



Greenply/2024-25
September 05, 2024

The Manager
BSE Limited
Department of Corporate Services
Floor 25, P. J. Towers, Dalal Street
Mumbai - 400 001
Security Code: 526797

The Manager
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E)
Mumbai - 400 051
Symbol - GREENPLY

Dear Sir/Madam

Sub: Business Responsibility and Sustainability Report (BRSR) for Financial Year 2023-24

Pursuant to the applicable provisions of Regulation 34 (2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2023-2024.

The above is for your information and records.

Thanking you,

Yours faithfully,
For **Greenply Industries Limited**

Kaushal Kumar Agarwal
Company Secretary &
Vice president-legal

Encl.: A/a

Greenply Industries Limited

'Madgul Lounge', 5th & 6th Floor, 23 Chetla Central Road, Kolkata - 700027, West Bengal, India
T : +91 33 24500400, 30515000 | E : kaushal.agarwal@greenply.com | www.greenply.com | CIN : L20211WB1990PLC268743
Registered Office : 'Madgul Lounge', 6th Floor, 23 Chetla Central Road, Chetla, Kolkata - 700027, West Bengal, India

Business responsibility and sustainability report (BRSR) 2023-24

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L20211WB1990PLC268743
2	Name of the Listed Entity	Greenply Industries Limited
3	Date of Incorporation	28-11-1990
4	Registered office address	Madgul Lounge, 6th Floor, 23, Chetla Central Road, chetla, kolkata, Kolkata, West Bengal, India, 700027
5	Corporate address	Madgul Lounge, 5th & 6th Floor, 23 Chetla Central Road, Kolkata-700027, West Bengal, India
6	E-mail	kaushal.agarwal@greenply.com
7	Telephone	033 3051 5000
8	Website	www.greenply.com
9	Financial year for which reporting is being done	April 1, 2023 - March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	1) BSE Ltd. (BSE) 2) National Stock Exchange of India Ltd. (NSE)
11	Paid-up Capital	INR 12,36,98,645
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. Kaushal Kumar Agarwal Mobile: 9748738904 Email: kaushal.agarwal@greenply.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).	Standalone basis
14	Whether the company has undertaken any reasonable assurance of BRSR Core?	NO
15	Name of assurance provider	Not Applicable
16	Type of assurance obtained	Not Applicable

17 Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of plywood, blockboards, decorative veneers, flush doors and allied products.	63%
2	Trading	Trading of plywood, blockboards, flush doors and Polyvinyl Chloride (PVC) products.	37%

18 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	Plywood & allied products	20211	99.65%

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

Location	Number of plants	Number of offices	Total
National	3	60	63
International	Not Applicable		

20 Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	28
International (No. of Countries)	5

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

0.39%

c. A brief on types of customers

The Company has categorised its customers as follows:

- Trade Customers: Trade Customers are the dealers/distributors, super stockist and wholesaler in the supply chain who have a crucial role in distributing Company's products to end-users or consumers.
- Original Equipment Manufacturer (OEM) Customers: OEM means a company/firm that makes a product viz. furniture to be sold by another company/firm under its own name.
- End Customers: End Customers are individuals who directly purchase and use products for personal or household needs.

Other customers of the company also include builders, contractors along with government departments

21 Details as at the end of Financial Year:

Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1250	1211	97%	39	3%
2	Other than Permanent (E)	193	188	97%	5	3%
3	Total employees (D+E)	1443	1399	97%	44	3%
WORKERS						
4	Permanent (F)	1362	1234	91%	128	9%
5	Other than Permanent (G)	1047	801	77%	246	23%
6	Total workers (F+G)	2409	2035	84%	374	16%

Differently abled Employees and workers

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	3	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D+E)	3	3	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	3	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total differently abled workers (F+G)	0	3	0%	0	0%

22 Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	5	1	20%

23 Turnover rate for permanent employees and workers

Disclose trends for the past 3 years

Particulars	FY 23-24			FY 22-23			FY 21-22		
	Turnover rate in current FY			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	41%	22%	26%	21%	26%	20%	21%	20%
Permanent Workers	5%	2%	5%	6%	1%	6%	8%	7%	8%

24 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	Greenply Alkermal (Singapore) Pte. Ltd., Singapore	Joint Venture	50%	NO
2	Greenply Holdings Pte. Ltd., Singapore	Wholly owned Subsidiary	100%	NO
3	Greenply Middle East Limited, Dubai, UAE	Associate	49%	NO
4	Greenply Gabon SA, Gabon, West Africa	Associate	49%	NO
5	Greenply Speciality Panels Pvt. Ltd., India (formerly known as Baahu Panels Pvt. Ltd.)	Wholly owned Subsidiary	100%	NO
6	Greenply Sandila Private Limited, India	Wholly owned Subsidiary	100%	NO
7	Greenply Alishan private Ltd.	Subsidiary	67%	NO
8	Greenply Samet Private Limited, India	Joint Venture	50%	NO

