



August 11, 2023

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001. Tel: 022 - 2272 1233 / 34 Fax: 022 - 2272 2131 / 1072/ 2037 / 2061 / 41 Scrip Code: 532345 ISIN No.: INE152B01027 Re.: <u>Gati Limited</u>	National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051 Tel: 022 - 2659 8235 / 36 / 452 Fax: 022 - 2659 8237/ 38 Symbol : GATI ISIN No.: INE152B01027 Re.: <u>Gati Limited</u>
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Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for FY 2022-23

Please find enclosed the Business Responsibility and Sustainability Report ("BRSR") of Gati Limited ("the Company") for the Financial Year 2022-23.

BRSR forms part of the Annual Report 2022-23 of the Company. The BRSR along with the Annual Report 2022-23 is available on the website of the Company at: <https://www.gati.com/wp-content/uploads/2023/08/2022-23.pdf>

This is submitted pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

We request you to kindly take the same on your record.

Thanking you,

Yours faithfully,
For **Gati Limited**

T.S. Maharani
Company Secretary & Compliance Officer
M. No.: F8069

Encl.: As above

Business Responsibility and Sustainability Report

[As per Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L63011TG1995PLC020121
2	Name of the Company	Gati Limited
3	Year of incorporation	April 25, 1995
4	Registered office address	Western Pearl, 4 th Floor, Survey No. 13(p), Kondapur, Hyderabad, Rangareddi - 500084, Telangana, India.
5	Corporate address	
6	E-mail	investor.services@gati.com
7	Telephone	040 7120 4284
8	Website	www.gati.com
9	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 26,02,60,234/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Ms. T.S. Maharani Contact: 040 7120 4284 Email ID: maharani.ts@gati.com
13	Reporting boundary	Consolidated basis

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	Express Logistics	Surface & Air Transport	88%
2	Fuel Stations	Distribution of Fuel in partnership with HPCL & Indian Oil	12%

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	Express Logistics	522, 521, 512, 492	88%
2	Fuel Stations	473	12%

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	NA	231	231
International	NA	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	35
International (No. of Countries)	1

b. What is the contribution of exports as a percentage of the total turnover of the entity? – Gati is not involved in any export business and operates only in India.

c. A brief on types of customers

Our customer base comprises of businesses, MSMEs, individual customers, retailers, wholesalers among others.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3247	2822	86.9%	425	13.1%
2.	Other than Permanent (E)*	NA	NA	NA	NA	NA
3.	Total employees (D + E)	3247	2822	86.9%	425	13.1%
WORKERS						
4.	Permanent (F)*	NA	NA	NA	NA	NA
5.	Other than Permanent (G)*	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

Note: *Gati is in the process of setting up systems to capture data for Other than Permanent Employees and Permanent and Other than Permanent Workers.

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)	15	14	93%	1	7%
2.	Other than Permanent* *(E)*	NA	NA	NA	NA	NA
3.	Total differently abled employees (D + E)	15	14	93%	1	7%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)*	NA	NA	NA	NA	NA
5.	Other than permanent* *(G)	NA	NA	NA	NA	NA
6.	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

Note: *Gati is in the process of setting up systems to capture data for Other than Permanent Employees and Permanent and Other than Permanent Workers

NA = Not Available

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	26	4	15.38%
Key Management Personnel	5	2	40.00%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020 - 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	19%	18%	29%	34%	29%	23%	22%	23%
Permanent Workers*	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: *Gati is in the process of setting up systems to capture data for Other than Permanent Employees and Permanent and Other than Permanent Workers

NA = Not Applicable

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

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

S. No.	Name of the holding / subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Allcargo Logistics Limited	Holding	50.2	Yes
2	Gati-Kintetsu Express Private Limited	Subsidiary	70	Yes
3	Gati Logistics Parks Private Limited	Subsidiary	100	Yes
4	Gati Import Export Trading Limited	Subsidiary	100	Yes
5	Gati Projects Private Limited	Subsidiary	100	Yes
6	Zen Cargo Movers Private Limited	Subsidiary	100	Yes
7	Gati Ship Limited	Associate	47.95	Yes

VI. CSR Details

22. CSR Applicability

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013:	No
(ii) Turnover (in ₹):	17,46,04,00,000
(iii) Net worth (in ₹):	6,14,67,00,000

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Local Communities	Yes	0	0	NA	0	0	NA
Investors (other than Shareholders)	Stakeholder-Engagement-Policy	0	0	NA	0	0	NA
Shareholders	https://www.gati.com/wp-content/uploads/2023/04/	12	0	NA	0	0	NA
Employees	https://www.gati.com/wp-content/uploads/2023/04/	0	0	NA	0	0	NA
Customers	Stakeholder-Engagement-Policy.pdf	15*	25**	Pending adjudication for hearing in the consumer court	13	13	Pending adjudication for hearing in the consumer court
Suppliers		0	0	NA	0	0	NA

