

ANNEXURE VII

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L24230GJ1981PLC004878
2.	Name of the Company	GUJARAT THEMIS BIOSYN LTD
3.	Year of incorporation	11/12/1981
4.	Registered Office Address	Plot No. 69-C, GIDC Ind. Estate, District- Valsad, Vapi -396195, Gujarat.
5.	Corporate Office Address	11/12 Udyog Nagar, S.V Road, Goregaon West, Mumbai – 400 104.
6.	E-mail id	secretary@gtbl.in.net
7.	Telephone No.	022-67607080
8.	Website	http://www.gtbl.in
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE)
11.	Paid-up Capital	₹ 7,26,43,510 /-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rahul Soni Company Secretary 11/12 Udyog Nagar, S.V Road, Goregaon West, Mumbai – 400 104 Tel : 022-67607080 • Email: secretary@gtbl.in.net
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14.	Name of assurance provider	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023'
15.	Type of assurance obtained	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023'

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
-	Manufacture of Pharmaceuticals & Medicinal Chemicals	API intermediates	100%

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.	Manufacture of Pharmaceuticals & Medicinal Chemicals	21001	100%

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	1	1	2
International	-	-	-



19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	2 States and 0 Union territories

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: We sell intermediates to the Pharma companies.

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)	157	145	92%	12	8%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	157	145	92%	12	8%
WORKERS						
4.	Permanent (F)	2	0	0%	2	100%
5.	Other than Permanent (G)	106	100	94%	6	6%
6.	Total workers (F + G)	108	100	92.59%	8	7.41%

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	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6 Nos	1	16.67%
Key Management Personnel	3 Nos.	0	0

22. Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	1.97%	22.97%	25%	2.13%	27.13%	24%	1.55%	25.55%
Permanent Workers	0	0	0	0	0	0	0	0	0

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)
Not Applicable				

VI. CSR Details

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

(ii) Turnover ₹169.82 Crore (Standalone FY 2023-24)

(iii) Net worth ₹203.54 Crore (Standalone FY 2023-24)

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)	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	NO	Not Applicable			Not Applicable		
Investors (other than shareholders)	NO	Not Applicable			Not Applicable		
Shareholders	No. However, Company's Registrar & Transfer Agent, M/s. Link Intime India Pvt. Ltd., looks after all the grievances/enquiries/queries of Shareholders/Investors. Email id- rnt.helpdesk@linkintime.co.in There is a dedicated e-mail address of the Company viz gtblmumbai@gtbl.in for escalating unresolved investor grievances.	9	0	-	4	0	-
Customers	NO	Not Applicable			Not Applicable		
Value Chain Partners	NO	Not Applicable			Not Applicable		
Employees and workers	NO	Not Applicable			Not Applicable		
Other (please specify)	NO	Not Applicable			Not Applicable		


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

❖ Occupational Health and Safety

Whether risk or opportunity	Both, Risk & Opportunity
Rationale for identifying the risk/ opportunity	<p>Risk rationale</p> <p>Unhealthy, unsafe and hazardous work conditions can cause physical and mental health issues for workers which will lead to reduced productivity. Any gaps in meeting Health & Safety (HS) regulatory standards can lead to penal actions.</p> <p>Opportunity rationale</p> <p>Robust Environmental, Health and Safety (EHS) Management System with a comprehensive Occupational Health and Safety (OHS) Risk Management and Mitigation Plan will showcase the Company's commitment towards the health and safety of its workforce. Fewer HS issues boost employee morale and results in higher efficiency and better-quality products.</p>
In case of risk, approach to adapt or mitigate	<p>Committed to providing robust HS management system by:</p> <ul style="list-style-type: none"> • Providing safe and healthy working conditions for the prevention of work-related injury and ill health. • Meeting regulatory standards/requirements and taking steps for continued improvement. • Conducting periodic audits to identify HS risks and taking proactive steps to minimise and mitigate the same.
Financial implications of the risk or opportunity	<p>Positive</p> <p>Robust OHS standards minimise or prevent the occurrence of untoward incidents and bring higher productivity. It also contributes to elevate brand image of the Company amongst regulators and investors.</p> <p>Negative</p> <p>Poor OHS will result in frequent untoward incidents and lower employee morale and Productivity, will also be implemented by cost like Employees compensation, penalties by regulatory authorities and loss of production.</p>