CSR Details

- 25 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) YES
- (ii) Turnover (in Rs.) 1,767 Crores
- (iii) Net worth (in Rs.) 723 Crores

26 Transparency and Disclosures Compliances

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 23-24			FY 22-23		
		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	Yes, the company has the mechanism in place to redress Grievances if any as per the policy defined. Weblink - https://www.greenply.com/assets/investors/770/original/GII_Community_Grievance_Redressal_Policy_%281%29.pdf?1692707843	0	0	NIL	0	0	NIL
Investors (other than shareholders)	Yes, investors can register their complaints/ grievances at separate email ID, i.e., investors@greenply.com Weblink - https://www.greenply.com/disclosures-u-r46-of-lodr/emailid-for-investorgrievances-andother-details	0	0	NIL	0	0	NIL

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 23-24			FY 22-23		
		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
Shareholders	Yes, shareholders can register their complaints/ grievances at separate email ID, i.e., investors@greenply.com Weblink - https://www.greenply.com/disclosures-u-r46-of-lodr/emailid-for-investorgrievances-andother-details	8	0	NIL	10	0	NIL
Employees and workers	Yes, the company has the mechanism in place to redress Grievances if any as per the policy defined. Weblink - https://www.greenply.com/assets/investors/772/original/GIL_GrievanceRedressal-Policy.pdf?1692708111	0	0	NIL	0	0	NIL
Customers	Yes, Grievance Redressal Mechanism is in place, have separate email ID, i.e., sales.ply@greenply.com	0	0	NIL	3	3	NIL
Value Chain Partners	Yes, Grievance Redressal Mechanism is in place, have separate email ID, i.e., sales.ply@greenply.com	2713	230	There is a separate software system installed in the company to check and resolve the complaints	2171	162	There is a separate software system installed in the company to check and resolve the complaints.

27 Overview of the entity's material responsible business conduct issues

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	Climate change	Risk	The adverse effects of climate change have potential to disrupt businesses and we are observing this in our global supply chains.	While the company is less emission-intensive, we are contributing to climate change mitigation through our sustainable forest management and plantation activities.	The uncertainty due to climate change in seasonal cashflows with increased severity and frequency of extreme weather events such as cyclones, floods, and wildfires. Additionally, increased insurance premiums and potential for reduced availability of insurance on assets in "high risk" locations.
2	Energy and Emission	Risk and Opportunity	Energy conservation and emission reduction is critical to reduce our carbon footprint and to reduce our cost of operations	<ul style="list-style-type: none"> Reduction in energy consumption through technology interventions and plant optimizations Installation of renewable energy sources to increase the share of RE based electricity. In our operations, dust emissions throughout the process includes activities like log handling, log and recycled material chipping, chip screening, veneer trimming and laying out the particulate matter to be pressed. Under Emissions, we also track GHG emissions from our operations. 	Failure to reduce energy use and related GHG emissions & adopting renewable sources of energy will increase operating costs and may cause penalties for the companies.
3	Sustainable Forest Management	Opportunity	Sourcing of raw materials is an environmental opportunity for wood-based industries as it leads to deforestation & habitat destruction. This will help to reduce GHG emissions which in turn can improve ESG performance	GIL has taken up sustainable forest management and plantation activities across its operations. Company sources all its timber requirements through Agroforestry. There is no deforestation in our operations.	Our plantation activities help us not only in creating a sustainable source of raw material (Timber) but also in building strong community relationships.

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)
4	Water	Risk	Judicious use of natural resources such as water is necessary to ensure there is no over-extraction of water in local & water-stressed regions. GIL being a plywood manufacturing entity, requires it to manage and regulate its water consumption and disposal.	<ul style="list-style-type: none"> Reduction in water consumption through technology interventions and plant optimizations across its operations. The wastewater from the RO system is channelled into our reservoirs that provide water for sprinklers helping replenish the ground water table, through which we have enhanced the water tables near our plant's surroundings. 	Our operations in waterstressed areas add to the cost of procurement of water (from tankers or municipality)
5	Waste management	Opportunity	Waste from different parts of operations may result in pollution and contamination of earth, water and air. We are focused on proper waste management.	<ul style="list-style-type: none"> Reuse of wood waste as fuel to reduce our operational waste or through other process modifications. Well defined waste management processes Appropriate disposal of wastes (hazardous waste etc.) as per regulatory norms to authorized vendors 	<ul style="list-style-type: none"> Reusing opportunities helps in cost savings. Reduction of waste results in an improved environmental footprint and prevents any cost in the form of fines and penalties.
6	Occupational health and safety	Risk and Opportunity	<p>Occupational health and safety is at the core of our strategy. Few of the key reasons of this priority are appearing below:</p> <ul style="list-style-type: none"> Work-related injuries pose a challenge to the safety of our staff. A focus on employee wellbeing results in a productive workforce. 	<ul style="list-style-type: none"> For GIL, proper OHS management system, training, and knowledge about OHS across all stakeholders is important for mitigation of the health hazards due to occupational demands across the entire operations. Strong Safety Management System working towards goal of bringing number of workplace incidents to absolute minimum 	<ul style="list-style-type: none"> Increased focus on occupation health and safety can help build brand image while promoting worker morale, which may lead to increased productivity, reduced worker turnover, & enhanced community relations. In a safe working environment, there are extremely few accidents. This saves compensation expenses for employees by reducing downtime for safety inquiries.