Note:* Consumer Complaints received from appropriate court of law/consumer forums

** The number includes complaints pending from previous years of reporting

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
1	Energy	Opportunity	As a logistics company, efficient energy management is crucial to ensure that we reduce our dependency on non-renewable energy sources and transition to options such as green fuels and route optimization. While adopting better technology to reduce our energy consumption can have a significant initial investment, this will ensure transition to cleaner fuels and reduce emissions in the process.	-	Positive implications
2	Energy	Risk	<ul style="list-style-type: none"> ● Transitioning towards renewable sources of energy such as solar, wind or green hydrogen comes with a significant investment. ● Further, appropriate infrastructure for clean-fuel vehicles and Electric Vehicles (EVs) may not be available in remote locations. ● We are largely dependent on our business vendors such as business associates for being able to transition towards green energy fuels. 	<ul style="list-style-type: none"> ● Gati is investing in solar plant installations on an OpEx model, thus reducing the initial cost of capital. ● Gati is currently focusing on geographies that has infrastructure to adopt Clean Fuel Vehicles & EVs with ease and will slowly expand over other geographies depending upon availability. 	Negative implications
3	Emissions	Risk	The principal source of emissions for Gati is its road transportation segment which it operates via third-party business partners. Additionally non-management of emissions can lead to damage to Gati's brand value and reputation.	Gati is working with third-party aggregators to include clean fuel vehicles & EVs in the first and last mile delivery segment.	Negative implications
4	Occupational Health and Safety	Risk	As a logistics company, Gati is also exposed to the risk of road accidents which can lead to permanent injuries or loss of life. Unsafe working conditions can lead to work-related injuries. Failure to meet regulatory requirements can also lead to heavy penalization.	Gati has a Health and Safety Policy with a commitment to conducting business activities, with zero injury to employees, sub-contractors and third-party organizations.	Negative implications
5	Diversity, Equity and Inclusion	Opportunity	Bias and discrimination at work hinders healthy professional relationships and can hamper professional development. The physical work environment and geographic locations of the industry can increase entrance of individuals with diverse backgrounds/ geographies also increasing inclusion of women in the workforce, thus providing access to a wider talent pool.	-	Positive implications
6	Labour Practice and Human Rights	Risk	Human rights violations and abuses can adversely impact employees and contractual labourers and bears a risk of litigation. Such violations can also cause reputational damage to the company.	Gati has a Human Rights Policy with commitments such as zero tolerance towards human trafficking, child labour, and forced labour, freedom of association, discrimination among others. A formal grievance redressal mechanism is set in place wherein all employees and contractual workers can report any grievances to the CHRO of the company on mehernosh.mehta@gatikwe.com	Negative Implications
7.	Community Development	Opportunity	Community development is essential for obtaining a social license to operate. Gati's presence is widespread with operations all over India and thus can impact many communities. Corporate social responsibility can also lead to increased investor interest and brand value recognition.	-	Positive implications
8.	Customer Satisfaction	Opportunity	Adopting green logistics solutions at the company can attract and retain customers as many commercial customers are looking for ways to make their supply chain sustainable. Ensuring that customer grievances and feedbacks are redressed can boost customer loyalty and increase retention.	-	Positive Implication
9.	Corporate Governance	Opportunity	Ensuring good governance and transparent practices can help securing stakeholder interest, a higher reputation, reduced risks and improved financial performance.	-	Positive Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
10.	Cybersecurity	Risk	Data breaches and cybersecurity threats have increased over the past decade. With cloud computing and online marketplace and payments, maintaining the privacy of customer or employee data is crucial for Gati. Cyber-attacks can have several impacts on the functioning of the organisation such as operational cost and reputational damage.	Gati has a Cybersecurity policy and is ISO 27001:2013 certified to ensure utmost compliance and better customer data privacy. Compliance to such high standards of cybersecurity has helped us achieve a high rating in our third-party IT audit from BitSight with a score of 790.	Negative Implications
11.	Sustainable Supply Chain	Opportunity	Adopting a green supply chain can help minimise supply disruption risks and emerging regulatory risks. Ensuring that suppliers also meet Gati's ESG expectations can contribute to supporting local businesses, reduce implied environmental impacts, and promote good governance.		Positive Implications
12.	Supply chain disruptions	Risk	Disruptions in the supply chain can further hamper processes and create a ripple effect throughout Gati's value chain. Such disruptions can also delay deliveries and damage brand reputation subsequently leading to financial losses.	Gati has established a Supplier Code of Conduct including coverage over human rights, environmental performance, community development, business ethics and transparency and whistleblowing. Gati has also adopted a sustainable procurement policy for its suppliers with guidelines to procure from sustainable and local sources.	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>P1 - Sustainable Procurement Policy, https://www.gati.com/wp-content/uploads/2023/04/Sustainable-Procurement-Policy.pdf</p> <p>P2 - Anti-trust and Anti-competitive Policy https://www.gati.com/wp-content/uploads/2023/04/Anti-trust-and-Anti-competetive-Policy.pdf Code of Conduct on Ethics Transparency and Accountability. https://www.gati.com/wp-content/uploads/2023/04/Code-of-Conduct-Ethics-Transparency-and-Accountability.pdf</p> <p>Corporate Tax Governance Policy https://www.gati.com/wp-content/uploads/2023/04/Corporate-Tax-Governance-Policy.pdf</p> <p>P3 - Human Rights Policy https://www.gati.com/wp-content/uploads/2023/04/Human-Rights-Policy.pdf Health and Safety Policy https://www.gati.com/wp-content/uploads/2023/04/Health-and-Safety-Policy.pdf Anti-Harassment and Anti-Discrimination Policy Board https://www.gati.com/wp-content/uploads/2023/04/Anti-Harassment-and-Anti-Discrimination-Policy.pdf Diversity Policy https://www.gati.com/wp-content/uploads/2023/04/Board-Diversity-Policy.pdf</p> <p>P4 - Stakeholder Engagement Policy https://www.gati.com/wp-content/uploads/2023/04/Stakeholder-Engagement-Policy.pdf Supplier Code of Conduct https://www.gati.com/wp-content/uploads/2023/04/Supplier-Code-of-Conduct.pdf</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>P5 - Human Rights Policy https://www.gati.com/wp-content/uploads/2023/04/Human-Rights-Policy.pdf</p> <p>Anti-Harassment and Anti-Discrimination Policy https://www.gati.com/wp-content/uploads/2023/04/Anti-Harassment-and-Anti-Discrimination-Policy.pdf</p> <p>P6 - Environment Policy https://www.gati.com/wp-content/uploads/2023/04/Environment-Policy.pdf</p> <p>Supplier Code of Conduct https://www.gati.com/wp-content/uploads/2023/04/Supplier-Code-of-Conduct.pdf</p> <p>P7 - Corporate Tax Governance Policy https://www.gati.com/wp-content/uploads/2023/04/Corporate-Tax-Governance-Policy.pdf</p> <p>P8 - Stakeholder Engagement Policy CSR Policy</p> <p>P9 - Information Security and Cybersecurity Policy</p>								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4 Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Policies are compiled keeping in mind the different global standards including that of the United Nations and International Labour Organisation and various ISO standards.								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	No	No	No	No
6 Performance of the entity against the specific commitments, Gati is in the process of formulating goals & targets and will be goals, and targets along-with reasons in case the same are begin tracking performance on the said policies in the coming not met.	year								