❖ Regulatory Compliance

Material issue identified	Both, Risk & Opportunity
Rationale for identifying the risk/ opportunity	<p>Risk rationale</p> <p>The Company caters to the Pharmaceutical Industry. Pharmaceutical industry is highly regulated. Stringent processes and systems needed to comply with, GMP and other regulatory requirements. Even a minor non-compliance with regulatory requirements may result in loss of reputation and business.</p> <p>Opportunity rationale</p> <p>Strict and proactive statutory/regulatory compliance gives competitive advantage and lifts image of the Company. It also enables the Company to penetrate new markets/geographies.</p>
In case of risk, approach to adapt or mitigate	<ul style="list-style-type: none"> • Standard Operating Practices (SOPs) laid down for every compliance requirement. • Actively engaging with statutory/regulatory agencies to mitigate the risk.

Financial implications of the risk or opportunity	<p>Positive</p> <p>Compliance with statutory/regulatory requirements gives competitive advantage in augmenting sales on a sustainable basis. It also lifts image of the Company for focusing on larger markets.</p> <p>Negative</p> <p>Non-compliance with statutory/regulatory requirements may affect the Company's image, bring loss of business and hamper growth in the long-term.</p>
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❖ **Product development, innovation & pricing**

Material issue identified	Both, Risk & Opportunity
Rationale for identifying the risk/opportunity	<p>Innovative products developed after extensive R&D helps the Company stay relevant in its market, stay ahead of the competition and grow consistently. It is essential for a wider consumer base and long-term viability.</p> <p>We have to continuously develop process and practices for cost reduction to stay competitive.</p>
In case of risk, approach to adapt or mitigate	NA
Financial implications of the risk or opportunity	<p>Positive –</p> <p>Can grow if cost of product is better than competition.</p>

❖ **Sustainable Supply Chain Management**

Material issue identified	Both, Risk & Opportunity
Rationale for identifying the risk/ opportunity	<p>Risk rationale</p> <p>Supply chain not adhering to the Company principles may adversely affect the Company's dealing with them and thereby impact the business.</p> <p>Opportunity rationale</p> <p>Sustainable supply chain management assists in not only reducing total carbon footprint, but also in optimizing the Company's end-to-end operations to achieve greater cost savings and profitability.</p>
In case of risk, approach to adapt or mitigate	<p>The Company has established robust systems to assess the implication of unprecedented situations that can disrupt the supply chain and develop contingency plans to avoid material impact on the business.</p> <p>We keep at least two suppliers for each input .</p> <p>We undertake periodic assessment of suppliers to ensure that they adhere to the Company's principles on responsible business conduct and the regulatory framework governing human rights.</p>
Financial implications of the risk or opportunity	<p>Positive</p> <p>Strong supply chain practices enables the Company to swiftly deal with unprecedented disruptions and thwart any adverse impact on operations.</p> <p>Keeps the plan uptime high and cost of production low.</p>

❖ **Risk Management**

Material issue identified	Both, Risk & Opportunity
Rationale for identifying the risk/ opportunity	<p>Risk rationale</p> <p>Deficiency of robust controls and lack of proper risk management & mitigation system may lead to adverse impact on business operations and growth plans.</p> <p>Opportunity rationale</p> <p>Proper risk management processes enable the Company to address the risks in a timely and efficient manner and thereby thwart any interruption or disruption of business.</p>

In case of risk, approach to adapt or mitigate	Managing risk is an interactive process and assists us in setting strategy, achieving objectives and making informed decisions. The Company has a well-established risk management system which includes identification of various risks, analysis and assessment of risks identified, formulation of risk management
Financial implications of the risk or opportunity	Positive A robust Risk Management and Mitigation Plan enables the Company to take timely actions/measures to minimise the chance of risk materialization and its adverse impact, if the risk indeed materializes.

