

June 9, 2023

आषाढ – कृष्ण पक्ष- षष्ठी
विक्रम सम्वत् २०८०

National Stock Exchange of India Limited BSE Limited

“Exchange Plaza”
Bandra – Kurla Complex,
Bandra (E), Mumbai – 400 051
NSE Code: GHCL

Corporate Relationship Department,
1st Floor, New Trading Ring, Rotunda Building,
P.J. Towers, Dalal Street, Fort, Mumbai – 400 001
BSE Code: 500171

Dear Sir/Madam,

Sub: Filing of Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23

We would like to inform that pursuant to requirement of Regulation 34 (2) (f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 and any other applicable provisions if any, please find enclosed herewith copy of Business Responsibility and Sustainability Report for the financial year 2022-23.

Please note that copy of this intimation is also available on the website of BSE Limited (www.bseindia.com/corporates), National Stock Exchange of India Limited (www.nseindia.com/corporates) and website of the Company (www.ghcl.co.in).

You are requested to kindly take note of the same.

Thanking you

Yours faithfully

For GHCL Limited



Bhuneshwar Mishra
Vice President – Sustainability & Company Secretary



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L24100GJ1983PLC006513
2. Name of the Listed Entity:	GHCL Limited
3. Year of incorporation:	14-10-1983
4. Registered office address	'GHCL House' Opp. Punjabi Hall, Navrangpura, Ahmedabad- 380 009 (Gujarat)
5. Corporate address:	GHCL House' B-38, Institutional Area, Sector-1, Noida-201301 (Uttar Pradesh)
6. E-mail:	secretarial@ghcl.co.in
7. Telephone:	1204939900
8. Website:	https://www.ghcl.co.in/
9. Financial year for which reporting is being done:	2022-23
10. Name of the Stock Exchange(s) where shares are listed:	NSE, BSE
11. Paid-up Capital:	INR 95,58,57,860
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. Bhuneshwar Mishra, Vice President - Sustainability & Company Secretary bmishra@ghcl.co.in 0120-4939900/2535335
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):	<p>The BRSR (Business Responsibility and Sustainability Report) provides comprehensive information about GHCL's operations during the period from April 1st, 2022, to March 31st, 2023. This report specifically focuses on GHCL's manufacturing sites for Soda Ash, Yarn, and Consumer Products. It aims to provide detailed insights into the company's performance, initiatives, and practices related to business responsibility and sustainability.</p> <p>Furthermore, the report includes employee data, encompassing GHCL's marketing offices, corporate offices, and registered office. This data provides an overview of the company's workforce, highlighting the human resources aspect of GHCL's operations.</p> <p>By examining the BRSR, stakeholders and interested parties can gain a comprehensive understanding of GHCL's commitment to responsible business practices, sustainability efforts, and employee engagement across its various manufacturing and office locations.</p>

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Inorganic Chemicals	GHCL is engaged in the manufacturing of chemicals and chemicals products	100%
2.	Cotton Yarn/ Fabrics	Spinning and weaving	Discontinued operations due to demerger

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Inorganic Chemicals	201	100%
2.	Cotton Yarn/ Fabrics	131/139	Discontinued operations due to demerger

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	20 States and 5 Union territories
International (No. of Countries)	29

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

4%

c. A brief on types of customers

This report offers a comprehensive overview of GHCL's product portfolio across its three distinct segments: Chemicals, Yarn, and Consumer Products. GHCL serves a wide range of customers through these segments, with its Chemicals and Consumer Products segments catering to both industrial and individual customers.

The Yarn segment, on the other hand, is exclusively focused on serving industrial customers, specifically textile manufacturing companies. The report provides detailed information on the product offerings for each segment, highlighting GHCL's commitment to delivering high-quality products and services to meet the unique needs of its customers.

By offering a detailed analysis of its product portfolio across different segments, the report demonstrates GHCL's strategic approach towards diversifying its offerings and meeting the demands of a diverse customer base.

IV. Employees

18. Details as at the end of the Financial Year i.e.

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)	735	674	92%	61	8%
2.	Other than Permanent (E)	28	26	93%	2	7%
3.	Total employees (D + E)	763	700	92%	63	8%
WORKER						
4.	Permanent (F)	3,102	1,123	36%	1,979	64%
5.	Other than Permanent (G)	3,223	2,711	84%	512	16%
6.	Total workers (F + G)	6,325	3,399	54%	1,717	27%

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)	21	13	62%	8	38%
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	21	13	62%	8	38%

19. Participation/inclusion/representation of women

	Total (A)	No. and the percentage of females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel	3	0	0%

*Key Management Personnel stands for Managing Director, CFO, Executive Director and Company Secretary.

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total
Permanent Employees	8.8%	18%	9.5%	6.1%	10.2%	6.4%
Permanent Workers	14.2%	38.8%	29.9%	13.1%	46.5%	32.5%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

V. Holding, subsidiary and associate companies (including joint venture)

21. Name of the holding / subsidiary / associate companies / joint ventures (A) –

1. Do the entities indicated in the above table participate in the Business Responsibility initiatives of the listed entity? (Yes/No)

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 (31st March 2023)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Dan River Properties, USA	Subsidiary	100%	No
2	GHCL Textiles Limited*	Subsidiary	100%	No

*GHCL Textiles Limited was incorporated for the purpose of giving effect to the transfer of Yarn business pursuant to Hon'ble NCLT order. The scheme became effective from April 1, 2023 and as per the scheme the initial investment made by GHCL Limited into GHCL Textiles Limited stands cancelled.

VI. CSR details

22. i. Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- ii. Turnover (in Rs): 4,584.05 Cr
- iii. Net worth (in Rs.): 3933.88 Cr

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 2022-23		FY 2021-22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes	17	1	22	NIL
Investors (other than shareholder)	Yes	NIL	NIL	NIL	NIL
Shareholder	Yes	38	NIL	8	NIL
Employees	Yes	2	NIL	NIL	NIL
Customers	Yes	27	NIL	70	NIL
Suppliers	Yes	NIL	NIL	19	NIL

Link to our investor grievance policy - <https://ghcl.co.in/wp-content/uploads/2022/04/GHCL-Investor-Grievance-Redressal-Policy.pdf>

24. Overview of the entity’s material responsible business conduct issues:

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Employee Engagement, Training, and Professional Advancement	OPPORTUNITY	GHCL prioritizes an employee-friendly workplace, fostering a positive work environment. The company’s proactive approach includes implementing various employee engagement initiatives. By focusing on enhancing employee satisfaction and well-being, GHCL effectively reduces turnover rates and boosts productivity levels. These efforts contribute to creating a motivated and dedicated workforce, driving the company’s overall success.	NIL	POSITIVE
2.	Health and Safety	RISK	Injuries at manufacturing facilities have a significant impact on both the physical and mental well-being of employees, as well as the overall productivity of the company. GHCL recognizes the importance of mitigating such incidents and is committed to creating a safe and secure work environment. By implementing robust safety measures, providing comprehensive training, and promoting a culture of safety, GHCL strives to prevent injuries and prioritize the well-being of its employees. These efforts not only safeguard the workforce but also contribute to increased productivity and operational efficiency for the company.	To uphold the utmost standards of health and safety, GHCL consistently reviews and updates its policies. The company regularly identifies areas for improvement to ensure a proactive approach to safety. GHCL is committed to its vision of attaining Zero Accidents and Zero Incidents, which aligns with its broader Sustainability Vision for 2023. By actively working towards these goals, GHCL emphasizes its dedication to creating a workplace environment that prioritizes the well-being of its employees and minimizes any potential risks.	NEGATIVE

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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)
3.	Human Rights and Fair Labour Standards	RISK	Neglecting human rights violations and labor relations can lead to protests and strikes, causing major disruptions to company productivity. External stakeholders often express concerns about such situations. By proactively addressing human rights and fostering positive labor relations, GHCL mitigates potential negative impacts on the business and maintains harmonious stakeholder relationships.	<p>GHCL places great importance on the opinions and concerns of its employees and workers, creating a conducive environment for open communication.</p> <p>The company actively encourages and supports the unionization of employees as a means of safeguarding their labor rights.</p> <p>By providing a platform for free expression and supporting collective bargaining, GHCL demonstrates its commitment to fostering a fair and inclusive workplace that respects and protects the rights of its workforce.</p>	NEGATIVE
4.	Sustainable Products and Packaging	OPPORTUNITY	<p>Embracing sustainable products and packaging solutions not only contributes to environmental stewardship but also brings about cost savings and enhances the efficient utilization of natural resources.</p> <p>By transitioning to sustainable practices, GHCL can optimize resource allocation, reduce waste, and realize long-term economic benefits while minimizing its ecological footprint. This strategic shift aligns with the company's commitment to sustainability, promoting responsible and efficient operations for a better future.</p>	NIL	POSITIVE
5.	Process Improvement and Innovation	OPPORTUNITY	GHCL is poised to harness the advantages of innovative manufacturing processes, yielding multiple benefits such as heightened gross output, decreased time per unit, and optimized employee utilization.	NIL	POSITIVE

