



GANESH BENZOPLAST LIMITED

CIN : L24200MH1986PLC039836 PAN NO. AAACG1259J

Regd. Office: Dina Building, 1st Floor, 53, Maharshi Karve Road, Marine Lines, Mumbai - 400 002

Tel: 022- 61406000 Fax: 022-22001928

Email: compliance@gblinfra.com □ Website: www.ganeshbenzoplast.com

September 02, 2024

To

<p>The General Manager, Department of Corporate Services – Corporate Relations Department, BSE Limited, Pheeroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001.</p> <p>Scrip ID: 500153</p>	<p>The Manager, Listing Department National Stock Exchange of India Limited Exchange Plaza, 5th Floor, Plot No. C/1, G-Block, Bandra Kurla Complex, Bandra (E), Mumbai – 400051</p> <p>Scrip ID: GANESHBE</p>
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report for the financial year 2023-24.

Requesting you to take the same on record.

Thanking You,
For Ganesh Benzoplast Limited

Ekta Dhanda
Company Secretary and Compliance Officer

Encl: As above



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24200MH1986PLC039836
2	Name of the Listed Entity	Ganesh Benzoplast Limited
3	Year of incorporation	1986
4	Registered office address	Dina Building,1st Floor, M.K. Road, Marine Lines, (East), Mumbai 400002
5	Corporate address	C-501, 502, 5th Floor, C-Wing, Lotus Corporate Park, Off Western Express Highway Geetanjali, Railway, Colony, Laxmi Nagar, Goregaon (East) Mumbai - 400063
6	E-mail	compliance@gblinfra.com
7	Telephone	+91-22-61406000
8	Website	https://www.ganeshbenzoplast.com
9	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) & BSE Limited (BSE)
11	Paid-up Capital	₹ 71.99 million
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Ms. Ekta Dhanda (Compliance Officer) Telephone: +91-22-61406000 Email: cs@gblinfra.com
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).	This report is prepared on standalone basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

16. 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	Liquid Storage Tank/ EPC	GBL owns and operates a network of shore-based tank farm installations for the receipt and handling of bulk liquids including Engineering, Procurement & Construction of Liquid Storage Tanks, loading / unloading	80%
2	Chemical business	Processing and dealing in quality range of food preservatives, lubricant Additives and API drugs	20%

17. 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	Liquid Storage Tank / EPC	52109 & 49120	80%
2	Chemical business	20119	20%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	5	2	7
International	Nil	Nil	Nil

**19. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	3
International (No. of Countries)	-

b. What is the contribution of exports as a percentage of the total turnover of the entity? Nil**c. A brief on types of customers**

Liquid storage tanks: Ganesh Benzoplast Limited (GBL) plays a crucial role in various industries by providing specialized warehousing facilities for the storage of imported and exported liquid commodities. Our liquid storage tanks are designed to accommodate a wide range of products, including Class A, B, and C petroleum and petrochemical substances. These include critical materials such as Superior Kerosene Oil (SKO), High-Speed Diesel (HSD), Naphtha, Furnace Oil, Caustic Soda, Ethanol, Methanol, Sulphuric Acid, Edible Oil, and Ethylene Dichloride. Our storage solutions ensure the safe and efficient handling of these diverse liquids, supporting industries with reliable infrastructure for their operations.

Chemical business: GBL offers Sodium Benzoate, a widely used food preservative essential for extending the shelf life of various food products. Additionally, GBL provides Benzoic Acid, which serves multiple purposes, including as an antifungal agent and food preservative. Benzoic Acid is extensively utilized across the pharmaceutical, food, and personal care industries, applied both directly and through established distribution channels. GBL's engine oil additives are designed to protect all types of engines in various operating environments. To meet unique customer needs, GBL customizes and develops engine oil additive packages, offering solutions for heavy-duty engines, passenger cars, motorcycles (2-stroke and 4-stroke), and railroad locomotives.

EPC: GBL specializes in providing comprehensive Engineering, Procurement, and Construction (EPC) solutions for large-scale liquid storage projects. Our expertise serves a diverse clientele, including oil and gas companies, petrochemical industries, chemical manufacturers, logistics and infrastructure firms, energy companies, pharmaceutical and personal care industries, as well as the food and beverage sector. Our success is driven by a dedicated team of highly skilled project managers, engineers, and specialists in procurement and construction, ensuring the seamless execution of complex projects.

IV. Employees**20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	181	155	86%	26	14%
2.	Other than Permanent (E)	45	44	98%	1	2%
3.	Total employees (D + E)	226	199	88%	27	12%
WORKERS						
4.	Permanent (F)	20	20	100%	0	-
5.	Other than Permanent (G)	208	201	97%	7	3%
6.	Total workers (F + G)	228	221	97%	7	3%

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D + E)	0	0	-	0	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	-	0	-
5.	Other than permanent (G)	0	0	-	0	-
6.	Total differently abled workers (F + G)	0	0	-	0	-

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6%	1%	7%	5%	1%	6%	10%	1%	11%
Permanent Workers	36%	-	36%	8%	-	8%	9%	-	9%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (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	GBI Chemical Limited	Subsidiary	100%	No
2	GBL Infra Engg Services Pvt Ltd	Subsidiary	100%	No
3	GBL LPG Private Limited	Subsidiary	100%	No
4	GBL Clean energy Private Limited	Subsidiary	100%	No
5	Infrastructure Logistic Systems Limited	Subsidiary	86.52%	No
6	Infinity Confidence LPG Pvt. Ltd.	Subsidiary	100%	No
7	GC Port Infra Pvt. Lt.d	Joint Venture	50%	No
8	GBC LPG Pvt. Ltd.	Joint Venture	50%	No

