

August 30, 2024

The Compliance Manager
BSE Limited
Corporate Relationship Dept.,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400001.
Scrip Code: **500655**

The Manager, Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051.
Trading Symbol: **GRWRHITECH**

Sub: Business Responsibility and Sustainability Report Financial Year 2023-24.

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 ("Listing Regulations"), we are submitting herewith copy of the Business Responsibility and Sustainability Report for the Financial Year 2023-24 ("BRSR").

The said BRSR forms an integral part of the Annual Report of the Company for the Financial year 2023-24, which is available on the website of the Company at

<https://www.garwarehitechfilms.com/wp-content/uploads/2024/08/Annual-Report-2023-24.pdf>

You are requested to kindly take the same on record and treat the same is in compliance with the applicable provisions of the Listing Regulations.

Thanking you,

Yours faithfully,

For Garware Hi-Tech Films Limited

AWANEESH
KUMAR
SRIVASTAVA
Digitally signed by
AWANEESH KUMAR
SRIVASTAVA
Date: 2024.08.30
17:02:01 +05'30'

Awaneesh Srivastava

Company Secretary

FCS 8513

Encl.: As stated above.

GARWARE HI-TECH FILMS LIMITED

CORPORATE OFFICE :

GARWARE HOUSE, 50-A, SWAMI NITYANAND MARG
VILE PARLE (EAST), MUMBAI – 400 057.
TEL: 0091-22-6698 8000 (15 LINES) / FAX : 0091-22-2824 8155 / 66
WEBSITE: www.garwarehitechfilms.com
CIN: L10889MH1957PLC010889

REGD. OFFICE: NAIGAON, P.O. WALUJ,
CHHATRAPATI SAMBHAJI NAGAR – 431 133 (INDIA)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L10889MH1957PLC010889							
2.	Name of the Listed Entity	Garware Hi-Tech Films Limited							
3.	Year of incorporation	1957							
4.	Registered office address	Naigaon, Post Waluj, Chhatrapati Sambhajinagar (Aurangabad), 431 133, India							
5.	Corporate address	Garware House, 50-A, Swami Nityanand Marg, Vile Parle (East), Mumbai-400 057, India							
6.	E-mail	cs@garwarehitech.com							
7.	Telephone	0240-2554427 – 4430							
8.	Website	https://www.garwarehitechfilms.com							
9.	Financial year for which reporting is being done	2023-2024							
10.	Name of the Stock Exchange(s) where shares are listed	<table><tr><th>Name of the Exchange</th><th>Stock Code</th></tr><tr><td>NSE</td><td>GRWRHITECH</td></tr><tr><td>BSE</td><td>500655</td></tr></table>		Name of the Exchange	Stock Code	NSE	GRWRHITECH	BSE	500655
Name of the Exchange	Stock Code								
NSE	GRWRHITECH								
BSE	500655								
11.	Paid-up Capital	INR 23,23,23,940							
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Awaneesh Srivastava Company Secretary and Vice President- Legal Contact- +91 022 66988000							
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 disclosures under this report are made on standalone basis for Garware Hi-Tech Films Limited. (GHFL)							
14.	Name of assurance provider	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.							
15.	Type of assurance obtained	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.							

Note: Please note that the numbers have been rationalized in this year's report, wherever required.

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.	Manufacturing of Poly films	Comprises Polyester film manufacturing	100%

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.	Manufacturing of Poly films	3131	100%

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	3	2	5
International	0	2*	2

* US & UK has one office each

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	90+

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

76%

c. A brief on types of customers.

Our product range is categorized into two primary divisions: The Industrial Product Division (IPD) and the Consumer Product Division (CPD). The IPD primarily serves to converters who use our film for various end-uses like flexible packaging, shrink labels and lidding for numerous brand owners in the food packaging, pharmaceutical and personal care sectors. Additionally, our films serve as insulation in a range of electrical and electronic devices, including household appliances and transformers. Conversely, CPD offerings are distributed for diverse uses, including window lamination, solar films and architectural films, among others.

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)	580	574	98.97	6	1.03
2.	Other than Permanent (E)	145	145	100.00	0	0.00
3.	Total employees (D + E)	725	719	99.18	6	0.82
WORKERS						
4.	Permanent (F)	305	305	100.00	0	0.00
5.	Other than Permanent (G)	745	745	100.00	0	0.00
6.	Total workers (F + G)	1050	1050	100.00	0	0.00

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)	Nil. The Company does not have any disabled worker as defined under The Rights of Persons with Disabilities Act, 2016 predominantly because of nature of our activities and processes. However, the Company does not discriminate people with reduced mobility in its recruitment process.				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					

DIFFERENTLY ABLED WORKERS		
4.	Permanent (F)	Nil. The Company does not have any disabled worker as defined under The Rights of Persons with Disabilities Act, 2016 predominantly because of nature of our activities and processes. However, the Company does not discriminate people with reduced mobility in its recruitment process.
5.	Other than permanent (G)	
6.	Total differently abled workers (F + G)	

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	4	36.37
Key Management Personnel	3	0	0.00

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.98	0.00	1.49	14.11	13.33	13.72	13.01	26.67	19.84
Permanent Workers	0.59	0.00	0.24	8.14	0.00	4.70	4.65	0.00	2.32

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.	Garware Hi-Tech Films International Limited Unit 1.05,1.06, The Plaza, 535 Kings Road, London – SW10 OSZ.	Subsidiary	100	No
2.	Global Hi-Tech Films Inc. 101 Lake Forest blvd; Suit-410, Gaithersburg MD 20877 United States	Subsidiary	-*	No

*Global Hi-Tech Films Inc. is a step down subsidiary (100%).

VI. CSR Details

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

- Turnover (in ₹) – 1581,65,10,426/-
- Net worth (in ₹) – 1978,60,13,087/-

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)	FY 2023-24			FY 2022-23		
	(If Yes, then provide web-link for grievance redress policy*)	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	Nil	Nil			Nil		
Investors (other than shareholders)	NA	Nil			Nil		
Shareholders	The Company has empowered a Board-level Stakeholders Relationship Committee (“SRC”) to examine and redress complaints by shareholders.	12	Nil	#	29	Nil	#
Employees and workers	Open door policy as prescribed as per our HR policies	Nil			Nil		
Customers	Concerned functional head acts as grievance redressal officer	Nil			Nil		
Value Chain Partners	Concerned functional head acts as grievance redressal officer	Nil			Nil		
Other (please specify)	NA						

All complaints are promptly resolved.