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)
			By adopting cutting-edge techniques and technologies, GHCL aims to enhance operational efficiency, streamline production workflows, and maximize productivity. These improvements contribute to the company's overall competitiveness and sustainable growth in the market.		
6.	Corporate Social Responsibility	RISK and OPPORTUNITY	<p>RISK</p> <p>Companies are increasingly recognizing the need to prioritize the protection of communities.</p> <p>OPPORTUNITY</p> <p>Companies are increasingly recognizing the need to prioritize the protection of communities, making it imperative for them to strengthen their efforts in this area.</p>	It is becoming increasingly important for companies to prioritize the safeguarding of communities, compelling them to intensify their efforts in this regard.	<p>POSITIVE:</p> <p>Organizations can benefit significantly from obtaining a social license to operate and garnering support from the local community.</p>
7.	Ethical Supply Chain Management	OPPORTUNITY	<p>Failure of suppliers to conduct adequate Environmental and Social (E&S) risk assessments poses a significant threat, potentially resulting in the closure of production units and adversely impacting our output.</p> <p>To mitigate this risk, it is crucial for suppliers to prioritize E&S assessments, ensuring compliance with sustainability standards and maintaining uninterrupted production operations.</p> <p>Proactive measures in supplier selection and collaboration can help safeguard against potential disruptions and maintain a sustainable supply chain.</p>	<p>Incorporating Environmental and Social (E&S) indicators into vendor/supplier due diligence is essential to ensure responsible sourcing practices.</p> <p>Evaluating suppliers based on E&S criteria, along with regular assessments of the effectiveness of their E&S systems, helps identify potential risks and supports sustainable business practices.</p> <p>This proactive approach strengthens supply chain resilience, promotes responsible supplier relationships, and mitigates any adverse impacts on the environment and society.</p>	<p>NEGATIVE</p>

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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)
8.	Energy and GHG Emissions Reduction	RISK	<p>GHCL's business and operational activities face potential impacts in the short, medium, and long term due to the ever-changing regulatory landscape concerning energy and greenhouse gas (GHG) emissions. The evolving regulations necessitate careful adaptation and compliance to mitigate any potential disruptions.</p> <p>Furthermore, the physical impacts of climate change, such as altered precipitation and temperature patterns, as well as increased frequency of extreme weather events, pose significant risks to GHCL's operations. It is crucial for the company to proactively assess and address these risks to safeguard its operations and maintain business continuity. Implementing resilient strategies and adopting sustainable practices can help mitigate the adverse effects of climate change on GHCL's operations.</p>	<p>GHCL is committed to reducing its greenhouse gas (GHG) footprint by investing in technology upgrades that promote sustainability and minimize environmental impact. Additionally, the company recognizes the importance of managing carbon risks and opportunities and is considering the adoption of an internal carbon price mechanism.</p> <p>GHCL will maintain its focus on understanding the broader implications of climate change on its operations and supply chain. This includes assessing the potential risks and exploring suitable solutions for climate change mitigation and adaptation. By prioritizing these initiatives, GHCL demonstrates its dedication to sustainable practices and addressing the challenges posed by climate change.</p>	NEGATIVE
9.	Water Management	RISK	<p>Withdrawal of water for industrial purposes can have a substantial impact, especially in regions facing high water stress levels. GHCL recognizes the importance of responsible water management and is committed to minimizing its water footprint.</p>	<p>GHCL is steadfast in its commitment to reducing freshwater consumption and is actively pursuing various measures to achieve this target.</p> <p>By implementing water-efficient technologies, optimizing processes, and promoting responsible water practices across its operations, GHCL aims to minimize its freshwater usage. These relentless efforts reflect the company's dedication to sustainable water management and its contribution to preserving this vital resource for future generations.</p>	NEGATIVE

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)
10.	Waste Reduction and Management	RISK	An organization has a sole responsibility to safely dispose of hazardous waste and adequately dispose of or recycle non-hazardous waste. Failure to do so could result in legal repercussions, fines, or penalties.	GHCL has set a goal to decrease waste generation and is making continuous efforts to reduce its environmental impact.	NEGATIVE

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.ghcl.co.in/brr-policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (eg. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustees) standards (eg. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Global Organic Textile Standard (GOTS) ISO 9001: 2015		ISO 45001:2018 SA 8000	SA 8000 ISO 9001:2015 ISO 14001:2015	SA 8000	ISO 14001: 2015 -	SA 8000	SA 8000	ISO 9001:2015 HALAL certification ISO 22000: 2018 (A Food Safety Management System)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	30% reduction in high risk supplier	Implementation of internal carbon pricing	Be among the Top 100 Great Places to Work. Achieve single digit attrition rate 25% of overall female employees and 10% in executive cadre	Increased employment of specially abled candidates by 50%		Zero environmental incidences 20% specific freshwater consumption reduction 10% specific energy consumption reduction Green building certification for Noida office 20% reduction in GHG emissions Implementation of Internal Carbon Pricing		Evolve into a trusted CSR brand	

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>GHCL has achieved a commendable 33% reduction in high-risk suppliers compared to FY 2021-22. Our robust supplier assessment processes, engagement efforts, and transparency initiatives have contributed to this success.</p> <p>We prioritize responsible sourcing and supply chain sustainability, ensuring adherence to ethical, social, and environmental standards. This reduction reflects our commitment to managing supply chain risks and building a resilient business.</p>	<p>We are proud to announce the successful implementation of our Internal Carbon Price initiative at GHCL. As part of our commitment to sustainable business practices, we have adopted an internal shadow carbon price to guide our investment decisions across all operations. By incorporating a carbon price into our investment evaluation process, we ensure that the financial implications of carbon emissions are adequately considered. This internal mechanism helps us prioritize low-carbon projects, identify opportunities for emission reductions, and drive innovation toward cleaner and more sustainable technologies.</p>	<p>GHCL has been honoured with the prestigious "Great Place to Work" (GPTW) recognition for the 7th consecutive year. Our consistent inclusion among the top 50 companies in the manufacturing sector underscores our commitment to providing an exceptional work environment and fostering a culture of trust and excellence. We are proud to report a commendable attrition rate of 9.5% in the executive cadre, maintaining a single-digit attrition since FY'20. Our overall attrition rate for FY 2022-23 stands at 26%, reflecting our focus on employee retention and creating a fulfilling work environment. We are pleased to announce that we have achieved a noteworthy overall representation of 36% female employees.</p>	<p>In FY 2021-22, we employed 4 specially abled workers at our Soda Ash plant. However, in FY 2022-23, we are proud to announce that we have successfully achieved our targets with a significant increase in specially abled workers. We now have a total of 21 workers in both the Soda Ash plant and Yarn division, representing a 5-fold increase.</p>		<p>We are pleased to report that in FY 2022-23, GHCL achieved a significant milestone with zero environmental incidents. We are thrilled to announce that GHCL has accomplished an impressive 32% reduction in specific freshwater consumption compared to the base year FY 2018-19. This achievement showcases our unwavering dedication to responsible water management and sustainability. Achieved a 12% energy efficiency increase compared to FY 2018-19, while targeting a 30% reduction in scope 1 and 2 emissions by 2030. To drive our improvement plan, we have implemented emission we</p>		<p>GHCL Foundation Trust has taken a collaborative approach and believes in acting responsibly for the communities in the areas of our manufacturing facilities.</p>	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	<p>We will continue to collaborate with suppliers, monitor performance, and drive continuous improvement. Our aim is to create a sustainable and responsible supply chain that aligns with our values and contributes to a better future.</p>	<p>The Internal Carbon Price serves as a valuable tool in aligning our business strategy with our environmental goals, enabling us to make informed decisions that not only benefit the environment but also contribute to long-term profitability and resilience. Through this initiative, we reaffirm our commitment to mitigating climate change and reducing our carbon footprint while actively pursuing sustainable growth.</p>	<p>demonstrating our commitment to gender diversity. In the executive cadre, we stand at 8% female representation. To enhance our performance, we have implemented employee engagement programs that promote inclusivity and create a supportive environment for all employees.</p>			<p>implementing emission reduction projects and embracing renewable energy sources for a greener and more sustainable future. Committed to continuous improvement and environmental stewardship.</p>			

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)

We prioritize creating shared value for all stakeholders, including customers, employees, suppliers, and communities. Our core values of Respect, Trust, Ownership, and Integrated Teamwork drive our vision and mission of responsible business growth and maximizing stakeholder value. We recognize the importance of measuring, managing, and reporting our environmental impact, both for the planet and our business's future growth. We are actively taking steps to address climate change and evaluating climate-related risks to develop a decarbonization plan.