❖ **ESG Governance Risk**

Material issue identified	Both, Risk & Opportunity
Rationale for identifying the risk/ opportunity	Risk rationale ESG governance risks have become more imperative in the business. The Company's environmental, social and governance factors could create a bad reputation or harm the Company financially. Opportunity rationale Embedding the ESG parameters in the Company's governance structure will augment performance around ESG aspects and reflect commitment to build a sustainable business. It helps the Company to create financial value in the long run through sustainable methods of production and also balance its financial performance against sustainability risks.
In case of risk, approach to adapt or mitigate	The Company is taking initiatives on the ESG front and integrating the ESG parameters in the business plan which will reduce risk considerably.
Financial implications of the risk or opportunity	Positive Various ESG initiatives by the Company will lead to sustainable business in the long run, enhance the reputation and increase trust in the investor community.

❖ **Talent Management Risk**

Material issue identified	Both, Risk & Opportunity
Rationale for identifying the risk/ opportunity	Risk rationale Getting and retaining the right talent is crucial to the success of any organisation. Inability to meet the workforce expectations and well-being may impact the Company's retention rate and adversely affect business operations. Opportunity rationale The Company considers its employees as invaluable assets and is committed to provide a conducive environment that values their contribution and provides them opportunities to grow. This enables the Company to attract and retain the right talent.
In case of risk, approach to adapt or mitigate	The Company invests in training and professional development to equip employees with the necessary skills, domain expertise and latest technology in line with the business strategy. It also conducts employee engagement programmes to keep them motivated.
Financial implications of the risk or opportunity	Positive Right talent mix, highly motivated workforce and high retention rate provides the much needed consistency in the performance of the Company. Negative Inability to meet employee expectations and matching their remuneration to that of competitors, may result in adverse impact on workforce productivity and the Company's growth plan.

❖ Data Integrity and Cyber Security

Material issue identified	Both, Risk & Opportunity
Rationale for identifying the risk/ opportunity	<p>Risk rationale</p> <p>Technology advancement and cyber security risks directly impact business operations. The criticality involved with the technology and cyber security needs to be assessed periodically to prevent any unforeseen breaches of data security and data privacy.</p> <p>Opportunity rationale</p> <p>A sound governance of data integrity and cyber security and various safety features embedded in the management of IT systems, enable the creation of a secure and impenetrable network that adequately supports business operations and thwarts any attempt towards disrupting the workflow.</p>
In case of risk, approach to adapt or mitigate	<p>Strong IT management and monitoring system, anti-virus and fire walls to prevent any data integrity and cyber security breaches.</p> <p>a) Continuous upgradation of software is adopted.</p> <p>b) Continues backup of data is done and kept at secure place is done.</p>
Financial implications of the risk or opportunity	<p>Positive</p> <p>Innovative technology, digitalisation initiatives and requisite training to the team will ensure compliance with data security, privacy and prevent any loss of data or cyber-attacks.</p> <p>Negative</p> <p>Weak data integrity and cyber security mechanisms may lead to data breaches and loss of valuable data.</p>

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	The above mentioned applicable policies are available on website of the Company. http://www.gtbl.in/investors/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Company has translated the policies into procedures and practices wherever applicable.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
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.	All our manufacturing sites are adhering to applicable standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None								



6. **Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.** Not Applicable

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:**

We focus on building a safe and sustainable environment. We give importance to ESG in our business operations.

On the Environment front, we are committed to:

- Improving Waste management;
- Water conservation.
- Reducing emissions, reducing organic load to ETP, tree plantation etc.

On the Social front, we ensure:

- Health, safety and well-being of all the employees with zero fatality;
- Protection of human rights and prevention of sexual harassment;
- Supporting local and underprivileged communities through various CSR activities in the areas of healthcare, education and community welfare;
- Training and sensitization programs for our employees on ethics, integrity and community welfare.

As regards Governance, we are committed to:

- Robust corporate governance with the objective of maximising stakeholder value;
- Adopt a stakeholder-centric approach;
- Continuously engage with stakeholders to address material issues;
- Achieve our vision of protecting people and the environment.

We are motivated by the support of all stakeholders in our endeavour towards ESG and will keep enhancing our standards.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).** Dr. Dinesh S. Patel, Chairman
Dr. Sachin D. Patel, Director

9. **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.** No
The Company's business responsibility performance is reviewed by the Board of Directors annually.