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

S. No.	Material issue identified ¹	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.	Energy Management (Climate Change, GHG Emissions and Air Pollution)	Risk	The evolving landscape of regulations that affect emissions and climate change presents a significant risk due to the potentially dangerous nature of the operations we conduct.	To address the risk, the Company has taken several proactive steps, including: i. Setting up renewable energy installations, like solar and wind, both within and around the plant to decrease reliance on externally sourced electricity. ii. Green Power Purchase agreement iii. Conducting tree plantation initiatives in and around the plant area. iv. Installing solar heaters within the plant to harness direct thermal energy for various processes.	Negative- No negative impact in the reporting year.

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022

S. No.	Material issue identified ¹	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)
2.	Disposal of Post-consumer Plastic Waste	Risk	For GHFL, the disposal of plastic waste represents a significant environmental risk factor, given that plastic is the most critical component of our products.	The Company collaborates with external entities to retrieve post-consumer waste under Extended Producer Responsibility.	Negative- No negative impact in the reporting year.
3.	Use of Raw Materials	Opportunity	By choosing sustainable raw materials, GHFL can reduce the environmental and social footprint of its business processes.	-	Positive
4.	Talent Attraction and Management	Opportunity	By securing and maintaining a workforce of highly skilled and knowledgeable individuals, the Company can take a step ahead on the path of sustainability. Talented employees are instrumental in fostering innovation, elevating productivity and propelling the Company's growth.	-	Positive
5.	Occupational Health and Safety	Risk	Incidents related to Occupational Health and Safety have the potential to tarnish a Company's image among employees, clients, investors and the wider community. Reports of workplace mishaps or occupational diseases can lower the morale of the workforce and adversely influence the perception of the organization's commitment to safety and wellbeing.	The Company has enacted various strategies to manage risk, including: - A comprehensive safety policy rooted in the cycle of Planning, Doing, Checking and Acting. - Regular assessments of the plant and its facilities to identify and correct any unsafe or substandard conditions that may lead to injury or harm. - Implementation of procedures such as Hazard Identification and Risk Assessment, as well as systems for reporting hazards, incidents and near misses, to recognize workplace hazards and assess risks.	Negative- No negative impact in the reporting year.
6.	Supply chain	Risk	Inability to acquire equipment, reagents, or chemicals in a timely manner, or altogether, from third parties on agreeable commercial terms could hinder our capacity to deliver our orders. Moreover, some of our medical and laboratory apparatus are obtained through leasing arrangements.	The Company adheres to its established Standard Operating Procedures for sustainable purchasing and conducts daily oversight of Released Purchase Requisitions (Sanctions), open Purchase Orders (Materials in transit), as well as inventories of Major Raw Materials, Consumables, Critical Spare Parts and Project-related items.	Negative- No negative impact in the reporting year.
7.	Labour Relations	Risk	GHFL could encounter risks to its reputation and increased lawsuits if it fails to comply with legal and regulatory requirements concerning its labour force it utilizes.	The Company has established an audit committee tasked with overseeing the Company's adherence to regulatory compliance, ensuring that the Company refrains from employing child labour or forced labour. Additionally, GHFL ensures that all its labour compliances are timely complied with.	Negative- No negative impact in the reporting year.

S. No.	Material issue identified ¹	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Regulatory Compliance	Risk	GHFL operates in a very strictly regulated environment and faces reputational risk in case of non-compliance with the laws and regulations.	The Company has established an audit committee that monitors the Company's adherence to regulatory requirements.	Negative- No negative impact in the reporting year.
9.	Ethics & Integrity	Opportunity	GHFL upholds strong ethics and integrity that in turn bolsters the organization's credibility within the industry.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	All the SEBI mandated policies are available at https://www.garwarehitechfilms.com/investor/policies-of-company/ 1. Familiarization Programme for Independent Directors- P1I 2. Prevention of Sexual Harassment Policy- P5I 3. Anti- Bribery and Anti- Corruption Policy- P1I 4. Corporate Social Responsibility Policy- P4, P8I 5. Whistleblower Policy- P1I 6. Policy on board diversity-P1, P8I 7. Policy on Related Party Transactions- P1, P4, P7I 8. Code of conduct for Board of Directors & Senior Management Policy- P1I 9. Code of Conduct for Prevention of Insider Trading- P1, P8I 10. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information- P1I 11. Annual Disclosure of Holdings by Designated Personnel- P1I 12. T&C Appointment of IDP- P1I 13. Risk Management Policy- P1, P6 I 14. Policy on Preservation of Documents- P1, P2I 15. Policy for determination of material events- P1, P4I 16. Sustainability Policy- P2. P6, P9I 17. Dividend Distribution Policy- P3, P4I 18. Policy for Determining Material Subsidiaries- P1, P4, P7I 19. Nomination and Remuneration Policy- P3, P4I 20. Policy on succession planning for the board and senior management- P3, P4I 21. Archival Policy- P1I Additionally, the Company maintains a few other policies available on the Intranet and the same are accessible to all employees.								

