an organization's reputation, both internally and externally. News of workplace accidents or occupational illnesses can spread quickly and impact how the organization is perceived by employees, customers, investors, and the general public	The company has implemented following measures to mitigate the risk: <ul style="list-style-type: none"> Well-defined safety policy that is based on the principle of Plan-Do-Check-Act cycle Company ensures that the plant and facilities are reviewed from time to time for any unsafe/ non-standard acts or condition which may give rise to potential injury or harm Company has established processes like HIRA, hazard reporting, incident reporting and near miss reporting to identify work related hazards and assess risks 	Workplace accidents and injuries may lead to workers' compensation claims, which can be a significant financial burden for organizations.
6.	Supply chain	Risk	Any failure to procure equipment, reagents or drugs on a timely basis, or at all, from such third parties and on commercially suitable terms could affect our ability to provide our services. Certain of our medical and laboratory equipment are also procured under lease agreements.	The company follows all the formulated SOPs related to sustainable procurement and undertakes a daily monitoring of Released Purchase Requisitions (Sanctions), open Purchase Orders (Materials in Transit), Major Raw Materials Stock / Consumables / Critical Spares / Project items	If the business relationship between our Company and our major suppliers were to deteriorate or if any of those suppliers were to terminate their business relationship with our Company or renegotiate our contracts on less favorable terms, our business, results of operations and prospects may be adversely affected

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)*
7.	Labor Relations	Risk	the Company would face reputational risk in case of non-compliance with the laws and regulations w.r.t. labor it employs.	The company has an audit committee in place that reviews company's compliance with all the regulatory compliances and ensure that the company does not hire child labor, forced labor or involuntary labor	Likely financial loss in case of fines and penalties and reduced retention rate of the employees/ workers
8.	Regulatory Compliance	Risk	the Company operates in a very strictly regulated environment and faces reputational risk in case of non-compliance with the laws and regulations.	The company has an audit committee in place that reviews company's compliance with all the regulatory compliances	Likely financial loss in case of penalties and reduced business due to reputational loss
9.	Ethics & Integrity	Opportunity	Strong ethics and integrity ensure improved credibility of organization in the industry	-	Improved employee experience and customers satisfaction