We are focused on creating shared value within the business, for our customers, suppliers, employees, communities, and all other stakeholders.

Our Core Values, Respect, Trust, Ownership, and Integrated Teamwork are fostering the fuel for realising our vision and mission i.e., to grow our business responsibly, with governance, sustainability and responsibly maximising stakeholders' value.

Measuring, managing, and reporting environmental impact is not only important for the planet and the communities in which we work but also essential for the future growth of our business. We have taken action to mitigate climate change and increasingly adaptation is a priority. We are evaluating the climate-related risks from our business, with the aim of developing a decarbonization map.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN: 00121260 R. S. Jalan Managing Director								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any OTHER Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, we conduct performance review against all the NGRBC principles. The details are mentioned below: <ul style="list-style-type: none"> Operational Review (OR) meeting: Review the overall business risks under the guidance of Managing Director. Risk & Sustainability Committee: Review the performance of business risks against each indicator on periodic basis CSR Committee: Reviews the initiative taken on CSR Audit & Compliance Committee: Review the matter related to the compliance and internal control risks. 									Operational Review meeting – monthly <ul style="list-style-type: none"> Risk & Sustainability – at least twice in a year CSR – at least twice in a year Audit & Compliance Committee – at least 4 times in a year Investors Grievance committee – every fortnightly Banking & Operations committee – need basis. Nomination & Remuneration Committee – at least once in a year and on need basis. 								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The action points on previous meetings and suitable clarifications are taken.									The Board of Directors and its various committees review the compliance requirements on quarterly basis. The details are given in corporate governance report in para 19 (Compliance Management System)								

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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	N	N	N	N	N	N	N	N	N

** An internal assessment of the workings of the BR policies has been conducted. In due course, the Company shall have an external assurance on the same as well.*

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

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

ESSENTIAL INDICATOR

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 awareness programmes
Board of Directors	4	<p>[Principle - 1]</p> <ul style="list-style-type: none"> Disclosure of Corporate Governance Report U/R 27 of the Listing Regulations. Disclosure requirement w.r.t. Investors / Analysts meeting. System Driven Disclosures under SEBI (Prohibition of Insider Trading) Regulation. Updates on SEBI Takeover Regulations. Updates on Non-convertible Debt Securities. <p>[Principle - 3]</p> <ul style="list-style-type: none"> Updates on ESOP regulations <p>[Principle - 4]</p> <ul style="list-style-type: none"> Disclosure of Corporate Governance Report U/R 27 of the Listing Regulations. <p>[Principle 1 and 4]</p> <ul style="list-style-type: none"> Updates on simplified norms for processing investor's services & updating KYC of Shareholders. <p>[Principle 1 to 9]</p> <ul style="list-style-type: none"> ESG reporting u/r 34 (2) (f) of the Listing Regulations In addition to the above, functional management has also engaged the board on following topics ESG and Integrated Reporting, Business Updates, Export-Import Global Market Scenario, Forex Management, Role & Responsibility of Audit Committee, Related Party Transaction, Capex / Revenue Budget, Shareholding Pattern, Renewable Energy- Solar Project, Internal Auditor Report and Action Taken Report (ATR), Code of Conduct and Other Policies 	100%

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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 awareness programmes
Key Managerial Personnel	12	During their monthly meetings, KMPs were informed about a series of topics, including sustainable supply chain practices, vendor assessment, long-term contracts for raw material supply, risk identification and management, corporate social responsibility, green energy procurement, and business development. In addition to the above, the heads of each division also presented other topics related to Principles 1 through 9.	100%
Employees other than BoD and KMPs	147	One topic of discussion is the Environment, Social, Governance (ESG) framework which encompasses ESG metrics, risk management, board oversight, sustainability performance, and ESG disclosure. Additionally, there are ESG indicators, as well as trends and concerns related to the environment, social issues, and governance.	100%

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

Monetary					
	Name of the regulatory / enforcement agencies / judicial institutions	NGRB Principle	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			NIL		
Compounding Fee					
Non-Monetary					
	Name of the regulatory/ enforcement agencies/judicial institutions	NGRB Principle	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment			NIL		

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

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.

Our company upholds a robust policy on Ethics, Transparency, and Accountability that encompasses stringent measures to prevent and combat corruption and bribery. The Board of Directors conducts regular reviews and updates to our anti-corruption and anti-bribery policies, reinforcing our commitment to a "zero tolerance" stance against such practices. We emphasize conducting all business dealings and relationships with the utmost professionalism, fairness, and integrity, irrespective of geographical location. By adhering to these principles, we ensure a culture of ethical conduct throughout the organization.

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL

6. Details of complaints with regard to conflict of interest

The company makes every effort to ensure that conflicts of interest are handled and dealt in accordance with the business's policy, of the company, and that necessary consent is obtained from management, and that proper disclosures are provided in the annual report.

	FY 2022-23 Number	FY 2021-22 Number
Number of complaints received in relation to issues of conflict of interest of directors	NIL	NIL
Number of complaints received in relation to issues of conflict of interest of KMPs	NIL	NIL

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

Not Applicable

LEADERSHIP INDICATORS

1. Awareness programs conducted for value chain partners on any of the principles during the financial year.

Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programme
145	<ul style="list-style-type: none"> • Sustainable Supply Chain • EHS Compliance • Labour & Human Rights • Labours working condition • GHCL Code of Conduct 	30%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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. We have a well-defined approach for dealing with situations with conflicts of interest, which is outlined in our Code of Conduct as well as our policy for the Board and Senior Management. Furthermore, we have a Grievance Redressal Policy that informs our shareholders about conflict resolution. During the fiscal year under review, we received and settled eight incidents of shareholder grievances or complaints.

The corporation discourages related party transactions as a general rule. However, in extraordinary instances, an adequate approval system is in place to seek Board / Audit committee and shareholder approval, which may occur throughout the course of business activities. Furthermore, interested directors are barred from participating in decision-making processes involving Related Party Transactions (RPT).

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

ESSENTIAL INDICATOR

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Rs. 5 Cr	NIL	This fund of 5 Cr. was spent in the areas like new product development and the related research works.
Capex	Rs. 207 Cr	Rs. 173 Cr	This fund of Rs. 207 Cr. was spent in the areas like capacity expansion of a 40000-spindleage unit, replacement of capital equipment, infrastructure development & environmental projects like harmonic filter installation, exhaust air purification system and water management.

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

Yes, all suppliers and vendors who work with GHCL are required to sign the Supplier Code of Conduct. Furthermore, we are now implementing a supply chain risk reduction programme to reduce risk in our supply chain. As part of the programme, we assess our suppliers based on Environmental, Social, and Governance (ESG) standards and then work with them to bring them up to speed and expectations with GHCL's requirements.

B) If yes, what percentage of your inputs was sourced sustainably?

During the reporting year, for Soda Ash approximately 43% of inputs materials are sourced sustainably.

We didn't acquire this type of cotton because we already have an adequate supply of Indian BCI Cotton in stock. However, we procured 100 MT of Australian BCI Cotton. With this, 5% of total cotton consumption is sourced sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

As part of our quest for process efficiency and product stewardship, our organization strongly believes in waste minimization and increasing and improving waste utilization as part of our drive.

- (a) Plastics (including packaging),
- (b) E-waste,
- (c) Hazardous waste, and
- (d) other waste.

a. Plastic –

Our company's Soda Ash segment has implemented the Plastic Waste Management (PWM) Program across multiple states, and we are currently collaborating with M/s. Shakti Plastics Industries to collect and safely dispose of plastic waste.

b. Hazardous waste –

Our Soda Ash branch has covered several states as part of the Plastic Waste Management (PWM) Program. We are working with M/s. Shakti Plastics Industries to collect and dispose of plastic trash safely.

c. E- waste –

We practice on-site garbage collection and segregation, which is then transported and sold to authorised certified recyclers.

d. Other waste –

Our Yarn section recycles its waste cotton into its operations. Furthermore, we recycle fly ash waste generated by boilers to make bricks and paver blocks.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, GHCL is subject to Extended Producer Responsibility (EPR). We concentrate on sustainable and cost-effective product end-of-life management. We have a trash collection plan that aligns with the EPR action plan, as well as a comprehensive model for product package collection and disposal. We prepared and submitted a Producer, Importer, and Brand Owner (PIBOs) action plan in compliance with our EPR liability. Because EPR Responsibility for Producers focuses on 100% of the plastic packaging supplied into the market. Our PIBO's action plan has finally been authorized by the Central Pollution Control Board (CPCB).