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	Local Community	Opportunity	This is essential for wood-based industry as it brings about measurable & positive change within communities in which the company operates & performs business	Community engagement by means of vivid development programme, engagement exercises and regular assessment. of the impacts are necessary for GIL	This will help to create a proper work environment for the company established by the trust of the surrounding local communities leading to smooth operational benefits.
8	Training and education	Opportunity	This has become important to adopt practices for skilful development of their employees, and to foster a healthy working environment.	GIL put efforts into upgrading the employees and management with the know-how of the latest technologies, and best practices within the sector	This addresses the company's ability to develop, motivate, and retain talent which is critical to business success in the competitive industry landscape.
9	Diversity and inclusion	Opportunity	Ensuring good diversity mix and equal opportunities for all is a right step for fostering healthy human capital development. This also ensures the engagement of local communities into the manufacturing operations.	GIL believes in equal opportunities for all, also visible in the initiatives taken by us to have women carpenter artisans and architects. Ensuring Diversity and Inclusion is essential to build a holistic culture and talent pool within the organization. This factor also addresses the discriminatory practices based on race, caste, gender, sexual orientation, and others	Diverse workplace leads to better retention of talent and improving customer orientation, employee satisfaction, and decision making, leading to a virtuous cycle of increasing returns.

28 Notes

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sr. No.	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://www.greenply.com/disclosures-u-r-46-of-lodr/policies-and-code-of-the-company								
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.	"Forest Stewardship Council FSC® FM ISO 9001: 2015 ISO 14001: 2015 ISO 45001: 2018 SA 8000: 2014 BIS Certificates CARB Certification IGBC Membership"								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by respective departments led by the Management and Board of Directors.								

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)

As India's one of the largest plywood and wood-based manufacturing Company, we recognize the pressing need for bold corporate actions and transformative measures in response to the climate crisis. Throughout the year, we have made significant progress in integrating sustainability into our core business practices. Our first sustainability report, "Growing Together," served as a valuable tool to assess our non-financial performance and identify areas for improvement. Also, last year we had initiated 'ESG360' – an initiative that will formalize our sustainability endeavours and help us track and report our progress in the same. ESG360 will provide a roadmap till FY 2025, integrating sustainability into our business operations covering aspects of environment, social and governance. We acknowledge that there is immense potential to prioritize and embed sustainability throughout our entire value chain, starting from the strategy stage

Sustainability principles and practices have been an integral part of our business right from the start and the idea of sustainability is not new to GIL, our business relies on natural resource as key raw material, and we understand that it is an imperative that we replenish what we take from the natural ecosystem. Our fundamental values as a business unit have ensured that we foster the well-being of the communities in which we operate. At GIL, we recognize the importance of preserving nature and giving back more than we take. All our manufactured products are sourced from plantation timber, and through our plantation activities, we actively collaborate with local communities to support livelihoods. Our efforts have resulted in improved biodiversity, increased green cover around our plant locations, and enhanced social conditions for the communities we work with. We remain steadfast in maintaining ecological harmony and continue to collaborate with all stakeholders in this pursuit. Moreover, we have focused on stakeholder engagement, compliance &

ethics, people, environment, and communities as our key focal points in the pursuit of sustainability. We firmly believe that the goodwill we earn in the industry and among our customers plays a vital role in sustainable business achievement. With our strategic initiative, 'ESG360,' we are already cultivating a business strategy that embraces sustainability and respects both people and the planet. Looking ahead, we are committed to objectively considering all potential sustainability impacts that may affect our business and stakeholders. Our sustainability agenda will encompass a comprehensive assessment of risks and opportunities beyond the traditional financial and strategic aspects. We are proud of our progress towards becoming a more sustainable and inclusive company, but we know that there is still more work to be done. Together, we can build a future that not only brings success to our business but also leaves a positive and lasting impact on society and the environment

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

Mr Rajesh Mittal, Chairman cum Managing Director (Executive Director), DIN-00240900, is responsible for implementation of the Business Responsibility (BR) policies of the Company

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, Mr Rajesh Mittal, Chairman cum Managing Director (Executive Director) of the company is responsible for decision making and sustainability related issues

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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	Director																
Description of other committee for performance against above policies and follow up action	As a practice, Business Responsibility policy of the Company is reviewed periodically or on a need basis by Senior Leadership Team including Chairman cum Managing Director. During this assessment, the efficacy of the policy is reviewed									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director																	
Description of other committee for performance against above policies and follow up action	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Company Secretary of the Company to the Board of Directors									Quarterly								

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
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.	No. However, the Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees.								

