



GANESH BENZOPLAST LIMITED

CIN:L24200MH1986PLC039836

Regd. Office: Dina Building, 1st Floor, 53, Maharshi Karve Road, Marine Lines, Mumbai - 400 002

Tel: 022- 6140 6000/22001928

Email: compliance@gblinfra.com Website: www.ganeshbenzoplast.com

September 01, 2025

To,

<p>The General Manager, Department of Corporate Services – Corporate Relations Department, BSE Limited, Pheeroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001.</p> <p>Scrip ID: 500153</p>	<p>The Manager, Listing Department National Stock Exchange of India Limited Exchange Plaza, 5th Floor, Plot No. C/1, G-Block, Bandra Kurla Complex, Bandra (E), Mumbai – 400051</p> <p>Scrip ID: GANESHBE</p>
---	---

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2024-25, which forms an integral part of the Annual Report for the financial year 2024-25.

Requesting you to take the same on record.

Thanking You,

Yours Faithfully,

For Ganesh Benzoplast Limited

Ekta Dhanda
Company Secretary and Compliance Officer

Encl: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24200MH1986PLC039836
2	Name of the Listed Entity	Ganesh Benzoplast Limited
3	Year of incorporation	1986
4	Registered office address	Dina Building,1st Floor, M.K. Road, Marine Lines, (East), Mumbai 400002
5	Corporate address	C-501, 502, 5th Floor, C-Wing, Lotus Corporate Park, Off Western Express, Highway Geetanjali, Railway, Colony, Laxmi Nagar, Goregaon (East), Mumbai-400063
6	Email	compliance@gblinfra.com
7	Telephone	+91-22-61406000
8	Website	https://www.ganeshbenzoplast.com
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) & BSE Limited (BSE)
11	Paid-up Capital	₹ 71.99 million
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Ekta Dhanda (Company Secretary & Compliance Officer) Telephone: +91-22-61406000 Email: cs@gblinfra.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The primary operations, covering the majority of turnover, assets, and sustainability impacts, are within Ganesh Benzoplast Limited; hence, this report is prepared on a standalone basis.
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Liquid Storage Tank/ EPC	GBL owns and operates a network of shore-based tank farm installations for the receipt and handling of bulk liquids including Engineering, Procurement & Construction of Liquid Storage Tanks, loading / unloading	77%
2	Chemical business	Processing and dealing in quality range of food preservatives, lubricant Additives and API drugs and also in trading of chemicals	23%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Liquid Storage Tank / EPC	52109 & 49120	77%
2	Chemical business	20119	23%



III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	-

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

c. A brief on types of customers

Liquid storage tanks: Ganesh Benzoplast Limited (GBL) is a trusted partner to diverse industries, offering state-of-the-art warehousing facilities for the storage of imported and exported liquid commodities. Our specialized tanks are engineered to store a wide variety of products, covering Class A, B, and C petroleum and petrochemical substances. This includes critical materials such as Superior Kerosene Oil (SKO), High-Speed Diesel (HSD), Naphtha, Furnace Oil, Caustic Soda, Ethanol, Methanol, Sulphuric Acid, Edible Oil, and Ethylene Dichloride. With a strong focus on safety, efficiency, and reliability, our storage infrastructure ensures secure handling of these liquids, enabling industries to operate seamlessly and confidently.

Chemical business: The company supplies Sodium Benzoate, a key food preservative that extends shelf life, and Benzoic Acid, valued as an antifungal agent and preservative in pharmaceuticals, food, and personal care products. These are delivered directly or through a strong distribution network. GBL also produces high-performance engine oil additives for diverse conditions, offering tailored packages for heavy-duty engines, passenger vehicles, motorcycles (2-stroke and 4-stroke), and railroad locomotives, ensuring optimal performance and durability.

EPC: GBL delivers end-to-end Engineering, Procurement, and Construction (EPC) solutions for large-scale liquid storage projects. We cater to a broad spectrum of industries, including oil and gas, petrochemicals, chemicals, logistics and infrastructure, energy, pharmaceuticals, personal care, and food and beverages. Our strength lies in a team of highly skilled project managers, engineers, and procurement and construction experts, working in synergy to ensure the efficient and seamless delivery of complex projects. With this integrated expertise, we consistently provide clients with reliable, high-quality, and timely project execution.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	188	162	86%	26	14%
2.	Other than Permanent (E)	37	36	97%	1	3%
3.	Total employees (D + E)	225	198	88%	27	12%
WORKERS						
4.	Permanent (F)	10	10	100%	0	-
5.	Other than Permanent (G)	204	192	94%	12	6%
6.	Total workers (F + G)	214	202	94%	12	6%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees and workers

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4%	1%	5%	6%	1%	7%	5%	1%	6%
Permanent Workers	9%	-	9%	16%	-	16%	8%	-	8%

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

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

S. No.	Name of the holding/ Subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	GBI Chemical Limited	Subsidiary	100%	No
2	GBL Infra Engg. Services Pvt. Ltd.	Subsidiary	100%	No
3	GBL LPG Private Limited	Subsidiary	100%	No
4	GBL Clean energy Private Limited	Subsidiary	100%	No
5	Infrastructure Logistic Systems Limited	Subsidiary	86.52%	No
6	Infinity Confidence LPG Pvt. Ltd.	Subsidiary	100%	No
7	GC Port Infra Pvt. Ltd.	Subsidiary	60%	No
8	GBC LPG Pvt. Ltd.	Joint Venture	50%	No

VI. CSR Details

24	i.	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
	ii.	Turnover:	₹ 2,154.01 million
	iii.	Net worth:	₹ 5,295.40 million



VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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	The respective policies substantiating the principles of BRSR include grievance redressal mechanism. The policies are available at https://ganesh-benzoplast.com/Investors/PoliciesAndCodes	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		21	1	One pending complaint were resolved in Apr-25	48	3	Three pending complaints were resolved in Apr-24
Employees and workers		Nil	Nil	-	1	1	Action taken against pending complaint and the same was resolved
Customers		1	1	-	2	2	-
Value Chain Partners		Nil	Nil	-	Nil	Nil	-
Other (please specify)		Nil	Nil	-	Nil	Nil	-