* There is no negative financial impact during the reporting year FY 2022-23.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
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	<p>All the SEBI mandated policies could be found at https://www.garwarehitechfilms.com/investors/policies-of-company/</p> <ol style="list-style-type: none"> Familiarization Programme for Independent Directors- P1I https://www.garwarehitechfilms.com/dms/garware/company-policies/FAMILIARIZATION%20PROGRAMME%20FOR%20INDEPENDENT%20DIRECTORS.pdf Prevention of Sexual Harassment Policy- P5I https://www.garwarehitechfilms.com/dms/garware/company-policies/Policy%20on%20Prevention%20of%20Sexual%20Harassment.pdf Anti- Bribery and Anti- Corruption Policy- P1I https://www.garwarehitechfilms.com/dms/garware/company-policies/Anti%20Bribery%20and%20Anti-Corruption%20Policy.pdf Corporate Social Responsibility Policy- P4, P8I https://www.garwarehitechfilms.com/dms/garware/company-policies/CSR%20Policy.pdf Whistleblower Policy- P1I https://www.garwarehitechfilms.com/dms/garware/company-policies/Whistle-Blower-Policy-Revised-02.01.2023.pdf Policy on board diversity-P1, P8I https://www.garwarehitechfilms.com/dms/garware/company-policies/Board-Diversity-Policy.pdf Policy on Related Party Transactions- P1, P4, P7I https://www.garwarehitechfilms.com/dms/garware/company-policies/Policy%20on%20Related%20Party%20Transactions.pdf Code of conduct for Board of Directors & Senior Management Policy- P1I https://www.garwarehitechfilms.com/dms/garware/company-policies/Code-of-conduct-for-Board-of-Directors-Senior-Management-Policy.pdf 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>9. Code of Conduct for Prevention of Insider Trading- P1, P8l https://www.garwarehitechfilms.com/dms/garware/company-policies/Code%20of%20Conduct%20for%20Prevention%20of%20Insider%20Trading.pdf</p> <p>10. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information- P1l https://www.garwarehitechfilms.com/dms/garware/company-policies/Code%20of%20Practices%20and%20Procedures%20for%20Fair%20Disclosure%20of%20Unpublished%20Price%20Sensitive%20Information.pdf</p> <p>11. Annual Disclosure of Holdings by Designated Personnel- P1l https://www.garwarehitechfilms.com/dms/garware/company-policies/Annual-Disclosure-of-Holdings-by-Designated-Personnels.pdf</p> <p>12. T&C Appointment of IDP- P1l https://www.garwarehitechfilms.com/dms/garware/company-policies/Terms-of-Appointment-Independent-Directors.pdf</p> <p>13. Risk Management Policy- https://www.garwarehitechfilms.com/dms/garware/company-policies/Risk-Management-Policy.pdf</p> <p>14. Policy on Preservation of Documents- P1, P2l https://www.garwarehitechfilms.com/dms/garware/company-policies/Policy-on-Preservation-of-Documents.pdf</p> <p>15. Policy for determination of material events-P1, P4l https://www.garwarehitechfilms.com/dms/garware/company-policies/Policy-for-determination-of-material-events.pdf</p> <p>16. Sustainability Policy- P2, P6, P9l https://www.garwarehitechfilms.com/dms/garware/company-policies/Sustainability-Policy.pdf</p> <p>17. Dividend Distribution Policy- P3, P4l https://www.garwarehitechfilms.com/wp-content/uploads/2021/06/Dividend-Distribution-Policy.pdf</p> <p>18. Policy for Determining Material Subsidiaries- P1, P4, P7l</p> <p>19. https://www.garwarehitechfilms.com/dms/garware/company-policies/Policy%20for%20determining%20material%20Subsidiaries.pdf</p> <p>20. Nomination and Remuneration Policy- P3, P4l https://www.garwarehitechfilms.com/dms/garware/company-policies/Policy%20Relating%20to%20the%20Remuneration%20of%20the%20Directors,%20Key%20Managerial%20Personnel%20and%20other%20Employees%20(Nomination%20Remuneration%20Committee%20Policy).pdf</p> <p>21. Policy on succession planning for the board and senior management- P3, P4l https://www.garwarehitechfilms.com/dms/garware/company-policies/Policy-on-succession-planning-for-the-board-and-senior-management.pdf</p> <p>22. Archival Policy- P1l https://www.garwarehitechfilms.com/dms/garware/company-policies/Archival%20Policy.pdf</p> <p>Additionally, the company maintains a few other policies available on the Intranet and the same is accessible to all employees.</p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>Yes, a few of our policies relevant to value chain partners extends to them. These are as follow:</p> <ul style="list-style-type: none"> • Code of conduct • Anti- Bribery and Anti- Corruption Policy; and • Training policy 								
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The company has obtained following certifications ensuring quality management:</p> <ol style="list-style-type: none"> 1. BRC rated AA- assures packaging suppliers are compliant to the Global Food Safety Initiative (GFSI) and the "AA" certification is the highest possible rating for a BRC planned audit 2. ISO 9001:2015- specifies requirements for a quality management system 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	In our ESG Journey, we look forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection. In line with the same, we target to reduce 50% of the absolute emission with respect to FY 2022-23 by the year 2029-30.								
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	<p>At Garware Hi-Tech Films Limited, sustainability is a core to our vision of making our planet healthier. We are constantly working towards ensuring a sustainable and brighter future by implementing our innovation-oriented approach. The Company is committed towards delivering long term economic value to our stakeholder and contributing to our communities' environmental and social well-being.</p> <p>We are focused on continuous innovation, introducing innovative products like low oligomer content films, sun control window films, post-consumer recycled PET (PCR) driven products that are environment friendly and helping us to reduce our carbon footprint. By sustainably lowering energy consumption, using renewable resources, maximizing post-consumer recycled usage, reducing production waste, using 100 percent recyclable production waste, and reducing all non-recyclable waste generation, not only have we been able to improve our profitability, but also made positive steps towards becoming an environmentally friendly Company. Simultaneously, we intend to streamline our societal commitments by undertaking various CSR initiatives related to education, environmental sustainability, and health care for the betterment of the society.</p> <p>In the future, the Company will continue to be committed towards delivering high quality product by creating innovative solutions leveraging futuristic technology to remain at the forefront of the polyester film manufacturing industry and to accomplish our vision of becoming a global leader in specialty performance films.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Uday Vasantrya Joshi (DIN No: 09753984) Designation: Whole Time Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Board has appointed Mr. Uday Vasantrya Joshi (DIN No: 09753984) for decision making on sustainability related issues.								

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)																
	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9	P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9																
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable. The periodicity of these reviews either quarterly, half-yearly or whenever an update is required due to change in applicable laws.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the company monitors and complies with all the applicable statutory requirements.																	

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	In addition to periodic internal evaluation at Board and Committee level assurance, comfort is sought by the Company on its policies/procedures/codes through periodic audits by external agencies. For the purpose of this report through an extensive exercise, assessment of operationalization and effectiveness of policies mentioned in this section, is done by Dhir & Dhir Associates, an eminent Law firm. M/s. Deloitte Touche Tohmatsu India LLP is the Internal Auditor of the Company.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Code of conduct, Transparency, Accountability, and Integrity	100%
Key Managerial Personnel	1	Code of conduct, Transparency, Accountability, and Integrity	100%
Employees other than BoD and KMPs	1	Code of conduct, Transparency, Accountability, and Integrity	100%
Workers	1	Code of conduct, Transparency, Accountability, and Integrity	100%

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				
Settlement					
Compounding Fee					
Non-Monetary					
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 since the answer to Question 2 is Nil.	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
Yes, the company understands that an anti-bribery and anti-corruption policy is essential for upholding ethical standards, ensuring legal compliance, protecting reputation, managing risks, gaining a competitive edge, fostering employee engagement, and navigating the challenges of international business. It is a critical component of responsible and sustainable business practices. In line with this, we have formulated and implemented an anti-bribery and anti-corruption policy and the same is applicable to all individuals working for the company at any location and at all levels and grades.