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)						Not Applicable			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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	1	During the year, the Board of directors of the company (including its committees) has been updated on various matters pertaining to business, regulations, and information technology advancement along with its use in the corporate environment.	83.33%
Key Managerial Personnel	1	During the year, the Board of directors of the company (including its committees) has been updated on various matters pertaining to business, regulations, and information technology advancement along with its use in the corporate environment.	100%
Employees other than BoD and KMPs	3	Sales excellence training program & Leading high-performance team	8%
Workers	12	Safety awareness & Skill upgradation	4%

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

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

Non-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)	
Imprisonment	NA	NA	NIL	NA	NA	
Punishment	NA	NA	NIL	NA	NA	

- 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	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.

The Company has in place Code of Business Ethic and circulated to all employees of the Company but the same has not been posted in the Company's website.

Further, the Company has adopted a Vigil Mechanism Policy to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee.

The Vigil Mechanism Policy as adopted by the Company is available on the Company's website at:

https://www.greenply.com/assets/investors/722/original/Vigil_Mechanism_Policy_%281%29.pdf?1682402162

- 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 23-24	FY 22-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

- 6 Details of complaints with regard to conflict of interest

Particulars	FY 23-24		FY 22-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of 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.

NA

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

	FY 23-24	FY 22-23
Number of Days of Account Payable	62	54

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	92%	91%
	b. Number of dealers / distributors to whom sales are made	2105	2137
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	13%	13%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	12.96%	7.71%
	b. Sales (Sales to related parties / Total Sales)	0.17%	0.08%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.96%	98.24%
	d. Investments (Investments in related parties / Total Investments made)	98.04%	97.96%

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
NA	NA	NA

2 Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has Code of Conduct policy for its Board of Directors and senior management personnel, that provides guidance for avoiding actual or potential conflicts of interest with the Company. This policy aligns with Regulation 17(5)(a) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Code of Conduct policy promotes ethical behavior and uphold the highest degree of corporate governance, this includes emphasizing professional integrity, diligence, and honesty in all duties.

The Board is authorized to address any queries or interpretations needed regarding the Code of Conduct, ensuring prompt and thorough resolution, thus promoting transparency and accountability in the Company's governance practices. The compliance with the code is reviewed annually by all the senior management, including Board members, and any violations are addressed by the Board of Directors. The code is subject to amendment by the Board of Directors as deemed necessary.

Additionally, the Company receives an annual declaration from its Board of Directors and senior management confirming adherence to the Code of Conduct, which includes provisions on dealing with 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	NIL	NIL	NA
Capex	NIL	NIL	NA

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

Yes

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

95+

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

The company has an integrated waste management system for safe disposal of all the plastics, e-waste and hazardous waste:

- (a) **Plastics (including packaging) -**

The Plastic waste generated from The packaging and sale of products such as Surface protection films, are quantified and disposed through authorised vendors.

- (b) **E-waste -**

All e-waste generated in-house is handed over, from respective locations of the Company, to certified vendors for safe disposal

- (c) **Hazardous waste -**

For all The hazardous waste generated such as used Oil, empty barrels of Oil, discarded resin bags across The Company's facilities, is disposed through authorised waste vendors. The fly ash generated from boilers is used locally to fill The road pits

- (d) **Other waste -**

The wood-based wastes disposed-off safely through authorised vendors

- 4 Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

The Company procures resin and other chemicals in plastic bags as well as uses Surface protection Film for packaging its few products, which makes it subject to Extended Producer Responsibility (EPR) regulations.

Leadership Indicator

- 1 Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
The company is yet to conduct LCA studies for any of its product					

- 2 If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

- 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	FY 2022-23
	0	0

- 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)	Not Applicable			Not Applicable		
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
Not Applicable	

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

Essential Indicators

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

Category	% of 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	1211	1126	93%	1211	100%	0	0%	1211	100%	0	0%
Female	39	38	97%	39	100%	39	100%	0	0%	0	0%
Total	1250	1164	93%	1250	100%	39	3%	1211	97%	0	0%
Other than Permanent Employees											
Male	188	128	68%	128	68%	0	0%	128	68%	0	0%
Female	5	0	0%	0	0%	0	0%	0	0%	0	0%
Total	193	128	66%	128	66%	0	0%	128	66%	0	0%

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	1234	0	0%	1234	100%	0	0%	1234	100%	0	0%
Female	128	0	0%	128	100%	128	100%	0	0%	0	0%
Total	1362	0	0%	1362	100%	128	9%	1234	91%	0	0%
Other than Permanent workers											
Male	801	0	0%	616	77%	801	100%	0	0%	0	0%
Female	246	0	0%	246	100%	246	100%	0	0%	0	0%
Total	1047	0	0%	862	82%	1047	100%	0	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 (23-24)	FY (22-23)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	430.60	380.33
ii) Total revenue of the company	176703.20	164320.21
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.24%	0.23%

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

Benefits	FY 23-24 Current Financial Year			FY 22-23 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/NA.)	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/NA.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	7.39%	100%	Y	55%	100%	Y

3 Accessibility of workplaces

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

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.