26. Overview of the entity's material responsible business conduct issues:

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Integrated Environmental & Resource Management	Risk & Opportunity	Efficient management of water, energy, waste and GHG emissions is critical for compliance and sustainability. Poor management increases costs; efficient management reduces risks and strengthens reputation.	Adoption of water recycling, renewable energy, energy-efficient systems, GHG reduction initiatives and Zero Waste to Landfill.	<p>Positive: Cost savings, compliance benefits and improved reputation.</p> <p>Negative: High upfront investment in new technologies.</p>
2	Talent Acquisition & Retention	Opportunity	A skilled workforce is essential for innovation and growth; strong retention ensures stability and reduces costs.	Competitive compensation, training and career development programmes, inclusive workplace culture.	<p>Positive: Higher productivity, innovation and workforce stability.</p>
3	Alliances & Partnerships	Opportunity	Strategic collaborations enhance market access, technology and resources.	Identifying aligned partners and establishing collaborations.	<p>Positive: Expanded markets, shared resources and accelerated growth.</p>
4	Customer Retention	Opportunity	Customer loyalty ensures stable revenue; satisfied customers contribute to brand equity.	Improved service quality, structured feedback mechanisms and continuous product upgrades.	<p>Positive: Stable recurring revenue and stronger brand reputation.</p>
5	Governance & Compliance	Risk	Compliance with governance, legal and regulatory standards is critical; non-compliance may result in penalties and reputational harm.	Strengthened governance framework, regular audits, transparent disclosures and compliance monitoring.	<p>Negative: Legal, financial and reputational risks in case of non-compliance.</p>
6	Workplace Safety	Risk	Hazardous operations expose employees to safety risks; lapses can lead to accidents, liabilities and disruptions.	Implementation of EHS standards, regular safety training, incident monitoring and periodic safety audits.	<p>Negative: Accidents may cause liabilities, penalties and operational disruption.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Data Security & Digital Resilience	Risk	Increasing digitalisation heightens exposure to cyber threats; breaches may disrupt operations and damage trust.	Investment in IT infrastructure, advanced cybersecurity systems and regular vulnerability assessments.	Negative: Ongoing cybersecurity costs and potential financial/ reputational loss in case of breach.

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	https://ganeshbenzoplast.com/Investors/PoliciesAndCodes								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Ganesh Benzoplast Limited has its policies in line with international standard and practices such as SA 8000:2014, ISO 9001:2015, ISO 45001:2018, ISO 14001:2015.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>GBL is committed to energy conservation, decarbonization, and responsible resource management, with electricity and water consumption closely monitored at each plant. While formal sustainability targets are being finalised, the company has already undertaken impactful initiatives, including Upgrading all facility lighting to energy-efficient LED systems, Replacing diesel-powered forklifts with battery-operated models and Implementing rainwater harvesting systems to reduce reliance on external water sources.</p> <p>To accelerate the clean energy transition, GBL has established GBL Clean Energy Private Limited, a dedicated subsidiary focusing on renewable energy, biofuels, and other low-carbon solutions. These efforts are aligned with national sustainability priorities and global ESG standards, reinforcing GBL's role in promoting energy efficiency, renewable adoption, community development, and environmental stewardship. GBL has set an ambitious target to achieve Net Zero Scope 1 and Scope 2 emissions by 2040, guided by a phased strategy encompassing operational efficiency improvements, renewable energy integration, and targeted carbon offset initiatives.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Sustainability and Risk Management (SRM) Committee reviews performance on sustainability objectives, targets, and strategy on a regular basis and offers recommendations to meet these goals</p> <p>The company's progress and performance against these business responsibility goals and targets are reviewed annually.</p>								



Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

GBL, a prominent name in the liquid storage tank and chemical sector, is dedicated to achieving sustainable growth while minimizing the environmental footprint of its operations. The company delivers essential infrastructure for storing chemicals, petrochemicals, and various liquid products, ensuring their safe, efficient, and compliant handling.

Recognizing the environmental challenges inherent to the chemical and storage industry, GBL places strong emphasis on curbing greenhouse gas emissions, optimizing energy and water consumption, and reducing waste. Its growth strategy is closely integrated with its sustainability commitments, driven by clear policies and long-term vision.

The company has set quantifiable sustainability targets, focusing on optimizing energy use, cutting carbon emissions through fuel efficiency measures and renewable energy projects, and conserving water resources. It is also leveraging advanced technologies to make its supply chain and operations more sustainable.

Safety is central to GBL's culture. The company upholds rigorous Environment, Health, and Safety (EHS) standards, implementing robust safety protocols and equipping employees with the knowledge and skills needed through regular training.

GBL's sustainability focus extends beyond operations to community engagement, aiming to foster positive social impact in the areas where it operates. In line with its wider environmental objectives, the company is partnering with suppliers to lower the combined carbon footprint and support the global shift towards a low-carbon economy. Operating with transparency and the highest ethical standards, GBL continues to enhance its sustainability practices and strengthen its long-term environmental and social contributions.

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

Mr. Rishi Pilani, Chairman & Managing Director
(DIN - 00901627)

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 Sustainability and Risk Management (SRM) Committee. The SRM Committee annually oversees and ensures the effective implementation of these policies.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Performance against above policies and follow up action	The performance of various policies is being reviewed on quarterly/annual basis by SRM Committee and Senior Management.																
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	(GBL) complies with all statutory requirements applicable from time to time. Compliance status is reviewed annually by the Sustainability and Risk Management (SRM) Committee to ensure adherence to regulatory obligations.																		

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	No	No	No	No	No	No	No

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)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							Not Applicable		
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



Section C: Principle-Wise Performance Disclosure

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)#	2	During the year, significant time was devoted to discussions on Environmental, Social, and Governance (ESG) matters, with active deliberations on core business, regulatory, economic, and sustainability issues to ensure alignment with the Company's strategic priorities.	100%
Key Managerial Personnel (KMP)#	4	Participated in programmes and training sessions on Corporate Governance, Ethics, Anti-Bribery and Anti-Corruption, Prevention of Sexual Harassment (POSH), Environment, Health & Safety (EHS), Cybersecurity, job-specific skills, and behaviour-based safety. Training also covered BRSR reporting with emphasis on its 9 principles and BRSR data management.	100%
Employees other than BoD and KMPs	80	Received training on Corporate Governance & Ethics, Prevention of Sexual Harassment (POSH), BRSR awareness and principles, BRSR data management, EHS induction, behaviour-based safety practices, and specific task-related safety procedures.	81%
Workers	35		69%

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):

There was no monetary and non-monetary fine/penalty/punishment/award/compounding fee/settlement amount paid in proceeding (by the Company or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year 2024-25 based on materiality thresholds specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the Company's website.

Monetary					
	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					
Settlement	Nil	Not Applicable	Nil	Not Applicable	Not Applicable
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	Nil	Not Applicable	Not Applicable	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.

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	NA

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

Ganesh Benzoplast Limited (GBL) has adopted a comprehensive Anti-Bribery and Anti-Corruption Policy to ensure full compliance with all applicable laws and regulations. This policy reflects GBL's zero-tolerance approach to any form of bribery or corruption and outlines core principles consistent with relevant legal frameworks. It provides clear guidance for identifying, preventing, and addressing potential risks, ensuring that all business transactions and relationships are conducted professionally, fairly, and with the utmost integrity, across all locations where the company operates.