2.	Whether the entity has translated the policy into procedures.	Yes, our policies are backed with effective and functional SOPs.
3.	Do the enlisted policies extend to your value chain partners?	A few of our policies are extended to our value chain partners as well. These are as follow: • Code of conduct • Anti- Bribery and Anti- Corruption Policy; and • Training policy
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.	The Company has obtained following certifications ensuring quality management: 1. BRC rated AA- assures packaging suppliers are compliant to the Global Food Safety Initiative (GFSI) and The “AA” certification is the highest possible rating for a BRC planned audit I P1, P9 2. ISO 9001:2015- specifies requirements for a quality management system I P1 taken for Chikalthana and Waluj plant.
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	As part of our ESG agenda, we aim to establish short, medium and long-term goals for sustainability metrics concerning climate action, energy usage, water conservation, waste management, air quality improvement, greenhouse gas mitigation and biodiversity preservation. Consistent with these objectives, we plan to cut our total emissions by 50% compared to the fiscal year 2022-23 by 2029-30.
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	
Governance, leadership and oversight		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements The director responsible for the business responsibility report underscores the importance of ESG factors, pointing out the challenges, goals and accomplishments in this area. At Garware Hi-Tech Films Limited, sustainability is integral to our mission of improving planetary health. Our commitment to innovation propels us towards a sustainable and brighter future, with a focus on generating long-term economic benefits for stakeholders and enhancing the environmental and social welfare of our communities. We prioritize continuous innovation and have introduced eco-friendly products like films with low oligomer content, energy-saving sun control window films and offerings made from post-consumer recycled PET, all contributing to our reduced carbon footprint. Our efforts in reducing energy use, maximizing the use of renewable resources and post-consumer recycled materials, minimizing production waste, fully recycling production waste and cutting down on non-recyclable waste have not only bolstered our profitability but also marked our progress toward becoming an eco-friendly enterprise. In tandem, our dedication to societal betterment is expressed through our CSR activities in education, environmental sustainability and healthcare. Looking ahead, we remain dedicated to delivering top-quality products and creating innovative solutions with advanced technology to stay ahead in the polyester film manufacturing industry and achieve our goal of being a global leader in specialty performance films.	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Mohan Sitaram Adsul (DIN No: 00146752) Designation: Whole Time Director
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Board has appointed Mr. Mohan Sitaram Adsul (DIN No: 00146752) for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against Above policies and follow up action																			
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances																			

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
In addition to regular internal assessments by the Board and Committees, the Company seeks assurance on its policies, procedures and codes through routine audits conducted by external entities. For this report, Dhir & Dhir Associates, a prestigious law firm, conducted a thorough evaluation of the implementation and effectiveness of the policies outlined in this section.									

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)	NA								
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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is designed to assist organizations in showcasing their ability to incorporate the Principles and Core Elements into critical processes and decisions. The requested information is classified into “Essential” and “Leadership” categories. While all entities required to submit this report are expected to disclose essential indicators, the disclosure of leadership indicators is optional for those entities aiming to advance their commitment to social, environmental and ethical responsibility.

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarization Programme	100.00
Key Managerial Personnel	4	GHG Accounting P2, P6 Human Rights & POSH Training P5 Safety Induction Programme, Fire safety & Road safety P3 Life Cycle Assessment P2	70.00
Employees other than BoD and KMPs	104	GHG Accounting P2, P6 Human Rights & POSH Training P5 Safety Induction Programme, Fire safety & Road safety P3 Life Cycle Assessment P2	80.00
Workers	104	GHG Accounting P2, P6 Human Rights & POSH Training P5 Safety Induction Programme, Fire safety & Road safety P3 Life Cycle Assessment P2	90.00

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

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable.	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
The Company recognizes the importance of an anti-bribery and anti-corruption policy in maintaining ethical conduct, complying with legal requirements, safeguarding its reputation, mitigating risks, securing a competitive advantage, encouraging employee involvement and addressing the complexities of global commerce. Such a policy is crucial for conducting business responsibly and sustainably. Accordingly, we have developed and put into practice an anti-bribery and anti-corruption policy that applies universally to everyone associated with the Company, across all locations, positions and ranks.

Link: <https://www.garwarehitechfilms.com/wp-content/uploads/2023/04/Anti-Bribery-and-Anti-Corruption-Policy.pdf>

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	40	39

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	
	b. Number of trading houses where purchases and 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	58	40
	b. Number of dealers/distributors to whom sales are made	435	383
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	55	32
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	Nil	
	b. Sales (Sales to related parties/Total Sales)		
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)		
	d. Investments (Investments in related parties/Total Investments made)		

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	Topic/principles covered under the training	% age of value chain partners covered (by value)
The Company is in the process to implementing a mechanism to conduct awareness programmes for our value chain partners and shall be able to disclose this data from the upcoming years.		

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

Yes, the Company has established a “Code of Conduct for the Board of Directors and Senior Management” to manage potential and identified conflicts of interest that could emerge in the course of business operations. Additionally, the Company routinely collects declarations, which may be updated periodically, from its Board members and Key Managerial Personnel regarding their interests in any entities. This ensures that the necessary statutory approvals and adherence to the Company’s policies are obtained before engaging in transactions with the specified entities or individuals.

The policy is available at: <https://www.garwarehitechfilms.com/wp-content/uploads/2023/03/Code-of-conduct-for-Board-of-Directors-Senior-Management-Policy.pdf>

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

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in the environmental and social impacts
R&D	0.43% (INR 686.16 Lakhs)	0.24% (INR 316.62 Lakh)	In shrink label product, we have developed Solid white shrink film for label application and supplying to the customer. This finds application in photosensitive products like cosmetics, dairy products, medicines etc. This film is used as a shrink label for protection of contents as said above. This solid white film eliminates a printing process of white ink printing by means of solvent / UV base inks and hence eliminates contamination to environment.
Capex	INR 0.55 Lakhs	0.00	

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

The Company has adopted a vertically integrated approach to procurement, sourcing all its packaging material (wood) domestically and guaranteeing that all its paper material is obtained through sustainable means. This approach of local procurement cuts down on transportation expenses, minimizes environmental impact and bolsters local economies by patronizing nearby enterprises and fostering

job creation. Additionally, our dedication to sustainable paper sourcing entails collaboration with vendors committed to sustainable forestry practices, which safeguards natural resources, conserves biodiversity and supports the communities engaged in the supply chain.

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

The Company has strategically embraced vertical integration for its procurement, ensuring all packaging materials (wood) are sourced from local vendors. Additionally, the Company is dedicated to sustainable practices, securing that its entire paper material supply (100%) is acquired from sources that are both sustainable and eco-friendly.

