GUJARAT FLUOROCHEMICALS
VALUE THROUGH GREEN CHEMISTRY
CIN : L24304GJ2018PLC105479

Gujarat Fluorochemicals Limited

Vadodara Office: ABS Towers, 2nd floor,
Old Padra road, Vadodara-390007, Gujarat, India

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GFCL: BRD: 2023

4th September, 2023

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai 400 001

Scrip code: 542812

The Secretary
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E), Mumbai 400 051

Symbol: FLUOROCHEM

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Ref.: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations')

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2022-23.

The Business Responsibility and Sustainability Report forms an integral part of the Integrated Annual Report of the Company for the Financial Year 2022-23 which can also be accessed at the company's website at: www.gfl.co.in.

We request you to kindly take the same on record.

Thanking you.

Yours faithfully,
For Gujarat Fluorochemicals Limited

BHAVIN VIPIN DESAI
Digitally signed by BHAVIN VIPIN DESAI
Date: 2023.09.04 14:24:34 +05'30'

Bhavin Desai
Company Secretary
FCS: 7952

Encl.: As above



Annexure - 2

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity-

1	Corporate Identity Number (CIN) of the Listed Entity	L24304GJ2018PLC105479
2	Name of the Listed Entity	Gujarat Fluorochemicals Limited
3	Year of incorporation	2018
4	Registered office address	Survey Number 16/3, 26 & 27, Village Ranjitnagar, Taluka - Ghoghamba, District - Panchmahal, 389380, Gujarat
5	Corporate address	Inox Towers, 17 Sector 16 A, Noida - 201301, Uttar Pradesh
6	E-mail	bvdesai@gfl.co.in
7	Telephone	0265 6198 111
8	Website	www.gfl.co.in
9	Financial year for which reporting is being done	1st April, 2022 to 31st March, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 10,98,50,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	1. Name of Responsible Person: Mr. Bhavin Desai 2. Designation of Responsible Person: Company Secretary 3. Email ID: bvdesai@gfl.co.in 4. Contact Number: 0265 6198 111
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity)	The disclosures under this report are made on standalone basis.

II. Products/Services

14 Details of Business/Activities (accounting for 90% of the turnover)

SN	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

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

SN	Product/Service	NIC Code	% of total Turnover contributed
1	Bulk Chemicals	24111	19.62%
2	Fluorochemicals	24111	27.44%
3	Polymers	24111	52.94%

III. Operations

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

National



Number of plants	3	
Number of offices	2	5 Total

International



Number of plants	1	
Number of offices	4	5 Total

Plants and offices also include locations of subsidiary companies.

17 Markets served by the entity:

A. Number of locations

Locations	Number	Locations	Number
National (No. of States)	14	International (No. of Countries)	13

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

60.37%

C. A brief on types of customers

GFL serves as a vital partner for industries at the forefront of innovation, including Chemical processing, Oil and Gas, and Automotive. Moreover, we are constantly expanding our reach into cutting-edge domains such as 5G, Electric vehicles (EVs), semiconductors, and the rapidly evolving realm of green hydrogen.

IV. Employees

18 Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

SN	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	1,788	1,715	96%	73	4%
2.	Other than Permanent (E)	106	99	93%	7	7%
3.	**Total employees (D + E)**	**1,894**	**1,814**	**96%**	**80**	**4%**
	WORKERS					
4.	Permanent (F)	1,524	1,524	100%	0	0%
5.	Other than Permanent (G)	4,952	4,824	97%	128	3%
6.	**Total workers (F + G)**	**6,476**	**6,348**	**98%**	**128**	**2%**

1- In Employees, Permanent (D) category includes all Employees who are on the company payroll and are level 5 & above; Other than permanent employees (E) include GET/DET/MT.

2- In Workers, Permanent category include L5(S)/L6 workers and Other Than Permanent (G) include Technician trainees and Contractual

B. Differently abled Employees and workers:

SN	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	3	3	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total Differently abled employees (D + E)**	**3**	**3**	**100%**	**0**	**0%**

SN	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			WORKERS			
4.	Permanent (F)	2	2	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	**Total Differently abled workers (F + G)**	**2**	**2**	**100%**	**0**	**0%**

19 Participation/Inclusion/Representation of women

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

20 Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	30%	40%	30%	23%	26%	23%	13%	13%	13%
Permanent Workers	18%	0%	18%	9%	0%	9%	10%	0%	10%

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

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

SN	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	Inox Leasing and Finance Limited	Holding	52.61%	No
2	Gujarat Fluorochemicals Singapore Pte Limited	Wholly owned Subsidiary	100%	No
3	Gujarat Fluorochemicals Americas LLC, USA	Wholly owned Subsidiary	100%	No

SN	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)
4	Gujarat Fluorochemicals, GmbH	Wholly owned Subsidiary	100%	No
5	Swarnim Gujarat Fluorspar Private Limited *	Joint Venture	49.47%	No
6	GFL GM Fluorspar SA	Step Down Wholly owned Subsidiary	100%	No
7	Gujarat Fluorochemicals FZE	Wholly owned Subsidiary	100%	No
8	GFCL EV Products Limited	Wholly owned Subsidiary	100%	No
9	GFCL Solar and Green Hydrogen Products Limited	Wholly owned Subsidiary	100%	No

*As per JV agreement, Gujarat Fluorochemicals Limited (GFL) to hold 25% of the total equity capital of SGFPL. In view the fact that Gujarat Mineral Development Corporation Limited (GMDC) yet to contribute its equity participation by way of its assets value which is under review, GFL equity contribution has gone up temporarily due to their subscribing to the additional equity in SGFPL.