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

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)

The purpose of our business is to dedicatedly serve to ensure stakeholder delight and influence the environment and society at large with our good work, as we abide by our values that form the cornerstone of our business strategies, decisions, and activities. We are committed to this roadmap as we seek to grow sustainably and deliver logistics solutions with excellence, again and again, with a lot more rigor and enthusiasm as the days pass.

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

Please refer to page 06 for the Chairman’s / MD’s speech.

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

The Company is working on creating a Sustainability committee in the coming years that will drive ESG initiatives.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)											
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9			
Performance against above policies and follow up action				Board of Directors												Annually					
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances				Board of Directors												Annually					

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
No									No

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	P1-P9	100%
Key Managerial Personnel	1	P1-P9	100%
Employees other than BoD and KMPs	155	Gati has conducted ESG awareness sessions and topic-specific trainings on ethics and transparency, employee health and safety, energy and emissions management, community development and customer satisfaction.	97%
Workers	0*	NA	NA

Note: *Gati conducts various trainings for its workers on topics such as warehouse safety, defensive driving, fire drills, behavioral conduct, code of conduct trainings among others. However, Gati is currently not capturing the number of trainings provided at all its locations and is in the process of setting up mechanisms to capture such trainings.

NA = Not Applicable

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):

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	0	NA	No
Settlement	NA	NA	0	NA	No
Compounding fee	NA	NA	0	NA	No

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	0	NA	No
Punishment	NA	NA	0	NA	No

Note: NA = Not Applicable

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

Gati does not have any cases of monetary or non-monetary fines or penalties for the reporting year.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, anti-corruption and anti-bribery aspects are covered as a part of Gati's Code of Conduct - Ethics Transparency and Accountability Policy.