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

The Company is committed to environmental stewardship and takes its Extended Producer Responsibility obligations with utmost importance. The Company has formed an alliance with a renowned recycling organization to tackle plastic waste problems effectively. Through this partnership, GHFL guarantees that the plastic waste resulting from their products is recycled proficiently, aiding in the decrease of plastic contamination. Moreover, to manage the disposal of other waste forms, GHFL works in cooperation with vendors authorized by the government.

- a) Plastic waste – Through EPR, In House recycling and disposal through registered vendors
- b) E waste – Disposal through registered vendors
- c) Hazardous waste - Disposal through registered vendors
- d) Wood and Paper waste – Recycled In House or disposed through registered vendors

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

Yes, Extended Producer Responsibility applies to the Company's operations. The waste collection strategy is consistent with the EPR plan and has been submitted to the Maharashtra State Pollution Control Board. An external agency has been designated to gather and scientifically manage waste disposal, subsequently issuing recycling certificates to the Company.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
The Company has initiated the process of conducting a comprehensive Life Cycle Assessment (LCA) and shall disclose it from the upcoming years.					

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
Not Applicable since no LCA is conducted in the reporting year.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Plastic	14872.06	This data is not quantifiable for the reporting year

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	39.92	14832.15	1372.40	162.97	15613.12	1564.00
E-waste	0.00	0.00	0.00	0.00	0.00	1.82
Hazardous Waste	0.00	1604.03	29.23	0.00	304.35	50.59
Other waste (Wood and Paper)	368.30	0.00	3917.84	0.00	1069.18	0.00

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 percentage of products sold) for each product category.
The Company is registered under the Extended producer responsibility and the plastic waste is recycled, in house as well as through a third party, as per the targets assigned. Additionally, the plastic products sold by Company goes to brand owners who then become liable for reclaiming it. Last year, almost 4% of the total plastic sold was recycled via EPR.	

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:

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	574	574	100.00	574	100.00	NA	NA	574	100.00	574	100.00
Female	6	6	100.00	6	100.00	6	100.00	0	NA	6	100.00
Total	580	580	100.00	580	100.00	6	100.00	574	100.00	580	100.00
Other than Permanent Employees											
Male	145	145	100.00	145	100.00	NA		145	100.00	145	100.00
Female	0	0	NA	0	NA			0	NA	0	NA
Total	145	145	100.00	145	100.00			145	100.00	145	100.00

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

% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	305	305	100.00	305	100.00	NA		305	100.00	305	100.00
Female	0	0	NA	0	NA			0	NA	0	NA
Total	305	305	100.00	305	100.00			305	100.00	305	100.00
Other than Permanent Workers											
Male	745	745	100.00	745	100.00	NA		745	100.00	745	100.00
Female	0	0	NA	0	NA			0	NA	0	NA
Total	745	745	100.00	745	100.00			745	100.00	745	100.00

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.45	0.47

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI*	100.00	100.00	Y	100.00	100.00	Y

*ESI is 100% for people who are eligible for the ESIC scheme.

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

Although the Company has no differently abled employees/ workers, the Company offers facilities to accommodate people with disabilities, such as situating many offices on the ground floor and providing elevators, ramps and wheelchairs where relevant. Additionally, in certain instances, battery-operated vehicles are made available for transportation needs.

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.

At the Company, we ensure equal employment opportunities to everyone, irrespective of race, gender, religion, nationality, age or disability. We strive to establish a just and inclusive work environment where each employee feels appreciated and respected, with equal chances for success. We are devoted to implementing such measures in the future.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	NA	NA
Total	100.00	100.00	100.00	100.00

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	A robust grievance redressal mechanism is key to providing employees and workers with a just and efficient means to resolve their issues, conflicts and complaints. It offers a venue for personnel to express their concerns, which is essential for sustaining a conducive work atmosphere and promoting employee contentment and welfare. The head of HR operations at the Company is accessible to address grievances from any level of employee or worker. Should the need for further escalation arise, individuals are permitted to take their grievances up the chain of command, all the way to the Managing Director, if necessary.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Nil					
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. Details of training given to employees and workers:

	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	719	604	84.01	604	84.01	563	496	88.00	300	53.20
Female	6	6	100.00	0	0.00	7	0	0.00	0	0.00
Total	725	610	84.14	604	83.31	570	496	87.00	300	52.70
Workers										
Male	1050	745	70.95	745	70.95	1236	1150	93.00	700	56.70
Female	NA					NA				
Total	1050	745	70.95	745	70.95	1236	1150	93.00	700	56.70

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	719	719	100.00	563	563	100.00
Female	6	6	100.00	7	7	100.00
Total	725	725	100.00	570	570	100.00
Workers						
Male	1050	1050	100.00	1236	1236	100.00
Female	NA			NA		
Total	1050	1050	100.00	1236	1236	100.00

* For new joiners, even though a monetary/ appraisal review is beyond HR Policy, a constructive feedback during the appraisal cycle is provided for individual's improvement and upskilling.

10. Health and safety management system:

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

Garware Hi-Tech Films Limited's health and safety management system incorporates the PDCA (Plan-do-check-act) cycle. The Company upholds a comprehensive Environment, Health and Safety policy, with solid backing from management in terms of resources and commitment for its execution. A robust review process is in place through monthly management safety committee meetings that evaluate the health and safety status of the entire plant.

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

The Company has a robust system for recognizing and mitigating potential risks. Every plant features a local safety committee and safety coordinators, backed by expert health and safety personnel. These teams conduct monthly safety walkthroughs and risk evaluations, pinpointing areas in need of enhancement. An online hazard reporting tool has been implemented to track and monitor hazards until all necessary actions are resolved. Additionally, a stringent work permit protocol is enforced, ensuring that jobs are only initiated after a thorough risk assessment and implementation of corresponding risk mitigation measures.

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

The Company has implemented an online system for reporting safety observations. Employees are motivated to report near misses by noting any unsafe conditions or actions, which are then directed to the appropriate supervisor or manager for action. The resolution of these reported issues is tracked on a weekly basis to ensure compliance.