Link: <https://www.garwarehitechfilms.com/dms/garware/company-policies/Anti%20Bribery%20and%20Anti-Corruption%20Policy.pdf>

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	
KMPs		
Employees		
Workers		

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

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

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

Not applicable

Leadership Indicators

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

Total number of awareness programmes held	Topic/ principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil. We are currently not conducting any awareness programme for our value chain partners but we are committed to assess the need of it in the coming years and take it up accordingly.		

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 “Code of Conduct for Board of Directors and the Senior Management” for the management of potential and identified Conflict of Interest which may arise during the business. Furthermore, the Company receives an annual declaration (changes from time to time) from its Board members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute and the Company’s policies are in place before transacting with such entities/ individuals.

The Policy is available at: <https://www.garwarehitechfilms.com/investors/policies-of-company/>

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 the environmental and social impacts
R&D	0.24% (INR 316.62 Lakh)	(INR 371.74 Lakh)	<p>Floatable shrink film can help to recycle the PET bottle crush without label contamination and easy separation during washing process as a part of recycling process of r-PET. This helps to make recycled r-PET resin contamination free (label contamination) to re-use in the film, fiber manufacture. Improving the recycling process of r-PET resin contributes to avoiding the waste generation and contamination of soil and environment. The PET bottle recycling process eliminates a label separation stage during recycling as explained above.</p> <p>The use of solid white shrink film offers the advantage of eliminating one step of printing white ink on the shrink label. This opaque nature makes it ideal for shrink labels used on containers containing photosensitive ingredients, such as milk products and cosmetics. By enhancing the shelf life of the contents inside these containers, the solid white shrink film contributes to the overall product quality and consumer satisfaction.</p> <p>Peelable and sealable lidding films provide effective protection for food ingredients within various food containers, including APET/CPET trays, PS cups, and PP cups, commonly used in milk product packaging like yoghurt and curd. These films offer approximately 2 times more coverage than traditional aluminum foil lids, optimizing resource utilization. Moreover, these lidding films provide barrier properties, further enhancing the shelf life of the food ingredients, preserving their freshness and quality.</p> <p>Compared to aluminum foil lids, which may be fragile and require lamination to other substrate layers for improved strength and fold endurance, peelable and sealable lidding films offer a more efficient and reliable solution. Their durability and performance ensure the safe and effective sealing of food containers, reducing the risk of contamination and extending the overall shelf life of the food products.</p>
Capex	0.00	(INR 0.25 Lakh)	Nil

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

Yes, the company has implemented a vertical integration strategy for procurement, acquiring all of its packaging material (wood) from local sources and ensuring that 100% of its paper material is sourced sustainably. By procuring packaging material locally, the company benefits from reduced transportation costs, a lower environmental impact, and a positive contribution to local economies through supporting nearby businesses and generating employment opportunities. Moreover, their commitment to sustainable sourcing for paper material involves partnering with suppliers who practice responsible forestry, ensuring the protection of natural resources, biodiversity, and communities involved in the production process.
- c. If yes, what percentage of inputs were sourced sustainably?

The company has strategically adopted vertical integration in its procurement processes, thereby obtaining all of its packaging material (wood) from local suppliers. Moreover, the company maintains a steadfast commitment to sustainability by ensuring that 100% of its paper material is sourced from sustainable and environmentally responsible sources.
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, as a responsible and environmentally conscious company, takes its Extended Producer Responsibility (EPR) seriously. To address the issue of plastic waste, they have partnered with a reputable third-party recycling firm. By doing so, the Company ensures that the plastic waste generated from their products is efficiently recycled, contributing to the reduction of plastic pollution. Additionally, for the disposal of other types of waste, the Company collaborates with government authorized vendors.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to the company's activities. The waste collection plan is in line with the EPR plan is submitted to the Maharashtra State Pollution Control Board and Central Pollution Control Board . We have appointed an external agency to collect and scientifically dispose of the waste and in turn provide us with the recycling certificates.

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) If yes, provide the web-link.
The company does not conduct Life Cycle Perspective/ Assessments (LCA) for any of its products currently. Efforts are underway to take this up from the upcoming years.					

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
Nil.		

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
This data is not quantifiable for the reporting year however, efforts are underway to provide data in the upcoming years.		