VI. CSR Details

24	i.	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
	ii.	Turnover:	₹ 2267.15 million
	iii.	Net worth:	₹ 4994.79 million



VII. Transparency and Disclosures Compliances

25. 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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The respective policies substantiating the principles of BRSR include grievance redressal mechanism. The policies are available at https://ganesh-benzoplast.com/Investors/PoliciesAndCodes	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		48	3	Pending complaints were resolved during Apr-24	32	1	-
Employees and workers		1	1	Action taken against pending complaint.	Nil	Nil	-
Customers		2	2	-	Nil	Nil	-
Value Chain Partners		Nil	Nil	-	Nil	Nil	-
Other (please specify)		Nil	Nil	-	Nil	Nil	-



26. 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)
1	Integrated Environmental and Resource Management	Risk/ Opportunity	Efficient management of water, energy, GHG emissions, and waste is essential for operational efficiency, regulatory compliance, and sustainability. Poor management can lead to increased costs and environmental damage, while effective management offers significant savings and enhances GBL's reputation.	<ul style="list-style-type: none"> - Implement water saving technologies and recycle water. - Adopt energy efficient technologies and renewable energy. - Invest in GHG reduction and waste management strategies. - Work towards Zero Waste to Landfill. 	Positive: Reduced operational costs, improved compliance, enhanced reputation.
2	Technological Advancements in Logistics and Distribution	Opportunity	Adoption of advanced technologies can improve operational efficiency and reduce costs.	Invest in automation and digital tools to streamline operations.	Positive: Cost savings, improved efficiency, and enhanced competitive advantage.
3	Talent Acquisition and Retention in Human Resources	Opportunity	Attracting and retaining top talent is crucial for sustaining growth and innovation.	Implement competitive compensation packages, provide career development opportunities, and foster a positive work culture.	Positive: Enhanced productivity, innovation, and organizational stability.
4	Alliances and Partnerships	Opportunity	Forming strategic alliances can provide access to new markets, technologies, and resources.	Identify potential partners that align with business goals and establish mutually beneficial relationships.	Positive: Increased market reach, shared resources, and accelerated growth.
5	Customer Retention	Opportunity	High customer satisfaction and retention rates can lead to repeat business and referrals	Invest in customer service, gather feedback, and continuously improve product quality.	Positive: Increased customer loyalty, repeat business, and enhanced brand reputation.
6	Governance and Compliance	Risk	Ensuring compliance with corporate governance standards is essential to maintaining investor confidence.	Establish strong governance frameworks, conduct regular audits, and ensure transparency in reporting.	Negative: Potential legal and financial repercussions due to non-compliance.



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	Workplace Safety	Risk	Ensuring employee safety in hazardous environments is critical to maintaining operations and reputation.	Implement strict safety protocols, provide regular training, and conduct safety audits.	Negative: Potential for accidents leading to financial liabilities and reputational damage.
8	Environmental Impact in Sustainability	Risk	Environmental concerns and sustainability expectations may pose challenges.	Invest in sustainable practices, reduce carbon footprint, and adopt eco-friendly technologies.	Negative: Increased costs for implementing sustainable practices; Positive: Enhanced brand reputation and long-term savings.
9	Community Engagement and Development	Opportunity	Actively engaging with and supporting local communities can foster goodwill, improve GBL's social license to operate, and contribute to regional development.	Develop and implement community development initiatives focused on education, employability, and health in areas surrounding GBL's operations.	Positive: Strengthened community relations, enhanced corporate reputation, and creation of a supportive operational environment.



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
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	https://ganeshbenzoplast.com/Investors/PoliciesAndCodes								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	Ganesh Benzoplast Limited has its policies in line with international standard and practices such as SA 8000:2014, ISO 9001:2015, ISO 45001:2018, ISO 14001:2015.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	GBL emphasizes energy conservation and decarbonization, monitoring key resource consumption like power and water at the plant level, even without specific sustainability targets. Initiatives include upgrading to LED lighting, switching from diesel to battery-operated forklifts, and implementing rainwater harvesting to lessen dependence on external water sources. To drive clean energy initiatives, GBL has established GBL Clean Energy Private Limited. The company aligns its efforts with national sustainability goals, reinforcing its commitment to energy efficiency and environmental stewardship in the areas of energy efficiency, renewable energy, biofuel adoption, community development and environment sustainability. GBL has an ambition to achieve net zero Scope 1 and Scope 2 emissions by 2040.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	GBL has established goals and targets aligned with the National Guidelines on Responsible Business Conduct (NGRBC) principles and national objectives. The company's progress and performance against these business responsibility goals and targets are reviewed annual.								

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)

GBL, a leading player in the liquid storage tank and chemical industry, is committed to sustainable growth and minimizing its environmental impact across its operations. The company specializes in providing critical infrastructure for the storage of chemicals, petrochemicals, and other liquid products, ensuring safe and efficient handling.

Understanding the environmental challenges associated with the chemical and storage industry, GBL focuses on reducing greenhouse gas emissions, energy and water consumption, and waste generation. The company's growth strategy is aligned with its commitment to sustainability, guided by its policies.

The Company has established measurable sustainability targets. These targets prioritize energy usage optimization, reducing carbon emissions through fuel efficiency and green energy initiatives, conserving water. Additionally, the company is adopting new technologies to enhance the sustainability of its supply chain and operations.



Safety is a top priority for GBL. The company maintains high standards for Environment, Health, and Safety (EHS) excellence by implementing advanced safety practices and raising awareness among employees through training programs.

GBL's commitment to sustainability extends to its community engagement efforts, with a focus on creating positive social impact in the regions it operates. As part of its broader sustainability goals, GBL plans to collaborate with its suppliers to reduce the combined carbon footprint and contribute to the global transition to a low-carbon economy. The company is dedicated to operating transparently and with the highest standards of commercial ethics, continually working to strengthen its sustainability initiatives and practices.