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

Yes, all the employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)*	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

We recognize the importance of maintaining a secure and healthy workplace for ethical, practical and legal considerations. It not only elevates the well-being, efficiency and commitment of our employees but also protects the Company from possible legal issues. Emphasizing safety at the workplace is mutually advantageous for both the staff and the organization. Accordingly, the Company meticulously logs each incident, conducts thorough investigations and ensures follow-through until all corrective actions are finalized. Every irregularity is documented and addressed. This task is ongoing and we must avoid complacency at all times.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

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	100.00
Working Conditions	100.00

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.

No significant risk/ concerns were observed. However, the notified observations were promptly resolved.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N):
Yes, group personal accident insurance is provided for both employees workers.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:
We have established sufficient processes to verify that our contractors have appropriately deducted and remitted all statutory dues. Additionally, we collect deposits from our value chain partners to secure and uphold business relationships and in case of any violations or sustainability issues for them, the deposit is seized.
- Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers				

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, the Company retains a few of its retired employees and consultants/ advisors.

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	We are working to incorporate a process to conduct due diligence for the said parameters. The data for the same shall be provided from the upcoming years.
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.

Not Applicable.

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.

Our approach to engaging with stakeholder starts with identifying essential internal and external parties, then assessing how each group affects our business and how our business impacts them in turn. From this analysis, we determine our primary stakeholders to gain insight into their expectations and issues. By consistently interacting with our stakeholders through multiple platforms, we've fortified our connections and refined our organizational strategy.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer Satisfaction Surveys	Continuously	Data Security & Innovation
Employees	No	Email, intranet, social media, noticeboards, employee engagement initiatives, Annual performance appraisal discussions	Continuously or Need Based	Development and wellness programmes, including families
Shareholder/ Investors	No	Press releases, Investor/ Analyst Conference call, AGM, Annual Reports and Financial Statements	Quarterly, Half Yearly, Annual	Company Financials
Communities	Yes	Newspaper, Website, Pamphlets, Advertisements	Continuously	Relief and Rehabilitation
Regulators and Statutory bodies	No	Meetings, Mandatory Filings with regulators (SEBI, MCA, etc.)	Continuously or Need bases	Compliances, Fair and ethical business practices and Transparency in disclosures
Media	No	Website	Continuously	Press releases and public disclosures
Industry Associations	No	Meetings	Continuously	Communications

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Dealers/ Distributors	No	Meetings	Quarterly or Need based	Dealer/ Distributor meets, Dealer/ Distributor surveys, Welfare schemes, Training and education, Dealer/ Distributor feedbacks
Bankers and Financial institutions	No	Meetings, website, Advertisements	Quarterly	Engagement activities
Vendors	No	Regular meetings, Supplier assessments	Continuously	Ensure timely payments

Leadership Indicators

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

The Company places great importance on stakeholder feedback. When an issue is raised, the Company engages in thorough consultations with the relevant stakeholders, including board-level discussions if necessary. The goal is to implement changes that provide mutual benefits for all parties involved.

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.

At Garware Hi-Tech Films Limited, stakeholders have open channels to raise any concerns or issues. When an issue is brought up, the Company promptly engages in discussions to address and resolve it. Even though there were no such instance in the reporting period, in the past years decisions based on such discussion were taken.

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

The Company's CSR initiatives are designed to benefit those who are disadvantaged, vulnerable and marginalized in society. All CSR projects conform to the Company's CSR Policy. The key areas of concentration for the Company's CSR commitment are education, gender equality and the empowerment of women, as well as tackling issues related to hunger, poverty, nutrition and health.

Even though there were no such instance in the reporting period, in the past years decisions based on such discussion were taken.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	580	580	100.00	547	547	100.00
Other than permanent	145	145	100.00	23	23	100.00
Total Employees	725	725	100.00	570	570	100.00
Workers						
Permanent	305	305	100.00	305	305	100.00
Other than permanent	745	745	100.00	931	931	100.00
Total Workers	1050	1050	100.00	1236	1236	100.00

Note- Human Rights training is given to all employees and workers as a part of Induction.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	580	Nil		580	100.00	547	Nil		547	100.00
Male	574			574	100.00	540			540	100.00
Female	6			6	100.00	7			7	100.00
Other than Permanent	145			145	100.00	23			23	100.00
Male	145			145	100.00	23			23	100.00
Female	0			0	0.00	0			0	0.00
Workers										
Permanent	305	Nil		305	100.00	305	Nil		305	100.00
Male	305			305	100.00	305			305	100.00
Female	0			0	0.00	0			0	0.00
Other than Permanent	745			745	100.00	931			931	100.00
Male	745			745	100.00	931			931	100.00
Female	0			0	0.00	0.00			0	0.00

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 lakh per month)	Number	Median remuneration/ Salary/ Wages of respective category (In lakh per month)
Board of Directors (BoD)	7	1.95	4	231.64
Key Managerial Personnel	4	81.04	0	0
Employees other than BoD and KMP	574	7.54	4	10.24
Workers	305	4.80	0	0

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	12% Including Directors	12% Including Directors

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 Company's HR (Human Resource) operational head is the focal point responsible.

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

An employee or worker with a grievance is welcome to directly contact the concerned plant HR head. Should they feel that their grievance is unresolved, they have the option to take their concern to the head of the plant or the unit head at that location. Moreover, if escalation is required, the complainant has the liberty to bring their issue up through the ranks, all the way to the Managing Director.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

To address the complaints related to sexual harassment, an Internal Complaints Committee has been established in compliance with legal requirements and protection to complainant is provided in accordance with POSH Act. Additionally, the Company is dedicated to ensuring that employees who report concerns via the Vigil Mechanism or participate in investigations are not subject to any form of discrimination, retaliation, or harassment.

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

Yes, compliance with human rights standards is integrated into our business agreements and contracts as we adhere to the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act 1971. This includes, among other things, the commitment to not engage in the employment of child or forced labor and to avoid any unfair labor practices.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Regular assessments are conducted by Directorate of Industrial Safety and Health (DISH) Assessment for all the aspects mentioned herein except for wages for 100% of our plants 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 10 above.

No adverse remarks have been raised in the assessment at Question 10.