Gati has zero tolerance against any cases and instances of corruption, bribery, extortion or malpresentation of financial statements. All of Gati's employees, in their individual capacity or while representing the Company, are strictly prohibited

from engaging in any form of corruption or giving or accepting any kind of bribe, kickbacks or facilitation payments, directly or indirectly. None of Gati's employees shall indulge in giving or receiving extravagant, lavish or uncustomary gifts to government or public authorities, during or after business hours. In the situation that accepting a bribe results in it bearing a direct threat to their lives, Employees should immediately inform their immediate manager or write to Chief Assurance & Risk Executive of the Company at whistleblower@allcargologistics.com.

The web link to the policy is as follows: <https://www.gati.com/wp-content/uploads/2023/04/Code-of-Conduct-Ethics-Transparency-and-Accountability.pdf>

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

Particulars	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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

No corrective actions were taken as there were no cases on non-compliance.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	None	0

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.

The Company expects its employees to avoid and disclose to the Company any situation that may appear as a conflict of interest and disclose to the Company if any of its official is having family or business relationship with an official or employee of the Company who can influence the performance, in whole or in part, of a Contract.

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

Essential Indicators

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

Particulars	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	0	0	0
Capex	0	0	0

Note: Gati has invested in Solar energy projects and Electric Vehicles (EVs) on an OpEX model

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes, Gati has implemented the Sustainable Procurement Policy. Suppliers are expected to follow Gati's ESG practices and fulfill sustainable procurement expectations such as compliance to laws and regulations, human rights issues, resource efficiency among others. Suppliers are also expected to source sustainably in their respective value chains.
- c. **If yes, what percentage of inputs were sourced sustainably?**
Gati is not currently tracking the sources of its value chain and is working on establishing a system to implement the same, in the near future.
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**
Gati is a road transportation company and does not manufacture any goods or services that can generate e-waste or hazardous waste.
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.**
Extended Producer Responsibility is not applicable to Gati as it is a logistics company.

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?**
Gati has not conducted a Life Cycle Assessment of any of its services.
2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**
Gati has not conducted a Life Cycle Assessment of any of its services.
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).**
Gati is a logistics company and does not use any recycled or reused input material for manufacturing or in any of its services.
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:**
Gati is a logistics company and does not use any recycled or reused input material for manufacturing or in any of its services.
5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**
Gati is a logistics company and does not use any recycled or reused input material for manufacturing or in any of its services.

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

Essential Indicators

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	2,822	1,461	52%	2,822	100%	0	0	118	4.2%	0	0
Female	425	172	40%	425	100%	15	3.5%	0	0	0	0
Total	3,247	1,633	50%	3,247	100%	15	0	118	0	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for Other than Permanent Employees.

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for Workers.

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0	Yes	100%	0	Yes
Gratuity	100%	0	Yes	100%	0	Yes
ESI	100%	0	Yes	100%	0	Yes
Others – please specify	NA	NA	NA	NA	NA	NA

Note: NA = Not Applicable

3. Accessibility of workplaces

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

Some of the Gati premises are designed/structured in manner to be made accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The following steps have been undertaken to achieve this:

- Ramps for access to warehouses in a few locations
- Moving ahead all the new warehouses will be structured in a more inclusive manner to accommodate differently-abled employees, workers and visitors

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 Gati emphasizes on providing equal opportunities for its employees in both the POSH Policy and Anti-Discrimination Policy.

Web-link to the policies:

1. Anti-harassment or Anti-discrimination policy – <https://www.gati.com/wp-content/uploads/2023/04/Anti-Harassment-and-Anti-Discrimination-Policy.pdf>
2. POSH Policy – <https://www.gati.com/wp-content/uploads/2023/06/POSH-POLICY.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	96.6	0	0
Female	100	86.67	0	0
Total	100	91.6	0	0

Note: Gati is in the process of setting up systems to capture data of permanent workers

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes. The organization has multiple platforms and practices available such as: <ol style="list-style-type: none"> Diversity & inclusion Committee available at every Zone across India. The committee conducts monthly D & I Structured meetings, and gender sensitization talks. POSH Committee - The Prevention of Sexual Harassment Committee has been set up to cater to employee concerns regarding any discriminatory/harassment case/s irrespective of gender. Grievance addressal platforms are made open to all employees during monthly operating unit visits by the Business HRs, following an internal minimum mandate of visiting 4 operating unit in a month) One on one discussions with Business HR
Other than Permanent Employees	NA

Note: NA = Not Applicable

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
Total Permanent Workers	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for Workers.

8. Details of training given to employees and workers:

Category	FY April 1, 2022 to March 31, 2023					FY April 1, 2021 to March 31, 2022				
	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	2,822	1,570	56%	2,822	100%	2,822	0	0	0	0
Female	425	396	93%	425	100%	425	0	0	0	0
Total	3,247	1,966	61%	3,247	100%	3,247	0	0	0	0
Total Permanent Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for Workers.