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

Mr. Rishi R. Pilani, Chairman & Managing Director
(DIN - 00901627)

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.

The Company has established a Corporate Social Responsibility (CSR) Committee. The CSR team annually oversees and ensures the effective implementation of these policies.

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	Reviews on implementation of policies and follow up on recommended actions is undertaken by CSR Committee.									The performance against the policies of Company is reviewed on annually basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	GBL ensuring compliance through regular audits and inspections. GBL integrates statutory requirements related to Business Responsibility (BR) principles into its standard operating procedures Any detected non-compliance is promptly addressed, with resolution closely monitored until closure.									Systems and procedures are in place for review of compliances to various statutory requirements in the form of audits, inspections, system-based alerts, approvals and escalation matrices.								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

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)									
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)									

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	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)#	1	During the year, the Board of Directors of the Company (including its Committees)	100%
Key Managerial Personnel (KMP)#	3	has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social, governance parameters.	100%
Employees other than BoD and KMPs	8	Corporate Governance, Ethics, Anti-bribery and Anti-corruption, Prevention of Sexual Harassment ('POSH'), Environment Health and Safety (EHS), Cyber Security, job specific and behavior based safety training. BRSR reporting with emphasis on 9 principles and BRSR data Management.	76%
Workers	12	Corporate Governance & Ethics, Prevention of Sexual Harassment ('POSH'), BRSR Awareness & Principles, BRSR data Management, EHS induction training, Behavior Based Safety Training, specific safety training on work.	65%

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):

There was no monetary and non-monetary fine/penalty/punishment/award/compounding fee/settlement amount paid in proceeding (by the Company or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year 2023-24 based on materiality thresholds specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the Company's website.

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
Settlement	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
Compounding fee	Nil	Not Applicable	Nil	Not Applicable	Not Applicable



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	Not Applicable	Not Applicable	Not Applicable
Punishment	Nil	Not Applicable	Not Applicable	Not Applicable

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
	NA

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.

Ganesh Benzoplast Limited (GBL) has implemented a robust Anti-Bribery and Anti-Corruption Policy to ensure full compliance with local laws and regulations. This policy underscores GBL's commitment to a zero-tolerance stance on bribery and corruption. It sets out the fundamental principles in line with relevant Anti-Bribery and Anti-Corruption laws, offering clear guidance on identifying and addressing potential issues. The policy ensures that all business dealings and relationships are conducted professionally, fairly, and with the highest level of integrity, regardless of where the company operates.

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 2023-24	FY 2022-23
Directors		
KMPs	Nil	Nil
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict to interest of the Directors	Nil	NA	Nil	NA
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

8. Number of days of accounts payables ({Accounts payable *365} / Cost of goods/services procured):

	FY 2023-24	FY 2022-23
No of days of accounts payable	76	115



9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	0	0
	b. Number of dealers/ distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	6%	7%
	b. Sales (Sales to related parties / Total Sales)	22%	25%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	66%	76%
	d. Investments(Investments in related parties / Total Investments made)	95%	95%

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	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
8	Topics covered are broadly related to anti-corruption, protection of human rights, information protection, etc for its Manpower Service Providers. We have initiated supplier assessments on different Environment, Social & Governance topics to help assess their ESG performance which includes tier 1 suppliers	61%

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.

GBL has a Code of Conduct that applies to all Board members and employees. The Code is available at <https://www.ganeshbenzoplast.com/Investors/PoliciesAndCodes>. This code outlines expectations regarding conflicts of interest, particularly for Board members. Directors and senior management are required to affirm their compliance with the code annually, with the compliance report submitted to the Company Secretary. The code mandates that any actual or potential conflict of interest be promptly disclosed to the Company Secretary. GBL receives an annual declaration from its Board of Directors and employees confirming adherence to the Code of Conduct, including its provisions on managing conflicts of interest.



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

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D*	0	0	GBL is not a manufacturing entity. We are mainly in the business of managing Liquid Storage Tanks and contract manufacturing activity. Hence R&D is not very significant.
Capex	14%	11%	Expenditure towards efficiency improvement, modernising facilities, water conservation, waste management, emission reduction etc. to minimize GHG emission, reduce waste and conserve natural resources etc.

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

Yes, the Company has developed a supplier sustainability code and has established process for vendor selection. This includes various principles and guidelines such as Safety, Health and Environment Policy, Legal Compliance, ISO Certification, etc.

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

Vendors have been selected based on sustainable procurement policy, majority of the material is being sourced from the vendors that have been assessed for the ESG compliance.

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:**

GBL primarily operates as a service-oriented company, meaning it does not have products that require end-of-life reclamation. The chemical products provided by GBL are utilized by other industries in the production of finished goods for end users. Any plastic waste and hazardous materials generated are responsibly managed and disposed of through agencies authorized by the respective Pollution Control Boards, ensuring compliance with environmental regulations.

- a. Plastics (including packaging)** – Plastic waste is sent to authorized recycler for further reclaiming.
- b. E-waste** - All e-waste generated in-house is handed over to certified vendors for safe disposal.
- c. Hazardous waste** - Hazardous waste like ETP Sludge, used Foam PIG's and used Oil and oil-soaked cotton waste is handled, segregated, stored, and transported in accordance with applicable regulatory requirements and best industry practices. Hazardous waste is disposed of in an environmentally sound manner through authorized vendors for recycling as required by regulation.
- d. Other waste** - Garden waste (tree leaves etc.) is used to prepare compost/manor. Paper, wooden, steel, electric and aluminium waste is sold to authorized agencies. Batteries are sent to authorised supplier as buy back for recycle/re-use.