Leadership Indicators

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

The Company is dedicated to updating its processes whenever necessary and maintains an open-door policy for all employees and stakeholders. There was no pressing need for process alteration during the reporting period, hence no modifications have been done.

2. Details of the scope and coverage of any Human rights due-diligence conducted.
The Company is currently developing a comprehensive due diligence mechanism aimed at enhancing its operational integrity and accountability. The details of this due diligence mechanism, would be transparently disclosed to stakeholders in the upcoming years.
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?
The Company offers facilities to accommodate visitors with disabilities, such as situating many offices on the ground floor and providing elevators, ramps and wheelchairs where relevant. Additionally, in certain instances, battery-operated vehicles are made available for transportation needs.
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	The Company is incorporating a mechanism around this and the data for the same shall be disclosed in the upcoming years.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
Not Applicable.

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 2023-24 (In Mega Joules)	FY 2022-23 (In Mega Joules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	150848028.10	146061750.40
Energy consumption through other sources (C)	0.00	0.00
Total energy consumption (A+B+C)	150848028.10	146061750.40
From non-renewable sources		
Total electricity consumption (D)	267807.30	268092.99
Total fuel consumption (E)	378096850.60	377805120.00
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	378364657.90	378073213.00
Total energy consumed (A+B+C+D+E+F)	529212686.00	524134963.40
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)	0.03	0.04
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.75	0.89
Energy intensity in terms of physical output	-	-
Energy 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. - 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
Not Applicable. The Company does not come under the PAT scheme.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	410138.00	450728.00
(ii) Groundwater	19724.30	6695.80
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water		
(v) Others (Waste water recycled through ETP and RO)	37221.00	36981.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	467083.30	494404.80
Total volume of water consumption (in kilolitres)	467083.30	494404.80
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.00003	0.00004
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00066	0.00084
Water intensity in terms of physical output	11.51	12.19
Water 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. - No

4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil. The Company has implemented a zero liquid discharge mechanism.	Nil. The Company has implemented a zero liquid discharge mechanism.
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- 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		
(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

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

Yes, the Company has attained zero liquid discharge across all its locations, treating effluent at a volume of 120 cubic meters daily. The treated water is then repurposed for use in the cooling towers.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Kg/year	NA	Not Quantified
SOx	Kg/year	34273.56	
Particulate matter (PM)	Kg/year	20865.50	
Persistent organic pollutants (POP)	Kg/year	NA	
Volatile organic compounds (VOC)	Kg/year	NA	
Hazardous air pollutants (HAP)	Kg/year	NA	
Others – please specify	Kg/year	NA	

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
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	25216.00	26072.00
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	53052.00	55762.00
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/rupees	0.000005	0.000006
Total Scope 1 and Scope 2 emissions 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 tonnes of CO ₂ equivalent/rupees	0.00011	0.00053
Total Scope 1 and Scope 2 emissions intensity in terms of physical output		1.30	1.37
Total Scope 1 and Scope 2 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) Yes, this is done by Tirkha Consultants

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

Yes, the projects related to GHG reduction are as under:

1. Tree Plantation: Trees absorb carbon dioxide, improving air quality and mitigating climate change.
2. Rain water harvesting: Capturing and storing rainwater, reducing dependency on traditional water sources and mitigating urban flooding.
3. Energy Efficiency: LED bulbs consume significantly less energy and has a longer lifespan compared to traditional lighting, reducing energy bills and waste.
4. Renewable energy: Utilizing natural resources like solar to reduce reliance on fossil fuels and lowering greenhouse gas emissions.
5. Green Belt Development: Establishing green areas around urban centres, improving air quality, providing recreational spaces and supporting biodiversity.
6. Clean energy: Employing technologies that generate energy with minimal environmental impact, promoting a healthier ecosystem.
7. Resource Efficiency: Emphasizing recycling, reusing and reducing waste, creating a sustainable economic system that minimizes environmental impact.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1372.40	1564.00
E-waste (B)	0.00	1.82
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	1.08	2.41
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (G)	28.17	50.59
1) Chemical sludge from waste water treatment		
2) Spent solvent (G)	1437.21	293.49
3) Empty drums / barrels contaminated with Hazardous Chemicals (G)	154.31	134.69
4) Used Oil (G)	12.51	5.76
5) Used filters contaminated with Hazardous Chemicals (G)	1.06	-
Other Non-hazardous waste generated (H)	142.68	406.60
1) Metal (All types)		
2) Waste Wood (Paper, Plywood, Jungle, Boxes, Core etc.) (H)	652.63	662.57
3) Biomass Ash	3122.53	3220.14
Total (A+B + C + D + E + F + G + H)	6924.58	6342.07
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000004	0.0000005
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000010	0.000011
Waste intensity in terms of physical output	0.17	0.16
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
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 *	22095.79	18554.89
(ii) Re-used	39.92	162.96
(iii) Other recovery operations	0.00	0.00
Total	22135.71	18717.85
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	29.23	41.34
(ii) Landfilling	0.00	9.24
(iii) Other disposal operations	0.00	0.00
Total	29.23	50.58

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

*Please note that the amount of waste recycled is more than the waste generated as the Company is registered under the Extended Producer Responsibility and also recycles the waste in their in house facility.

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

The Company has established strong waste management protocols for effective processing and storage of both hazardous and non-hazardous wastes resulting from its operations. All waste produced is managed via certified recycling entities or agencies to ensure responsible waste disposal. In-house-generated plastic waste is recycled and reused in the Company's own products, while plastic that cannot be reused is

sold to certified third parties for recycling. Plastic waste that accumulates outside of the Company's premises, such as in the community after consumption, is collected and disposed of in a manner that complies with Extended Producer Responsibility regulations through a designated agency. There are no toxic chemicals used in our products and processes. Hazardous waste, including used solvents, oils and empty containers, is sent to certified recyclers for material recovery. Chemical sludge is transported to a common hazardous waste disposal facility authorized by the Maharashtra Pollution Control Board to be securely landfilled.

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 operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not have any facilities or offices situated near ecologically sensitive zones. Therefore, the Company is not subject to obtaining environmental approvals or clearances that are required for operations in such 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 project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. No project attracting provisions of EIA undertaken in the reporting year.					