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

	FY 2024-25	FY 2023-24
Directors		
KMPs	Nil	Nil
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict to interest of the Directors	Nil	NA	Nil	NA
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

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

	FY 2024-25	FY 2023-24
No of days of accounts payable	99	76



9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	19%	11%
	b. Sales (Sales to related parties / Total Sales)	22%	22%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	33%	75%
	d. Investments (Investments in related parties / Total Investments made)	95%	95%

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
5	Sessions focused on anti-corruption measures, protection of human rights, information security, and other relevant areas for manpower service providers. In addition, supplier assessments were initiated on various Environmental, Social, and Governance (ESG) topics to evaluate and enhance the ESG performance of value chain partners, including Tier-1 suppliers.	61% of Value chain Partners covered through awareness module conducted to MSMEs and Tier 1 suppliers.

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.

GBL has implemented a Code of Conduct applicable to all Board members and employees, which is publicly accessible on the company's website <https://www.ganeshbenzoplast.com/Investors/PoliciesAndCodes>. The Code sets forth clear expectations regarding ethical conduct, with particular emphasis on avoiding and managing conflicts of interest, especially for Board members. All Directors and senior management are required to annually affirm their compliance with the Code, with a formal compliance report submitted to the Company Secretary. The Code stipulates that any actual or potential conflict of interest must be promptly disclosed to the Company Secretary. In line with this, GBL obtains an annual declaration from both its Board of Directors and employees, confirming adherence to the Code and its provisions on conflict of interest management.

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	6%	7%	The R&D efforts have resulted in reducing specific power and fuel consumption and thus reducing carbon emissions.
Capex	8%	14%	Expenditure is directed towards initiatives for enhancing operational efficiency, modernising facilities, conserving water, improving waste management, and reducing emissions - with the objective of minimising greenhouse gas (GHG) emissions, lowering waste generation, and preserving natural resources.

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

The Company has implemented a Sustainable Procurement Policy to guide responsible sourcing practices. As part of the onboarding process, all key supply partners are required to sign the Code of Conduct (CoC), which is aligned with this policy. During the current financial year, the Company has evaluated all key suppliers against defined environment, health, safety, and sustainability parameters to ensure compliance with its responsible business standards.

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

Vendors are selected in line with the Company's Sustainable Procurement Policy, with the majority of materials sourced from suppliers who have been evaluated for ESG (Environmental, Social, and Governance) compliance.

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:**

GBL primarily operates as a service-oriented company and, therefore, does not manufacture products that require direct end-of-life reclamation. The chemical products supplied by GBL are used by other industries as inputs in the production of finished goods for end users. While GBL's own operations do not generate significant post-consumer waste, the company ensures that all waste streams generated on-site are managed in strict compliance with applicable environmental regulations and industry best practices. Disposal and recycling activities are carried out only through agencies authorized by the respective State Pollution Control Boards (SPCBs), and records of waste generation and disposal are maintained for regulatory review.

- Plastics (including packaging)** – All plastic waste generated is segregated at source and sent to authorized recyclers for reclaiming and reuse, in line with plastic waste management rules.
- E-waste** - All in-house electronic waste is handed over to certified e-waste handlers/recyclers for environmentally safe disposal, in compliance with the E-Waste Management Rules.
- Hazardous waste** - Hazardous waste, including ETP sludge, used foam pigs, used oil, and oil-soaked cotton waste, is carefully segregated, stored in designated areas, labelled, and transported in accordance with legal requirements and safety protocols. Disposal is carried out through authorized vendors for recycling or treatment, as mandated by the Hazardous and Other Wastes (Management and Transboundary Movement) Rules.
- Other waste** - Garden waste (e.g., fallen leaves, clippings) is composted in-house to produce manure. Paper, wood, steel, electrical, and aluminium scrap is sold to authorized recyclers. Used batteries are returned to authorised suppliers under a buy-back system for recycling or reuse.

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.**

No, owing to the nature of the Company's product/service offerings, GBL doesn't fall under Extended Producers Responsibility (EPR) regime.

**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**

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.**

Not applicable.

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

	Recycle or re-used input material to total material	
	FY 2024-25	FY 2023-24
Foam Pigs	10%	11%
Plastic Waste	7%	5%

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste		NA			NA	
Other waste						

The Company does not have any specific product to reclaim at the end of life, However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of construction and operation.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not applicable

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

Essential Indicators

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities@	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	162	15	9%	93	57%	0	-	0	-	0	-
Female	26	2	8%	19	73%	26	100%	0	-	0	-
Total	188	17	9%	112	60%	26	14%	0	-	0	-
Other than Permanent Employees											
Male	36	35	97%	36	100%	0	-	0	-	0	-
female	1	0	-	1	100%	1	100%	0	-	0	-
Total	37	35	95%	37	100%	1	3%	0	-	0	-

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@	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	10	10	100%	10	100%	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	10	10	100%	10	100%	0	-	0	-	0	-
Other than Permanent Workers											
Male	192	101	53%	192	100%	0	-	0	-	0	-
Female	12	2	17%	12	100%	12	-	100%	-	0	-
Total	204	103	50%	204	100%	12	-	6%	-	0	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.24%	0.18%

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

Benefits	FY 2024-25*			FY 2023-24*		
	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 employee	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#	100%	100%	Y	100%	100%	Y
Others- please specify		N.A.			N.A.	

#100% of all eligible employees and workers are covered under PF and ESIC.



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.

At present, GBL does not have any employees or workers who are physically disabled. However, the Company is committed to maintaining an inclusive and accessible workplace. Our facilities are equipped with basic accessibility provisions such as ramps and handrails, and additional measures will be implemented as required to support employees with disabilities in the future.

Further, GBL regularly conducts awareness and sensitization programmes for employees to promote inclusion and non-discrimination, ensuring that the workplace remains supportive and adaptable should differently-abled persons join the workforce.

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, the Company's policy on hiring does not discriminate against persons with disabilities.

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

Note: Although maternity/paternity leave benefits are available, no employee availed parental leave during the year.