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.**

No, owing to the nature of the Company's product/service offerings, GBL doesn't fall under Extended Producers Responsibility (EPR) regime.

**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**

No Ganesh Benzoplast Limited has not conducted LCA for its services.

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.**

No Ganesh Benzoplast Limited has not conducted LCA for its services.

3. **Recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

	Recycle or re-used input material to total material	
	FY 2023-24	FY 2022-23
Foam Pigs	11%	10%
Plastic Waste	5%	5%

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 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste		NA			NA	
Other waste						

The Company does not have any specific product to reclaim at the end of life, However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation.

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

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



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

Essential Indicators

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities@	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	155	100	65%	103	66%	0	-	0	-	0	-
Female	26	12	46%	8	31%	26	100%	0	-	0	-
Total	181	112	62%	111	61%	26	100%	0	-	0	-
Other than Permanent Employees											
Male	44	38	86%	31	70%	0	-	0	-	0	-
female	1	0	0%	0	0%	0	-	0	-	0	-
Total	45	38	84%	31	69%	0	-	0	-	0	-

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities@	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	20	20	100%	16	80%	0	-	0	-	0	-
Female	0	0	-	0	0%	0	-	0	-	0	-
Total	20	20	100%	16	80%	0	-	0	-	0	-
Other than Permanent Employees											
Male	201	116	58%	201	100%	0	-	0	-	0	-
Female	7	2	29%	7	100%	0	-	0	-	0	-
Total	208	118	57%	208	100%	0	-	0	-	0	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.2%	0.3%

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

Benefits	FY 2023-24*			FY 2022-23*		
	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 employee	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
Others-please specify		N.A.			N.A.	

#The coverage percentage include only those employees and workers to whom applicable.



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

Yes, the Company's Most of working locations are accessible for differently-abled employees. The Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The arrangements include easily accessible sites and building entrances, easily operated doors at corporate and factory offices, push/lever type wash basin fixtures, sufficiently illuminated wide corridors and requisite signages.

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, the Company's policy on hiring does not discriminate against persons with disabilities.

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	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we have implemented Grievance Redressal system which is exclusively for its workforce to raise any concerns they may have. The grievances are resolved in a fair and time bound manner maintaining utmost confidentiality. In addition, grievance registers and complaint boxes are available at sites/locations wherein grievances/complaints can be registered/submitted. Workers that are engaged on a contract basis can also report their grievances to their respective contractor representative or the company supervisor. The contractor is expected to take the required action to address the worker grievances, and if required, can raise the grievance to HR and respective functional heads. The Company also has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace. The Company has also adopted a Whistle Blower Policy and has established the necessary vigil mechanism for employees to report concerns about unethical behavior and financial irregularities. The Company, on a regular basis, sensitizes its employees on the prevention of sexual harassment at the workplace through workshops, group meetings and awareness programs.
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 2023-24			FY 2022-23		
	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						
Male	155	29	19%	156	24	15%
Female	26	0	-	27	0	-
Total Permanent Workers						
Male	20	0	-	11	0	-
Female	0	0	-	0	0	-



8. Details of training given to employees and workers:

	FY 2023-24					FY 2022-23				
	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 (Other than workers) (incl. permanent + Other than permanent)										
Male	199	135	68%	121	61%	195	140	72%	110	56%
Female	27	22	81%	20	74%	27	20	74%	19	70%
Total	226	157	69%	141	62%	222	160	72%	129	58%
Workers (Only permanent)										
Male	20	15	75%	14	70%	11	11	100%	7	64%
Female	0	0	-	0	0%	0	0	-	0	-
Total	20	15	75%	14	70%	11	11	100%	7	64%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees (Other than workers) (incl. permanent + Other than permanent)						
Male	199	199	100%	195	195	100%
Female	27	27	100%	27	27	100%
Total	226	226	100%	36	36	100%
Workers (Only permanent)						
Male	20	20	100%	11	11	100%
Female	0	0	-	0	0	-
Total	20	20	100%	10	10	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 Company has adopted and implemented Safety Management System framework ISO 45001, by integrating all critical business activities and applying principles, processes in order to provide safe and healthy workplaces across all Company's establishments, prevent work related injury and ill health, minimize risks and continuously improve safety performance, certified with ISO 45001: 2018 "Occupational Health & Safety Management System".

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 established comprehensive procedures to identify hazards and assess associated risks across all its project sites, manufacturing units, and offices. These procedures involve the following key steps:

- Method statements are prepared for all activities, detailing the sequence of steps to be followed and identifying potential hazards.
- A systematic approach is employed to identify hazards and assess associated risks for all activities, helping to understand the potential consequences and likelihood of incidents.
- The Company conducts last-minute risk assessments, allowing for real-time evaluation of risks immediately before starting work activities.
- Identified risks and control measures are communicated effectively to all stakeholders involved, ensuring awareness of potential hazards and how to mitigate them.
- A comprehensive Fatality Prevention Plan has been implemented across all business operations, including stringent monitoring of safety measures and the deployment of safety systems in high-risk areas, with the ultimate goal of achieving zero accidents.



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 utilizes a well-established Incident Management and Investigation System to ensure fair and transparent reporting of work-related hazards, including unsafe acts, unsafe conditions, near misses, injuries, illnesses, and serious incidents. Following the reporting process, a thorough Root Cause Failure Analysis (Investigation) is conducted, leading to the formulation of corrective actions based on the Hierarchy of Controls. These actions are tracked, monitored, and closed accordingly.

Additionally, each site is equipped with suggestion boxes where employees, workers, and business partners can report grievances and suggestions for enhancing safety performance. Incidents and inaction on safety issues can also be reported through a formal whistle blower portal, with details prominently displayed at each site.