The Employee Welfare Policy ensures that the needs of differently abled employees and workers are met in accordance with the Rights of Persons with Disabilities Act, 2016, by providing provisions for accessible facilities.

https://www.greenply.com/assets/investors/771/original/GIL_Equal_Opportunity_Policy_for_Persons_with_Disabilities-Greenply.pdf?1692707992

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 worker? If yes, give details of the mechanism in brief.

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	YES	Yes. Grievances received at the factories are promptly acknowledged by the respective plant team, which undergoes regular monitoring. Workers have the option to raise grievances with their supervisors and HR department, and if the issue is not addressed, they can escalate it to the Plant Head
Other than Permanent Workers	YES	
Permanent Employees	YES	Yes, the Company has a robust process in place for handling permanent and non-permanent employees' grievances to promote transparency and fairness. Employees are encouraged to provide their feedback or grievances directly at the level of HODs/Functional Heads/HR Head, following the Company's open-door policy. Additionally, a grievance cell within the HR department allows employees to submit grievances related to policy anomalies, propose changes, or suggest new policies via email to hr@greenpanel.com
Other than Permanent Employees	YES	

The redressal mechanism is as follows: On receipt of any concern through email, letter, oral, etc., it is handled by the HR department of the Company.

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

Category	FY 23-24			FY 22-23		
	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	1250	0	0%	1183	0	0%
- Male	1211	0	0%	1150	0	0%
- Female	39	0	0%	33	0	0%
Total Permanent Workers	1362	350	26%	1413	350	25%
- Male	1234	350	28%	1272	350	28%
- Female	128	0	0%	141	0	0%

8 Details of training given to employees and workers:

Category	FY 23-24					FY 22-23				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
	(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	(D)	No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1211	182	15%	0	0%	1150	256	22%	157	14%
Female	39	2	5%	0	0%	33	8	24%	4	12%
Total	1250	184	15%	0	0%	1183	264	22%	161	14%
Workers										
Male	1234	27	2%	33	3%	1272	315	25%	115	9%
Female	128	0	0%	0	0%	141	42	30%	15	11%
Total	1362	27	2%	33	2%	1413	357	25%	130	9%

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

Category	FY 23-24			FY 22-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1211	718	59%	1150	884	77%
Female	39	21	54%	33	19	58%
Total	1250	739	59%	1183	903	76%
Workers						
Male	1234	789	64%	1272	701	55%
Female	128	109	85%	141	16	11%
Total	1362	898	66%	1413	717	51%

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, we have an occupational health and safety management system with the following details:

1. We strive to achieve the company's goal of zero accidents and injuries.
 2. Provide Mechanical and physical safeguards wherever they are necessary.
 3. Provide employess and workers with necessary protective equipments wherever required and train them to use and care for it properly
 4. Management consider all employee and worker suggestions for achieving a safer & healthier workplace.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- The Company has a mechanism to identify and assess potential risks at the plant level by regular maintenance
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
- YES
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. The company provides medical insurance to employees for demonstrating its commitment to safeguard the health and wellbeing of its employees.

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

We have all the necessary occupational health and safety protocols and standards in place. However, we are working on improving our data management systems to be able to report as per the requirement. The numbers are reported from our facility in Kripampur, Tizit and Rajkot.

Safety Incident/Number	Category*	FY 23-24	FY 22-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.6	0.6
	Workers	11.76	0.5
Total recordable work-related injuries	Employees	9	4
	Workers	68	6
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

**Including in the contract workforce

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

- First-aid boxes are kept at various convenient places within the units and offices.
- Regular maintenance of machinery is conducted as safety measures.
- Ambulances are available at each unit for emergency.
- Conducting Safety Mock Drills from time to time to prepare for emergency situations.
- Conducting routine Safety Committee Meetings to review safety measures and address concerns.
- Providing Workplace Safety Trainings to educate employees on safe work practices.

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

Category	FY 23-24			FY 22-23		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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.

NONE

Leadership Indicators

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

(A) Employees Y

(B) Workers (Y/N). Y

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

For contractual employees, Monthly PF & ESIC contributions are checked with monthly invoices.

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

Gender	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	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)

NO

5 Details on assessment of value chain partners:

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

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.