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / Director / Board Committees / Board members, wherever applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board on a quarterly basis.																	

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

We have not carried out an independent assessment/ evaluation of the working of our policies by an external agency. However, the Company itself internally reviews the working of the above-mentioned policies wherever applicable.

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BOD)-6	One	Business Updates on various functions such as manufacturing facilities, Business Performance, Operations, Production, Products update, Company Policies.	100%
Key Managerial Personnel-3	One	Regulatory Updates, Statutory Compliances and changes in the regulatory requirements applicable to the industry in which it operates with its area of implementation, and other relevant issues, Brief on Corporate Social Responsibility Activities of the Company.	100%
Employees other than BoD and KMPs	On an average, training is provided as and when required to employees and workers	Training programmes covered: <ul style="list-style-type: none"> • Health & Safety Trainings • Code of Conduct • Prevention of Sexual Harassment • Regulatory compliance 	100%

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

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	No	No	No	N/A	No
Settlement	No	No	No	N/A	No
Compounding fee	No	No	No	N/A	No

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	No	No	No	No
Punishment	No	No	No	No



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: Not Applicable
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The company has a Code of Conduct for Directors and Senior Management that entails ethical conduct. The Company also has laid down a Business Code of Conduct and Ethics to ensure ethical conduct by employees. Web links of these policies are as under: <http://www.gtbl.in/wp-content/uploads/2015/08/CODE-OF-CONDUCT-GTBL.pdf>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. : No fines / penalties / actions are taken against the company or its employees by any regulators on corruption and conflict of interest.

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 programmes partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes)- The Code of Conduct (the "Code") sets forth legal and ethical standards of conduct for Directors and employees constituting senior management, Code is designed to deter wrong doing and to promote:

- Conflict of interest
- Compliance with Law
- Treatment to other Employees
- Health and Safety Protection
- Protection of Company's property
- Insider Trading
- Receiving Gifts

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	98.60	131.49

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	60.75%	74%
	b. Number of trading houses where purchases and made from	262	235
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	44.82%	59.64%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NIL	NIL
	b. Number of dealers/distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	NIL	0.002
	b. Sales (Sales to related parties/Total Sales)	0.96%	0.25%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties/Total Investments made)	NIL	NIL

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

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**
- Does the entity have procedures in place for sustainable sourcing:** No
Going forward, we will start screening suppliers based on their ESG performance.
 - If yes, what percentage of inputs were sourced sustainably:** Not Applicable
- 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 other waste.**
All waste is given to various agencies approved by GPCB for safe disposal (i) Hazardous waste to safe land fill sites or to cement industries for coo-processing. (ii) Plastic and e-waste to GPCB Approved recyclers.
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities:** Yes
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. Yes

Leadership Indicators

- 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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA					



2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same: Not Applicable

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-
-	-	-
-	-	-
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Solvents recovered and recycled	93.45%	90.50%

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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safety Disposed	Re-Used	Recycled	Safety Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	145	-	-	145	100%	-	-	-	-	-	-
Female	12	-	-	12	100%	12	100%	-	-	-	-
Total	157	-	-	157	100%	12	12%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	02	-	-	02	100%	02	100%	-	-	-	-
Total	02	-	-	02	100%	02	100%	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	85%	100%	Yes	89%	100%	Yes
Gratuity	100%	100%	No	100%	100%	No
ESI	62%	100%	Yes	54%	91%	Yes
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil

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.

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 <https://www.gtbl.in/wp-content/uploads/2015/08/CODE-OF-CONDUCT-GTBL.pdf>
5. Return to work and Retention rates of permanent employees and workers that took parental leave: While the Company grants Maternity leave, it does not have a policy of paternal leave.

Gender	Permanent employees		Permanent workers	
	Return to workrate	Retention rate	Return to workrate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief: Yes, Grievances Redressal Committee.
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: Company does not have Trade Union.