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

Yes, employees and workers have access to non-occupational medical and healthcare services. We prioritize the health and well-being of our employees and business partners by providing well-equipped healthcare facilities across various locations. Health check-ups and awareness sessions are conducted to promote overall wellness. In addition to physical health, we also focus on the mental well-being of our employees. We organize numerous programs across locations aimed at helping employees manage stress and maintain a healthy work-life balance.

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

Safety Incident / Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Worker	0.88	-
Total recordable work-related injuries	Employees	-	-
	Worker	1	-
No. of fatalities	Employees	-	-
	Worker	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Worker	-	-

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

The goal is to minimize potential losses by ensuring the efficient operation of a comprehensive Health and Safety Management System. The Company is dedicated to creating and maintaining a safe and healthy workplace, and it achieves this by:

- Developing and Implementing a Robust EHS Management System: Establishing a company-wide Environmental, Health, and Safety (EHS) management system that prioritizes zero harm to life, fostering a culture of safety across all levels of the organization.
- Providing Comprehensive Training: Offering regular training sessions for all employees and workers on safe working practices, ensuring that everyone is well-equipped to maintain a safe work environment.
- Conducting Regular Inspections and Audits: Performing periodic inspections and audits to proactively identify and address potential hazards, ensuring continuous improvement in safety standards.
- Thoroughly Investigating Incidents: Investigating each reported case of unsafe conditions or incidents and developing effective remedial actions, ensuring that lessons learned are integrated into future safety practices to prevent recurrence.

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

	FY 2023-24			FY 2022-23		
	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	N.A.	Nil	Nil	N.A.
Health & Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

**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.

Ganesh Benzoplast Limited (GBL) continuously refines its guidelines and Standard Operating Procedures (SOPs) based on prior case studies and lessons learned. This data is leveraged for predictive analysis and incident assessment, helping to identify unsafe behaviors and significant risks. By doing so, GBL ensures that resources are proactively managed to prevent accidents or mishaps.

Key initiatives include:

- **Near Miss Awareness Program:** A company-wide initiative is conducted to raise awareness about the importance of near miss reporting at all levels.
- **No-Blame Culture:** GBL promotes a no-blame culture to encourage the transparent reporting of incidents, ensuring that all safety concerns are addressed without fear of repercussions.
- **Contractor Representation:** The company ensures that contractors are represented in site safety committee meetings, fostering inclusive safety practices.
- **Awareness Sessions on Safety Metrics:** GBL conducts sessions to provide clarity on key safety metrics such as Lost Time Injury (LTI), Restricted Work Case (RWC), and Medical Treatment Case (MTC). Corrective and Preventive Actions (CAPA) are developed for each LTI and deployed across all Strategic Business Units (SBUs).

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).**

- A) Employees - Yes
B) Workers - Yes

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

The Company ensures the deduction and deposit of statutory dues by requiring value chain partners to submit compliance documents monthly along with their bills. We maintain a compliance checklist to systematically collect statutory payment challans, payment proofs, and contribution histories from our value chain partners. These documents are thoroughly verified by a third-party agency as well as our internal compliance team to ensure full adherence to regulatory requirements.

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		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0



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

Yes, the Company regularly provides skill-upgradation training programs to all employees throughout their employment. These programs are tailored to meet the specific needs of different roles and functional areas, equipping employees with valuable skills that can support their career prospects post-retirement or upon termination.

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	Vendors covering 65% of value have been assessed based on physical audit/documentation based assessment.
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.

In compliance with Company’s Code of Conduct, suppliers are assessed and monitored on the above Mentioned topics. All suppliers are asked to accept the Supplier Code of Conduct at the time of vendor registration. Health and safety topics are given high priority in the operations. The Company recognises the significance of Business Ethics, Human Rights, Environment, Health and safety, Energy and Responsible sourcing of materials in every business. As a result, the Company has offered its assistance in developing such policies for suppliers who do not have them and guide them in the implementation.



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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Stakeholder groups are identified based on the nature of their relationship with the Company. The Company has recognized its key stakeholder groups, including Employees, Vendors/Sub-contractors, Government and Regulatory Authorities, Customers, Shareholders, Investors/Analysts, Media, Local Community, as well as NGOs and CSR partners.

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 & Marginalised 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
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, investor/ analysts meet/ conference calls, annual report, quarterly results, media releases, Company/SE website	Quarterly, as, and when required	<ol style="list-style-type: none"> 1. Discuss stock price performance, dividends, profitability, and financial stability. 2. Outline growth potential.
Employees	No	Senior leaders' communication / talk / forum, town hall briefing, goal setting and performance appraisal meetings/ review, exit interviews, one-to one interactions, HR communication, workshops	Ongoing	<ol style="list-style-type: none"> 1. Discuss career development and performance. 2. Provide training and raise awareness. 3. Communicate the company's vision, short-term and long-term objectives, and workplace requirements and expectations. 4. Identify and report human rights issues, and ensure awareness of reporting mechanisms for any abuses. 5. Enhance operational efficiency. 6. Promote health, safety, and engagement initiatives.
Customers	No	Website, distributor/ retailer/ direct customer meet/visits, conferences, emails, customer surveys, reports, brochures, feedback mechanism,	Ongoing	<ol style="list-style-type: none"> 1. Develop a sustained relationship. 2. Service Quality 3. Anticipate short term and long term expectations and responsiveness to needs



Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Vendors / Sub contractors	No	Meetings, Emails	Ongoing	<ol style="list-style-type: none"> 1. Communicate mutual expectations regarding quality, cost, timely delivery, and growth plans. 2. Exchange best practices.
Communities	Yes	Meets of community / local authority, community visits and projects, partnership with local charities, volunteerism, community visits and projects, partnership with NGOs, volunteerism.	Ongoing	<ol style="list-style-type: none"> 1. Identify and prioritize community needs. 2. Perform evaluations for human rights considerations. 3. Manage and review CSR activities. 4. Develop and implement awareness programs.