LEADERSHIP INDICATORS

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
24117	Soda Ash	100%	Soda Ash Division	Yes (CII Godrej)	No

We have standard operating procedures (SOP) that apply to all our plants. It addresses the environmental aspects of GHCL activities, goods, and services over which it has control or influence, as these may provide the chance to reduce resource use and pollution or waste.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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
Limestone mining	Land use, dusting	Mines reclamation & afforestation
Raw material handling/ Storage	Air emission, Utilizations of energy/natural resources	Compliance with statutory norms, Cost reduction project & EHS objective
Utility & Power Plant	Air emission, waste generation, Energy utilization, Natural resource utilization	Compliance with statutory norms & Cost reduction project
Packaging & bagging	Plastic waste generation	Utilization of bulkers

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Fines (coke, briquette & anthracite) *	27.96%	22.75%

*Upon recalculation, we corrected fines (coke, briquette & anthracite) reported for FY 2021-22 to 22.75%

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	2,228 MT through M/S Shakti plastics	471 MT	NIL	2,677 MT through M/S Shakti plastics	NIL
E-waste	Nil	4.99 MT	Nil	NIL	NIL	4.03MT
Hazardous waste	Nil	6.42 MT	1.75 MT	NIL	NIL	16.99MT
Other waste	Nil	0	1,51,792 MT	NIL	NIL	1,26,720 MT

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
Plastics (including packaging)	2,228 MT

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

ESSENTIAL INDICATOR

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	674	674	100%	674	100%	674	100%	674	100%	NIL	NIL
Female	61	61	100%	61	100%	61	100%	NIL	NIL	20	33%
Total	735	735	100%	735	100%	735	100%	674	100%	20	33%
Other than Permanent employees											
Male	26	23	88%	23	88%	NIL	NIL	NIL	NIL	7	27%
Female	2	0	0%	0	0%	NIL	NIL	NIL	NIL	0	0%
Total	28	23	82%	23	82%	NIL	NIL	NIL	NIL	7	25%

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	1,123	1,079	96%	1,123	100%	NIL	NIL	0	0	0	0%
Female	1,979	1,979	100%	1,979	100%	1,979	100%	NIL	NIL	12	1%
Total	3,102	3,058	99%	3,102	100%	NIL	NIL	NIL	NIL	12	0%
Other than Permanent workers											
Male	2,711	317	12%	2,304	85%	NIL	NIL	0	0	13	0%
Female	512	5	1%	64	13%	64	13%	NIL	NIL	61	12%
Total	3,223	322	10%	2,368	73%	NIL	NIL	NIL	NIL	74	2%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

2. Details of retirement benefits for the current and previous financial year

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100% of the permanent employees are covered under Provident Fund	100% of the permanent employees are covered under Provident Fund	Yes	100% of the permanent employees are covered under Provident Fund	100% of the permanent employees are covered under Provident Fund	Yes
Gratuity	100% of the permanent employees are covered under Gratuity	100% of the permanent employees are covered under Gratuity	Yes	100% of the permanent employees are covered under Gratuity	100% of the permanent employees are covered under Gratuity	Yes
ESI*	61%	94%	Yes	15%	81%	Yes

*Only Yarn and CPD location provided ESI benefits to the employees and workers.

3. Accessibility of workplaces

Are the premises/offices accessible to differently abled employees 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.

Ramps are accessible at all of our locations to make it easier for persons with disabilities to move around. Most of our offices have elevators and accessible infrastructure. Our Ahmedabad office, on the other hand, does not match the standards of the Rights of Persons with Disabilities Act, 2016, but we are working on making it more accessible to people with efferently able.

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.

Our organisation has implemented a non-discrimination policy in compliance with the regulations of the Rights of People with Disabilities Act of 2016. We are dedicated to being an equal opportunity employer that provides a friendly and non-discriminatory environment for all of our employees. All employees have access to our non-discrimination policy, which is published on our intranet.

5. Return to work and retention rates of permanent employees that took parental leave.

Gender	Permanent employee		Permanent workers	
	Return to work	Retention rate	Return to work	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

6. Is there a mechanism available to receive and redress grievances for the Permanent and Non-permanent employees' categories of employees? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes. We have always valued open and transparent communication. Workers and Employees are urged to use trade unions to express their problems and concerns to their business leaders, human resources, or members of senior management.
Permanent Employees	Yes. We have a Grievance Redressal Mechanism in place where in the grievances are received and redressed.
Other than Permanent Employees	Yes

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees						
Male	735	0	0%	715	0	0%
Female	28	0	0%	2	0	0%
Total	763	0	0%	744	0	0%
Total Permanent Workers						
Male	3,102	713	23%	2,940	1,037	35%
Female	3,223	81	3%	3,199	180	6%
Total	6,325	794	13%	6,139	1,217	20%

*At Soda Ash Division, 88% of permanent workmen are part of associations/trade unions. The contractual labour or 'other than permanent' workmen are not part of any union.

At Yarn Division, 15% of permanent workmen are part of associations/trade unions. The contractual labour or 'other than permanent' workmen are not part of any union.

At CPD Division, 100% of permanent and other than permanent workmen are part of associations/trade unions

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	700	140	20%	399	57%	683	293	43%	447	65%
Female	63	7	11%	31	49%	61	0	0%	27	44%
Total	763	147	19%	430	56%	744	293	40%	474	63%
Workers										
Male	3,834	274	7%	458	12%	3,941	3,100	79%	214	5%
Female	2,491	1,178	47%	367	15%	2,198	649	30%	2	0%
Total	6,325	1,452	23%	825	13%	6,139	3,749	61%	216	4%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Total Permanent Employees						
Male	674	629	93%	656	460	70%
Female	61	46	75%	59	23	39%
Total	735	675	92%	715	483	68%
Total Permanent Workers						
Male	1,123	378	34%	1,235	597	48%
Female	1,979	8	0%	1,705	15	1%
Total	3,102	386	12%	2,940	612	21%

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 of such a system?

Yes, the organization has implemented an occupational health and safety management system ISO 45001:2018 certified that considers health and safety as critical aspects of progress. The system aims to eliminate workplace injuries and occupational hazards for employees and contractors. The organization has made efforts to strengthen its safety management system based on the globally recognized ISO 45001:2018 standard. This comprehensive approach includes health and

safety policies, systems, standards, and records that are integrated into business processes. To ensure an effective OHS management system, the organization has taken various steps.

- 1. Management leadership and commitment:** The organization's Senior Management demonstrates leadership and commitment by providing a clear vision, establishing policies, setting goals, and allocating resources to guide and support the implementation of OHS management programs and systems.
- 2. Safe work procedures and written instructions:** Safe work procedures and practices are in place to ensure that all employees at GHCL understand their responsibilities and perform their duties effectively.

3. Health and safety training and instruction:

The organization ensures that all employees, from senior management to frontline workers, comprehend their responsibilities regarding the implementation and maintenance of a healthy and secure workplace.

4. Identifying hazards and managing risk:

The organization has implemented systems to manage the risks in the workplace, which involves identifying, evaluating, and controlling potential risks and hazards to guarantee the safety of all employees.

5. Investigation of incidents:

The organization conducts prompt incident investigations to identify the root causes of unsafe conditions, and the incident investigation team, along with management, determines methods and ways to prevent similar incidents from happening again in the future. The organization ensures that all employees comply with the requirements for incident investigation documentation and reporting like specified under occupational health and safety regulations.

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

Our organization has a comprehensive Safety Management System in place to improve Occupational Health and Safety (OHS). We conduct regular hazard

identification and risk assessments to minimize potential hazards and have established procedures for daily record-keeping and reporting to ensure compliance with our HSE policy. We have maintained a WhatsApp group to report and act on identified near misses, unsafe acts, and unsafe conditions that will be corrected within 21 hours or a maximum of 7 days. We have made it mandatory for employees to wear safety belts when working at heights or with machines, and work permits are issued by authorized personnel to minimize risks for hazardous job actions. Risk Assessment Process of each departmental activity with Identifying, Evaluation, and Control Measures for both routine and non-routine activities and are documented and updated as and when required.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks (Yes/No)

We promote a culture of reporting work-related hazards to the shift in charge on the shop floor. As we have a small unit, the production manager is readily available on the shop floor to address any safety-related incidents.

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

All employees and workers in our company are protected by the company's personal accident policy.