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)	162.97	15613.12	1564.00	319.26	16668.45	1781.90
E-waste	0	0	1.82	0	0	2.63
Hazardous Waste	0	304.35	50.59	0	218.14	66.91
Other waste	0	1069.18	0	0	645.89	0

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 percentage of products sold) for each product category.
This data is not quantifiable for the reporting year however, efforts are underway to provide data in the upcoming years.	

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: 100%

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	540	540	100	540	100	NA		540	100	540	100
Female	7	7	100	7	100	7	100	NA		7	100
Total	547	547	100	547	100	7	100	540	100	547	100
Other than Permanent Employees											
Male	23	23	100	23	100						
Female	NA							NA			
Total	0	23	100	23	100						

b. Details of measures for the well-being of workers: 100%

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefit		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent worker											
Male	305	305	100	305	100			305	100	305	100
Female	NA					NA		NA			
Total	305	305	100	305	100			305	100	305	100
Other than Permanent worker											
Male	931	931	100	931	100			931	100	931	100
Female	NA					NA		NA			
Total	931	931	100	931	100			931	100	931	100

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	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y

3. Accessibility of workplaces

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

We believe in inclusivity and providing an environment where our employees and workers feel safe and nurtured. In line with this, we are committed to fulfilling the requirements of a differently abled employee/worker whenever they become part of our workforce.

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.
The Company provides equal employment opportunities to all individuals, regardless of their race, gender, religion, national origin, age, or disability and continuously work towards creating a fair and inclusive workplace where all employees feel valued, respected, and have an equal opportunity to succeed. Although it is not documented in a policy currently, we are committed to provide the same in the coming years.

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	88.00	95.45	80.00	100.00
Female	80.00	80.00	95.00	63.16
Total	84.00	87.73	87.50	81.58

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, a well-functioning grievance redressal system ensures that employees/workers have a fair and effective mechanism to address their concerns, conflicts, and grievances. It provides a platform for employees to voice their grievances, which is crucial for maintaining a positive work environment and fostering employee satisfaction and well-being. The company's HR operation head is available to attend the grievances raised by any category of employee/worker, If the complainant wish to escalate his/her grievance, they have a free access to reach any level up to Managing Director to their concern
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized 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)
Total Permanent Employees	Nil					
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	563	496	88.00	300	53.20	661	450	68.00	300	45.30
Female	7	0	0	0	0	5	0	0	0	0
Total	570	496	87.00	300	52.70	666	450	67.60	300	45.00
Workers										
Male	1236	1150	93.00	700	56.70	1186	650	54.90	400	33.80
Female	NA									
Total	1236	1150	93.00	700	56.70	1186	650	54.90	400	33.80

9. Details of performance and career development reviews of employees and worker: 100%

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	563	563	100	661	661	100
Female	7	7	100	5	5	100
Total	570	570	100	666	666	100
Workers						
Male	1236	1236	100	1186	1186	100
Female	NA					
Total	1236	1236	100	1186	1186	100

10. Health and safety management system:

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

Yes, the health and safety management system in Garware Hi-Tech Films Limited consists of the PDCA cycle (Plan-do-check-act). We have a strong Environment, Health and Safety (EHS) policy and required support from the management for the implementation in terms of the resources and commitment from the management side. There are strong review mechanism set up in the form of management safety committee meeting which is held every month to review the health and safety performance of the complete plant. Due to the continued effort and the PDCA cycle, the plant had maintained a record of zero reportable injuries for more than 1300 days till date (end of reporting period) and we aim to continue this with the same vigor and commitment.

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

The Company has a strong process to identify and mitigate hazards. Each plant has plant level safety committee and safety coordinators who are supported by dedicated health and safety specialist. They carry out monthly task force rounds and risk assessments, of the respective areas and come up with improvements required. We have developed an online hard reporting system where the hazards are recorded and followed up till the actions are completed on them. We also have a strong work permit system which ensures that a job is taken up only with a proper risk assessment and mitigation.

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

Yes, the company has an Online Safety Observations reporting system. The workers are encouraged to report near miss incidents by reporting unsafe conditions & unsafe actions and the same goes to concerned supervisor / manager for implementation. Compliance status of these issues are monitored weekly.

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

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

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	Nil	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
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.

We believe that ensuring a safe and healthy work environment is essential for ethical, practical, and legal reasons. It enhances employee well-being, productivity, and engagement, while also safeguarding the organization from potential liabilities. Prioritizing workplace safety is a win-win situation that benefits both employees and the organization as a whole. In line with this, the company has a process whereby each incident is recorded, investigated and followed up till completion of measures. Each abnormality is recorded and mitigated. This is a continuous job and a state of contentedness must not be reached.