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 and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
Yes, the Company adheres to all relevant environmental laws, regulations and guidelines in India. It also ensures that all emissions and waste from its different units stay within the allowed limits. This is constantly monitored, internally evaluated and reported to the Central Pollution Control Board and State Pollution Control Boards as mandated.				

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: Tal Gangapur, District Aurangabad - Semi Critical as per CGWA assessment
- (ii) Nature of operations: Manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	410138.0	450728.0
(ii) Groundwater	19724.3	6695.8
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others Waste water recycled through ETP and RO)	37221.00	36981.00
Total volume of water withdrawal (in kilolitres)	467083.30	494404.80
Total volume of water consumption (in kilolitres)	418882.3	451837.8
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.00003	0.00003
Water intensity (optional) – the relevant metric may be selected by the entity	0.00059	0.00076

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
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	The Company is in the process of implementing a mechanism to compute limited Scope 3.	Not Quantified
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. NA

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable. The Company has no operations/offices in/around ecologically sensitive areas.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Hazardous waste shed	The existing shed was not approachable for material to be handled	Segregation and proper storage of hazardous waste and consent condition compliance in order to determine and have access to the compliance obligations related to its environmental aspects and comply with the requirements of the interested parties.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	Water channels to prevent rainwater accumulation in ETP	To avoid water accumulation in ETP & proper lifting of rainwater	No water accumulation in tank surrounding and avoid water percolation to address the needs and expectation of the neighbouring plants, interested parties and societies.
3	Online monitoring system to ETP Treated water parameter monitoring.		Continuous monitoring of treated water and comply to consent condition and to address the needs and expectation of the neighbouring plants, interested parties and societies
4	UASB reactor revamping for ETP	Enhance capacity of plant to treat wastewater.	Effective treatment of organic wastewater 1. Mandatory legal requirements related to the organization's environmental aspects. 2. Requirements from governmental entities or other relevant authorities.
5	Farm Pond (capacity 5000 KL)	Enhance storage capacity of collection of runaway rainwater during monsoon.	Collection of runaway rainwater and storage into the pond for reuse in garden/process. This helped us to restrict the flow of rainwater to neighbouring plants and societies.

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

In line with the directives for the preparation of an on-site emergency plan as prescribed by the Factories Act, 1948, the Company's Emergency Management plans are designed to:

1. Activate the emergency response system.
2. Contain the incident to prevent it from escalating.
3. Minimize the number of casualties and further injuries.
4. Limit environmental damage as well as harm to property, resources and business operations.
5. Make the most effective use of available resources.
6. Ensure clear communication and an established chain of command.
7. Educate every emergency response team member and other employees about their specific responsibilities during an emergency.
8. Decrease the time needed to make decisions following an incident.
9. Expedite the return to normal operations.

The emergency plan covers both on-site and off-site emergency scenarios. The Company has also installed EPBX units to interconnect all plants and departments. Select intercoms in each department enable external calls via a 'Zero' dial option. Standard telephone and fax facilities are strategically placed. Mobile phones have been provided to all Heads of Departments, Unit-in-charges and key personnel. Comprehensive fire stations are fully operational at both the Chikalthana and Waluj complexes. Furthermore, an annual schedule for mock drills is established at the start of each year to ensure readiness.

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?

There has not been any reported significant adverse impact to the environment, arising from the value chain of the entity.

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

Not Applicable

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Chamber of Marathwada Industries and Agriculture (CMIA) Aurangabad	State
2	Maharashtra Chamber of Commerce Industry and Agriculture - Mumbai	State
3	Confederation of Indian Industry (CII)	National
4	Federation of Indian Export Organization (FIEO)	National
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6	The Plastics Export Promotion Council	National

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

Name of authority	Brief of the case	Corrective active taken
Not Applicable. There were no issues identified related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities hence, it is not applicable to us.		

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company did not engage in any public policy advocacy during the reporting year.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable. No project attracting SIA was undertaken in the reporting year.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable. No project attracting R&R was undertaken by the Company in the reporting year.						

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

The Company is dedicated to fostering an environment where open dialogue and active participation with the local community are prioritized. By maintaining an open-door approach for community issues, we offer an approachable venue for residents to express any issues, opinions, or grievances related to our activities.

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

	FY 2023-24 (in %)	FY 2022-23
Directly sourced from MSMEs/ small producers	24.41	The data is not quantified.
Directly from within India	75.59	Sourced from within district- 0.92% Sourced from neighbouring district- 7.77%

Note: For FY 2022-23, the data was provided for "Directly sourced for neighbouring districts" instead of "Directly sourced from India" as per the old SEBI template.

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

Location	FY 2023-24	FY 2022-23
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	100.00	100.00

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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 INR)
Not Applicable. No CSR projects were undertaken by the Company in designated aspirational districts.			

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

The Company currently does not have a preferential procurement policy.

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

Not Applicable.

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

Not Applicable.

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

S.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable since no benefits have been derived from the intellectual properties based on traditional knowledge.				

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

Name of authority	Brief of the case	Corrective Action taken
Not applicable to us since there has not been any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Health Care project	Not ascertainable	Covers all beneficiaries within distance 20 km from the Manufacturing plant. This could include beneficiaries from vulnerable/ marginalized groups however, the same is not quantifiable.
2.	Promoting education, including special education and employment enhancing vocation skills	Not ascertainable	Covers all beneficiaries within area of the Corporate office. This could include beneficiaries from vulnerable/ marginalized groups however, the same is not quantifiable.

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.
If a quality-related complaint is made by our B2B customers, a sample of the sold product is recalled and the relevant team addresses the complaint while documenting the feedback received. Our sales team consistently interacts with our clients to guarantee prompt and efficient resolution of any issues.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil			Nil		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

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

The significance of a cybersecurity policy cannot be overstated in the current digital environment. It consists of a comprehensive framework that includes policies, procedures and measures aimed at safeguarding computer systems, networks and information from illicit entry, digital dangers and breaches. Correspondingly, our organization has established an IT Security Policy.