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	Yes, the Company has implemented a dedicated Grievance Redressal System exclusively for its workforce to raise any concerns or issues. All grievances are addressed in a fair, confidential, and time-bound manner. Grievance registers and complaint boxes are placed at various sites and locations to facilitate the recording or submission of complaints. Contract workers may report their grievances either to their respective contractor representative or the company supervisor. Contractors are responsible for taking prompt action to resolve worker grievances and, where necessary, may escalate the matter to the HR department or the relevant functional heads. The Company also has in place Policy on Prevention, Prohibition, and Redressal of Sexual Harassment of Women at the Workplace, Whistle Blower Policy and vigil mechanism enabling employees to confidentially report unethical conduct or financial irregularities. To reinforce these commitments, GBL regularly conducts sensitisation programmes – including workshops, group meetings, and awareness sessions – to educate employees on workplace safety, ethical conduct, and the prevention of sexual harassment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	162	47	29%	155	29	19%
Female	26	0	-	26	0	-
Total Permanent Workers						
Male	10	0	-	20	0	-
Female	0	0	-	0	0	-

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	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 (Other than workers) (incl. permanent + Other than permanent)										
Male	162	135	83%	100	62%	199	135	68%	121	61%
Female	26	18	69%	6	23%	27	22	81%	20	74%
Total	188	153	81%	106	56%	226	157	69%	141	62%
Workers (Only permanent)										
Male	10	4	40%	6	60%	20	15	75%	14	70%
Female	0	0	-	0	-	0	0	-	0	0%
Total	10	4	40%	6	60%	20	15	75%	14	70%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees (Other than workers) (incl. permanent + Other than permanent)						
Male	162	162	100%	199	199	100%
Female	26	26	100%	27	27	100%
Total	188	188	100%	226	226	100%
Workers (Only permanent)						
Male	10	10	100%	20	20	100%
Female	0	0	-	0	0	-
Total	10	10	100%	20	20	100%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes, the Company has adopted and implemented the ISO 45001 Occupational Health & Safety Management System framework. This framework is integrated into all critical business activities, applying established principles and processes to provide safe and healthy workplaces across all Company establishments. It is designed to prevent work-related injuries and ill health, minimise occupational risks, and continuously improve safety performance. The Company is certified to ISO 45001:2018 standards for its Occupational Health & Safety Management System.



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

Ganesh Benzoplast Limited (GBL) has established comprehensive and systematic procedures to identify workplace hazards and assess associated risks across all project sites, manufacturing units, and office locations. These processes are designed to proactively eliminate or minimize risks to ensure a safe working environment. Key elements of these procedures include:

- Detailed method statements are developed for all activities, outlining each step in the work sequence and identifying potential hazards at every stage.
- A structured approach is employed to identify hazards - covering physical, chemical, ergonomic, and human factors and evaluate the likelihood and potential consequences of incidents. This helps prioritize risks and determine appropriate control measures.
- Real-time risk evaluations are conducted immediately before starting any work activity, allowing the identification of unforeseen hazards and ensuring conditions remain safe.
- Identified hazards and corresponding control measures are effectively communicated to all relevant personnel, contractors, and stakeholders to ensure awareness and compliance.
- A comprehensive Fatality Prevention Plan is applied across all operations, incorporating rigorous safety monitoring, deployment of safety systems in high-risk areas, and continuous improvement initiatives aimed at achieving zero accidents.
- Engaging employees and supervisors through consultation, safety meetings, and feedback mechanisms, as they are critical in identifying practical hazards and suggesting improvements.
- Maintaining detailed records of hazard identification, risk assessments, control implementations, and safety performance metrics, ensuring transparency and continual compliance with occupational health and safety standards.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes. GBL has in place a comprehensive Incident Management and Investigation System that enables the prompt and transparent reporting of all work-related hazards - including unsafe acts, unsafe conditions, near misses, injuries, illnesses, and serious incidents. Once a hazard or incident is reported, a detailed root cause investigation is carried out, applying the Hierarchy of Controls to determine effective corrective and preventive measures. All corrective actions are systematically recorded, monitored for progress, and closed upon completion.

To encourage participation at every level, each site is equipped with suggestion and feedback boxes where employees, contract workers, and business partners can share safety-related concerns or recommendations. In addition, a formal whistleblower mechanism is available for reporting serious safety lapses or inaction on identified risks. Information on how to access this portal is prominently displayed across all sites to ensure easy and confidential use.

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

Yes. GBL ensures that all employees and workers have access to a range of non-occupational medical and healthcare services. The company places strong emphasis on the overall well-being of its workforce and business partners by maintaining well-equipped healthcare facilities at multiple locations.

In addition to providing regular medical check-ups and health awareness programmes to encourage preventive care, GBL conducts dedicated wellness initiatives that address both physical and mental health. Special focus is placed on stress management and fostering a healthy work-life balance through targeted activities, counselling sessions, and awareness drives organised across different sites

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

Safety Incident / Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Worker	-	0.88
Total recordable work-related injuries	Employees	-	-
	Worker	-	1
No. of fatalities	Employees	-	-
	Worker	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Worker	-	-

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

GBL is committed to providing a safe, healthy, and inclusive workplace for all employees, contract workers, and business partners. The overarching objective is to eliminate hazards, minimise operational risks, prevent injuries and illnesses, and ensure business continuity through an integrated Occupational Health & Safety Management System based on ISO 45001:2018 principles:

Key measures include

- **Robust EHS Management Framework:** A company wide Environmental, Health, and Safety (EHS) Management System designed with a *zero harm* vision, embedding safety ownership at all organisational levels and covering both routine and non routine operations.
- **Comprehensive Training & Capacity Building**
 - Mandatory safety induction for all employees and contract workers before they begin work.
 - Periodic refresher courses on safe work practices, hazard awareness, first aid, fire safety, PPE use, and behaviour based safety.
 - Specialised training for high risk activities such as confined space entry, working at heights, and handling hazardous chemicals.
- **Proactive Hazard Identification & Risk Assessment**
 - Routine and ad hoc risk assessments, Job Safety Analysis (JSA), and Last Minute Risk Assessments (LMRA).
 - Inclusion of workforce feedback in identifying potential hazards
- **Regular Safety Inspections and Audits:**
 - Scheduled inspections of equipment, tools, and work areas.
 - Internal and third party audits to benchmark against industry best practices and regulatory requirements.
- **Incident Reporting, Investigation & Learning:**
 - A transparent and non punitive incident reporting system covering unsafe acts/conditions, near misses, and accidents.
 - Root Cause Analysis (RCA) for every incident, with corrective and preventive actions tracked to closure.
 - Sharing of “lessons learned” across teams to prevent recurrence.
- **Emergency Preparedness & Response:**
 - Established on site emergency response teams, mock drills for fire, chemical spill, and medical emergencies.
 - Clear evacuation plans, first aid rooms, trained first responders, and tie ups with local hospitals.
- **Health & Wellness Programmes:**
 - Periodic health check ups, vaccination drives, and preventive health awareness campaigns.
 - Counselling and stress management programmes focusing on employees’ mental well being.
- **Safety Infrastructure & Technology:**
 - Use of certified PPE, machine guarding, safety interlocks, and automated monitoring systems for high risk operations.
 - Installation of safety signages, illumination in work zones, and ergonomic workplace design.
- **Continuous Monitoring & Review:**
 - Review of health and safety performance at leadership level.
 - Setting measurable targets for accident frequency rate, near miss reporting, and compliance metrics.



Through these initiatives, GBL not only meets but strives to exceed legal and regulatory obligations, fostering a proactive safety culture that safeguards people, protects assets, and enhances operational reliability.