VI. CSR Details

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

Yes, CSR is applicable as per section 135 of Companies Act, 2013

(ii) Turnover (in ₹):

5,62,198 Lakhs

(iii) Net Worth (in ₹):

5,40,217 Lakhs

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 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://gfl.co.in/Our_People.php	0	0	NA	0	0	NA
Investors(Other than Shareholders)	https://gfl.co.in/Our_People.php	0	0	NA	0	0	NA

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 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	https://scores.gov.in/scores/Welcome.html	15	0	This includes the grievances of shareholders received through the Stock Exchanges and directly received by the Company	9	0	This includes the grievances of shareholder received through the Stock Exchanges and directly received by the Company
Employees and workers	https://gfl.co.in/Our_People.php	3	0	NA	4	0	NA
Customers	NA	22	2	NA	18	2	NA
Value Chain Partners	NA	0	0	NA	0	0	NA
Others(Please Specify)	NA	NA	NA	NA	NA	NA	NA

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, following format rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

SN	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate changes	Risk	Climate change stands as a paramount and pressing concern that we firmly acknowledge as a critical material issue. Its potential impact on our environment, society, and economy are far- reaching and demand our immediate attention.	With a deep sense of responsibility, we recognise that addressing climate change is not only an ethical obligation but also a strategic imperative. By proactively tackling this issue head-on, we aim to safeguard our planet for future generations and contribute to the overall well-being of our global community. Through concerted efforts and decisive action, we are determined to mitigate the risks posed by climate change and pave the way towards a more sustainable and resilient future.	Negative
2	Customer Privacy	Risk	Customer privacy emerges as a resounding call to action, standing firm as a material issue of paramount significance that we recognise.	With resolute determination, we commit ourselves to protect the sanctity of our customers' personal information, treating it as an inviolable trust.	Negative
3	Employee Diversity	Opportunity	We recognise employee diversity as a transformative force that holds immense potential for our company's growth and prosperity.	NA	Positive

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes	Ethics Transparent and Accountable	Goods &Services in Sustainable and Safe manner	Wellbeing of all Employees	Responsive to all stakeholders	Respect for Human Rights	Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
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	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	N	Y	Y	N	N	Y	N
c. Web Link of the Policies, if available	https://www.gfl.co.in/Company_Policies.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
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 organisation has obtained the following certificates: 1. ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 20400, ISO 26000, ISO 37001 2. Authorised Economic Operator - T2 Certificate. 3. Certificate for compliance with Anti-competitive and Anti-trust principles based on Competition Act, 2002, ISO 26000, UNGC Principles.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	GFL is embarking on an ambitious journey towards a sustainable future with its Net Zero Roadmap. By committing to the SBTi and diligently preparing for this roadmap, GFL aims to achieve its long-term Net Zero goal by 2050. With unwavering determination, GFL will prioritise reducing its Scope 1 & 2 emissions, striving to become Net Zero by 2040. Moreover, GFL recognises the importance of collaboration and will actively involve its supply chain in the pursuit of this shared vision by 2050. Over the next five years, GFL's decarbonisation strategy will be characterised by a remarkable increase of 10-20% in renewable energy adoption and a significant reduction of 10% in waste landfilling and incineration, as compared to the baseline year of 2021.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes	Ethics Transparent and Accountable	Goods &Services in Sustainable and Safe manner	Wellbeing of all Employees	Responsive to all stakeholders	Respect for Human Rights	Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors of the Company.								
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)*									
GFL is aligning its long-term vision and strategy with the globally growing environment-conscious industry. We are committed to India's goal of carbon neutrality by 2070. Expanding our product offering, we aim to serve emerging sectors like electric vehicles, solar panels, green hydrogen electrolysers, and fuel cells. Sustainability is deeply ingrained in our culture, aligned with the UN Sustainable Development Goals (SDGs). We take immediate actions to create a better future for all stakeholders and incorporate sustainability into our business strategy. Through inclusive growth, we strive to co-create sustainable business value at GFL.									
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Vivek Kumar Jain, Managing Director in consultation with the Board of Directors and its Committees are responsible for the implementation and oversight of the Business Responsibility policies.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has established a high-level Social Accountability, Regulatory, and Sustainability Corporate Steering Committee (SARS Committee) entrusted with driving sustainability and climate-related initiatives. Chaired by the CEO, the committee comprises nine members representing various functions and units. Its pivotal role is to integrate business and sustainability priorities, ensuring the Company's thriving success. The committee addresses climate-related concerns, manages carbon emissions, and integrates the triple-bottom line (social, economic, and environmental aspects) into the business strategy. Additionally, it oversees health and safety measures, fostering a secure and supportive work environment.								

10 **Details of Review of National Guidelines on Responsible Business Conduct (NGRBCs) by the Company:**

Subject for Review	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee				Frequency (Annually/ Half Annually / Quarterly/ Any Other - Please specify)				
Performance against above policies and follow up action	The Sustainability Committee meets at least once in a quarter. In the meetings, the status of sustainability objectives, action plans, future strategies, and other sustainability aspects including climate-related matters are discussed. The action plans developed are further reviewed and revised in order to enhance their effectiveness. Post the meeting, minutes are circulated among all members of the Committee to keep everyone abreast with the developments.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is compliant with the existing regulations as applicable.								
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.**	Yes, the entity has carried out various independent assessments such as ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 20400, ISO 26000, ISO 37001. The mentioned assessments are conducted by DQS India Private Limited and Intertek Certifications Limited								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	N	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	N	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	N	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	N	-	-
Any other reason (please specify)	As a business which is not actively involved in any kind of advocacy activity, the Company does not find itself at a stage where it is in a position to formulate and implement relevant policy.								