Leadership Indicators

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

We understand that engaging with stakeholders is an ongoing process led by our Leadership through regular interactions on various platforms. Our structured stakeholder engagement approach is designed to adapt to emerging trends, global developments, and market needs. This method allows us to proactively assess and address issues. We value the impact stakeholders have on GBL's decisions and recognize that the company's actions can also influence them.

We engage in continuous dialogue with community stakeholders, with feedback reviewed at all Business levels. Public consultations are integrated into new projects and expansion plans to ensure stakeholder feedback is considered in project design.

The Board oversee stakeholder consultations, focusing on Sustainability Strategy and long-term objectives. These committees play a key role in business decisions, ensuring workplace safety, mitigating environmental impact, strengthening stakeholder relations, and maintaining GBL's reputation as a leading industry player.

The communities around our manufacturing sites are assessed and identified for support and intervention. Every year, the CSR activities, their implementation schedule and their impact is presented to the Board of Directors of the Company for their deliberation & feedback.

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

Yes, Stakeholder engagement exercise and materiality assessment results are used to determine the most crucial sustainability-related concerns for the business. Based on these results, additional strategy development, policy creation, as well as the creation and execution of monitoring mechanisms are carried out.



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

GBL continuously identifies vulnerable, and marginalized stakeholders. For any new projects or expansions, we proactively engage with these stakeholders through our CSR activities. We have established a comprehensive stakeholder management and grievance mechanism at all our locations.

Our engagement with these stakeholders is primarily driven by various CSR programs aimed at empowering women, promoting financial independence, and enhancing leadership and economic skills. Additionally, our CSR initiatives support women, students, unemployed youth and senior citizen.

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

S. No	CSR Initiative Category	Project Details/Description
1	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.	Projector and screen along with Laptop for 3 classrooms in Unified English School and Distribution of stationery kits and notebooks to school Children, Construction of School Building and New Classrooms and other educational facilities, For distribution of Sports material and School Bag for Children of Tribal School, For Providing Scholarship to 12 school children of Blind People, Providing Education to Children, Bike repairing Project, Promoting Vocational Training, Child development Programme and Balwadi Training, For Education of Tribal children,
2	Promoting health care including preventive health care	Procurement of medical equipments/medicines and other Health Care and Medical Facilities to the needy and poor people, Health Care and Medical Facilities to the patients, Medical Facilities by providing Ambulance in Uran Area
3	Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups	Providing facilities in old age homes, day care centres and providing medicines, health checkup/ food facilities to old people /senior citizens, Woman Empowerment
4	Eradicating hunger, poverty and malnutrition	Distribution of food Kit and Educational Kit to members, Providing monthly Ration to Blind/handicapped people, Providing food to children/Poor People
5	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, conservation of natural resources	Tree Plantation and Environment conservation, Animal Welfare
6	Healthcare and Wellness for all	PM CARES FUND



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 2023-24			FY 2022-23		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
Employees						
Permanent	181	124	64%	183	118	64%
Other than Permanent	45	30	67%	39	7	18%
Total Employees	226	154	68%	222	125	56%
Workers						
Permanent	20	10	50%	11	5	45%
Other than Permanent	208	92	44%	132	54	41%
Total Workers	228	102	45%	143	59	41%

Note: Training on various issues related to human rights are covered under new employee induction, training, code of conduct etc.

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

Category	FY 2023-24						FY 2022-23					
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages			
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)		
Employees												
Permanent												
Male	155	7	5%	148	95%	156	15	10%	141	90%		
Female	26	3	12%	23	88%	39	5	13%	34	87%		
Other than Permanent												
Male	44	1	2%	43	98%	27	1	4%	26	96%		
Female	1	0	-	1	100%	0	0	-	0	-		
Workers												
Permanent												
Male	20	8	40%	12	60%	11	6	55%	5	45%		
Female	0	0	-	0	-	0	0	-	0	-		
Other than Permanent												
Male	201	53	26%	148	74%	132	42	32%	90	68%		
Female	7	0	-	7	100%	0	0	-	0	-		

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

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (₹ in Million)	Number	Median remuneration/ salary / wages of respective category (₹ in Million)
Board of Directors (BoD)	1	4.42	-	-
Key Managerial Personnel (excludes MD, CEO & CFO and CS)	3	9.49	1	1.72
Employees other than BoD and KMP*	160	0.84	25	0.86
Workers*	11	0.82	-	-

*Permanent



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)

The Head of the Human Resources department at the Company is tasked with addressing human rights impacts and issues. In line with our Human Rights Policy, we expect all relevant stakeholders to adhere to the policy principles as well as applicable laws and regulations in all operating regions.

Employees have unrestricted access to the Audit Committee for raising concerns. Additionally, the Prevention of Sexual Harassment (POSH) Committee handles issues related to sexual discrimination within the business.

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

Stakeholders can address human rights concerns through the Whistle-blower Policy, the grievance management system on the company website, or by directly contacting the Grievance Redressal Team. The organization ensures unimpeded access to state-based judicial processes. Additionally, the HR regularly overviews the compliance with Human Rights Policies, ensuring that any issues or impacts are addressed appropriately and within the designated timeline.

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

	FY 2023-24			FY 2022-23		
	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	0	0	0	0	0	0
Discrimination at Workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2022-23	FY 2021-22
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0

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

GBL has a strict zero-tolerance policy against discrimination, bullying, harassment, and inappropriate conduct across all stakeholder groups. The company implements comprehensive measures to protect complainants in such cases. The Corporate Responsibility Committee monitors incidents to ensure alignment with sustainability and human rights standards. Additionally, the Risk Management Committee oversees human rights risks, through rigorous due diligence processes.