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

	FY 2024-25			FY 2023-24		
	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	Nil	Nil	N.A.	Nil	Nil	N.A.
Health & Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Conditions	100%

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

Ganesh Benzoplast Limited (GBL) maintains a proactive and evolving safety management approach, in which all guidelines and Standard Operating Procedures (SOPs) are periodically updated using insights from internal case studies, industry incidents, and lessons learned. This knowledge is integrated into predictive analysis models and risk assessment processes to identify unsafe behaviours, emerging hazards, and high risk activities before they lead to incidents. By anticipating risks early, GBL is able to allocate resources strategically to prevent workplace accidents, operational disruptions, and potential environmental harm.

Major initiatives embedded in this approach include

Key initiatives include:

- **Near Miss Awareness and Reporting Programme:** A company wide campaign engaging employees at all levels to recognise and promptly report near miss events. These insights are analysed to implement preventive measures and eliminate recurrence.
- **No Blame, Transparent Safety Culture:** An open reporting environment where employees and contractors can report hazards, unsafe conditions, or incidents without fear of repercussion, ensuring that safety concerns are addressed quickly and constructively.
- **Inclusive Contractor Participation:** Ensuring that contractors and third party staff have representation in site safety committee meetings, enabling joint decision making on safety improvements and hazard control measures.
- **Safety Metrics Awareness & Performance Review:** Regular training sessions and briefings to familiarise all personnel with key safety performance indicators such as Lost Time Injury (LTI), Restricted Work Case (RWC), and Medical Treatment Case (MTC). For every LTI case, a structured Corrective and Preventive Action (CAPA) plan is developed, reviewed for effectiveness, and rolled out across all Strategic Business Units (SBUs).
- **Cross Functional Safety Audits:** Periodic audits involving multidisciplinary teams to identify systemic risks and share best practices across different operations.
- **Safety Communication and Visual Management:** Use of signages, dashboards, newsletters, and safety alerts to keep safety top of mind for all site personnel.

Through this integrated, learning driven safety framework, GBL not only meets regulatory compliance requirements but also cultivates a mature safety culture aimed at achieving zero harm to people, environment, and assets.

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).

A) Employees - Yes

B) Workers - Yes

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

The Company ensures deduction and deposit of statutory dues by obtaining compliance documents from the value chain partners monthly along with their bills. We have a compliance checklist and accordingly ensure to obtain Statutory payments challan, payment proof and contribution history from value chain partners and same is duly verified by third party agency and our compliance team.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company conducts regular skill-upgradation training programmes for all employees during the course of their employment. These programmes are customised to address the specific requirements of various roles and functional areas, enabling employees to develop competencies that enhance their career prospects, including opportunities post-retirement or after separation from service.

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	Vendors covering 60% of value have been assessed based on physical audit/documentation based assessment.
Working Conditions	

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.

Assessment of the key vendors was completed in FY 2024-25 and all the observations and non-conformances were properly recorded and shared with vendors to take corrective and preventive actions to address significant risks. No significant reportable risk was observed.



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.

The Stakeholder groups are identified based on the nature of their relationship with the Company. The Company has recognized its key stakeholder groups, including Employees, Vendors/Sub-contractors, Government and Regulatory Authorities, Customers, Investors/Analysts, Media, Local Community, as well as NGOs and CSR partners.

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 / Analysts	No	Annual General Meeting (AGM), shareholder meets, investor/analyst calls, SE (Stock Exchange) intimations, email updates, media releases, Company and SE websites, annual reports, quarterly results, conferences	Quarterly, as required	<ol style="list-style-type: none"> 1. Discuss financial performance, stock price, dividends, profitability, and long-term stability. 2. Outline growth opportunities and strategic direction. 3. Understand investor concerns and build shared value.
Employees	No	Senior leadership forums, town halls, departmental meetings, goal-setting and performance reviews, career development discussions, HR communications, training workshops, grievance redressal mechanisms, exit interviews, one-to-one interactions	Ongoing	<ol style="list-style-type: none"> 1. Promote career development, training, and skill upgradation. 2. Share organisational vision, strategic objectives, workplace policies, and expectations. 3. Enhance job satisfaction, well-being, and engagement. 4. Raise awareness on human rights and reporting mechanisms. 5. Improve operational efficiency and safety culture.
Customers	No	Customer meetings/visits, conferences, trade fairs, surveys, feedback mechanisms, brochures, customer service channels, Company website, email correspondence	Ongoing	<ol style="list-style-type: none"> 1. Strengthen long-term relationships. 2. Ensure service quality and responsiveness. 3. Identify and meet short- and long-term customer expectations.
Vendors / Sub contractors	No	Meetings, performance reviews, emails	Ongoing	<ol style="list-style-type: none"> 1. Communicate quality, cost, and timely delivery expectations. 2. Collaborate on growth plans. 3. Share industry best practices.

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
Communities / Local Authorities / NGOs / CSR Partners	Yes	Community meetings, local authority meets, NGO/charity partnerships, CSR projects, volunteerism, grievance redressal channels, focus groups	Ongoing	<ol style="list-style-type: none"> 1. Identify and prioritise local community needs. 2. Implement and monitor CSR initiatives. 3. Conduct third-party impact and human rights assessments. 4. Run awareness programmes supporting local development.
Media	No	Press releases, media interviews, phone calls, official statements, Company website	Quarterly / Periodic	<ol style="list-style-type: none"> 1. Communicate the Company's vision, brand values, and business developments. 2. Enhance transparency with the public.

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.

At GBL, stakeholder engagement is an ongoing, structured process led by senior leadership and aligned with the Company's governance framework. Interactions occur through multiple channels - including formal meetings, consultations, investor calls, employee forums, community discussions, and regulatory/industry association engagements - ensuring responsiveness to market, regulatory, and sustainability trends.

Process flow:

- Regular Engagement with investors, employees, communities, customers, vendors, regulators, and NGOs to identify economic, environmental, and social issues.
- Feedback Capture & Analysis, categorising inputs by topic and materiality.
- Operational Review at the business unit level to assess implications.
- Board Reporting, with consolidated updates from leadership or delegated committees (CSR, Sustainability, Audit).
- Board Deliberation, integrating inputs into sustainability strategy, risk management, and long-term planning.

Implementation examples:

- Project Consultations: Public/stakeholder feedback is integrated into new project and expansion planning.
- Community & CSR Planning: Needs assessments and baseline surveys inform CSR priorities, with annual plans and impact results presented to the Board.