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	% of persons in respective category covered by the awareness programmes
Board of Directors	Nil	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil
Employees other than BOD and KMPs	521	1. On Skill Upgradation 2. On Health & Safety 3. Human Rights	1. On Skill upgradation 26% 2. On Health Safety Measures 52% 3. Human Rights 63%
Workers	293	1. On Skill Upgradation 2. On Health & Safety 3. Human Rights	1. On Skill upgradation 15% 2. On Health Safety Measures 52% 3. Human Rights 28%

* The coverage of awareness programme has been carried out by considering the nominated number of workers as base.

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Particulars	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	During the financial year, neither the Company, its directors, nor its Key Management Personnel (KMP) incurred any liabilities with respect to fines, penalties, or any form of punishment, nor did they engage in any agreements or settlements involving regulators, law enforcement agencies, or judicial institutions.				
Settlement					
Compounding Fee					

Non - Monetary					
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicialinstitutions**	**Amount (In ₹)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	During the financial year, neither the Company, its directors, nor its Key Management Personnel (KMP) faced any form of punishment or imprisonment, nor did they engage in any agreements or settlements involving regulators, law enforcement agencies, or judicial institutions.				
Punishment					

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

Case Details

Name of the regulatory/enforcement agencies/judicial institutions

In the fiscal year, the Company, its directors, and key managerial personnel bear no liability whatsoever, thereby rendering any appeal or revision null and void in instances where either pecuniary or non-pecuniary measures have been contested.

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, The Company maintains a robust policy on preventing Corruption and Bribery for Employees and Third Parties. It upholds a steadfast commitment to conducting business with integrity, adhering to all relevant laws and regulations, including the Indian Prevention of Corruption Act, 1988, anti-bribery and anti-corruption laws, and aligning with the UN Global Compact principles, ISO26000, and National Voluntary Guidelines on Social, Environment & Economic Responsibilities. Continuous improvement in these practices remains a key focus. For more details, please visit our website at https://gfl.co.in/upload/pages/7653e03350050ff9e3b2d5f057207d86.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	No law enforcement agency has wielded disciplinary measures in response to the grave accusations of bribery and corruption levied against any of the Directors, Key Managerial Personnel, Employees or Workers.	
KMP's		
Employees		
Workers		

6 Details of complaints with regard to conflict of interest

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaint regarding conflict of interest	0	No complaint regarding conflict of interest
Number of complaints received in relation to issues of Conflict of Interest of the KMP's	0	No complaint regarding conflict of interest	0	No complaint regarding conflict of interest

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.

There were no cases of complaints of conflict of interest of Directors / KMP.

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
2	SA8000, Sustainable Procurement	41%

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, an affirmation on compliance with the Code of Conduct of the Company is received from all the Directors and Senior Management Personnel (One level below the Board of Directors) at the end of the financial year. The said affirmation is placed before the Board at its first Board Meeting held in a financial year and published in Annual Report for regulatory authorities and investor Information. All new employees of the Company provide the affirmation on compliance with the Code of Conduct of the Company.

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	Currently the Company is in process to track the R & D expenses and Capex investments done in order to improve the environmental and social impacts of the products and process.		
Capex			

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

Yes, at the core of our organisation, we have strong systems in place to promote sustainable sourcing. Our sustainable procurement policy and Code of Conduct serve as guiding principles, showing us how to conduct business in a sustainable way with our valued suppliers, vendors and third parties. These important documents outline our unwavering expectations, insisting that our trusted partners uphold integrity in every aspect of their business interactions.

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

26%

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**

Being manufacturing company and B2B practices we are following regulatory requirements for plastic packaging as per the Plastic Waste Management Rules, E-waste Management Rules, hazardous and other waste of MoEFCC, GoI for disposal of these wastes.

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.**

Embracing the tenets of Extended Producer Responsibility (EPR), our entity stands accountable under the plastic waste management rule, ensuring that the plastic waste we generate is responsibly managed. Despite not manufacturing plastic materials, our EPR obligations arise from the plastic waste we receive as raw materials for packaging purposes. With unwavering commitment, we diligently adhere to EPR requirements, fulfilling our compliance obligations. Through collaboration with authorised EPR service providers and in partnership with the Gujarat Pollution Control Board (GPCB), we undertake the noble task of safeguarding our environment from the perils of plastic waste.

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.
Not Applicable					

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Embracing a responsible waste management ethos, our company champions recycling and reusing practices that align seamlessly with the guidelines set forth by the Gujarat Pollution Control Board (GPCB) and other pertinent laws and regulations. Our commitment to sustainable management of waste extends beyond our own operations, aiming to minimize environmental impact by closing the loop on waste through conscientious recycling and re-purposing initiatives.		

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:**

Not Applicable

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

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

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	1,715	1,715	100%	1,715	100%	-	-	-	-	-	-
Female	73	73	100%	73	100%	73	100%	-	-	-	-
Total	**1,788**	**1,788**	**100%**	**1,788**	**100%**	**73**	**4%**	**-**	**-**	**-**	**-**
Other Than Permanent employees											
Male	99	99	100%	99	100%	-	-	-	-	-	-
Female	7	7	100%	7	100%	7	100%	-	-	-	-
Total	**106**	**106**	**100%**	**106**	**100%**	**7**	**7%**	**-**	**-**	**-**	**-**

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

Category	Total (A)	% of workers Covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,524	1,524	100%	1,524	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**1,524**	**1,524**	**100%**	**1,524**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**
Other Than Permanent workers											
Male	4,824	-	-	-	-	-	-	-	-	-	-
Female	128	-	-	-	-	-	-	-	-	-	-
Total	**4,952**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0.2%	0%	Y	0.3%	0%	Y
Others	-	-	-	-	-	-

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.

We acknowledge that our facility may currently fall short of meeting the specified requirements. However, we have already undertaken proactive measures to address this matter. At present, we are conducting a comprehensive and positive review of the requirements, actively exploring solutions to elevate our facility's preparedness to new levels. We remain committed to working diligently to meet the necessary standards.