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	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	0	0	0	0	0	0
- Female	0	0	0	0	0	0
Total Permanent Workers						
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	145	145	100%	0	0	0	0	0	0	0
Female	12	12	100%	0	0	0	0	0	0	0
Total	157	157	100%	0	0	0	0	0	0	0
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	2	2	100%	0	0	0	0	0	0	0
Total	2	2	100%	0	0	0	0	0	0	0

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total(A)	No. (B)	% (B / A)	Total(C)	No. (D)	% (D / C)
Employees						
Male	145	145	100%	99	99	100%
Female	12	12	100%	07	07	100%
Total	157	157	100%	106	106	100%
Workers						
Male	00	00	100%	00	00	100%
Female	02	02	100%	02	02	100%
Total	02	02	100%	02	02	100%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity: Yes
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity: Periodical Safety audit is conducted by the Company.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks: Yes
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services: No

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company conducts periodical internal Safety Audits and takes corrective measures as may be necessary from time to time.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	- 1
Health & Safety	0	0	0	0	0	-


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:** Not applicable since there were no significant safety related incidents.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers.:** Yes, Workers and Staff are cover by ESIC and are eligible for Insurance.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.:** Employees get statement which can be downloaded online.
- Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY:2023-24 (Current Financial Year)	FY:2022-23 (Previous Financial Year)	FY:2023-24 (Current Financial Year)	FY:2022-23 (Previous Financial Year)
	<i>Employees</i>	0	0	0
<i>Workers</i>	0	0	0	0

- 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, Good retiring employees are offered extended employment:

- Details on assessment of value chain partners:

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

- 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.:** Internal Safety Audit is done from time to time.

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.

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes Customers, Employees, Suppliers & Vendors, Regulators, Business Partners, Local communities and Investors / Shareholders.

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

Key Stakeholders	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
Employees	No	Direct & other communication mechanisms	Need based	To acquaint employees about developments in the Company and address their concerns, if any
Customers (Healthcare professionals, Dealers & Distributors)	No	Meetings	Frequent and need based	To stay abreast of developments in pharmaceutical sector and informing them about products of the company.
Regulators	No	Meetings and other communication mechanisms.	Need based	To stay abreast of the developments in policies and for compliances, approvals, permissions, etc.
Suppliers and Vendors	No	Emails, meetings	Frequent and need based	Co-ordinate for supply of materials and ensure compliances
Business Partners (third party manufacturers)	No	Emails, meetings	Need based	Address any issues concerning manufacturing operations and supplies
Local communities	Yes	Directly or through CSR implementation partners	Frequent and need based	Support through socially high impact projects
Investors / Shareholders	No	Email, newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings / calls / conferences	Need based and Quarterly calls	To update them about important developments in the Company and address their grievances

Leadership Indicators-Not Applicable

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

The process of consultation with stakeholders is delegated to the Senior Management Team of the Company, who in turn hold consultation with different stakeholders on economic, environmental and social topics on a need basis. Board is then apprised on a quarterly basis during the Board Meetings.

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. Gujarat Themis Biosyn Ltd. believes in engaging with stakeholders to understand their concerns and feedback in terms of material topics pertaining to ESG parameters for the company.



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

Yes. Gujarat Themis Biosyn Ltd. supports the Government's endeavor toward the CSR Rules and implements various initiatives for the upliftment and betterment of disadvantaged, vulnerable and marginalised segments of society. We believe in providing accessible and affordable healthcare/education through various CSR initiatives.

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: Not Applicable

Category	FY 2023 -24 Current Financial Year			FY 2022 -23 Previous Financial Year		
	Total (A)	No. of / employees workers covered (B)	% (B / A)	Total (C)	No. of / employees workers covered (D)	% (D / C)
Employees						
Permanent	0	0	0	0	0	0
Other permanent	0	0	0	0	0	0
Total Employees	0	0	0	0	0	0
Workers						
Permanent	0	0	0	0	0	0
Other permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	145	35	24%	110	76%	99	27	27%	72	73%
Female	12	5	42%	7	58%	7	3	43%	4	57%
Other Than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	2	2	100%	0	0	2	2	100%	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	06	NIL	0	0
Key Managerial Personnel	03	171637	0	0
Employees other than BoD and KMP	142	5845328	12	338409
Workers	0	0	02	26978

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

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.: Not applicable

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Your company prohibits retaliation against anyone who raises or reports concerns and will take disciplinary action to and including dismissal (in accordance with local labour laws) of any employee who threatens or engages in retaliation or harassment of someone who has reported, or is considering reporting, a concern in good faith.