To promote awareness, GBL makes human rights guidelines accessible on its website and conducts targeted awareness sessions for employees. The company's Policies ensure complainant protection, with a focus on confidentiality and safeguarding against retaliation. Specifically, the POSH Policy aligns with the Sexual Harassment of Women at Workplace Act, ensuring confidentiality and protection throughout the investigation process. Safeguards are provided for making good faith disclosures in various critical areas.

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

GBL mandates that all suppliers and vendors adhere to its Supplier Code of Conduct and Human Rights guidelines, which are aligned with internationally recognized standards. GBL has a zero-tolerance policy toward any human rights violations and closely monitors supplier compliance through rigorous oversight.

The company actively promotes best practices in human rights within its supply chain, leveraging its influence to ensure that all business partners uphold these standards. Expectations regarding human rights are communicated clearly at multiple levels of engagement. Suppliers during on boarding and throughout their operations to ensure compliance with requirements such as safe working conditions, the prohibition of child and forced labor, and adherence to environmental and social standards.

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company undertook internal assessment of 100% of its plant and offices
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Nil.

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

No such grievances/complaints on Human Rights violations.

GBL's commitment to human rights is deeply embedded in its governance, procurement, and social strategy. This dedication is evident across its entire value chain, reinforced through rigorous due diligence and a robust implementation framework. The company's unwavering focus on upholding human rights ensures that all aspects of its operations and partnerships align with internationally recognized standards, reflecting GBL's core values and ethical practices.

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

Internal audits on human rights are conducted to ensure ongoing compliance. However, during the reporting period, the company did not conduct specific human rights due diligence. Moving forward, the company is committed to continually enhancing its human rights systems by incorporating good practices and lessons learned as part of its guiding principles.

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?

Most of the company's permanent facilities and office buildings are designed to be accessible to differently-abled visitors, in compliance with the Rights of Persons with Disabilities Act, 2016.

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	Vendors covering 61% of value have Discrimination at workplace been assessed based on physical audit/documentation-based assessment.
Discrimination at Workplace	
Child Labour	The remaining suppliers have signed a Code of Conduct covering these aspects.
Forced Labour / Involuntary Labour	
Wages	
Others – please specify	N.A.

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

Assessment of the key vendors was completed in FY 2023-24 and all the observations and non-conformances were properly recorded. No significant risk cases were reported.



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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources (in Gigajoules GJ)		
Total electricity consumption (A)	107	110
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	107	110
From non-renewable sources(in Gigajoules GJ)		
Total electricity consumption (D)	22,243	23,610
Total fuel consumption (E)	82,021	85,711
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	1,04,264	1,09,321
Total energy consumed (A+B+C+D+E+F) (in GJ)	1,04,371	1,09,431
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in ₹ Million)	46.04	56.79
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy 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: No

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

No. The PAT scheme is not applicable to the Company's businesses

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

Parameter	UOM	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	-	-
(ii) Groundwater	KL	270	-
(iii) Third party water	KL	44,853	48,183
(iv) Seawater/desalinated water	KL	-	-
(v) Others / Rain water harvest	KL	730	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	45,853	48,183
Total volume of water consumption (in kilolitres)			
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in ₹ Million)	ML/Cr	17.87	22.66
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	ML/Cr	-	-
Water intensity in terms of physical output	ML/MMT	-	-
Water 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: No.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	4,090	4,523
(ii) To Ground water		
- No treatment	270	-
- 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	238	-
(v) Others		
- No treatment	730	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	5,328	4,523

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.

For all manufacturing plants, no water is discharged outside the plant. Complete Domestic & Trade Effluent wastewater is treated in the STP/ETP and reused or recycled.

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

Yes, we ensure full compliance with all applicable statutory obligations set by the Central and State Pollution Control Boards. In locations where zero liquid discharge is mandated, we have implemented and maintained appropriate systems to meet these requirements. At other sites, we have established mechanisms to treat sewage and effluent according to statutory guidelines. Wherever possible, treated water is then reused internally to minimize waste.

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

Parameter	Please specify unit	FY 2023-24	FY 2022- 23
NOx	µg/m3	9.2	9.2
Sox	µg/m3	1 - 8.33	1 - 8.33
Particulate matter (PM)	µg/m3	0.3 - 150	0.3 – 150
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)	µg/m3	20 - 150	20 - 150
Hazardous air pollutants (HAP)			
Others – please specify			

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. Environmental monitoring is done by the agencies authorized by the CPCB/SPCB, at various plants and project site locations. The agencies are authorized by respective State Pollution Control Boards/respective clients.



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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10,715.59	11,250.48
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,156.30	4,411.61
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons CO ₂ /= million	6.56	8.13
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tons CO ₂ /= million	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity	Metric tons of CO ₂ / Manpower	31.71	42.91

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

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

GBL is committed to minimizing the environmental impact of its business activities, with a strong focus on reducing greenhouse gas (GHG) emissions. The company has set an ambitious target to reduce GHG emissions, with a broader goal of achieving net-zero emissions by 2040. To meet these goals, GBL has implemented several key initiatives, including the installation of solar power. GBL is also investing in energy-efficient LED lighting, natural ventilators, and electric vehicles.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste, please specify (G) (Foam FIG, Sludge)	26.48	32.02
Other non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	31.00	12.00
Total (A+ B+C+D+E+F+G+H)	57.48	44.02
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	-	-
(ii) Re-used	2.08	3.85
(iii) Other recovery operations	-	-
Total	2.08	3.85
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	19.02	21.87
(ii) Landfilling	0.04	1.15
(iii) Other disposal operations	36.34	17.15
Total	55.40	40.17

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.