At GBL, stakeholder consultation on economic, environmental, and social (EES) topics is embedded within the Company's governance framework and overseen by the Board through the Sustainability & Risk Management (SRM) Committee along with other delegated committees such as CSR, Audit, and NRC. Consultation takes place through regular interactions with investors, employees, communities, customers, vendors, regulators, and NGOs via structured channels including AGMs, investor calls, employee forums, community meetings, surveys, and industry associations. Feedback from these consultations is systematically captured and analysed by theme and materiality, reviewed at the business unit level, and consolidated for presentation to the Board on a quarterly and annual basis. The Board deliberates on these insights to integrate stakeholder perspectives into strategic planning, sustainability initiatives, and risk management processes. Outcomes and Board responses are communicated back through the Company's website, statutory disclosures, employee forums, and direct community follow-ups, ensuring a closed-loop system



where stakeholder concerns meaningfully inform decision-making while maintaining transparency, accountability, and sustainable value creation.

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, Stakeholder engagement exercise and materiality assessment results are used to determine the most crucial sustainability-related concerns for the business. Based on these results, additional strategy development, policy creation, as well as the creation and execution of monitoring mechanisms are carried out.

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

GBL continuously identifies vulnerable, and marginalized stakeholders. For any new projects or expansions, we proactively engage with these stakeholders through our CSR activities. We have established a comprehensive stakeholder management and grievance mechanism at all our locations.

Our engagement with these stakeholders is primarily driven by various CSR programs aimed at empowering women, promoting financial independence, and enhancing leadership and economic skills. Additionally, our CSR initiatives support women, students, unemployed youth and senior citizen.

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

Category	Vulnerable Group	Concerns	Action Taken	Impact
Distribution of stationery and learning materials	School children from low-income families	Lack of access to basic educational supplies	Provided 528 stationery kits with essential writing and drawing materials at Unified English High School	Improved learning readiness, enhanced participation in classroom activities
School fee support for underprivileged students	Students from economically weaker sections	Risk of school dropouts due to inability to pay fees	Paid yearly school fees for 23 students at Unified English High School	Enabled continuation of formal education, reduced dropout rates
Education support for orphan girls	Orphaned girls in institutional care	Limited financial support for education	Funded education fees for four orphan girls living at Amcha Ghar	Provided stable access to schooling in a safe environment
Drinking water facility for tribal school children	Students in tribal region (Chinchpada, Nandurbar)	Students in tribal region (Chinchpada, Nandurbar)	Installed water filtration and cooling system	Improved access to safe drinking water, reduced water-borne disease risk
Scholarships for blind students	Visually impaired school children	Limited financial resources for inclusive education	Provided scholarships to 20 blind students	Facilitated access to education and inclusion in mainstream learning
Hostel infrastructure support for students	Students residing in hostels	Poor living conditions affecting study environment	Repaired and maintained student hostel facilities	Improved living standards, better learning environment
Education aid for disadvantaged children	Under-privileged children	Insufficient learning resources	Supplied books, materials, and aid for schooling	Increased motivation and school attendance
Medical college and hospital construction for education & healthcare	Students aspiring for medical education, local communities	Limited medical education facilities and healthcare access	Funded construction of 100-seat medical college and 500-bed hospital at Karjat	Expanded educational opportunities in medicine and strengthened regional healthcare infrastructure

Category	Vulnerable Group	Concerns	Action Taken	Impact
Vocational training for women's employment	Women in Raigad area	Limited income opportunities and employable skills	Conducted beautician skill-development programme for 70 women	Enhanced employability, promoted financial independence
Drinking water facility for rural school	Rural students (Bhaler, Nandurbar)	Unhygienic or unsafe drinking water supply	Installed water filtration and cooling system for 422 students	Improved student health and attendance
Distribution of uniforms and school supplies	Students from low-income families	Financial constraints in purchasing school necessities	Provided uniforms, school bags, and notebooks to Jaskar School children	Increased participation, reduced absenteeism due to lack of essentials
School fee assistance and student guidance	Economically disadvantaged students	Difficulty meeting educational expenses + limited guidance	Paid school fees and conducted guidance seminars via ABC Charitable Trust	Improved academic continuity and personal development



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:

	FY 2024-25			FY 2023-24		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
Employees						
Permanent	188	150	80%	181	124	64%
Other than Permanent	37	32	86%	45	30	67%
Total Employees	225	182	81%	226	154	68%
Workers						
Permanent	10	7	70%	20	10	50%
Other than Permanent	204	95	47%	208	92	44%
Total Workers	214	103	48%	228	102	45%

Note: Training on various issues related to human rights are covered under new employee induction, training, code of conduct etc.

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	162	0	-	162	100%	155	7	5%	148	95%
Female	26	0	-	26	100%	26	3	12%	23	88%
Other than Permanent										
Male	36	1	2%	43	98%	44	1	2%	43	98%
Female	1	0	-	1	100%	1	-	-	1	100%
Workers										
Permanent										
Male	10	3	30%	7	70%	20	8	40%	12	60%
Female	0	0	-	0	-	0	0	-	0	-
Other than Permanent										
Male	192	7	4%	185	96%	201	53	26%	148	74%
Female	12	1	8%	11	92%	7	0	-	7	100%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (₹ in Million)	Number	Median remuneration/ salary / wages of respective category (₹ in Million)
Board of Directors (BoD)	1	5.59	0	-
Key Managerial Personnel	2	13.73	1	1.85
Employees other than BoD and KMP	160	0.88	26	0.83
Workers	10	0.82	0	-

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	11.39 %	11.47 %

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

Yes, the Head of Human Resource department of the Company is responsible for addressing human rights impact or issues. As part of the Human Rights Policy, the Company expects all its relevant stakeholders to respect and comply with the policy principles, applicable laws and regulations in all territories of its operation.

No employee has been denied access to the Audit Committee for raising concerns. The Prevention of Sexual Harassment (POSH) Committee members are responsible for addressing sexual discrimination issues caused or contributed by the business.

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

Stakeholders can address human rights concerns through the Whistle-blower Policy, the grievance management system on the company website, or by directly contacting the Grievance Redressal Team. The organization ensures unimpeded access to state-based judicial processes. Additionally, the HR regularly overviews the compliance with Human Rights Policies, ensuring that any issues or impacts are addressed appropriately and within the designated timeline.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at Workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	-	-

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

As per the COCG and POSH Policy, the Company ensures protection of the complainant. The investigation of the complaints is done strictly in a confidential manner ensuring the protection of the complainant against any retaliation.

The Company provides necessary safeguards to complainant for making Protected Disclosures in good faith, in all the areas mentioned in the POSH and Code of Conduct such as business with integrity, responsible corporate citizenship, illegal and unfair labor practices, trade practices and other laws.

For the cases pertaining to sexual harassment, the Company's policy on prevention, prohibition and redressal of sexual harassment at workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder ensures strict confidentiality of the investigation procedure and protection of the identity of the complainant.

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

GBL requires all suppliers and vendors to comply with its Supplier Code of Conduct and Human Rights Guidelines, both of which are aligned with internationally recognised standards. The Company maintains a zero-tolerance approach to any form of human rights violation and ensures strict compliance through robust monitoring and oversight mechanisms.