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

Yes, business agreements and contracts entered into by your company with third parties include standard contract clauses for labour rights.

9. Assessments for the year.

Your Company internally monitors compliance for all relevant laws and policies pertaining to these Human Right issues. There have been no observations by local statutory/third parties in India in FY24.

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

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

Since your company is compliant, there was no corrective action suggested by any auditing / inspecting authority / official.


Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**
NIL-We did not receive any grievances / complaints regarding Human Rights principles and guidelines. Maintaining a proactive approach, we have introduced travel guidelines for our women colleagues ensuring their safety at the workplace as well as travelling to and from work.
- Details of the scope and coverage of any Human rights due-diligence conducted:**
 Not Applicable
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016:**
 Yes. We are constantly working towards identifying the need of such visitors and proactively supporting on the same. We are also working on the overall accessibility of our office premises to meet the highest standards possible.

Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Not Applicable
Discrimination at workplace	Not Applicable
Child Labour	Not Applicable
Forced Labour/Involuntary Labour	Not Applicable
Wages	Not Applicable
Others – please specify.	Not Applicable

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.:** Not Applicable.

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

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total electricity consumption (A)	75887 Gigajoules	75032 Gigajoules
Total fuel consumption (B)	788 Gigajoules	1705.63 Gigajoules
Energy consumption through other sources (C)	No	No
Total energy consumption (A+B+C)	76675 Gigajoules	76737.63 Gigajoules
Energy intensity per rupee of turnover (<i>Total energy consumption/ turnover in rupees</i>)	0.12 rupee of turnover	0.12 rupee of turnover
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	–	–

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

- 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:** Your Company does not have sites / facilities identified as designated consumer under PAT

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

Parameter	FY 2023-24 (Current Financial Year)	FY:2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	185600 kl (GIDC water supply)	158036 kl (GIDC water supply)
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	185600 Kl	158036 Kl
Total volume of water consumption (in kilolitres)	185600 kl	158036kl
Water intensity per rupee of turnover (Water consumed / turnover)	0.007 rupee of turnover	0.007 rupee of turnover
Water intensity (optional) – the relevant metric may be selected by the entity	185600 kl (GIDC water supply)	158036 kl (GIDC water supply)

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation: Going forward, the Company will be taking necessary steps towards this purpose.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY:2022-23 (Previous Financial Year)
NOx	ppm	29.4	23.6
SOx	ppm	56.41	47.5
Particulate matter (PM)	mg/Nm ³	92.06	99.2
Persistent organic pollutants (POP)	---	---	---
Volatile organic compounds (VOC)	---	---	---
Hazardous air pollutants (HAP)	---	---	---
Others – please specify	---	---	---

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY:2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details-Not Applicable
8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY:2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.797 MT (Carboy/Liners)	5.80 MT (Carboy/Liners)
E-waste (B)	0.085 MT	0.07 MT
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, if any. (G)	96.92 MT (Process residue) 89.34 MT (ETP sludge) 0.15 MT (Used Oil) 4299.39 MT (Mycelium – Non-Haz. waste)	94.65 MT (Process residue) 80.78 MT (ETP sludge) 0.44 MT (Used Oil) 4329.24 MT (Mycelium – Non-Haz. waste)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	4488.682 MT	4511.12 MT

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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	101.97	92.15
(ii) Landfilling	4262.404	6130.23
(iii) Other disposal operations	2.394 (Carboy/Liners) 0.15 (Used Oil used as lubricant in machineries) 0.085 (E Waste)	5.94 (Carboy/Liners) 1.20 (Used Oil to registered recyclers) 0.07(E Waste)
Total	4367.003	6229.59

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

Your Company has implemented a comprehensive program for the management of waste generated from our operations. All the waste streams are identified and segregated at source.

We are committed to use environmentally sound methods of the waste disposal. As a part of our resource optimization and waste minimization process, we have implemented a series of initiatives to minimize generation of waste in our manufacturing processes.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: Not Applicable

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

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

During the reporting period, your company has not conducted any environment impact assessment.