11. Details of safety-related incidents

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.60	0.30
	Workers	0.67	1.28
Total recordable work-related injuries	Employees	7	1.81
	Workers	2.08	3.4
No. of fatalities (safety incident)	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**Upon recalculation, we have corrected Total recordable work-related injuries (workers) to 3.4 and Total recordable work-related injuries (employees) to 1.81*

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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

At GHCL, we consider the safety of our employees, visitors, and the public to be a top priority. We believe that a safe and healthy workplace is not only a basic human right, but also essential for our success as a company. To ensure the safety and well-being of our employees, we have implemented industry-leading safety standards and various measures. As part of our Sustainability Vision 2023, we strive to achieve "Zero Harm" by aiming for zero reportable injuries across all our operations.

To achieve our goal of ensuring zero harm in the workplace, we have implemented a range of safety measures. These include providing fire safety training and systems, as well as facilities such as creches, play areas, relax rooms, and yoga rooms. We also have 24/7 security and well-equipped washrooms.

Additionally, we have several initiatives in place to promote safety, including the Zero Harm Goal Projects, HSE Stewardship Program, HSE Scorecard system, Contractor Safety Performance Evaluation, Zonal Safety Committees, and Employee Participation in Reporting and CAPA Closures. We also track and measure safety program records and conduct safety awareness sessions through safety trainings, toolbox talks, the National Safety Week Program, monthly safety champion programs.

Furthermore, we strive to make our workplace accessible to differently abled employees by providing them with parking spaces, widened doorways, and upgraded lifts. We are committed to ensuring that our supply chain partners prioritize the health and safety of their employees and contract workers. Through our sustainable supply chain initiatives, we collaborate with our partners to minimize health and safety risks across our value chain.

13. Number of complaints on the following made by employees:

	FY 2022-23		FY 2021-22	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Working conditions	NIL	NIL	NIL	NIL
Health and safety	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our plants and offices were assessed internally for compliance to human rights and safety practices.
Forced/involuntary labour	
Health and safety practices	
Sexual harassment	

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 and safety practices and working conditions.

At GHCL, we have implemented a robust approach to identifying, understanding, controlling, and managing risks associated with workplace hazards such as man-machine interaction, process safety, and fire hazards. We regularly identify areas for improvement and take corrective action to prevent their recurrence, with the goal of creating a safe working environment and reducing manual interventions.

We provide frequent training programs on standard safety measures, and best practices are communicated to all plant locations. Employee participation in incident reporting, safety observations, and near-miss reporting is a top priority for us. We present the corrective steps taken during incident investigations at quarterly meetings and ensure their effective implementation through appropriate actions.

LEADERSHIP INDICATORS

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

	(Y/N)
Employees	Yes, all employees and workers of GHCL are covered under Group Accident Policy. In addition, benefits like Medclaim Policy and Group term insurance are also provided to employees.
Workers	Yes, all employees and workers of GHCL are covered under Group Accident Policy. In addition, benefits like Medclaim Policy and Group term insurance are also provided to employees.

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

The administration department at our company is responsible for overseeing the contractual employees and ensuring that the value chain partners are deducting and depositing the necessary statutory dues each month. We have a reliable system in place, including a compliance tracker tool, that effectively manages and reports on the value chain partners' statutory dues. The administration department prioritizes the deduction and deposit of statutory dues, including PF and Gratuity, each month to maintain compliance with regulations.

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

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	NIL	NIL	NIL	NIL
Workers	01	NIL	NIL	NIL

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

Yes, we offer support programs to assist our retired employees in their transition, and we frequently hire them as consultants on a short-term, as-needed basis if they express interest.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Approximately 30% of value chain partners have been assessed
Working Conditions	
Health & Safety	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Other	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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.

At the core of our business success are our people, and we prioritize their health and safety. Over last years, we focused on capacity building for our civil contractors by providing guidance on safety standards, including the importance of wearing safety belts. Moreover, workshops were conducted by individual team members to address injuries that occurred during work. Through these sessions, we identified the root cause of the injuries and implemented corrective measures to establish a more comprehensive safety system.

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

ESSENTIAL INDICATOR

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

At our company, we recognize the significance of stakeholders in conducting our business in a responsible manner, ensuring a balance between our economic, social, and environmental objectives. Our governance policies are guided by the principle of inclusive growth, promoting transparency, responsiveness, and accountability in all our business operations. To engage with our stakeholders, we analyze our value chain and identify those who can be affected by our business and those who can impact our growth prospects. Our employees are vital internal stakeholders, and we prioritize their welfare, wellness, health, and work environment. Our external stakeholders include customers, investors, government, regulatory bodies, knowledge partners, and associations, among others. We manage these stakeholders through a stakeholder matrix that outlines how each one is engaged, the frequency of engagement, and the communication channels. We are committed to providing high-quality products, safe operations, and sustainable social, environmental, and health management practices across our business value chain.

2. List stakeholder groups identified as key for your company as described in Section B, Q. 9, and the frequency of engagement with each stakeholder group.

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> Annual General Meeting Quarterly earning calls and presentation Investor conferences Press releases and newsletters Regular disclosures to stock Exchange Updates on website of the Company 	Quarterly and event based	<ul style="list-style-type: none"> Establishing long communication channel with our investor Providing updates in our key strategic decision and also updates our annual performances Taking feedback for improving our services

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> Suppliers / Vendors meet Suppliers' feedback and periodic site visits VENDX portal 	Monthly and need-based	<ul style="list-style-type: none"> Payment terms Growth of suppliers Fair and transparent dealing Loading/ unloading infrastructure Hygiene and sanitation infrastructure Safety system and performance
Employees	No	<ul style="list-style-type: none"> MD Speaks Town Hall Meeting Shop floor meeting GHCL TEA (Think, Experiment and Adopt) MILAP (Medium for interactive, Lateral, and Actionable Partnership) DISHA meeting Engagement survey Monthly and quarterly publications and newsletter 	Quarterly and need-based	<ul style="list-style-type: none"> Providing updates on our quarterly financial performance Taking feedback for system improvement Exploring new ideas for business opportunity Develop a culture of learning organization Resolving grievances if any
Community	No	<ul style="list-style-type: none"> Community meetings and visits Participatory rural appraisals including focus group discussion, awareness camps, exposure, and training visits for beneficiaries Interaction with local bodies 	Ongoing	<ul style="list-style-type: none"> Livelihood support Hygiene and sanitation facilities Healthcare facilities Education Local employment Infrastructure development Air and water pollution Resource optimization
Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Direct customer Relationship management satisfaction initiatives Regular customer / distributor notes 	Ongoing	<ul style="list-style-type: none"> Product quality Delivery Customers connect Credit period and transparent payment terms Packaging Health and safety aspects Innovation

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

LEADERSHIP INDICATORS

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

We believe in a consultative approach that involves all stakeholders to ensure value creation. We regularly report stakeholder concerns, both explicit and perceived, to the executive committee for consideration. We also share the Company's policies and actions as input for the stakeholders. These concerns are viewed as both risks and opportunities for the Company, and we identify strategies to mitigate the risks and capitalize on the opportunities. As part of our commitment to ESG matters, we plan to establish a high-level committee to oversee all ESG-related issues. The CSR Committee will develop and recommend an annual action plan to the Board in alignment with our CSR policy.

- 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, we believe in the importance of stakeholder consultation to identify and manage environmental and social issues. We engage with our stakeholders through various means, such as meetings, consultation sessions,

and digital communication, to gain insights into economic, environmental, and societal issues. Regular engagement with both internal and external stakeholders increases transparency, responsiveness, compliance, organizational learning, quality management, accountability, and sustainability. We have identified five key stakeholder groups with high interest and influence over our business. Feedback from these engagements helps us meet their needs and expectations and create value for them. Our stakeholder engagement involves identifying key environmental, social, and governance concerns through various engagement modes.

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

GHCL has identified and supported vulnerable and marginalized stakeholders through its CSR programs. These initiatives focus on the upliftment of communities in areas such as animal husbandry, agriculture, healthcare, and education. To identify these stakeholder groups, GHCL used various methods including desktop research, targeted group discussions, and social need assessments. GHCL engages with these stakeholders through its major channels such as communities benefiting from its CSR interventions. The company frequently assesses its needs and measures the impact of its interventions. In addition, GHCL has provided crucial Covid-19 assistance to its most vulnerable stakeholders, including communities and farmers. As a responsible corporate citizen, GHCL regularly connects with marginalized and vulnerable elements of society.