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					
Health & Safety						

14. Assessments for the year:

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

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

The company has implemented best practice in the form of engineering and administrative controls, procedures and training at all its sites to improve occupational health and safety. The company conducts root cause analysis of all safety related incidents and the information gathered is used to further corrective and preventive actions.

Leadership Indicators

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

Yes, group personal accident insurance is provided for both employees/workers.

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

We have adequate measures in place to ensure that statutory dues have been deducted and deposited by our contractors and we take deposit to secure the business relationships with our distributors.

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, are 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			
Workers				

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

Yes, the company appreciates the hard work and loyalty of their employees and tries to retain them as advisors if found competent. We have retained almost 28 of our employees as advisors as on closure of reporting period.

5. Details on assessment of value chain partners:

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

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.

Not applicable since the element above is Nil.

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by analyzing the impact of each stakeholder groups on our business and vice versa. Based on the exercise carried out, we prioritized our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organization strategy.
- 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
Customers	Yes, if they qualify based on specified criteria such as income, gender etc.	Customer Satisfaction Surveys	Continuously	Data Security & Innovation
Employees	No	Email, intranet, social media, noticeboards, employee engagement initiatives, Annual performance appraisal discussions	Continuously or Need Based	Development and wellness programmes, including families
Shareholder/ Investors	No	Press releases, Investor/ Analyst Conference call, AGM, Annual Reports, and Financial Statements	Quarterly, Half Yearly, Annual	Company Financials
Communities	Yes	Newspaper, Website, Pamphlets, Advertisements	Continuous	Relief and Rehabilitation
Regulators and Statutory bodies	No	Meetings, Mandatory Filings with regulators (SEBI, MCA, etc.)	Continuous or need basis	Compliances, Fair and ethical business practices and Transparency in disclosures
Media	No	Website	Continuous	Press releases and public disclosures
Industry Associations	No	Meetings	Continuous	Communications
Dealers	No	Meetings	Quarterly or need based	Dealer meets, Dealer surveys, Welfare schemes, Training and education, Dealer feedbacks
Bankers and Financial institutions	No	Meetings, website, Advertisements	Quarterly	Engagement activities
Vendors	No	Regular meetings, Supplier assessments	Continuous	Ensure timely payments

Leadership Indicators

- 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.
The Company currently does not consult with its stakeholders to identify and manage environmental and social topics. However, the company is committed to incorporating this mechanism from the coming years.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
The Company's CSR activities focus on the disadvantaged, vulnerable and marginalized segments of society. All CSR programs are aligned to the CSR Policy of the Company. Critical focus areas of the Company's CSR mandate include education, gender equality and women empowerment, addressing hunger, poverty, nutrition and health.

PRINCIPLE 5: Businesses should respect and promote human rights.

Essentials Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	The company has provided POSH training for 100 of its officers in 2023. However, no training was provided in the reporting year.					
Other than permanent						
Total Employees						
Workers						
Permanent	0					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers, in the following format: 100%

Category	FY 2022-23				FY 2021-22					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	547	0		547	100	544	0		544	100
Male	540			540	100	5			5	100
Female	7			7	100	549			549	100
Other than Permanent	23	0		23	100	17	0		17	100
Male	23			23	100	17			17	100
Female	0			0	0	0			0	0
Workers										
Permanent	305	0		305	100	336	0		336	100
Male	305			305	100	336			336	100
Female	0			0	0	0			0	0
Other than Permanent	931	0		931	100	850	0		850	100
Male	931			931	100	850			850	100
Female	0			0	0	0			0	0

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

	Male		Female	
	Number	Median remuneration / Salary / Wages of respective category (in lakh)	Number	Median remuneration / Salary / Wages of respective category (in lakh)
Board of Directors (BoD)*	7	1.95	4	231.64
Key Managerial Personnel*	3	81.04	0	0
Employees other than BoD and KMP**	536	6.99	5	11.70
Workers**	305	4.71	0	0

*CMD and WTD are common for Sr. No. 1 and 2

** Employees and workers at 31/3/23 is considered for calculation.

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

Yes, the company's HR (Human Resource) operational head is the focal point responsible.

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

Aggrieved employee/worker has free access to approach the concerned HR head in case of any grievances. If not satisfied, he/she can approach the plant head or unit head of that location. If the complainant wish to escalate his/her grievance, they also have a free access to reach any level up to Managing Director for their concern.

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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

The Company is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation. Internal complaints committee has been founded as per statutory provisions to address and resolve the issues raised out of sexual harassment.

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

Yes, human rights requirements form part of our business agreements and contracts since we comply with the M.R.T.U and P.U.L.P Act. These requirements *inter-alia* include non-employment of child or forced labor and no unfair labor practices.

9. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Regular assessments are conducted by Directorate of Industrial Safety and Health (DISH) Assessment for all the aspects mentioned herein except for wages for 100% of our plants and Offices.
Forced/ involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	

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

No adverse remarks have been raised in the assessment at Question 9.