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

Category	FY April 1, 2022 to March 31, 2023			FY April 1, 2021 to March 31, 2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,822	2,705	95.9%	3,117	2,585	82.9%
Female	425	350	82.4%	345	264	76.5%
Total	3,247	3,055	94.1%	3,462	2,849	82.3%
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for Workers.

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
Yes, Gati has implemented the Health and Safety Policy. Gati is cognizant of safety at its warehouse locations and is in the process of implementing a holistic Occupational Health and Safety system in the next phase.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Gati has a Health and Safety policy while safety training are conducted by location heads. To identify work-related hazards and assess the risks on a routine basis, we conduct toolbox meetings organized by safety marshals.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
Gati currently does not have a formal mechanism for incident reporting to report work-related hazards and is in the process of implementing a system for incident registration.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
No, Gati currently does not provide non-occupational medical and healthcare services to its employees/ workers.

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

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

Note: Gati is in the process of setting up systems to capture data for safety related incidents.

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

Employee well-being programs/initiatives are conducted for all the employees and during FY 2022-23 the following well-being initiatives were undertaken:

- Women safety programs
- Posh & gender sensitization meetings as a part of D&I initiative
- Road safety programs
- Women self-defense program
- Fire emergency training exit
- Zumba session
- Walkathon, diabetes & hypertension awareness program
- Eye check up camps
- General health check up
- Driver health check up
- Yoga at your desk

Additionally, the following trainings are provided for health and safety:

Type of Training	Frequency
Firefighting training	Monthly
Mock drills	Yearly
First Aid Training	Yearly
Restacker and Forklift safety training	Monthly

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0
Working Conditions	0

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

The corrective action/s taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions include maintenance of a hygiene tracker which is updated by the Business HRs during their operating unit visits and discussion on the problem areas with the respective unit heads/in charges and through holding one on one discussion with the concerned stakeholders. This is usually followed by a monthly hygiene review with the P/L head of that respective zone in the presence of the respective Business HRs, the Zonal HR head & the BSG Leaders assigned to that territory to keep a track of the number of concerns received versus the number of concerns dealt with and closed.

GATI has implemented Hygiene Policy which ensures workplace cleanliness and basic amenities like availability of clean drinking water, proper sanitation facilities, etc.

The BSG team conducts OU visits on a monthly basis to ensure all the points under the hygiene policy are taken care of and a Hygiene tracker is maintained to create a Pan India visibility

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
Yes. The Company covers all the employees under group-term life insurance policy.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
The statutory dues are collected from the monthly payroll of concerned employees & deposited with the concerned authorities.
- Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for safety related incidents.

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)

Gati does not provide any transition assistance programs at the moment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

Note: Gati has not assessed its value chain partners.

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

Gati is in the process of setting up systems to capture data for safety related incidents.

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

Essential Indicators

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

Gati identifies individuals or groups of individuals (including Companies, Partnership firms and Proprietary Firms) who are impacted by Gati 's products, services and activities as well as individuals or groups of individuals which have a direct or indirect impact on Gati. Upon such prioritization, Gati shall analyse the risks and impacts of Gati 's operation, whether direct or indirect, borne by each stakeholder.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees and workers	No	<ul style="list-style-type: none"> Intranet portal Trainings and development programmes Performance management system Emails. Written communication Newsletters, circulars and internal publications Employee engagement initiatives Functional and cross-functional committees 	Daily/Weekly	Business/operations related communications
Investors and shareholders	No	<ul style="list-style-type: none"> Annual shareholder meeting Investor presentations and conference calls Investor conferences and meets Press releases and newsletters 	Quarterly	To provide updates on company's operations and updates on new business decisions
Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Marketing and advertising Customer service centres Complaint handling and feedback Electronic communication – social media, WhatsApp, Calls 	Daily	Addressing customer requirements for deliveries and grievances if any
Suppliers and Contractors	No	<ul style="list-style-type: none"> Regular interaction through online and offline meetings, phone calls, e-mails Conferences and workshops Trainings and awareness programs 	Daily/Weekly	To track daily operational activities and communicate future needs and expectations

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> Meetings and formal dialogue Representation through various trade bodies workshops 	Other – Need basis	Business-related
Industry Associations	No	<ul style="list-style-type: none"> Conferences, global events and workshops Press releases and newsletters Written Communications Meetings Publications and Announcements 	Other – Need basis	Business-related
Communities and NGOs	No	<ul style="list-style-type: none"> Conferences and workshops Communication via telephone, email, etc. Community-participation events CSR partnerships - Contribution towards various causes Communication with Beneficiary Committees 	Other – Need basis	To obtain a social license to operate in communities around our operations
Media	No	<ul style="list-style-type: none"> Written Communications Interviews and Forums Meetings Publications and Announcements Media releases 	Other – Need basis	Business-related

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.