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, Gujarat Fluorochemicals Limited is committed to the policy of Equal Employment. This commitment is an integral part of Company's mission to become an "Employer of Choice" – therefore all HR Policies and Procedures of the Company reflect non-discriminatory practices and provide equal opportunity for all employees. As part of this commitment, all employees are expected to treat their colleagues fairly, with mutual respect and without harassment at all levels. At present, the policy has not been made available in the public domain.

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%	95%	100%	91%
Female	100%	100%	NA	NA
Total	**100%**	**95%**	**100%**	**91%**

There are no females in the permanent workers category, hence it is marked as not applicable.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Grievance Handling Platform: 1. HR Buddy 2. Ethics Line 3. Suggestion Box 4. PHRRO 5. Guideline HR/42 – Grievance Procedure for Employees/Contractors
Other than Permanent Workers	Grievance Handling Platform: 1. Suggestion Box 2. Works Committee 3. SPT Committee 4. Guideline HR/42 – Grievance Procedure for Employees/Contractors
Permanent employees	Grievance Handling Platform: 1. HR Buddy 2. Ethics Line 3. Suggestion Box 4. PHRRO 5. Guideline HR/42 – Grievance Procedure for Employees/Contractors
Other than Permanent employees	Grievance Handling Platform: 1. Suggestion Box 2. SPT Committee 3. Works Committee 4. Guideline HR/42 – Grievance Procedure for Employees/Contractors

7 Membership of employees and workers in association(s) or Unions recognised 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 Employee	1,788	-	-	1,373	-	-
Male	1,715	-	-	1,317	-	-
Female	73	-	-	56	-	-
Total Permanent Workers	1,524	-	-	1,105	-	-
Male	1,524	-	-	1,105	-	-
Female	-	-	-	-	-	-

There is no union of our permanent employees and permanent workers.

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	1,814	931	51%	457	25%	1,371	873	64%	24	2%
Female	80	54	68%	32	40%	63	63	100%	5	8%
Total	**1,894**	**985**	**52%**	**489**	**26%**	**1,434**	**936**	**65%**	**29**	**2%**
Workers										
Male	6,348	3,327	52%	983	15%	5,467	3,242	59%	1,042	19%
Female	128	91	71%	18	14%	128	63	49%	21	16%
Total	**6,476**	**3,418**	**53%**	**1,001**	**15%**	**5,595**	**3,305**	**59%**	**1,063**	**19%**

Workers include Permanent and other than permanent category.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,378	282	20%	1,124	147	13%
Female	54	14	26%	52	10	19%
Total	**1,432**	**296**	**21%**	**1,176**	**157**	**13%**
Workers						
Male	1,247	201	16%	957	267	28%
Female	-	-	-	-	-	-
Total	**1,247**	**201**	**16%**	**957**	**267**	**28%**

In total headcount new joiners joined in second half Assessment Year (after 30th September) are not included.

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 system?

Yes, the entity has implemented a dynamic Occupational Health and Safety management system that hinges on proactively preventing occupational injury and illness, eradicating hazards, mitigating risks and fostering a culture of collaboration and engagement by involving workers' representatives at every step, thereby forging a truly safe and thriving workplace.

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

At Gujarat Fluorochemicals, we weave a safety tapestry within our workplace, diligently employing a range of measures to identify work-related hazards and assess risks on a regular basis. Our arsenal includes potent tools like HAZOP, Pre-Start-up Safety Review, Job Safety Analysis, Hazard Identification and Risk Assessment, Qualitative Risk Assessment, Permit to Work System and Safety Audit of work areas. These proactive measures act as sentinels, empowering us to pinpoint potential hazards and risks lurking in our midst. With unwavering vigilance, we swiftly respond, taking decisive action to mitigate and neutralise any threats that may compromise the safety and well- being of our employees and stakeholders.

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

Yes, the Company has implemented the following measures to empower workers to report work-related hazards and remove themselves from such risks:

1. Near Miss Reporting system
2. Daily morning APEX meeting with workman
3. Plant safety committee meetings

These initiatives serve as channels for workers to proactively identify and report near misses or potential hazards, fostering a culture of safety and enabling swift action to mitigate risks.

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

Yes, the organisation ensures that its employees and workers have access to medical and health services beyond the scope of their occupational needs. We prioritise the well-being of our workforce by conducting regular pre-employment and periodic medical check-ups for both our own employees and those under contract. Additionally, we organise dental and health check-up camps, blood donation camps, and provide first aid training programmes to empower our employees and workers with essential life- saving skills.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.52	1.09
	Workers	0.18	0.59
Total recordable work-related injuries	Employees	2	5
	Workers	1	4
No. of fatalities	Employees	0	4
	Workers	0	4
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

In order to ensure a safe and healthy workplace, Gujarat Fluorochemicals diligently carries out safety audits across its units, employing the expertise of reputable third- party entities.

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

Particulars	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	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14 Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Health and safety practices	100%
Working Condition	100%

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

During the assessment of health and safety practices and working conditions at the plants and offices there were no significant risks or concerns identified for which any corrective action was required to be taken.

Leadership Indicators

1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

Yes, the entity has taken a significant step to ensure the well-being and security of our valued employees and workers. We have implemented a comprehensive and robust Group Accident Insurance Policy, designed specifically to offer financial protection and support in the unfortunate event of any employee or worker's untimely demise.