NIL

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.

Stakeholder engagement is crucial to our value creation process, and we constantly strive to build an operational framework that helps us in engaging with all our stakeholders seamlessly. In the fast-changing consumer and business landscape, the objective of these engagements is to understand the needs and demands of each stakeholder group and ensure that we remain committed for creating shared value through continuous feedback and consultations. We have devised appropriate channels for effective engagement with all our stakeholder groups. This helps us in providing best possible responses to the concerns and keeping up with their expectations

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ Shareholders	No	Annual Reports Press releases and publications Investor meets Annual General Meeting	Annually/Quarterly	<ul style="list-style-type: none"> Economic/ Financial performance Future projects and approach Transparency Business Ethics
Agro-forestry communities	Yes	Local area development Press release and publications Farmer's meets	Annually/Quarterly	<ul style="list-style-type: none"> Education Healthcare Sustainable forest management Community engagement
Dealers/ Customers	No	Formal and informal engagement through meetings and seminars	Annually/ Quarterly/Monthly	<ul style="list-style-type: none"> Business sales Customer feedback Product quality Product certifications Product specifications
Employees	No	Awareness training Performance appraisals Annual employee satisfaction survey Grievance redressal mechanism	Annually/Quarterly	<ul style="list-style-type: none"> Rewards and recognition Personal development and growth Empowering work environment Occupational health and safety Professional training"
Suppliers	No	Formal and informal engagement	Annually/Quarterly	<ul style="list-style-type: none"> Price and quality Timeliness of supplies
Government and regulatory bodies	No	Formal engagement	Need-based	<ul style="list-style-type: none"> Adherence to environmental norms Approvals & product certifications
Lenders	No	Periodic meeting	Quarterly	<ul style="list-style-type: none"> Financial performance and business of the Company

Leadership Indicators

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

The responsibility for implementing the company's ESG strategy and monitoring progress towards the company's vision rests with the Executive chairman, the Managing Director and the Chief Financial officer. The Managing Director, who also serve as representative of the Board, keep the board members informed about the company's ESG plans, targets, and performance. The Board convenes quarterly meetings to assess performance, offere strategic guidance and enforce policies, targets, and strategies. This infromation is communicated to stakeholders through various channels, including public forums, websites, and report communications.

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, outcome of the materiality assessment and stakeholder consultation are taken forward to identify material topics on sustainability for the company. Based on the significance of material topics, the company, further develop their strategy, which includes policy setting, targets & goals. These targets and goal are then developed and implemented along with monitoring mechanism if deemed necessary.

The Company has implemented a guidelines on "Stakeholder Engagement" within the BRSR policy to integrate stakeholder engagement into governance and relevant decision-making processes that may contributes to developing or improving organisational strategy

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

Greenply's engagement with vulnerable and marginalized stakeholder groups goes beyond traditional philanthropy. Through the CSR programs, the company prioritizes holistic community development, institution-building, and sustainability initiatives tailored to their specific needs. Before undertaking any CSR initiative , the target beneficiary groups are identified, and a comprehensive needs assessment is conduct to understand the community's requirements. The Company also involves partnering with other NGO partners and institutions to execute CSR activities. The programs developed are categorized under thematic areas of Education, Environmental Sustainability, Health facilities, and Agroforestry. To evaluate the impact and social value of the projects, the Company conducts feedback surveys for further improvement.

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:

Category	FY 23-24			FY 22-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1250	106	8.5%	1183	179	15%
Other than permanent	193	0	0.0%	122	0	0%
Total Employees	1443	106	7.3%	1305	179	14%
Workers						
Permanent	1362	0	0.0%	1413	212	15%
Other than permanent	1047	0	0.0%	1248	0	0%
Total Workers	2409	0	0.0%	2661	212	8%

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

Category	FY 23-24					FY 22-23				
	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	1250	0	0.0%	1250	100.0%	1183	0	0%	1183	100%
Male	1211	0	0.0%	1211	100.0%	1150	0	0%	1150	100%
Female	39	0	0.0%	39	100.0%	33	0	0%	33	100%
Other than permanent	193	0	0.0%	193	100.0%	122	2	2%	120	98%
Male	188	0	0.0%	188	100.0%	117	2	2%	115	98%
Female	5	0	0.0%	5	100.0%	5	0	0%	5	100%
Workers										
Permanent	1362	0	0.0%	1362	100.0%	1413	0	0%	1413	100%
Male	1234	0	0.0%	1234	100.0%	1272	0	0%	1272	100%
Female	128	0	0%	128	100.0%	141	0	0%	141	100%
Other than permanent	1047	0	0.0%	1047	100.0%	1248	0	0%	1248	100%
Male	801	0	0.0%	801	100.0%	1138	0	0%	1138	100%
Female	246	0	0.0%	246	100.0%	110	0	0%	110	100%