Leadership Indicators

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

The company is committed to make changes in the processes as and when required and has an open door policy towards all employees and stake holders. However, no such compelling case for process modification has arisen during the reporting period.

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

The company currently does not undertake any Human rights due diligence, However, it is open to assessing the relevance of it and implementing it in the upcoming years.

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?

The Company provides infrastructure support to differently abled visitors i.e., most of the offices are established on the ground floor, elevators, and ramp for wheelchair are provided wherever is applicable. In some cases, we also provide with battery operated vehicles for commuting purposes.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Upholding of Human Rights is critical to the Company's business. Strict internal vigilance is maintained to ensure prevention of discrimination and conduct our operations in a fair and transparent manner, aligned with all national and international standards of Human Rights. The company is committed to providing details on assessment of our value chain partners and the same will be made available from subsequent financial years
Discrimination at workplace	
Child Labour	
Forced Labour/ Involuntary Labour	
Wages	
Others – Please Specify	

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

The company is committed to providing details on assessment of our value chain partners and the same will be made available from subsequent financial years.

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

Essential Indicators

1. Details of total energy consumption (in Mega Joules) and energy intensity:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	268092.99	268301.50
Total fuel consumption (B)	523866870.50	527509374.70
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	524134963.40	527777676.20
Energy intensity per rupee of turnover (<i>Total energy consumption/ turnover in rupees</i>)	0.04	0.06
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	--	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Considering the Company's Business Operations, evaluation is not being conducted from any 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

Not Applicable. The company does not come under the PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	450728.00	453330.00
(ii) Groundwater	6695.80	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater/ desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (In kilolitres) (i + ii + iii + iv + v)	457423.80	453330.00
Total volume of water consumption (In kilolitres)	457423.80	453330.00
Water intensity per rupee of turnover (<i>Water consumed / turnover</i>)	0.000037	0.000051
Water intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-

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

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

Yes, the company has achieved zero liquid discharge (ZLD) at all its sites and the effluent is treated at the rate of 120 m3 per day and the recycled water is further used in the cooling towers.

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			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

The entity currently does not quantify its air emissions data. However, the efforts are underway to provide this data from the upcoming years.

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	56594.00	27549.00
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	60.32	60.46
Total Scope 1 and Scope 2 emissions per rupee of turnover	<i>Metric tonnes of CO2 equivalent/ Rs</i>	0.0000045	0.0000031
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the company is independently evaluated through an external agency, Consultivo.

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

Yes. The initiatives under energy conservation projects are mentioned as following:

- To reduce power consumption, 6 motors in line will be replaced with high efficiency motor, operating since Sept 2022 conserving 26250 of electrical energy units (Projected annual saving).
- Reduction in LSH Fuel consumption by 6.0 ton/ annum increasing Heater Efficiency, conserving 1241280 of electrical energy units and 6 FO (KL/annum).
- Installation of EC Blowers with VFD for two AHU K Lines, cost of installation for one AHU costs INR 9 lakh saving 75000 electrical energy units (Projected annual saving).
- Replacement of conventional lights with LED.
- Trim conveying blower reduce from 3 blowers to 2 blowers thus saving of 17 kw/Hr. achieved.
- Replacement of hot oil high head pump to low head pumps.
- HSH Production changeover with normal heel, leading in saving downtime of 8Hrs/Change over.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1564.00	1781.90
E-waste (B)	1.82	2.63
Bio-medical waste (C)	Nil	
Construction and demolition waste (D)	Nil	
Battery waste (E)	2.41	Nil
Radioactive waste (F)	Nil	
Other Hazardous waste (G)	50.59	66.91
1) Chemical sludge from waste water treatment		
2) Spent solvent (G)	293.49	68.32
3) Empty drums / barrels contaminated with Hazardous Chemicals (G)	134.69	141.19
4) Used Oil (G)	5.76	8.63
Other Non-hazardous waste generated (H)	406.60	26.67
1) Metal (All types)		
2) Waste Wood (Paper, Plywood, Jungle, Boxes, Core etc.) (H)	662.57	619.21
Total (A+B + C + D + E + F + G + H)	3121.95	2715.48
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	18554.89	19317.01
(ii) Re-used	162.96	319.25
(iii) Other recovery operations	Nil	Nil
Total	18717.85	19636.268
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	41.34	0
(ii) Landfilling	9.24	66.91
(iii) Other disposal operations	0	0
Total	50.58	66.91

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, the company has not been independently assessed by any 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.

The Company has robust waste management practices for the efficient handling and storage of both the hazardous and non-hazardous waste generated from the operations. All the types of waste generated are handled through authorized recyclers/ agencies for the responsible waste management. The plastic waste generated in-house is recycled and consumed in product itself, however, non-usable plastic waste is sold to authorized third party for recycling. Plastic waste generated outside boundary i.e., in society (post-consumption) is collected and disposed of in scientific manner as per Extended Producer Responsibility (EPR) guidelines through our agency. Hazardous waste such as spent solvent, spent oil, empty container, etc., are disposed through authorized recyclers for recovery. Chemical sludge is disposed to common hazardous waste disposal site as approved by Maharashtra Pollution Control Board (MPCB) for secured landfilling.