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

To ensure compliance with statutory regulations, we have implemented a robust system whereby all suppliers are explicitly instructed to settle their statutory dues in accordance with the attached terms & conditions accompanying each purchase order. Furthermore, as part of our stringent onboarding process, new suppliers are required to submit signed and stamped copies of the "GFL Terms & Conditions" and "GFL Policy" before their registration can be completed. Company's sustainable procurement policy further states that all the employees, suppliers, vendors and service providers shall have to comply with all the applicable laws of the Land. In case of any breach of any such laws on the part of any suppliers, vendors and service providers, the Company has the right to terminate the contract forthwith without any prior notice or any applicable notice period. Moreover, if such breach exposes the Company to any legal litigation or financial liability, the concerned suppliers, vendors and service providers shall indemnify the Company of any such liability.

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

Particulars	Total no. of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have 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

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

Selected employees who are retiring are given transition assistance by extending their service or engaging them in special assignments through contractual basis.

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	26%
Working Condition	26%

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.**

During the sustainable procurement audit, a diligent examination of our suppliers' practices uncovered potential risks and concerns. Prompt corrective actions were undertaken by the responsible suppliers to address these issues, ensuring alignment with our sustainability goals. Additionally, we maintained open communication by providing detailed feedback to the respective suppliers regarding the identified risks or concerns. It is noteworthy that no significant risks or concerns of substantial nature have been identified thus far, highlighting the effectiveness of our proactive approach to sustainable procurement.

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.**

A diverse array of stakeholders, both within and outside the Company, have been meticulously identified. These stakeholder groups wield significant influence, exerting a direct and immediate impact on the seamless functioning and operations of the Company. Notably, this powerful network encompasses dedicated employees, valuable shareholders, loyal customers, vibrant communities, indispensable suppliers, strategic partners, and trusted vendors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	1. Annual General Meeting (AGM) 2. Press conferences 3. Updates on Company website 4. Investor/analyst meetings 5. Stock exchange announcements	Ongoing	1. Dividend 2. Financial statements 3. Financial results 4. Growth prospects 5. Share price appreciation
Employees	No	1. Training and performance management HR forums 2. Focused group discussions 3. Employee engagement events 4. Regular updates through email communication 5. Employee satisfaction surveys	Ongoing	1. Safety and job security 2. Employee wellbeing 3. Positive and open workplace 4. Capability building, development and enhancement of skills 5. Career growth opportunity
Customers	No	1. Website periodic market research 2. Customer meets 3. Customer visits 4. Conferences 5. Trade fair	Ongoing	1. Safety and data privacy 2. Ethical business practices 3. Eco-friendly products solutions 4. Superior quality products and services
Suppliers/ Vendors	No	1. Supplier development initiatives 2. Online/offline workshops 3. Annual suppliers' meet (online/offline) 4. Supplier feedback surveys 5. On-boarding process	Ongoing	1. Access to new markets 2. Fair margins 3. Revenue growth 4. Long-term partnerships 5. Resource efficiency

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government /Regulators	No	1. Meetings 2. Presentations and networking in different forums 3. Regular visits 4. Annual and quarterly compliance reports 5. Press conferences and media events 6. Published articles and newsletters 7. Online meetings and interviews	Ongoing	1. Timely compliance with law and regulations 2. Transparent and open operations 3. Adherence to environmental laws 4. Timely payment of taxes 5. Support to various schemes of central and state governments
Communities/ NGO	No	1. Interactions during implementation of CSR projects 2. Interviews with local community 3. Representatives public hearing 4. CSR Cell engagement with community 5. Community development newsletter	Ongoing	1. Livelihood opportunities 2. New technologies and smart solutions 3. Reduced environmental footprint 4. Community development 5. Preservation of culture and heritage

Leadership Indicators

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

   The organisation proactively fosters engagement with both stakeholders and the board, seeking their invaluable input and consultation on vital economic, environmental, and social matters. Moreover, the Company upholds a robust ethics line policy, empowering diverse stakeholders with clear guidelines and channels to voice their grievances or raise concerns, ensuring a culture of transparency, accountability, and ethical conduct.

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. The Company believes in working with all stakeholders and that they are an integral part of the business. Stakeholders are regularly engaged in an effort to constructively contribute to the important issues of social impact, environment and Human Rights. The Company uses its contact with Stakeholders to understand if there are issues related to environment and other social issues. Examples – Employee engagement activities and Investors meetings.

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

The Company values its community as an integral stakeholder and actively collaborates with them, tailoring Corporate Social Responsibility (CSR) programmes to meet their unique needs. These well-planned initiatives aim to create social transformation, uplift disadvantaged groups, and maximise the impact of CSR funds. Key focuses include medical healthcare, education support, and empowering women, among other diverse endeavors.

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 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,788	1,193	67%	1,373	1,007	73%
Other than permanent	106	0	0%	61	21	34%
Total Employees	**1,894**	**1,193**	**63%**	**1,434**	**1,028**	**72%**
Workers						
Permanent	1,524	1	0%	1,105	19	2%
Other than permanent	4,952	1,793	36%	4,490	718	16%
Total Workers	**6,476**	**1,794**	**28%**	**5,595**	**737**	**13%**

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	1,788	-	-	1,788	100%	1,373	-	-	1,373	100%
Male	1,715	-	-	1,715	100%	1,317	-	-	1,317	100%
Female	73	-	-	73	100%	56	-	-	56	100%
Other than Permanent	106	-	-	106	100%	61	-	-	61	100%
Male	99	-	-	99	100%	54	-	-	54	100%
Female	7	-	-	7	100%	7	-	-	7	100%

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	1,524	-	-	1,524	100%	1,105	-	-	1,105	100%
Male	1,524	-	-	1,524	100%	1,105	-	-	1,105	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	4,952	4,952	100%	-	-	4,490	4,490	100%	-	-
Male	4,824	4,824	100%	-	-	4,362	4,362	100%	-	-
Female	128	128	100%	-	-	128	128	100%	-	-

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
BOD	4	1,39,68,890	0	0
KMP	2	64,83,369	0	0
Employees (Other than BOD/KMP)	1,815	5,18,138	73	4,35,053
Workers	1,524	4,55,271	0	0

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)

We have established key committees within our organisation to address important aspects of our operations. These include the ICC (related to POSH) and Ethics Committee for human rights, WEDC for women's empowerment and development, and SARCC for corporate social accountability.