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

a. Median remuneration / wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	2,31,18,063	2	24,25,000
Key Managerial Personnel	4	88,97,879	1	29,94,896
Employees other than BoD and KMP	1207	9,04,713	38	12,62,138
Workers	1234	1,80,262	128	1,30,283

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Safety Incident/Number	FY 23-24	FY 22-23
Gross wages paid to females	4,38,42,117.00	3,18,75,340.00
Total wages	99,71,86,191.00	86,21,46,495.00
Gross wages paid to females (Gross wages paid to females as % of total wages)	4.40%	3.70%

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

Yes, the Human Resource Department of the Company is responsible for addressing human rights impacts or issues

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

The Company has established internal mechanisms to address grievances related to human rights issues. These policies outline the procedures and channels through which employees or stakeholders can report any grievances or concerns related to human rights violations. The Company ensures that these mechanisms are easily accessible, confidential, and transparent, allowing for prompt and impartial resolution of grievances. Additionally, the Company also conducts awareness programs, training, and regular reviews of these policies to ensure their effectiveness and compliance with relevant laws and regulations

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

	FY 23-24			FY 22-23		
	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 23-24	FY 22-23
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	418	289
iii) Complaints on POSH as a % of female employees / workers	0.00%	0.00%
iv) Complaints on POSH upheld	0	0

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

Considering the gravity of the case, Head of HR in consultation with Management, take appropriate measures

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

NO

10 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

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

No such cases were reported, therefore no corrective actions were required to be taken.

Leadership Indicators

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

NA

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

NA

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

Yes

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	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

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

NA

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

Essential 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 23-24	FY 22-23
From renewable sources		
Total electricity consumption (A)	5,468	3,465
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	5,468	3,465
From non-renewable sources		
Total electricity consumption (D)	52,751	51,010
Total fuel consumption (E)	48,216	54,562
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,00,967	1,05,572
Total energy consumed (A+B+C+D+E+F)	1,06,435	1,09,037
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.60	0.66
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
Energy intensity in terms of physical output		

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

*Other sources include energy from steam, heating/cooling, etc. therefore it is not applicable for us

- 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

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

Parameter	Unit	FY 23-24	FY 22-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kl	14,895	46,043
(ii) Groundwater	Kl	30,591	17,307
(iii) Third party water	Kl	-	-
(iv) Seawater / desalinated water		-	-
(v) Others		-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Kl	45,486	63,350
Total volume of water consumption (in kilolitres)	Kl	45,486	63,350
Water intensity per rupee of turnover (Water consumed / turnover)		0.26	0.39
Water intensity per rupee of turnover (Water consumed / turnover) adjusted for Purchasing Power Parity (PPP)			
Water intensity in terms of physical output			

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

NO

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

Yes. The water consumed in the production process is recycled internally, ensuring that no untreated waste water is released in the environment. The treated waste water majorly consists of wood-waste and chemical waste which post recycling is internally utilised for various purposes.

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

Parameter	Please Specify Unit	FY 23-24	FY 22-23*
NOx	Ton	0	7.0
SOx	Ton	0	2.8
Particulate matter (PM)	Ton	15.96	9.4
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

*Emission data for FY 2022-23 include data from our operations at Kriparampur.

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

NO

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

Parameter	Unit	FY 23-24	FY 22-23*
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,315	1,342
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10,404	10,060
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover		0.07	0.02
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.07	0.02
Total Scope 1 and Scope 2 emissions intensity in terms of physical output			

*GHG Emissions data for FY 2022-23 does not include figures from our operations at Tizit

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

NO

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

Yes, the company has undertaken the following mechanisms for GHG emission reduction and Ground CO2 reduction by:

1. By using electrical vehicles with forklift in operations
2. By replacement of steam coal with in-house waste for boiler at two plant operations
3. By elimination of outsourced firewood

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

Parameter	FY 23-24	FY 22-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	17.63	23.4
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	275.00	110.0
Wood Waste	13,500.00	
Total (A+B + C + D + E + F + G + H)	13792.63	133.4
Waste intensity per rupee of turnover	0.08	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.08	0.00
Waste intensity in terms of physical output		
Waste intensity in terms of physical output		
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	NA	NA
(ii) Re-used	13500	NA
(iii) Other recovery operations	NA	NA
Total	13500	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	275.0	110.0
(iii) Other disposal operations	17.63	23.4
Total	292.6	133.4

*Waste data for FY 2022-23 include data from our operations at Kripampur.

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

NO

9 Briefly describe the waste management practices adopted in your establishments.

Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

As Greenply targets to be a zero-waste company, here waste generated from operations is monitored very closely. We focus on both hazardous and non-hazardous waste generated for its proper reuse as well as disposal. Our hazardous waste mainly comes from the formaldehyde-based resin, which is used as adhesive in plywood manufacturing. This manufacturing process is monitored continuously through quality checks to ensure structural integrity of the end product. Wood chips formed during the plywood manufacturing process are used for energy generation, thus no wood waste is generated. The Company consumes waste products (side cutting, dust etc.) as fuel in the boilers.