Investors and shareholders raise their concerns to the Board at Annual General Meetings (AGMs) as per SEBI requirements.

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, Gati circulated the stakeholder engagement and materiality assessment questionnaire to all its stakeholders to identify key environmental and social topics. Based on the material topics identified, Gati is in the process of forming key environmental and social initiatives.

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

Gati has taken multiple initiatives to address the concerns of vulnerable & marginalized stakeholder groups which have evolved throughout the years with their key focus being employee betterment & improved employee connect. Such instances & initiatives include:

- Monthly OU Visits by the business HRs of respective territories.
- Townhall meetings
- Skip level meetings
- Neev program which focusses on employee empowerment & inclusiveness where employees gather in small groups along with their unit heads & HR from different functions to discuss on finding solutions to specific problems at employee levels.
- Diversity & Inclusion committees are at place to discuss on D&I related problems.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	3,247	26	0.8%	3,462	0	0
Other than permanent	0	0	0	0	0	0
Total Employees	3,247	26	0.8%	3,462	0	0
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for Workers.

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. (C)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	2,822	0	0	2,822	100%	3,117	0	0	3,117	100%
Female	425	0	0	425	100%	345	0	0	345	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

Note: Gati is in the process of setting up systems to capture data for Workers.

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	19,61,175	3	1,05,000
Key Managerial Personnel	3	1,50,00,000	1	39,27,878
Employees other than BoD and KMP	2819	3,05,000	424	3,00,000
Workers	NA	NA	NA	NA

Note: Gati is in the process of setting up systems to capture data for Workers

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

Yes, Gati Limited has a Human Rights policy in place. At Gati, Mehernosh Mehta is the focal point responsible for human rights-related aspects. Email ID: mehernosh.mehta@gatikwe.com

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

Gati has formulated internal mechanisms to redress human rights-related grievances to encourage transparent communication among employees and management across the organization. Gati ensures that all employees are aware of updates and changes in the Human Rights Policy through regular training. Employees are provided with the opportunity to raise concerns regarding conflicts in terms of the language of the policy, policy requirements and other elements of the policy along with questions regarding the same.

Gati recommends employees to raise concerns with the local Human Resource Department, and Legal Department and if further escalation is required then they are requested to get in contact with the management and CHRO Mr Mehernosh Mehta. This is done by providing a system of confidential reporting of any concerns, risks, violations, issues and threats to persons or groups of persons.

Employees can register potential violations or threats/risks through the grievance redressal channel by writing an email to mehernosh.mehta@gatikwe.com

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	0	0	1	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

Yes, Gati has mechanisms in place to prevent adverse consequences to the complainant in discrimination and harassment cases. The details of the complainant are kept confidential, and the authenticity of the complainant's report is investigated by the assigned committee. The details regarding the investigation are also limited to the committee and kept confidential. The complainant is protected from any discrimination and harassment till the issue is resolved. This is done in order to safeguard the complainant's interest and confidence.

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

(Yes/No)

Gati expects all its suppliers to adhere to the highest standards of ethical conduct in line with country-specific laws and conventions for their labor practices. This includes the abolition of child labor, forced labor, bonded labor etc. Gati expects its suppliers to create and maintain an environment that treats all employees with dignity and respect and refuses to tolerate any harassment or inhumane treatment including but not limited to mental cruelty, violence, sexual exploitation or corporal punishment of any kind. It is ensured that the human rights requirements are actively communicated internally and externally through the Sustainable Procurement Policy and Supplier Code of Conduct.

9. **Assessments for the year:**

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

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

No corrective actions have been taken as there have been no risks and concerns arising from the assessments.

Leadership Indicators

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

Gati did not receive any grievances or complaints regarding Human Rights principles and guidelines therefore there are no modifications required.

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

Human Rights due diligence has not been conducted. However, Gati plans to conduct due diligence going forward.

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?

Some of the Gati premises are designed/structured in manner to be made accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The following steps have been undertaken to achieve this:

- Ramps for access to warehouses in a few locations
- Moving ahead all the new warehouses will be structured in a more inclusive manner to accommodate differently-abled employees, workers and visitors

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

Note: Gati currently does not assess its value chain partners at the moment.

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

No corrective actions have been taken as there have been no risks and concerns arising from the assessments.

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	19,457.18	NA
Total fuel consumption (B)	3,790.13	NA
Energy consumption through other sources ©	NA	NA
Total energy consumption (A+B+C)	23,247.31	NA
Energy intensity per rupee of turnover (Total energy consumption/turnover in crore rupees) (GJ/INR Crore)	13.31	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23. Information for FY 2021-22 has not been compiled as this is the first year of reporting on BRSR indicators.

NA = Not Available

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.

Gati does not have sites / facilities identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

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

Note: No external assurance was carried out on environmental parameters for FY 2022-23. Gati is currently not tracking its water consumption and is in the process of setting systems and procedures.