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

The Company has implemented a robust mechanism to enable employees to report unethical conduct anonymously through the 'Ethics Line,' an online portal. The Ethics Officer is entrusted with the responsibility of investigating and providing feedback to the whistleblower. Furthermore, we have created an email address (ethicsline@gfl.co.in) specifically for our stakeholders to report grievances, which is prominently displayed on our website. In addition, suggestion boxes are available at our sites, allowing employees and workers to submit their grievances anonymously.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	3	Nil	-	3	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.

Our organisation prioritises the protection of the complainant's identity as outlined in our Whistleblower Policy and Prevention of Sexual Harassment (POSH) Policy. All matters reported are handled with the utmost confidentiality. Moreover, our Code of Conduct strictly prohibits any form of retaliation against individuals reporting legitimate concerns. Those found engaging in retaliatory actions will be subjected to disciplinary measures.

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

Yes, we prioritise human rights in all our business agreements and contracts. At Gujarat Fluorochemicals Limited, we take proactive steps by organising awareness sessions to ensure our vendors and suppliers fully understand and comply with human rights requirements.

9 **Assessments for the year**

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Child labour	100% Internally Assessed
Forced/ involuntary labour	100% Internally Assessed
Sexual harassment	100% Internally Assessed
Discrimination at workplace	100% Internally Assessed
Wages	100% Internally Assessed
Others – please specify	100% Internally Assessed

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

During the current financial year, no significant risks or concerns were identified as a result of assessment of plants and offices of the entity. Therefore, there was no corrective action required to be taken.

Leadership Indicators

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

Gujarat Fluorochemicals did not receive any grievances/ complaints with respect to human rights and hence there was no requirement to modify or introduce any business process.

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

It verifies compliance with human rights policy through internal and external assessment mechanisms such as self-assessment questionnaires, announced and unannounced on-site audits of its independent Suppliers, Vendors and Service Providers, and Employees and workplace wellness surveys.

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?

We acknowledge that our facility may currently fall short of meeting the specified requirements. However, we have already undertaken proactive measures to address this matter. At present, we are conducting a comprehensive and positive review of the requirements, actively exploring solutions to elevate our facility's preparedness to new levels. We remain committed to working diligently to meet the necessary standards.

4 Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	26%
Forced/ involuntary labour	26%
Sexual harassment	26%
Discrimination at workplace	26%

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Wages	26%
Others – please specify	26%

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

Our proactive measures and diligent adherence to health and safety protocols have resulted in a safe and secure working environment for our employees and thus there have been no instances where corrective action was required.

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	26,53,692	21,49,218
Total fuel consumption- Liquefied petroleum gas (B)	60,92,462	68,29,225
Energy consumption through other sources Energy Generated through High-Speed Diesel and Light Diesel Oil (C)	0	0
Total energy consumption (A+B+C)	**87,46,154**	**89,78,443**
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/Lakh)	15.56	23.54

Parameter	FY 2022-23	FY 2021-22
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

The Company has conducted an Independent Assessment/evaluation/assurance by an external agency Ernst & Young LLP.

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.**

   Yes, we are enrolled in the PAT Scheme under the esteemed 'Chlor Alkali Sector' of the Government of India, showcasing our commitment to energy efficiency. Having already earned an impressive 437 and 336 E-Certificates during PAT Cycles 1 and 2 respectively, we now eagerly participate in PAT Cycle 3, expecting for its completion by March '24."

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 kiloliters)		
(i) Surface water	53,29,627	44,95,872
(ii) Groundwater	0	0
(iii) Third party water	17,124	55,131
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (I + ii + iii + iv + v)	53,46,751	45,51,003
Total volume of water consumption (in kiloliters)	63,15,431	54,81,931
Water intensity per rupee of turnover (Water consumed / turnover) (KL/ Turnover in Lakhs)	11.23	14.37
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

The Company has conducted Independent Audit by Gujarat Pollution Control Board (GPCB) Authorized schedule II Auditor and an Independent assessment/evaluation/assurance by an external agency Ernst & Young LLP.

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

   Yes, GFL's Ranjitnagar unit has implemented the Zero Liquid Discharge (ZLD). The unit has installed Multi Effect Evaporator (MEE) and Reverse Osmosis (RO) system as part of the tertiary treatment and the entire water is being recycled and used for plantation activity within the premises.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT/Year	112	78
Sox	MT/Year	114	78
Particulate matter (PM)	MT/Year	130	84
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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

The Company has conducted an Independent assessment/evaluation/assurance by an external agency Ernst & Young LLP.

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5,46,562	5,81,423
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,96,240	3,85,600
Total Scope 1 and Scope 2 emissions per rupee of turnover (MT/Lakh)		1.85	2.53
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

The Company has conducted an Independent assessment/evaluation/assurance by an external agency Ernst & Young LLP.