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

S. No.	Location of operations/offices	Types of 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.
The Company has no operations/offices in/around ecologically sensitive areas. Hence, required environmental approval/ clearances are not applicable for the Company.			

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
Nil. No environmental impact assessments projects were undertaken by the entity in the reporting year.					

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, in the following format:

Serial Number	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
Yes, the Company is compliant with all applicable environmental law/ regulations/ guidelines in India. GHFL maintains all emissions/waste generated at various units within permissible limits. These are continuously monitored, reviewed internally, and reported to the CPCB / SPCB as per the requirement.				

Leadership Indicators

1. Provide break-up of the total energy consumed (Mega Joules) from renewable and non-renewable sources:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	146061750.44	145209918.70
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	146061750.44	145209918.70
From non-renewable sources		
Total electricity consumption (D)	268092.99	268301.50
Total fuel consumption (E)	377805120	382299456
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	378073212.99	382567757.5

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, the company has not been independently assessed by any external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil. The company has implemented a zero liquid discharge mechanism.	
- 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 – please specify level of treatment		
(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		
Total water discharged (in kilolitres)		

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):

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

- (i) Name of the area: Tal Gangapur, District Aurangabad - Semi Critical as per CGWA assessment
- (ii) Nature of operations: Manufacturing
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	450728	453330
(ii) Groundwater	6695.80	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater/ desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (In kilolitres)	457423.80	453330
Total volume of water consumption (In kilolitres)	457423.80	453330
Water intensity per rupee of turnover (KL/Rs)	3.61	5.17
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(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	5586	Nil
Total water discharged (in kilolitres)	5586	Nil

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
The entity was not assessed for the Scope 3 emissions in the reporting year. However, efforts are underway to provide this data from the upcoming year.			

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. NA

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.

Not Applicable. The Company has no operations/offices in/around ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of sun control window films for auto and architectural applications	https://www.garwarehitechfilms.com/sustainability/	Reduction of 3 to 5 percent of fuel usage and an equal amount of carbon emission reduction
2	Introduction of post-consumer recycled PET (PCR)	https://www.garwarehitechfilms.com/sustainability/	Reduction of carbon footprint
3	Low-oligomer content films used in the hermetically sealed compressors	https://www.garwarehitechfilms.com/sustainability/	Lower energy consumption as enhance the overall performance of the compressor and safeguard it against premature product failure Floatable shrink film can help to recycle the PET bottle crush without label contamination and easy separation during washing process as a part of recycling process of r-PET. This helps to make recycled r-PET resin contamination free (label contamination) to re-use in the film, fiber manufacture. Improving the recycling process of r-PET resin contributes to avoiding the waste generation and contamination of soil and environment. The PET bottle recycling process eliminates a label separation stage during recycling as explained above.
4	Screw press technology which eliminates the use of sludge drying beds in the ETP	https://www.garwarehitechfilms.com/sustainability/	Reduce groundwater contamination and air pollution due to its vaporization
5	Wastewater recycling through evaporator	https://www.garwarehitechfilms.com/sustainability/	Reduction in wastewater treatment cost. Reuse of water.

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

As per the mention of Preparation of on- site emergency plan, addressed under Factories Act, 1948, the company's Emergency Management plans aim for the following:

1. Mobilize the system for emergency handling
 2. Contain the incident.
 3. Minimise casualties & prevent further injuries.
 4. Minimise the extent of damage to environment, property, resources & business.
 5. Optimum use of resources.
 6. Clear communication & line of command.
 7. Making each member of emergency team & amp; other employees aware of his precise role in an emergency.
 8. Reduce the "Thinking time" required after the occurrence of an incident
 9. Speed up the restoration of normalcy.
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?

There has not been any significant adverse impact to the environment, arising from the value chain of the entity.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
None of our value chain partners were assessed for environmental impacts in the reporting year.

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. Six
- 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.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Chamber of Marathwada Industries and Agriculture (CMIA) Aurangabad	State
2	Maharashtra Chamber of commerce Industry and Agriculture - Mumbai	State
3	Confederation of Indian Industry (CII)	National
4	Federation of Indian Export Organization (FIEO)	National
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6	The Plastics Export Promotion Council	National

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

Name of authority	Brief of the case	Corrective active taken
Nil. There were no issues identified related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities hence, this point is not applicable to us.		

Leadership Indicators

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

Sr. No.	Public policy advocated.	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
Nil. We did not engage in any public policy advocacy in the reporting period.					