NA = Not Available

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

Zero Liquid Discharge is not applicable to Gati as it is a logistics company and does not own any manufacturing plants.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	MT	NA	NA
SOx	MT	NA	NA
Particulate matter (PM)	MT	NA	NA
Carbon Monoxide (CO)	MT	NA	NA
Non Methyl Hydrocarbon (NMHC)	MT	NA	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23. Gati is currently not tracking its stack or air emissions and is in the process of setting systems and procedures.

NA = Not Available

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	337.39	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3213.58	NA
Total Scope 1 and Scope 2 emissions per rupees in crore of turnover	tCO ₂ / INR Crore	2.03	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23

NA = Not Available

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

Yes. Given the nature of the industry, road transportation is prone to producing a high quantity of Greenhouse Gas (GHG) emissions. Gati has set a goal to deploy 100 Electric Vehicles (EVs) in the first & last mile and was able to achieve 125+ EVs by March'23. This has helped Gati reduce its GHG emissions significantly with over 25,000+ tCO₂e reduced, equivalent to 8,33,333 trees. At a few of its warehouses, Gati has adopted solarization projects and is planning to install solar projects of 1.1+ MW in the coming years.

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

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.

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)	NA	NA
E-Waste (A)	NA	NA
Biomedical Waste (B)	NA	NA
Battery Waste (C)	NA	NA
Used oil	NA	NA

Parameter	FY 2022-23	FY 2021-22
Miscellaneous Hazardous Waste (Process Waste, ETP sludge, etc.) (D)	NA	NA
Paper and Cardboard Waste (E)	NA	NA
Plastic Waste (F)	NA	NA
Metal Scrap (G)	NA	NA
Glass Waste (H)	NA	NA
Wood Waste (I)	NA	NA
Miscellaneous Non-Hazardous Waste (J)	NA	NA
Total (A + B + C + D + E + F + G + H + I + J)	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	NA	NA
(i) Recycled	NA	NA
(ii) Re-used	NA	NA
(iii) Co-processing	NA	NA
Total	NA	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	NA	NA
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	NA	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23. Waste generation is not being tracked currently. Gati is in the processing of tracking its waste and setting appropriate practices for waste management.
NA = Not Available

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

As a logistics company, Gati does not manufacture any products and thus does not use any hazardous or toxic chemicals. Currently, we are in the processing of tracking our waste and setting appropriate practices for waste management.

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:

Gati is yet to conduct a study of its operations that comes under in ecological sensitive areas and is in the process of setting appropriate practices to track this.

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

During the reporting period, Gati has not conducted any environment impact assessment. Gati ensures compliance to local and national applicable laws wherever required.

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

Yes, Gati ensures compliance to local and national applicable laws wherever required.

Leadership Indicators

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

Parameter	Unit	FY 2022-23	FY 2021-22
From renewable sources (in GJ)			
Total electricity consumption (A)	GJ	615.27	NA
Total fuel consumption (B)	NA	0	NA
Energy consumption through other sources©	NA	0	NA
Total energy consumed from renewable sources (A+B+C)	GJ	615.27	NA

Parameter	Unit	FY 2022-23	FY 2021-22
From non-renewable sources (in GJ)			
Total electricity consumption (D)	GJ	18,841.91	NA
Total fuel consumption (E)	GJ	3,790.13	NA
Energy consumption through other sources (F)	NA	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	GJ	22,632.04	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23
NA = Not Available

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
With treatment – Tertiary Treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23. Water discharged is not being tracked currently.
NA = Not Available

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

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

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: No external assurance was carried out on environmental parameters for FY 2022-23.

Water withdrawal is not being tracked currently.

NA = Not Available

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	17,49,280.84	NA
Total Scope 3 emissions per rupees in crore of turnover	tCO ₂ e/ INR Crore	1001.86	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	No	No

Note: No external assurance was carried out on environmental parameters for FY 2022-23

NA = Not Available

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.

Gati has not conducted a Biodiversity Impact Assessment to understand the significant direct and indirect impacts.

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

Gati has implemented a few initiatives to improve its resource efficiency:

- Adoption of EVs in first mile and last-mile fleet
- Introduction of e-Dockets to reduce physical documentation and thus minimising the use of paper

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

Our Business Continuity Management Systems (BCMS) approach is based on four pillars – Emergency Response, Crisis Management, Business Continuity Planning, and Disaster Recovery Management. IT Disaster Recovery Solution built on a hybrid strategy of on-premises and third-party cloud infrastructure that supports quick response and recovery for applications and services. It includes the implementation of a cloud-based DR solution for some critical Gati applications. We have primary data centres and disaster recovery data centres with appropriate on premise back up arrangements. We have implemented a cloud-based DR solution for enabling the backup of current applications, systems, and data required to execute business continuity planning (BCP) in case of failure of primary data centres due to any disaster.