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

GFL is planning for the Net Zero through its emission reduction initiatives. Company has so far installed 54 MW wind turbines through its group company INOX Wind Limited as part of the emission reduction programme. Company is taking RE set-off through wind project and other initiatives which contribute 29% energy requirement for FY 23 for GFL.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	349	350
E-waste **(B)**	61	37
Bio-medical waste **(C)**	9.025	10.50
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	6

Parameter	FY 2022-23	FY 2021-22
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	61,976	16,579
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	21,623	57,574
Total (A+B + C + D + E + F + G + H)	**84,018**	**74,556.5**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in mertic tonnes)		
Category of waste		
(i) Recycled	3,869	2,905
(ii) Re-used	74,900	61,453
(iii) Other recovery operations	2,075	1,610
Total	**80,844**	**65,968**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	40	103
(ii) Landfilling	3,090	8,083
(iii) Other disposal operations	43	410
Total	**3,173**	**8,596**

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

The Company has conducted an Independent assessment/evaluation/assurance by an external agency Ernst & Young 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.**

The Company manufacture chemicals, refrigerants and fluorospeciality chemicals. The Company has designed its integrated waste management system following the Hazardous waste management, handling and transboundary movement rule and adopted the circular economy concept to diverting its waste to recycling, reusing, reprocessing and recovery processes. Company has reduced its waste disposal through landfilling, incineration and other disposals by 63% as compared to FY 2021-22. This shows company's progressive efforts towards the circularity and reducing the environmental impacts.

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:**

	Location of operations	Types of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Ranjitnagar	Manufacturing	Yes
2	Dahej - A	Manufacturing	Yes
3	Jolva	Manufacturing	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
The entity has not conducted any environmental impact assessments of projects during the current financial year.					

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:**

SN	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
The entity diligently upholds compliance with the relevant environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and associated rules. Notably, in the current financial year, the Company remained fully compliant, with no instances of non-compliance necessitating corrective actions.				

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From Renewable Sources		
Total Electricity Consumption (A)	2,00,282	2,52,850
Total Fuel Consumption (B)	0	0
Energy Consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**2,00,282**	**2,52,850**
From Non - Renewable Sources		
Total Electricity Consumption (D)	24,53,411	18,96,367
Total Fuel Consumption (E)	60,92,462	68,29,225
Energy consumption through other sources Energy Generated	0	0
Total energy consumed from Non-renewable sources (A+B+C)	**85,45,873**	**87,25,592**

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

The Company has conducted an Independent assessment/evaluation/assurance by an external agency Ernst & Young LLP.

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 Ground Water	NA	NA
No Treatment	NA	NA
With Treatment - Please specify level of treatment	NA	NA
(iii) To Sea Water	9,71,214	10,88,413
No Treatment	0	0
With Treatment - Please specify level of treatment	9,71,214	10,88,413
(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)	**9,71,214**	**10,88,413**

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

The Company has conducted an Independent assessment/evaluation/assurance by an external agency Ernst & Young LLP.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source(in kilolitres)		
(i) To Surface Water	NA	NA
(ii) To Ground Water	NA	NA
(iii) To Sea Water	NA	NA
(iv) Sent to third parties	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
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water		
No Treatment	NA	NA
With Treatment - Please specify level of treatment	NA	NA
(ii) To Ground Water		
No Treatment	NA	NA
With Treatment - Please specify level of treatment	NA	NA
(iii) To Sea Water		
No Treatment	NA	NA
With Treatment - Please specify level of treatment	NA	NA
(iv) Sent to third parties		
No Treatment	NA	NA
With Treatment - Please specify level of treatment	NA	NA
(v) Others		
No Treatment	NA	NA
With Treatment - Please specify level of treatment	NA	NA
Total Water discharged (in Kilolitres)		

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Currently Scope 3 emissions are not considered in calculation of the air emission.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emissions intensity (optional) – the relevant metric may be selected by the entity			

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

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.

The Company acknowledges its responsibilities of conducting its operations in the ecological sensitive areas. During the current financial year, the entity did not find any significant direct or indirect impact on the biodiversity in such areas and therefore no remedial or corrective actions were required to be taken.

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:

SN	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solvent recovery and reuse in process	GFL Ranjitnagar unit has initiated the solvent recovery and reusing the recovered solvent in the manufacturing process again. Only top up quantity of the solvent was required for the process.	This initiative reduces the solvent procurement and reduce the environmental impact.

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

Yes, Gujarat Fluorochemicals has on site emergency plan which contains the details about the emergency action plan which would be made known to the employees and workers, the public in vicinity, the interested parties and the interested government authorities. This document sets out the On-site Emergency Response Management Plan for all levels of accident ranging from a local incident within the site boundary to a situation that requires outside support. The objectives of the emergency response management plan are:

1. To protect lives of working personnel and nearby population.
2. To contain the hazards and to control its spread.
3. To minimise the impact on the environment.
4. To minimise the loss to plant and production.

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.**

The Company has taken measures in order to ensure that the activities of its value chain do not cause any significant harm to the environment. During the current financial year there were no significant adverse impact to the environment, arising from the value chain of the entity and hence no mitigation or adaption measures were required to be taken.

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

The Company has assessed 26% of its value chain partners for environmental and social impacts.

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.**

22

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.**

	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Gujarat Industries	National
2	Science Based Targets initiative	National
3	UNGC - United Nations Global Compact	National
4	British Safety Council	National
5	Indian Chemicals Council IMC Chamber of Commerce and Industry	National

	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
6	Corporate Membership of Asian Polymer Association (APA)	National
7	Life Membership of Asian Polymer Association (APA)	National
8	Executive Committee Asian Polymer Association Membership	National
9	Baroda Management Association	National
10	Federation of Indian Chamber of Commerce and Industry	National

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

Name of Authority	Brief of the case	Corrective Action Taken
The Company did not find any issues related to anti-competitive conduct from any regulatory authorities. Thus, no corrective action was taken or is underway on any issue related to anti-competitive conduct by the entity.		