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. The company has not undertaken any projects requiring SIA in the reporting year. The requirement of the same shall be assessed in the upcoming year and taken up accordingly.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 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.
The company is firmly committed to promoting an atmosphere of open communication and active engagement with our local community. Through our established open door policy for community grievances, we provide an accessible platform for community members to voice any concerns, feedback, or grievances they may have pertaining to our operations.

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	Nil. Because of the nature of process of activities involved, material is not available with MSME for sourcing.	
Sourced directly from within the district and neighbouring districts	Sourced from within district- 0.92% Sourced from neighbouring district- 7.77%	Sourced from within district- 0.92% Sourced from neighbouring district- 8.16%

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
This question does not apply to us as no projects requiring Social Impact Assessment was undertaken during the reporting period.	

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

S. No	State	Aspirational District	Amount spent (In INR)
Nil. No CSR projects were undertaken by the company in designated aspirational districts.			

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

Yes, there are no specific initiatives made for encouraging suppliers comprising marginalized/ vulnerable group onboarding as of now. However, the need for the same shall be assessed and taken up accordingly.

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

Not applicable since we currently do not procure from marginalized/ vulnerable groups.

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

Not applicable since we currently do not procure from marginalized/ vulnerable groups.

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

Sr. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable since no benefits have been derived from the intellectual properties based on traditional knowledge.				

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 to us since there has not been any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		

6. 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	Health Care project	Not ascertainable	Covers all beneficiaries within distance 20 km from the Manufacturing plant. This could include beneficiaries from vulnerable/marginalized groups however, the same is not quantifiable.
2	Promoting education, including special education and employment enhancing vocation skills	Not ascertainable	Covers all beneficiaries within area of the Corporate office. This could include beneficiaries from vulnerable/marginalized groups however, the same is not quantifiable.

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
In case a complaint is raised with respect to quality of product by our B2B consumers, a sample of material sold is called back and the concerned team resolves the complaints and records necessary feedback. Our sales force regularly engages with our clientele to ensure effective and speedy resolution of the complaints.
- 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	55%
Recycling and/ or safe disposal	100%

- Number of consumer complaints in respect of the following:

	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					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						

- Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil. None of our products were recalled on account of safety issues in the reporting year.	
Forced recalls		

- 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, cybersecurity policy is of utmost importance in today's digital landscape. It refers to a set of guidelines, procedures, and practices designed to protect computer systems, networks, and data from unauthorized access, cyber threats, and attacks. In line with this, we have formulated an IT Security Policy in place.
This policy is hosted on company's intranet and available to the employees.
- 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 since no such issues were raised.

Leadership Indicators

- Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if available).
Information of our products and services can be accessed on our website and social media handles as follows:
Website: <https://www.garwarehitechfilms.com/>
LinkedIn: https://www.linkedin.com/company/garware-hitech-films-limited/?original_referer=https%3A%2F%2Fwww.garwarehitechfilms.com%2F
Twitter: <https://twitter.com/garwarehitech>
YouTube: <https://www.youtube.com/channel/UCQ4NRwSDqav6nKDMOXBZ2FA>
Instagram: <https://www.instagram.com/garwarehitechfilms/>

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

The Company employs various methods to educate its customers on the safe and responsible use of its products:

Product Information, user manual, and guidelines: Providing detailed information about each product, including usage instructions, recommended applications, and potential risks.

Online Resources: Offering educational content on the official website, including articles, videos, and tutorials that explain the correct usage and care of products.

Customer Support and feedback: Offering customer support services to address queries and concerns related to product usage and safety.

Training Programs: Conducting training sessions or workshops for customers, installers, and partners to ensure they have a comprehensive understanding of product applications and safety measures.

Warning Labels: Clearly labeling products with warning symbols, usage instructions, and precautions to alert users to potential hazards.

Certifications and Standards: Ensuring that products meet industry standards and certifications, which can also include safety guidelines and recommendations.

Collaboration with Industry Associations: Partnering with relevant industry associations to share best practices and safety guidelines.

Environmental Impact: Educating customers about the environmental impact of products and encouraging responsible disposal or recycling methods.

Social Media and Marketing Campaigns: Utilizing social media platforms and marketing campaigns to raise awareness about safe and responsible product use.

Partnerships with Installers: Collaborating with authorized installers to ensure that they are well-versed in product application methods and safety practices.

By employing a combination of these approaches, the Company strives to ensure that its customers are well-informed about the safe and responsible use of its products.

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

We inform consumers of any risk of disruption/ discontinuation of essential services via email and telephonic calls.

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)

Yes, Product data sheet is provided along with our products specifying all the necessary disclosures.

The Company does not conduct any consumer surveys since it's operates predominantly in a B2B segment.

5. Provide the following information relating to data breaches:

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

Nil. There were no data breach instances during the reporting period.

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

Nil. There were no data breaches involving personally identifiable information of customers during the reporting period.