The assurance has not been carried out by any external agency.



10. 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.

GBL is dedicated to minimizing its environmental impact through robust waste management practices, guided by the 5R principles - Reduce, Reuse, Reprocess, Recycle, and Recover. The company prioritizes reducing both hazardous and non-hazardous waste across its operations.

To meet this goal, GBL has implemented several initiatives. Hazardous wastes are managed according to statutory requirements, with a waste registry maintained and proper disposal through authorized agencies. The company also focuses on reducing the generation of hazardous materials by continuously improving processes.

For non-hazardous waste, GBL emphasizes reducing waste at the source and reusing materials where possible. Initiatives include recycling biodegradable waste into manure, sending non-biodegradable waste to recyclers.

GBL also modernizes its plants and adopts lean practices to improve yield and reduce waste. The company continuously educates and trains its employees on responsible waste disposal practices, ensuring a company-wide commitment to sustainability and environmental stewardship.

11. 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 operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

None of the Company's manufacturing or service facilities are located in ecologically sensitive areas

12. 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 the project	EIA Notification No. and Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
Not applicable				

13. 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:

The Company is in compliance with all applicable environmental laws.

**Leadership Indicators****1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (<i>Water consumed / turnover</i>)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not applicable	
- 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		
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.

No independent assessment has been done by an external agency.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 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.

The Company is in the process to start data management for scope 3 emissions and hence it is not reported.



3. With respect to the ecologically sensitive areas reported at Question 11 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.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Waste management system getting improved	Various processes employed for diverting waste from landfill.	Waste to landfill has reduced
2	Reduction in emission	Replacement of traditional lights and lamps with LED	Reduction of electricity consumption

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

Yes, GBL has an Emergency Plan & Disaster Control measure in place, designed to ensure business continuity in the event of disruptive incidents. These practices are developed by benchmarking against best practices from organizations with advanced Business Continuity Management systems.

6. 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 adverse impacts have been reported by any of our value chain partners. All partners have been mandated for compliance with EHS regulations, fair labor practices, minimum wage requirements, and the prohibition of child and forced labor. Every vendor has agreed to these terms, and regular audits are conducted to ensure adherence to these standards.

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

None, However, all supply chain participants are required to sign an agreement that ensures their compliance with all applicable laws and regulations, including those related to environmental standards. The company plans to assess the environmental impact of its supply chain partners in the coming years.



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:** Total 4
- b. **List the top 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/International)
1	Liquid Chemical Berth Users Association	State
2	Indian Chemical Council	National
3	National safety council	National
4	Patalganga & Rasayani Industrie's Association	State
5	Tarapur Industrial Manufacturer's Association	State

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

There were no cases during the year.

Leadership Indicators

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

With a view to integrate and align existing sustainability issues with the public policy, we are actively involved in advocating for a better policy framework. We partner with policy makers/ industry associations and regulators on these issues through our representations in several industry and trade associations. GBL is actively engaged with to various trade associations that assist in advocating on public policies, such as tax matters and regulations impacting product offerings.

GBL actively engages with trade bodies and regulators to advocate for public policy matters related to taxation, governance, economic reforms, and energy security that impact the industry. When requested by the government, GBL provides feedback through industry associations. The company is also invited by stakeholders to participate in public policy development committees and task forces, contributing its expertise for the common good. GBL, either directly or through trade bodies, regularly offers suggestions on industry-wide issues and its specific activities to help shape and improve regulatory frameworks.



PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

Essential Indicators

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

The Company is not required to carry out Social Impact Assessment under laws, such as the Right to Fair Compensation and Transparency In Land Acquisition, Rehabilitation and Resettlement Act, 2013.

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

Not applicable

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

GBL has a CSR team that actively monitors its CSR projects and maintains continuous engagement with the local communities in its areas of operation. Any grievances that arise are promptly addressed and resolved by the CSR team, ensuring effective and timely responses to community concerns.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs / small producers	12%	9%
Sourced directly from within the district and neighbouring districts	35%	33%

- 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.**

Parameter	FY 2023-24	FY 2022-23
Rural		
Semi-urban	18%	15%
Urban	21%	19%
Metropolitan	61%	66%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In ₹ million)
1	Maharashtra	Nandurbar	0.13

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

GBL's Sustainable Procurement Policy emphasizes the intent to purchase from suppliers representing marginalized or vulnerable groups, provided they meet the other specified criteria in the procurement policy.

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

None in the financial year

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

Due to nature of business, majority of items sourced from Mid and large companies.

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

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

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education	1500+	100%
2	Healthcare & Nutrition	1200+	100%
3	Environment/animal welfare	250+	100%
4	Empowering Woman/Welfare of senior citizen	500+	100%



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.

Customer satisfaction is a key focus for GBL. The company engages with customers through various platforms to gather feedback and understand their expectations. Formal mechanisms including email allow customers to report grievances, ensuring timely resolutions. These trends are regularly reviewed by top management to guide ongoing enhancements in service quality.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable considering the nature of Company's product and services offerings
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of Essential Services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

No such instances were reported in the reporting period FY2023-24.

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, the Company has a Data Privacy Policy

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

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches along with impact

Zero data breaches incidents in the financial year 2023-24.

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

Not Applicable



c) Impact, if any, of the data breaches

Not Applicable

Leadership Indicators

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

The details of the Company's business can be found on its website i.e. <https://www.ganeshbenzoplast.com>

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

GBL proactively engages with its customers to inform and educate them about our sustainability practices. We conduct surveys to assess their sustainability performance and communicate our policies, ensuring alignment and fostering mutual understanding.

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

During disruption/discontinuation of essential services, consumers are intimated through electronic communications, Over telephonic calls, corporate website.

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)

The product information is specified as per regulations.