The water exiting the production system is cleaned and recirculated for boiling water strains. Another use of this water is to maintain the humidity of the production area where small sprinklers are provided at each operation site. We have waste management system in place to comply with the requirements of Pollution Control Board's standards in air and water quality. All hazardous waste is disposed through registered waste management services. All waste data is reviewed monthly by the department head to create action points on the gaps identified.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
Not applicable as none of company's operations are in/around ecological sensitive areas.				

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

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

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
Yes, the company is compliant with all applicable environmental law/ regulations/ guidelines of India as of March 31, 2024				

Leadership Indicators

- 1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

Not applicable as we do not have any plant operating in water stress areas.

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 23-24	FY 22-23
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(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 (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 23-24	FY 22-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- 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.

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

Parameter	Unit	FY 23-24	FY 22-23*
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
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.

3 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

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	Interlocking of boiler fuel feeding with boiler outlet temperature.		Fuel feeding is optimised and there is no excess burning of fuel

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

We are yet to develop & implment disaster management plan in our organisation. But currently we are ensuring the safety of employees, protecting the assets, maintaing businesss opeartions, and minimising potential enviromental impact. We have also developed strategies for continuity, implementing data backup and recovery procedures, maintaining strong supply chain management practices, prioritising employee safety and welfare, mitigating enviromental impact.

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.

NA

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

The company is in process of conducting assessments to identify potential enviromental risks and vulnerabilities within its value chain. This will involve evaluating the enviromental preparedness and resilience of suppliers, customers, and other stake holders to various hazards, such as natural disasters, pollution incidents and other enviromental emergencies, the data for which shall be available from next FY onwards.

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.

4 (Four)

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	Merchants' Chamber of Commerce & Industry	State
2	Indian Green Building Council	National
3	Federation of Indian Plywood & Panel Industry	National
4	Bharat Chamber of Commerce	National

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

Name of authority	Brief of the case	Brief of the case
NA	NA	NA

Leadership Indicators

1 Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	(Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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 entity based on applicable laws, in the current financial year.

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

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

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

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

The Company undertakes the initiatives through the CSR Committee of the Board as per the CSR Policy of the Company. The Company makes efforts to innovate and invest in the processes and technologies to promote the wellbeing of society, putting the local and the underdeveloped regions in priority

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

All our input materials are sourced from small producers.

	FY 23-24	FY 22-23
Directly sourced from MSMEs/ small producers		100%
Sourced directly from within the district and neighbouring districts		INR 1136.77 Lakhs

- 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 23-24	FY 22-23
Rural	163	126
Semi-Urban	11	10
Urban	5	2
Metropolitan	121	85

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 entity 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? (Yes/No) :- 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 entity (in the current financial year), based on traditional knowledge:

Not applicable

5 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sponsoring Girl Child Education		
2	Healthcare Project through Mobile Medical Van (MMV)		
3	Education of tribals and rural children		
4	Medical Camps-Eye Check-up		
5	Purchase of books		
6	Plantation activities		
7	Pathology Laboratory for medical diagnose of poor and needy people	Exact number of beneficiaries are not ascertainable	Not Ascertainable
8	Uttarakhand Baseball Association, Dehradun.		
9	Tollygunge Women in Need.		
10	Lachhmangarh Nagarik Parishad.		
11	Furniture & Fittings Skill Council		
12	Construction of Crematorium & its infrastructure at Village - Vakilpura, Vadodara, Gujarat.		
13	Contribution to Tennis Tree		

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 can register their issue /complaint directly to company either calling to call centre/ online and it get allocated to respective in charge through automated CRM (LSQ) for resolution.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

3 Number of consumer complaints in respect of the following:

	FY 23-24			FY 22-23		
	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	

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

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

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

Yes, as of now the web link to the Greenply IT Policy is unavailable, but starting from the next fiscal year, we plan to make it accessible on our website. The company's Customer Relations system emphasise the importance of safeguarding the privacy of customers' private and confidential data throughout their business operations. The Company restricts access to customer data to only authorised employees who require it for legitimate business purposes. This policy reflects the Company's commitment to protect the sensitive information of its customers and ensure that it is handled with utmost sensitivity and security.

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.

The Company has not received any consumer complaints related to data privacy or cybersecurity, and it does not provide any essential services that would require corrective actions to be taken in these areas

7 Provide the following information relating to data breaches:

- a. Number of instances of data breaches NIL
- b. Percentage of data breaches involving personally identifiable information of customers NA
- c. Impact, if any, of the data breaches NA

Leadership Indicators

- 1 Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
Details of products offered by our company can be accessed from our website @ <https://www.greenply.com/>
- 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 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)**
No