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

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

Yes, the company is compliant with the applicable environmental law / regulations / guidelines in India.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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NOT APPLICABLE

Leadership Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	None	None
Total fuel consumption (B)	None	None
Energy consumption through other sources (C)	None	None
Total energy consumed from renewable sources (A+B+C)	None	None
From non-renewable sources None		
Total electricity consumption (D)	75887 Gigajoules	75032 Gigajoules
Total fuel consumption (E)	788 Gigajoules	1705.63 Gigajoules
Energy consumption through other sources (F)	No	No
Total energy consumed from non-renewable sources (D+E+F)	76675 Gigajoules	76737.63 Gigajoules

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

No, we have not carried out assessment / evaluation / assurance by any external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	51609-disposed to CETP through underground drainage system for further treatment. Level of Treatment-Primary & Secondary	49263-disposed to CETP through underground drainage system for further treatment. Level of Treatment-Primary & Secondary
Total water discharged (in kilolitres)	51609	49263

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

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

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

- (i) **Name of the area:** Not applicable
- (ii) **Nature of operations:** Not applicable
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	-	-
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Not Applicable

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	None	None
Total Scope 3 emissions per rupee of turnover		None	None
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		None	None

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y) If yes, name of the external agency. –Yes. Analysis and assessment is being done by Uni Start Environment Research Lab Pvt. Ltd.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. Not Applicable



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

S. No.	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
NOT APPLICABLE			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. No
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard. No. adverse impact and hence no mitigation and adaptation measures have been taken by the Company.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not Applicable

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent –

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	NIL	NA
2	NIL	NA
3	NIL	NA

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.

Not applicable since there were no cases of anti-competitive conduct by the Company during FY 2023-24

Leadership Indicators

1. Details of public policy positions advocated by the Company: Not applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

The Company undertakes its CSR initiatives directly and through various implementation agencies in accordance with the applicable laws. Details of CSR initiatives taken by the Company and agencies and impact assessment thereof are provided in the **Annexure III** to the Directors' Report.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company: Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.

The company has mechanisms to receive and redress grievances of various stakeholders. Grievances of the community are directly handled by our CSR implementation partners (NGOs).

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	10.83%	7.21%
Some directly from within the district and neighboring districts	53.48%	20.76%

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

Location	FY 2023-24	FY 2022-23
Rural	NIL	NIL
Semi-Urban	NIL	NIL
Urban	NIL	NIL
Metropolitan	NIL	NIL

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Note: In addition to the percentage mentioned above, 0% of the employees are Field employees which are spread PAN India. Hence, the location is not ascertainable.

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):

Not Applicable

2. Provide the following information on CSR projects undertaken by your Company in designated aspirational districts as identified by government bodies: Not applicable

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

b. From which marginalized / vulnerable groups do you procure

Not Applicable

c. What percentage of total procurement (by value) does it constitute: Not Applicable

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

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

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:

We did not have any case of intellectual property related disputes in FY 2023-24

6. Details of beneficiaries of CSR Projects

Sr. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Not applicable			

The Management of the Company identified the project and it was under consideration after which the management had finalized the project at the end of the financial year. Therefore, the Unspent CSR amount was allocated to the project and transferred to the Un-Spent CSR account.

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:** Not applicable
2. **Turnover of products and / services as a percentage of turnover from all products / service that carry information**

Parameter	As a Percentage of Total turnover
Environment and social parameters relevant to the product	Not applicable
Safe and responsible usage	Not applicable
Recycling and / or safe disposal	Not applicable.

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

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

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

	Number	Reason for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

For FY 2023-24, there were no complaints received for issues pertaining to delivery of essential services, advertising, action taken by regulatory authorities on safety of products / services.

Leadership Indicators

1. **Channels / platforms where information on products and services of the Company can be accessed (provide web link, if available):**
Information related to our products can be found on our website: <https://www.gtbl.in>
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and / or services:**
Not applicable
3. **Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services:**
Not applicable

4. Does the Company 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 Company carry out any survey with regard to consumer satisfaction relating to the major products / services of the Company, significant locations of operation of the Company or the Company as a whole? (Yes / No)

Not applicable

5. Provide the following information relating to data breaches:

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

No data breaches were recorded in FY 2023-24.

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

No data breaches were recorded in FY 2023-24