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:

We recognize our fundamental responsibilities in respecting and protecting human rights and are committed to ensure a diverse, inclusive and equitable work environment for all. Our approach towards maintaining a decent work environment and upholding the human rights of every individual involves strengthening our monitoring systems and systematic implementation of policies and procedures. Pursuant to our objectives for zero human rights incidents, we aim to make our employees conversant with the human rights principles and empower them to bring to our attention any acts of violation at our workplace through training. We plan to include human rights training as part of our annual training calendar for the upcoming reporting period to enable this process.

Category	FY 2022-23			FY 2021-22		
	Total	No.	%	Total	No.	%
Employees						
Permanent	735	735	100%	715	715	100%
Other than permanent	28	28	100%	29	29	100%
Total	763	763	100%	744	744	100%
Workers						
Permanent	3,102	0	0%	2,940	181	6%
Other than permanent	3,223	0	0%	3,199	0	0%
Total	6,325	0	0%	6,139	181	3%

**All our employees have signed the Code of Conduct which highlights the salient features of our human rights policies.*

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	674	0	0	674	100%	656	0	0	656	100%
Female	61	0	0	61	100%	59	0	0	59	100%
Other than Permanent										
Male	26	0	0	26	100%	27	0	0%	27	100%
Female	2	0	0	2	100%	2	0	0%	2	100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	1,123	0	0%	1,123	100%	1,235	0	0%	1,235	100%
Female	1,979	0	0%	1,979	100%	1,705	0	0%	1,704	100%
Other than Permanent										
Male	2,711	32	1%	2,679	99%	2,706	1,858	69%	848	31%
Female	512	4	1%	508	99%	493	67	14%	426	86%

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category in ₹	Number	Median remuneration/salary/wages of respective category in ₹
Board of Directors (BoD)	9	97,20,000	1	52,60,000
Key Managerial Personnel	3	8,87,33,928	00	Not Applicable
Employees other than BoD and KMP	670	6,85,466	61	3,50,000
Workers	1,123	2,24,415	1,979	1,21,720

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

Yes, we have set up a committee for grievance redressal and a POSH committee to help address any human rights-related problems or issues that may arise during our operations. Our employees are encouraged to report any incidents of harassment, victimization, bullying, or discrimination without fear of retribution or mistreatment. The committee will then take appropriate action to formally investigate and resolve the issue to the satisfaction of all parties involved.

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

GHCL is committed to upholding human rights and has developed a policy to ensure compliance. Our adherence to this policy is of the utmost importance to us. We have established two committees, the POSH (Prevention of Sexual Harassment) Committee, and the Grievance Redressal Committee, to address human rights-related issues that may arise.

The POSH Committee is responsible for identifying and preventing sexual harassment in the workplace. We have implemented a policy in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act that applies to all employees and workers in GHCL.

The Grievance Redressal Committee has successfully implemented an Executive Grievance Redressal Policy through our GHCL Employee Management System (GEMS) platform. Going forward, we plan to digitize the entire policy. This policy ensures that grievances are handled in accordance with established procedures. The committee operates on two levels, and if the response from the first level is not satisfactory, the issue can be escalated to the second level with a proper explanation. We are committed to resolving issues and ensuring that a final response is provided to the complainant within 30 days.

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

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

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

GHCL provides equal opportunities for all individuals, and we strongly oppose any discrimination or harassment based on characteristics such as race, sex, nationality, ethnicity, origin, religion, age, disability, or sexual orientation. We have thus established policies on non-discrimination, prevention of sexual harassment (POSH), whistleblowing, and grievance redressal to ensure that our employees are aware of and adhere to our commitment.

Our Grievance Redressal Mechanism is available through the GHCL Employee Management System (GEMS), which is accessible to all employees for reporting grievances at any time. In addition, we conduct regular workshops, group meetings, online training modules, and awareness programs to sensitize our employees to the prevention of sexual harassment in the workplace.

We are committed to maintaining a work environment that is free from discrimination and harassment, and we strive to ensure that all employees feel valued, respected, and supported.

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

Our company has a rigorous and strict policy in place that mandates adherence to human rights standards and issues in all contracts with external parties. We have also implemented internal controls procedures to ensure compliance with these standards. Furthermore, we regularly monitor our contracts to ensure that they comply with our policies. We are currently in the process of developing a monitoring mechanism to ensure that our business partners are also complying with the human rights standards.

9. Assessments for the year

	% of your plant and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our plants and offices were assessed internally for compliance to human rights and safety practices.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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

We undertake appropriate measures and corrective actions as per prescribed law. We also continuously monitor these aspects and keep checks and balances in place.

LEADERSHIP INDICATORS

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

Our company has updated our grievance redressal system by establishing three new committees: the grievances redressal committee, the safety committee, and the VISAKA committee. In addition, we regularly engage with our value chain partners through activities such as awareness seminars and policy assessments to ensure compliance with human rights policies on a regular basis. We have also created and devised a specific action plan to address any potential non-compliance with our human rights policies.

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

At GHCL, we respect human rights, and compliance with the human rights policy is of utmost importance at GHCL and the policy is embedded in our Company's Code of Conduct. Going forward, we intend to do human rights due diligence on both our operations and our partners.

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?

GHCL actively encourages an inclusive workplace for people of various cultures and backgrounds. We endeavor to provide an inclusive environment that takes into consideration our workforce's diversity.

Our various locations have ramps for easy movement of differently-abled people. Most of our offices include elevators and infrastructure for people with disabilities.

Our Ahmedabad office, however, does not meet the requirements of the Rights of Persons with Disabilities Act, 2016, but we are working on making it more accessible to people with disabilities.

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	Approximately 30% of value chain partners have been assessed
Discrimination at workplace	
Child labour	
Forced labour/Involuntary labour	
Wages	
Others – please specify	

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

We have mechanisms in place to access risks from our value chain partners. Currently, 30% of our value chain partners have been assessed.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**ESSENTIAL INDICATORS****1. Details of total energy consumption (in Joules or multiples) and energy intensity in the following format:**

1. Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	4,89,160 GJ	4,28,550 GJ
Total fuel consumption (B)	1,19,11,621 GJ	1,20,08,042 GJ
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	1,24,00,781 GJ	1,24,36,592 GJ
Energy intensity per rupee of turnover (Total energy consumption/ (per rupee of turno-ver)	0.0003	0.0003
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/TCS)	9.71	10.28

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

Yes, independent assurance has been carried out by EY Associates LLP on the non-financial information in the above table.

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, we have not identified any sites/facilities as designated consumers under the PAT scheme of the Government of India.

3. Provide details of the following disclosures related to water.

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	21,42,498 kL	23,31,091 kL
(ii) Groundwater	2,64,628 kL	3,96,791 kL
(iii) Third party water	4,624 kL	4,106 kL
(iv) Seawater/ desalinated water	10,89,04,268 kL	12,38,88,835 kL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11,13,16,018 kL	12,66,20,823 kL
Total volume of water consumption (in kilolitres)	25,15,873 kL	26,65,760 kL*
Water intensity per rupee of turnover (Water consumed / turnover)	0.00005	0.00007
Water intensity (optional) – the rele-vant metric may be selected by the entity (KL/TCS)	1.97	2.20

*At our Soda Ash Division, seawater is drawn and used for cooling purposes and then discharged back into the sea. For this reason, it is not accounted as water consumed.

Yes, independent assurance has been carried out by EY Associates LLP on the non-financial information in the above table.

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

At present, none of our facility is Zero Liquid Discharge. We have installed wastewater purification systems at all our manufacturing locations and ensure that the quality of wastewater generated is within the permissible limits as prescribed by CPCB or the SPCBs. We fully understand the impacts of untreated wastewater on the environment and have thus, taken measures to minimize its impact on our surroundings. We have been consistently working on limiting our raw water withdrawal and have re-utilised treated wastewater for humidification and the development of green-belt areas.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

5. Please provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2022-23		FY 2021-22	
		Soda Ash	Yarn	Soda Ash	Yarn
NO _x	ug/Nm ³	15 µg/Nm ³	73 µg/Nm ³	16 µg/Nm ³	110 mg/Nm ³
SO _x	ug/Nm ³	10 µg/Nm ³	55 µg/Nm ³	11 µg/Nm ³	17 mg/Nm ³
Particulate matter (PM)	ug/Nm ³	32 µg/Nm ³	126 µg/Nm ³	38 µg/Nm ³	75 mg/Nm ³

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions	Metric tonnes of CO ₂ equivalent	12,39,648 tCO ₂ e	11,62,150 tCO ₂ e
Total Scope 2 emissions	Metric tonnes of CO ₂ equivalent	33,071 tCO ₂ e	59,750 tCO ₂ e
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ INR	0.0000028	0.0000016
Total Scope 1 and Scope 2 emission intensity	Metric tonnes of CO ₂ equivalent / MT of production	1.00 tCO ₂ /MTSA	1.01 tCO ₂ /MTSA

Yes, independent assurance has been carried out by EY Associates LLP on the non-financial information in the above table and by S. R. Batliboi & Co. LLP on the financial information

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

Yes, we are equally conscious of our carbon footprint and have taken steps to minimize CO₂ emissions by implementing cutting-edge technology, enhancing the efficiency of existing equipment, and installing energy-efficient lighting systems throughout all our plants and sites. We also hold frequent awareness training to encourage our employees across all business units to adopt energy-saving techniques.