Leadership Indicators

1 Details of public policy positions advocated by the entity:

SN	Public Policy Advocated	Method resorted for such advocacy	Whether information available in Public Domain? (Yes/ No)	available? (Annually/ Half Yearly/ Quarterly/ Others- Please Specify)
With a proactive approach, the Company actively engages in shaping standards and contributing its insightful perspectives on regulatory developments pertaining to the chemical industry. Striving to strike a balance among diverse stakeholders, we seek to foster an equilibrium that considers various viewpoints. However, the Company has not advocated any public policy position in the current financial year.				

Principle 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief Details of the Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes/ No)?	Results Communicated in Public Domain (Yes/ No)	Relevant Web Link
No project was required to be assessed for their social impact during the current financial year under any statutory requirement.					

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

SN	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
The Company is primarily engaged in manufacturing of chemicals. Any project of GFL is not covered under Rehabilitation and Resettlement (R&R) Act, 2013.						

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

The Company has established multiple avenues for its workforce to provide feedback, share suggestions and raise concerns regarding violations of laws and company policies. These platforms, including the digital ethics line, feedback surveys and employee associations, serve as powerful channels for voicing their concerns. Additionally, any stakeholder who encounters such violations can report their concerns directly to the Ethics Line via ethicsline@gfl.co.in, ensuring a robust mechanism for addressing and rectifying any breaches.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	9%	3%
Sourced directly from within the district and neighboring districts	31%	12%

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
In response to Question 1 of the Essential Indicator, it is noteworthy that the assessment of social impact is deemed inapplicable for all projects. Consequently, the implementation of mitigating actions to address any potential negative social impact is also not applicable.	

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

SN	State	Aspirational District	Amount Spent (in ₹)
In the current financial year, the Company has allocated funds for its CSR activities; however, no expenditure has been directed towards any aspirational district. Acknowledging the significance of uplifting living standards in these districts, the Company affirms its commitment to exploring CSR expenditure in these regions in the future, aligning with its mission of making a positive impact on the communities residing in aspirational districts.			

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

There is no such preferential procurement policy where preference to purchase from suppliers comprising marginalised /vulnerable groups was given. However, in future GFL will review the Policy & same will be covered after Management approval

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

Currently no procurement is made from marginalised/vulnerable groups

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

Not Applicable

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

SN	Intellectual Property based on traditional Knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating Benefit Shared.
During the financial year, we have not shared any intellectual properties and thus neither we have derived any benefits from intellectual properties based on traditional knowledge.				

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.

GFL serves as a vital partner for industries at the forefront of	Brief of the case	Corrective Action Taken
The organisation ensures to protect the intellectual rights and properties. Thus, during the financial year the entity did not receive any adverse orders from regulatory authorities in intellectual property related disputes.		

6 Details of beneficiaries of CSR Projects:

	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education	19,000 students	80%
2	Vocational Training	260 women	75%

	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
3	Agriculture	1,971 farmers	80%
4	Water Management	13,110 beneficiaries	80%
5	Human	6,150 beneficiaries	80%
6	Animal	1,836 cattle owners	80%
7	Plantation & forestry	2,688 beneficiaries	75%
8	Social Infrastructure	8,844 beneficiaries	75%

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.**

The Company has implemented a robust mechanism to effectively handle customer complaints. Customers have the convenience of raising queries, complaints, grievances, or escalations via emails, phone calls or direct messages to the sales manager. Prompt resolution of customer complaints within 48 hours is prioritised to mitigate any further losses. In addition, a thorough root cause analysis is conducted within 5 working days to identify the underlying factors. Corrective measures stemming from the analysis are diligently implemented within 30 days of receiving the complaint, ensuring a swift and effective resolution process.

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

Particulars	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	100%

3 Number of consumer complaints in respect of the following:

Particulars	FY 2022-23	Remarks	FY 2021-22	Remarks
Data Privacy	0	Nil	0	Nil
Advertising	0	Nil	0	Nil
Cyber- Security	0	Nil	0	Nil
Delivery of Essential Services	0	Nil	0	Nil
Restrictive Trade Practices	0	Nil	0	Nil
Unfair Trade Practices	0	Nil	0	Nil
Others	22	Nil	18	Nil

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

Particulars	Number	Reasons for Recall
Voluntary Recalls	0	NA
Forced Recalls	0	NA

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

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy. However, policy is not available in the public domain.

6 **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

The Company has had a commendable record, with no reported incidents concerning advertising, delivery of essential services, cyber security breaches, customer data privacy concerns, recurring instances of product recalls, or penalties/actions imposed by regulatory authorities regarding the safety of products/services.

Leadership Indicators

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

The information on products and services of the entity can be accessed at-

1. www.gfl.co.in
2. www.inoflon.com
3. www.fluonox.com
4. www.gflamericas.com

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

GFL is committed to keep its customers well informed about the health and safety impacts of its products. As a responsible manufacturer, GFL provides all relevant safety and handling information for the products to customers as Technical Data Sheets (TDS) and Material Safety Data Sheets (MSDS). The Company carries out various awareness sessions on health and safety in order to keep the consumers informed about the safe and responsible usage of its products and/or services.

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

Strongly believing in the philosophy of going concern and as the Company has limited scope to educate and inform its end users about any risk of disruption/discontinuation of essential services. Thus, currently we do not have any such mechanism in place.

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)**

Our packaging serves as a comprehensive source of vital details, ranging from the product name and ingredients to nutritional information and usage instructions. Additionally, we ensure any necessary warnings or precautions are prominently displayed for customer awareness and safety. While maintaining this focus on clear communication, it is important to note that no customer satisfaction surveys have been conducted during the current financial year specifically pertaining to our major products or services. However, we continuously strive to uphold the highest standards of quality and customer satisfaction in all aspects of our business operations.

5 **Provide the following information relating to data breaches:**

A. Number of instances of data breaches along-with impact - 0

B. Percentage of data breaches involving personally identifiable information of customers - Not Applicable