For easy accessibility, this policy is posted on the Company's intranet for all employees to consult.

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

Nil

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

Nil.

- c. Impact, if any, of the data breaches
- Nil

Leadership Indicators

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

Information of our products and services can be accessed on our website and social media handles as follows:

Website: <https://www.garwarehitechfilms.com/>

LinkedIn: <https://www.linkedin.com/company/garware-hitech-films-limited/>

Twitter: <https://x.com/garwarehitech?mx=2>

YouTube: <https://www.youtube.com/channel/UCQ4NRwSDqav6nKDmOXBZ2FA>

Instagram: <https://www.instagram.com/garwarehitechfilms/>

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

As our end users, film applicators i.e., individuals tasked with applying film to vehicles, they are all required to complete mandatory training. The Company employs various methods to educate its customers on the safe and responsible use of its products: Product Information, user manual, and guidelines: Providing detailed information about each product, including usage instructions, recommended applications, and potential risks.

Online Resources: Offering educational content on the official website, including articles, videos, and tutorials that explain the correct usage and care of products. Customer Support and feedback: Offering customer support services to address queries and concerns related to product usage and safety.

Training Programs: Conducting training sessions or workshops for customers, installers, and partners to ensure they have a comprehensive understanding of product applications and safety measures. Warning Labels: Clearly labeling products with warning symbols, usage instructions, and precautions to alert users to potential hazards.

Certifications and Standards: Ensuring that products meet industry standards and certifications, which can also include safety guidelines and recommendations. Collaboration with Industry Associations: Partnering with relevant industry associations to share best practices and safety guidelines.

Environmental Impact: Educating customers about the environmental impact of products and encouraging responsible disposal or recycling methods. Social Media and Marketing Campaigns: Utilizing social media platforms and marketing campaigns to raise awareness about safe and responsible product use.

Partnerships with Installers: Collaborating with authorized installers to ensure that they are well-versed in product application methods and safety practices.

By employing a combination of these approaches, the Company strives to ensure that its customers are well-informed about the safe and responsible use of its products.

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

Even though, we do not fall under essential service category, customers and regulators are intimated about any potential disruptions or the discontinuation of key services by both email and phone communication.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

A detailed product datasheet that includes all required information is supplied with our products. Since GHFL functions in the B2B sector, we do not engage in consumer survey activities.

13 CLIMATE ACTION



Garware Hi-Tech Films Ltd's remarkable transition to a carbon negative company in its high-tech polyester film production facilities in Waluj and Chikalthana, Aurangabad aligns impeccably with the United Nations' Sustainable Development Goal for Climate Action. This significant environmental milestone underscores the company's dedication to combating climate change through decisive action, actively reducing greenhouse gas emissions beyond neutrality.

6 CLEAN WATER AND SANITATION



The initiative undertaken by our company to employ Rain Water Harvesting and utilize treated water from Reverse Osmosis Plants embodies a direct contribution to the Sustainable Development Goal for clean water and sanitation. By recharging groundwater levels and executing land remediation, we significantly diminish our reliance on conventional water sources for gardening and plantation activities. The pioneering approach of funneling 100% of the RO-treated water back into our systems further showcases our commitment to a circular water economy. With our innovative runoff plant, we're able to reintroduce as much as 150 million litres of water to the ground annually. These efforts lead not only to the replenishment of the groundwater table but also promote overall water sustainability, reflecting our dedication to ecological conservation and resource management for future generations.

3 GOOD HEALTH AND WELL-BEING



Garware's initiative to organize a free health check-up camp is in direct resonance with the Sustainable Development Goal for good health and well-being. By providing essential medical assistance to those in need, Garware is actively contributing to ensuring healthy lives and promoting well-being for all, which is at the core of this particular SDG.

14 LIFE BELOW WATER



The commitment to achieving zero liquid discharge through innovations and advanced treatments aligns with the Sustainable Development Goal for life below water. By utilizing effluent treatment plants and state-of-the-art Reverse Osmosis facilities, we ensure that processed water is recycled effectively. The use of Sewage Treatment Plants to treat and repurpose 100% of domestic effluent for gardening further reduces the potential harm to aquatic ecosystems. These measures are integral to preserving the integrity of marine life by preventing water pollution and promoting the sustainable use of our planet's water resources.

7 AFFORDABLE AND CLEAN ENERGY



Our initiative to sustainably reduce energy consumption by upgrading to LED lamps and highly efficient motors, alongside the use of biomass briquettes in place of fossil fuels for steam boilers, exemplifies our commitment to the Sustainable Development Goal for affordable and clean energy. By transitioning away from mineral fuels and replacing furnace oil with LPG, we not only minimize energy costs but also cut down on toxic emissions. This approach is pivotal for fostering cleaner energy usage and reducing our carbon footprint, thereby contributing to the creation of a sustainable energy future.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Garware Hi-Tech Films Ltd's adoption of cutting-edge screw press technology in our Effluent Treatment Plant directly supports the Sustainable Development Goal for industry, innovation, and infrastructure. This innovative approach eliminates the need for sludge drying beds, thereby preventing groundwater contamination and minimizing air pollution from vapor emissions. Furthermore, our implementation of processes like blowdowns to efficiently convert liquid waste into solids demonstrates our ongoing pursuit of industrial innovation that champions safety and sustainability.



Our dedication as a responsible manufacturer to enrich the planet reflects our alignment with the Sustainable Development Goal for life on land. Through our tree-planting initiatives at and around our manufacturing sites, and maintaining over 35% of open land as green spaces, we actively contribute to the resurgence and health of terrestrial ecosystems. Our in-house green nursery, which offers a plentiful supply of plants, further emphasizes our commitment to reforestation and biodiversity.



By introducing certified post-consumer recycled PET products and actively engaging in the recycling and reuse of plastic waste in line with Extended Producer Responsibility, we are exemplifying our commitment to the Sustainable Development Goal for responsible consumption and production. These initiatives are vital in reducing our environmental footprint by minimizing waste and promoting a closed-loop economy. They underscore the importance of sustainable manufacturing processes and the efficient use of resources.

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