To meet our Sustainability Vision 2023, we have been steadily increasing our renewable energy portfolio, using a combination of wind and solar power to provide a portion of our energy needs while lowering our carbon emissions. Our Consumer Products Division is one of our business segments, and solar energy meets a substantial portion of the energy requirement in salt pans. Our manufacturing processes are energy intensive and require essential amounts of natural resources. The continuous expansion of our businesses has also resulted in huge amounts of GHG emissions. Even as we continue to increase our production footprint, we continually monitor and manage emissions to reduce our carbon footprint. With a strong global commitment to limit global warming in accordance with the Paris Agreement, we understand the urgency and challenge of addressing the menace of climate change and have put in place an internal carbon price for relevant business operations. This method of pricing will aid in decarbonization by providing financial incentives to switch to low-carbon alternatives.

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

Parameter	FY 2022-23	FY 2021-22
Plastic waste (A)	125 MT	110 MT
E-waste (B)	4.99 MT	NIL
Bio-medical waste (C)	0.07 MT	0.07 MT
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	3.18 MT	0.69 MT
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	1.99 MT	2.04 MT

Parameter	FY 2022-23	FY 2021-22
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,42,020 MT	1,23,681 MT
Total (A+B + C + D + E + F + G + H)	1,42,147 MT	1,23,790 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) Recycle	2,228	2,677 *
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	2228	2677
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
Total	NIL	NIL

*In FY 2021-22, recycle data was entered incorrectly as 40,317 MT instead of 2,677 MT. Upon recalculation, we have now corrected the data.

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

Yes, the audit report on financial statements has been provided by independent auditors S. R. Batliboi & Co. LLP and assurance on non-financial statements in Integrated Annual Report by Ernst & Young Associates LLP.

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.

Considering being a sector that utilizes a diverse range of resources, we endeavor to integrate measures for material efficiency into our operational procedures to optimize their utilization of the use of all raw materials while generating little waste. This strategy has ensured the proper and efficient use of by-products while also increasing our material efficiency rate. We envision the concept of creating income from trash at GHCL. Hazardous and non-hazardous wastes generated by our operations are efficiently disposed off to minimize environmental impacts.

Our environmental strategy, policies, waste segregation and treatment techniques, and waste disposal procedures all follow strict environmental regulatory criteria.

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.
1.	CRZ clearance obtained for Soda Ash division	Soda Ash Manufacturing	Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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

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, and Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances.

Yes, GHCL has been compliant with the applicable environment laws and regulations in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules thereunder. We adhere to the mechanism of State Pollution Control Board on controlling pollution by optimizing our production by improving technologies. We have obtained Consent to Establish and Consent to Operate as per Water Air, Air Act, EPA etc. The CTO is renewed on periodic basis.

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
Not Applicable				

LEADERSHIP INDICATOR

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 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	3,03,862 GJ	1,75,841 GJ
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	3,03,862 GJ	1,75,841 GJ
From non-renewable sources		
Total electricity consumption (D)	1,85,298 GJ	2,52,710 GJ
Total fuel consumption (E)	1,19,11,621 GJ	1,20,08,042 GJ
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	1,20,96,919 GJ	1,22,60,752 GJ

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

Yes, independent assurance has been carried out by EY Associates LLP on the non-financial information in the above table

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kL)		
(i) To Surface water		
• No treatment	NIL	NIL
• With treatment - please specify level of treatment	NIL	NIL
(ii) To Groundwater		
• No treatment	NIL	NIL
• With treatment - please specify level of treatment	NIL	NIL
(iii) To Seawater		
• No treatment	10,89,04,268 kL	11,90,19,433 kL
• With treatment - please specify level of treatment	NIL	NIL
(IV) Sent to third parties		
• No treatment	NIL	NIL
• With treatment - please specify level of treatment	NIL	NIL
(v) Others		
• No treatment	NIL	NIL
• With treatment - please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)	10,89,04,268 kL	11,90,19,433 kL

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

Yes, independent assurance has been carried out by EY Associates LLP on the non-financial information in the above table

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

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

- Name of the area:** All the plants of GHCL are located in water stress areas
- Nature of operations:** Major operations include soda ash and yarn production
- Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source		
(i) To Surface water	21,42,498 kL	23,31,091 kL
(ii) To Groundwater	2,64,628 kL	3,73,111 kL
(iii) Third party water	4,624 kL	4,106 kL
(iv) Seawater/ desalinated water	10,89,04,268 kL	12,38,88,835 kL
(v) Others	NIL	NIL
Total volume of water withdrawal	11,13,16,018 kL	12,65,97,143 kL
Total volume of water consumption	25,15,873 kL	26,65,760 kL
Water intensity per rupee of turnover (Water consumed / turnover)	0.00005	0.00007
Water intensity (optional) - the relevant metric may be selected by the entity	1.97	2.20
Water discharge by destination and level of treatment		
(i) Into Surface water		
- No treatment	NIL	NIL
- With treatment - please specify level of treatment	NIL	NIL

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Parameter	FY 2022-23	FY 2021-22
(ii) Into Ground water		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) Into Seawater		
- No treatment	104,690,915 kL	119,019,433 kL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third parties		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(v) Others		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)	104,690,915 kL	119,019,433 kL

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

Yes, independent assurance has been carried out by EY Associates LLP on the non-financial information in the above table and by S. R. Batliboi & Co. LLP on the financial information.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions	Metric tonnes of CO ₂ equivalent	8,25,669 tCO ₂ (only for Soda Ash division)	7,01,589 tCO ₂ (only for Soda Ash division)
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.000018	0.000018

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

Yes, independent assurance has been carried out by EY Associates LLP on the non-financial information in the above table.

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.

Other from CRZ, there's no Eco Sensitive Areas (NP, Sanctuary, biosphere reserve, wetlands, biodiversity hotspots) within our development footprint.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve 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.	Implementation of an Unmanned Weighbridge System”	The system includes RFID technology for the automatic identification of drivers and trucks and dedicated software for security personnel to enter and assign tokens for vehicles to enter the plant. The weighbridge system also includes sensors and traffic lights for the safe and efficient movement of trucks, as well as cameras for capturing images and data for record keeping.	An unmanned weighbridge system reduces costs, increases security, improves efficiency, streamlines operations, and improves GHCL’s bottom line
2.	Carbonation towers	In phase one, a pilot project was undertaken to improve efficiency in two carbonation towers. Partnering with M/s Honeywell, data capturing, and model development was completed for these two towers. The pilot model validation process is currently ongoing. In phase two, data capturing, and model development will be expanded to include an additional 22 carbonation towers.	Digital twin and data analytics have the potential to revolutionize carbonation tower operations and optimize yield in the process industry.
3.	Digital mode for AFBC and CFBC Boilers	Digital mode for AFBC and CFBC Boilers are under consideration for efficiency optimization	Digital mode for AFBC and CFBC Boilers are under consideration for efficiency optimization
4.	Robotic Process Automation (RPA)	It is an efficient software tool that can automate and replicate human activities which are generally manual, rule-based, and repetitive. We are also in the process of developing software to manage the complete green field project.	RPA increases productivity by automating raw material handling and invoice processing, while software assists in all stages of greenfield projects.
5.	Tower Installation with a capacity of 250 TPD	By controlling temperature in cascade mode and modifying the flash drum design, we have been able to reduce distiller steam-specific consumption. We have reduced excess OH concentration and excess CO3 concentration in purified brine by fine-tuning lime milk through the control valve, flow meter, and cost awareness at the operation operator level	Improved efficiency was achieved in mother liquor, with reduced steam and power consumption, and decreased excess OH and CO3 concentration.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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

Yes, we have a business continuity and disaster management plan in place, including regular training and drills, to effectively respond to potential disasters or disruptions at our manufacturing plants and corporate offices. and training small groups of workers to execute specialised services such as rescue, firefighting, and first aid, as well as ensuring that consumers have access to food and water. Our business continuity strategy addresses sensitive corporate data, operational information, infrastructure security, and personnel safety. It gives a quick overview of GHCL, its context, risk appetite, and the requirement for a business continuity strategy. The plan is targeted to- contain the incident, minimize casualties, and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy, and ensure each member of the emergency operation including the response team and employees are aware of their role in emergency. With respect to business continuity, a detailed Business Impact Analysis (BIA) has been carried out considering various conventional threat vectors and cyber threats. This BIA identifies core business functions and critical business sites that are covered under the resiliency program. Most of the business functions are supported through automation with the help of technology. Hence IT resiliency forms a critical component of the Business Contingency Plan.