GBL actively promotes and influences best practices in human rights across its supply chain, making it clear that all business partners are expected to uphold these commitments. Human rights expectations are communicated explicitly - from the supplier onboarding stage through the course of ongoing operations - and include requirements such as maintaining safe and healthy working conditions, prohibiting child and forced labour, and adhering to environmental and social responsibility standards.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company undertook internal assessment of 100% of its plant and offices
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Nil.

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

No such grievances/complaints on Human Rights violations.

At GBL, respect for human rights is an integral part of its governance, procurement, and social responsibility framework. This commitment is embedded throughout the company's value chain and supported by comprehensive due-diligence processes and a strong implementation mechanism. By consistently aligning its operations, supplier relationships, and community engagements with internationally accepted human rights standards, GBL ensures that its business practices reflect its core values of integrity, fairness, and ethical conduct.

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

GBL carries out regular internal reviews and audits related to human rights to ensure continuous adherence to its commitments. During the reporting period, no standalone human rights due-diligence exercise was undertaken. Going forward, the Company aims to further strengthen its human rights framework by integrating global best practices, insights gained from past experiences, and lessons learned into its core guiding principles.

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?

Majority of the Company's permanent facilities and office premises are accessible to persons with disabilities, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016.

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	Vendors covering 61% of value (covering 100% of key value chain partners) have
Discrimination at Workplace	Discrimination at workplace been assessed based on physical audit/documentation-based assessment.
Child Labour	
Forced Labour / Involuntary Labour	Child Labour The remaining suppliers have signed a Code of Conduct covering these aspects and Forced Labour/Involuntary Labour are expected to comply with its requirements.
Wages	
Others – please specify	N.A.

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

Assessment of the key vendors was completed in FY 2024-25 and all the observations and non-conformances were properly recorded. No significant risk cases were reported.

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 2024-25	FY 2023-24
From renewable sources (in Gigajoules GJ)		
Total electricity consumption (A)	104	107
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	104	107
From non-renewable sources(in Gigajoules GJ)		
Total electricity consumption (D)	29,765	22,243
Total fuel consumption (E)	1,13,744	82,021
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	1,43,509	1,04,264
Total energy consumed (A+B+C+D+E+F) (in GJ)	1,43,613	1,04,371
Energy intensity per rupee of turnover	# 66.67	46.04
Total energy consumed / Revenue from operations (₹ In Million)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	@ 1,377.45	@ 1031.22
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Electricity and fuel consumption increased due to a more water-intensive product mix and higher capacity utilization at the chemical plant.

@ For FY 2023-24, PPP Conversion rate is 22.40, referred from IMF available for March 2024. Similarly, for FY2024-25 PPP Conversion rate, referred from IMF is 20.66.

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No. The PAT scheme is not applicable to the Company's businesses



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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	63,079	50,311
(ii) Groundwater	-	270
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others / Rain water harvest	810	730
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	63,889	51,311
Total volume of water consumption (in kilolitres)	57,582	45,853
Water intensity of turnover	#26.73	20.22
Total water consumption / Revenue from operations (₹ In Million)		
Water intensity of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations (₹ In Million) adjusted for PPP)	@ 551.78	@ 453.04
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

During FY 2024-25, water consumption rose owing to a water-intensive product mix and enhanced capacity utilization at the chemical plant.

@ For FY 2023-24, PPP Conversion rate is 22.40, referred from IMF available for March 2024. Similarly, for FY2024-25 PPP Conversion rate, referred from IMF is 20.66.

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	3,766	4,090
(ii) To Ground water		
- No treatment	-	270
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	1,406	238
(v) Others		
- No treatment	810	730
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	5,982	5,328

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.

For all manufacturing plants, no water is discharged outside the plant. Complete Domestic & Trade Effluent wastewater is treated in the STP/ETP and reused or recycled. The assessment is not verified by any external agency.

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

Yes, we ensure full compliance with all applicable statutory obligations set by the Central and State Pollution Control Boards. In locations where zero liquid discharge is mandated, we have implemented and maintained appropriate systems to meet these requirements. At other sites, we have established mechanisms to treat sewage and effluent according to statutory guidelines. Wherever possible, treated water is then reused internally to minimize waste.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/m3	9.2-24.2	9.2
Sox	µg/m3	1 - 30.6	1 - 8.33
Particulate matter (PM)	µg/m3	0.3 - 150	0.3 - 150
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)	µg/m3	20 - 150	20 - 150
Hazardous air pollutants (HAP)			
Others – please specify			

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

Yes. Environmental monitoring is done by the agencies authorized by the CPCB/SPCB, at various plants and project site locations. The agencies are authorized by respective State Pollution Control Boards/respective clients.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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	14,543.66	10,715.59
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	5,561.81	4,156.30
Total Scope 1 and Scope 2 emission intensity per million rupees of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons CO ₂ /= million	#9.33	6.56
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tons CO ₂ /= million	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity	Metric tons of CO ₂ / Manpower	#45.80	31.71

Scope 1 and Scope 2 emissions increased due to higher capacity utilization at the chemical plant.

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

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

GBL is committed to minimizing the environmental impact of its business activities, with a strong focus on reducing greenhouse gas (GHG) emissions. The company has set an ambitious target to reduce GHG emissions, with a broader goal of achieving net-zero emissions by 2040. To meet these goals, GBL has implemented several key initiatives, including the installation of solar power. GBL is also investing in energy-efficient LED lighting, natural ventilators, and electric vehicles.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	118	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste, please specify (G) (Foam FIG, Sludge)	43	26
Other non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	78	31
Total (A+ B+C+D+E+F+G+H)	239	57
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	2	2
(iii) Other recovery operations	-	-
Total	2	2
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	11	19
(ii) Landfilling	118	0
(iii) Other disposal operations	108	36
Total	237	55

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 assurance has not been carried out by any external agency.

10. 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.

GBL is committed to reducing its environmental footprint through a comprehensive waste management programme founded on the 5R principles - Reduce, Reuse, Reprocess, Recycle, and Recover. The Company's approach focuses on minimising both hazardous and non-hazardous waste across all operations, with clear targets and a culture of continuous improvement.

Hazardous waste is managed strictly in line with statutory and regulatory requirements. GBL maintains a detailed waste registry, ensures proper segregation, and channels all hazardous materials to authorised treatment and disposal agencies. Efforts are also directed towards process optimisation to progressively lower hazardous waste generation at source.

For non-hazardous waste, the emphasis is on prevention, reuse, and responsible recycling. Key measures include:

- Converting biodegradable waste into manure through composting.
- Sending paper, plastics, metals, and other recyclable materials to certified recyclers.
- Repurposing non-recyclable residues wherever feasible.