Emergency Response and Crisis Management: Gati has established comprehensive emergency response arrangements to ensure the safety and well-being of employees, visitors, and stakeholders during emergencies. A dedicated team is responsible for coordinating and managing crisis situations. This team consists of individuals from various departments and levels within the organization, including senior management, communications, operations, legal, and human resources.

Business Continuity Planning: Integrate crisis management with business continuity planning. Identified critical business functions and developed strategies to ensure their continuity during a crisis. This includes backup systems, alternative locations, and contingency plans to minimize disruption and maintain essential operations.

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.**

Gati has not conducted a Biodiversity Impact Assessment to understand the significant direct and indirect impacts or understand impacts from the value chain.

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

Gati has not conducted a Biodiversity Impact Assessment to understand the significant direct and indirect impacts or understand impacts from the value chain.

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.**

Gati is a member of nine trade associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	International Market Association (IMA)	National
2.	Confederation Of Indian Industry (CII)	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.**

Not applicable since there were no cases of anti-competitive conduct by Gati in FY 2023.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	0	0	0	0	0

In FY22-23, there have been no public policies that have been advocated by Gati.

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.**

Social impact assessments are not being presently conducted, but Gati plans on conducting SIAs in the future once the projects reach an appropriate maturity level.

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

Gati does not have any projects for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by Gati Limited.

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

Gati has a Whistleblower Policy that allows the community to register any grievances.

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	NA	NA
Sourced directly from within the district and neighbouring districts	NA	NA

Note: Gati is a service industry and not a manufacturing industry hence input material would not be applicable for Gati
NA = Not Applicable

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):

Social impact assessments are not being presently conducted, but Gati plans on conducting SIAs in the future once the projects reach an appropriate maturity level.

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

S. no	State	Aspirational District	Amount spent (in ₹)
1.	Telangana	Hyderabad	11,87,000

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

No, Gati does not have a preferential procurement policy at the moment.

b. From which marginalized /vulnerable groups do you procure?

No, Gati does not have a preferential procurement policy at the moment.

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

No, Gati does not have a preferential procurement policy at the moment.

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

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

NA = Not Available

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.

Gati is not involved in any litigations for intellectual property.

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.	Donation to Schools	NA	NA

Note: The donation was given to schools for the benefit of education to underprivileged children

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Being a customer-centric company, Gati Limited is always looking to enhance its customer experience by actively recording and addressing grievances and feedback. Through the Online Reputation Management tracking system through social media or publicly available platforms, Gati keeps a check on all customer complaints and queries raised. Complaints and feedback received through mails are addressed by Customer Experience team, and twice a day the reports are published.

All IT-related complaints are observed by the IT helpdesk and complaints can be raised over mail it_ser_request@gatikwe.com.

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	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

Category	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	15	25	Pending adjudication for hearing	13	13	Pending adjudication for hearing
Other	0	0	None	0	0	None

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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, Gati has an Information Security and Cybersecurity Policy that ensures commitment to the highest standards of cybersecurity practices. Web-link of the policy: <https://www.gati.com/wp-content/uploads/2023/04/Information-Security-and-Cyber-Security-Policy.pdf>

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.

Gati has a strong commitment to maintaining customer privacy and cybersecurity. Given that Gati captures personally identifiable information of its customers for deliveries, appropriate technical and process control measures are implemented. The IT systems are ISO 27001:2013 certified and are in line with the NIST framework. There are strong procedures for incident management, and vulnerability assessments are regularly conducted. We have attained a rating of 790 on the BitSight cybersecurity performance ratings, helping us achieve an 'Advanced' rating for our cybersecurity system.

Leadership Indicators

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

LinkedIn: <https://www.linkedin.com/company/gatilimited/posts/?feedView=all&viewAsMember=true>

Facebook: <https://www.facebook.com/gatilimited>

Instagram: <https://instagram.com/gatiltid?igshid=YmMyMTA2M2Y=>

Twitter: <https://twitter.com/GATIKWEIndia?t=Fso1bw-7XTaAWK1ZZBVLVg&s=08>

YouTube: <https://www.youtube.com/@gatiltid9387>

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

Gati is currently not conducting any consumer awareness activities.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
In case of service disruption, the customer service team sends service advisories to the customers
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
Yes, Gati conducts the Customer Satisfaction Survey (C-Sat) on an annual basis.
5. **Provide the following information relating to data breaches:**
 - a. **Number of instances of data breaches along-with impact**
Gati has had zero instances of data breaches in the reporting period.
 - b. **Percentage of data breaches involving personally identifiable information of customers**
Gati has had zero instances of data breaches in the reporting period.