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

There is no significant adverse impact to the environment, arising from the value chain of the entity. We are conscious of the environmental impacts across the value chain. Every supplier/vendor that GHCL engages with is obliged to sign and adhere to a code of conduct for suppliers. Along with quality requirements, this Code of Conduct covers the environmental, health, and safety norms that the supplier must follow.

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

Approximately 30% of our value chain partners have been assessed for environmental impacts. We have implemented a vendor and supplier registration system that includes questionnaires regarding social and environmental parameters, such as licenses, pollution control board consent, and ISO certifications, which must be completed by new suppliers and distributors. We also use mechanisms like E&S questionnaires and vendor evaluation to monitor supplier quality. All contractors, suppliers, and vendors are required to adhere to human resources policies, including disciplinary practices, remuneration, working hours, and health, environment, and safety-related clauses in their jobs and contracts. Our procurement practices prioritize environmental, social, and good governance, and we strive to reduce our carbon footprint through our buying purchases.

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.

Seven

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such a 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.	Alkali Manufacturers Association of India	National
2.	Indian Chemical Council	National
3.	The All-India Glass Manufacturer's Federation	National
4.	Mills' Association	State
5.	Confederation of Indian Industry (CII)	National
6.	PHD Chambers	National
7.	Federation of Indian Chambers of Commerce and Industry (FICCI)	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.

No adverse orders have been issued to GHCL from regulatory authority.

LEADERSHIP INDICATORS

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

In the current financial year, we did not advocate any public policy positions

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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.

We have engaged an independent consulting agency to carry out Social Impact Assessment for our agriculture and animal husbandry project. The project is being spearheaded by GHCL's CSR team. However, if any negative social impact is identified in the social impact assessment report, we will take suitable measures to reduce it.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Not Applicable. No displacement of people done through our operations and acquisitions.

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

GHCL maintains regular communication with the communities where it operates, utilizing various channels such as in-person meetings, written correspondence, and email. These channels are also employed to inform community members of any resolutions related to grievances or complaints.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	14%	34%
Sourced directly from within the district and neighbouring districts	13%	24%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
GHCL has engaged an independent consulting agency for conducting Social Impact assessment for its agriculture and animal husbandry project initiatives taken by CSR. However, GHCL will take appropriate steps to mitigate any negative social impact identified in the social impact assessment report.	

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

Our CSR programs are not located in any aspirational districts under reporting period FY 2022-23.

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

No, we do not have a preferential procurement policy.

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

It is not applicable as we do not have a preferential policy

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

It is not applicable as we do not have a preferential policy

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	Agriculture	10,939	NIL
2	Animal husbandry	13,341	NIL
3	Fisherman livelihood	152	NIL
4	Education	7,624	NIL
5	Medical facilities	70,290	NIL
6	Water projects	5,250	NIL
7	Women empowerment	3,508	NIL

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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.

GHCL has established a mechanism for promptly and effectively addressing customer grievances. A dedicated team is responsible for managing customer complaints, and during the previous year, two grievances were received and resolved in the Yarn division whereas forty nine grievances were received and twenty seven were resolved in the Soda Ash division, rest of the grievances were found to be not genuine. Our goal is to provide our customers with a seamless experience, and we have developed a customer grievance redressal process to achieve this. When materials are dispatched from our premises and reach the customer's location, any complaints regarding wet bags, logistics, or material quality are analyzed by our marketing, logistics, and quality teams to identify the root cause. In the meantime, a new sales document type is created for the complaint case to track its progress.

1. ZRCL - Complaint related to logistics
2. ZRCQ - Complain related to quality

After categorizing the complaint in one of the above-mentioned categories, following steps are undertaken

1. The Marketing team begins the process by selecting the appropriate order type based on the customer's complaint. They then create a return sales order, specifying the quantity to be returned. The team includes all relevant information about the nature of the complaint, objective evidence, and other pertinent details.
2. Once the complaint details have been provided, an email containing the customer complaint form details is sent to the logistic/quality team for their approval.
3. The next step involves creating a new transaction for approval, in which the logistic/quality team enters details of corrective and preventive actions (CAPA) as well as root cause analysis (RCA).
4. In the final stage, the marketing team processes the return request and issues a credit note to the customer as a refund for the returned item(s).

The teams from different departments collaborate closely with the management to provide frequent updates on processes, policies, and customer grievances. This constructive feedback enables the implementation of improvements and ensures a reduction in the number of complaints. Whenever a customer complaint is received, it is recorded in our SAP System by every Business Manager. The relevant department such as Logistic, Bagging, or Quality conducts a Root Cause Analysis (RCA) and Corrective and Preventive Action (CAPA) to address the issue and provide feedback to the customer.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY 2022-23		FY 2021-22	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL
Restrictive Trade Practices	29	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL
Others	NIL	NIL	NIL	NIL

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

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

We had received no cases of product recalls during the reporting year, further strengthening our commitment to quality control. Our products are subjected to extensive testing and quality assurance in terms of safe usage and handling. Moreover, our product material, such as manuals, brochures, and product packaging, include safe-use recommendations. We have used quality control tools throughout the value chain to decrease product recalls. We conduct a comprehensive study to assess the evidence and conduct a risk/benefit analysis of the issues. Identifying the issue's root cause whether a manufacturing problem or a design flaw is the first step.

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

Yes, we consider data privacy a critical aspect to ensure customer information safety. Our technical setup and physical asset management ensure we comply with the safekeeping of customer data. We are aware that sensitive information loss, abuse, or disclosure to third parties, such as competition and business partners, could potentially have a negative impact on our company's operations and give rise to both monetary and non-monetary legal challenges. Our IT Security policy clearly outlines our approach to data privacy which is accessible to all internal stakeholders.

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.

No cases were raised during the reporting year on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers, re-occurrence of instances of product recalls and hence no corrective actions were taken. However, we take utmost care on safety of products/service and prioritize to educate customer on technical specifications, product usage and any health hazards/precautionary measures associated with products. We make sure that feedback received from our stakeholders are considered in our business processes.

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

We have integrated high standards of ethical and environmental conduct in our manufacturing process and provide standard information as required by its customers. Information relating to products and services can be

accessed through our corporate website. In addition, some of the few more channels/ platforms from which the information on goods can be accessed are mentioned below:

a. Face to face communication –

Dealer and customer meets, direct interaction with the customer or distributor, participation in various events and exhibitions, participation in various national and international forums

b. Broadcast & media communications-

Press release, interviews of senior officials both print and electronic

c. Electronic communications-

Website, E Brochures, Product films, social media

d. Internal Communications –

Internal newsletter, e-mailers, power point presentations, MD speaks, Town-halls, Intranet

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

GHCL is devoted to customer safety and takes steps to ensure that consumers are informed about using products safely and responsibly. The Company is actively working on creating awareness to educate customers about safe and responsible usage of products/services about safe and responsible usage of products and services. We make sure that product labelling contains all the necessary information about how to use things safely and responsibly. Furthermore, for the convenience of our customers, we publish the material safety data sheets on our website www.ghcl.co.in and give them upon request. We also create chemicals that comply with the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulations, with an emphasis on environmental and societal protection.

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

In the case of any unprecedented situation or any risk of disruption or discontinuation of production or services, all the relevant stakeholders are communicated appropriately and timely.

We are in continuous touch with our relevant stakeholders to inform them of any risk of disruption/discontinuation of production or services. We continually assess any future disruption that may happen and the same is communicated to our customer base either through email or over the phone or both as per the request. We proactively take notes of any complaints received and timely respond and resolve to their complaints.

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)

GHCL goes beyond local legal requirements by displaying additional product information on its products. This reflects the company's commitment to transparency and providing customers with comprehensive details. Moreover, GHCL has relevant documents available to support this effort such as safety data sheets which are displayed on the website of our company with relevant information on our products. To ensure our customer expectations and feedback over product quality and other services, we have formulated a satisfaction survey mechanism where consumer needs and feedback are taken care of. We also have complaints registered at the sale and quality team to ensure all feedback and complaint are resolved thus improving our product efficiency. In addition, GHCL provides standard information as required by its customers.

5. Provide the following information relating to data breaches:

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

There were no instances of data breaches observed during the reporting year FY 2022-23.

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

There were no instances of data breaches observed during the reporting year FY 2022-23.