A noteworthy achievement has been the elimination of single-use plastics across all port operations, making GBL's sites plastic-free zones.

To further reduce waste intensity, the Company modernises its facilities, applies lean manufacturing practices, and invests in technologies that enhance yield and resource efficiency. Regular awareness programmes and training sessions are conducted to engage employees at every level, embedding a shared responsibility for sustainable practices and environmental protection within the organisational culture.

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

S. No.	Location of operations / offices	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.
Not applicable			

None of the Company's manufacturing or service facilities are located in ecologically sensitive areas

- 12. 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 the project	EIA Notification No. and Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
Not applicable				

- 13. 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:**

The Company is in compliance with all applicable environmental laws.

**Leadership Indicators****1. 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
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		Not applicable
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No independent assessment has been done by an external agency.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

The Company is in the process of mapping the categories and working on data management for scope 3 emissions.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Waste management system getting improved	Various processes employed for diverting waste from landfill.	Waste to landfill has reduced
2	Reduction in emission	Replacement of traditional lights and lamps with LED	Reduction of electricity consumption

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

GBL has implemented a comprehensive Disaster Management Plan customised for each manufacturing and project site, addressing location-specific risks and operational needs. The plan identifies potential disaster scenarios and prescribes detailed response procedures for different emergency situations. It clearly defines communication protocols and the roles and responsibilities of designated personnel during crises.

The framework also maps the internal resources available within the Company and the external resources in neighbouring industries and agencies, enabling effective mutual aid when required.

In addition, GBL maintains a robust Business Continuity Plan (BCP) that provides structured guidance to safeguard assets, protect people, and ensure security-including IT and data protection measures — so that essential operations can be sustained or resumed promptly following a disruption.

These measures are formulated by benchmarking against global best practices adopted by organisations with advanced Business Continuity Management Systems, ensuring that GBL's approach remains proactive, resilient, and industry-leading.

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

No adverse impacts have been reported by any of GBL's value chain partners. All partners are bound by a dedicated Code of Conduct that requires strict compliance with Environment, Health & Safety (EHS) regulations, fair labour practices, minimum wage laws, and the complete prohibition of child labour and forced labour.

Every vendor has formally agreed to these obligations, and regular audits and evaluations are carried out to verify ongoing adherence to these standards, ensuring ethical, safe, and responsible practices across the entire supply chain.

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

None, All supply chain partners are required to enter into agreements committing to full compliance with all applicable laws and regulations, with particular emphasis on environmental standards. While no formal environmental impact assessments of supply chain partners have been conducted to date, GBL plans to initiate evaluations of their environmental performance in the coming years to strengthen sustainability oversight.

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil



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:** Total 5
- b. **List the top 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/International)
1	Liquid Chemical Berth Users Association	State
2	Indian Chemical Council	National
3	National safety council	National
4	Patalganga & Rasayani Industrie's Association	State
5	Tarapur Industrial Manufacturer's Association	State

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
	Nil	

There were no cases during the year.

Leadership Indicators

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

GBL actively works to align its sustainability priorities with the broader public policy agenda. The Company collaborates with policymakers, regulators, and industry bodies to advocate for progressive policy frameworks that support sustainable and inclusive growth.

Through its active participation in trade and industry associations, GBL contributes to policy discussions on matters such as taxation, governance, economic reforms, energy security, and regulations impacting its product portfolio. When invited by government agencies or stakeholders, the Company provides feedback, technical insights, and recommendations to help shape effective and practical regulations.

GBL also engages in public policy committees, task forces, and consultation forums, either directly or via industry associations, to share expertise and address sector-wide challenges. These engagements enable the Company to influence regulatory improvements while ensuring that industry perspectives and sustainability considerations are fully integrated into decision-making.

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.**

The Company is not required to carry out Social Impact Assessment under laws, such as the Right to Fair Compensation and Transparency In Land Acquisition, Rehabilitation and Resettlement Act, 2013.

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

Not applicable

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

GBL's dedicated SRM/CSR Committee closely oversees the implementation of all CSR initiatives while maintaining continuous interaction with local communities in its operational areas. The team ensures that any grievances or concerns raised by community members are handled promptly and resolved efficiently, enabling timely and effective responses that strengthen trust and community relations.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	17%	12%
Sourced directly from within the district and neighbouring districts	41%	35%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.**

Parameter	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	48%	41%
Urban	3%	3%
Metropolitan	49%	56%

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
Not Applicable	

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 ₹ million)
1	Maharashtra	Nandurbar	0.11

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

GBL's Sustainable Procurement Policy expresses a clear intent to source from suppliers belonging to marginalised or vulnerable groups, subject to their meeting the quality, safety, and commercial requirements outlined in the Company's procurement framework.



However, due to the nature of GBL's business operations and bulk material needs, the opportunity to procure directly from such groups is currently limited, with the majority of sourcing being undertaken from large, established companies. In the case of liquid storage terminal operations, material procurement requirements are minimal and are largely limited to specific consumables, which further restricts scope for wider supplier diversification in this category.

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

None in the financial year

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

The Company procures a small quantity of food items for use in canteens at its manufacturing facilities; however, the overall volume is minimal. Owing to the nature of its operations, the bulk of procurement is carried out from medium and large-scale suppliers.

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
				Nil

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education	650+	100%
2	Healthcare & Nutrition	1400+	100%
3	Environment/animal welfare	400+	100%
4	Empowering Woman/Welfare of senior citizen	550+	100%

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

Essential Indicators

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

Customer satisfaction remains a core priority for GBL. The Company maintains multiple engagement channels to collect feedback, understand evolving expectations, and address concerns promptly. Customers can communicate grievances through formal mechanisms such as email or written correspondence, which are promptly logged in a complaint register.

Once recorded, the designated coordinator works with all relevant stakeholders to assess and qualify the complaint, initiate corrective measures, and conduct a root cause analysis.

All grievance trends and customer feedback are periodically reviewed by senior management to identify improvement opportunities and drive continuous enhancement of service quality.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable considering the nature of Company's product and services offerings
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of Essential Services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

No such instances were reported in the reporting period FY2024-25.

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 Data Privacy Policy.

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.

Not Applicable

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches along with impact

Zero data breaches incidents in the financial year 2024-25.

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

Not Applicable



c) Impact, if any, of the data breaches

Not Applicable

Leadership Indicators

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

The details of the Company's business can be found on its website i.e. <https://www.ganeshbenzoplast.com>

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

The Company does not operate in B2C model. The Company gives training and conducts awareness sessions for its clients for the work done.

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

The Company is not involved directly in providing essential services, however it executes projects, supplies products and services to its clients such as Power utilities, Railways etc., which in turn inform consumers of any risk of disruption/discontinuation of their services.

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.

Yes, we provide product information on the product and website as mandated under local laws.

5. 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