

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 Sambhajnagar (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	+91 240-2554427							
8.	Website	https://www.garwarehitechfilms.com							
9.	Financial year for which reporting is being done	2024-2025							
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 President - Company Secretary and Legal Contact- +91 22 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 assessment or assurance provider ¹	Not Applicable as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.							
15.	Type of assessment or assurance obtained ²	Not Applicable as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.							

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 BOPET films including value added products like sun control films for automotive & architectural usage and paint protection films.	Comprises Polyester film manufacturing	100%

¹The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

²The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

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.	Lamination Films	22201	41%
2.	PET Films	22201	32%
3.	Paint Protection Films	22201	27%

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	3	6
International	0	2*	2

*US & UK has one office each for GHFL's subsidiaries.

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?

The Company's contribution of exports as a percentage of the total turnover of the entity is 76%.

c. A brief on types of customers.

Our product portfolio is broadly divided into two key segments: The Consumer Product Division (CPD) and The Industrial Product Division (IPD). The CPD caters to a variety of applications, including solar films, window lamination, architectural films & Paint Protection Film, offering solutions tailored for different consumer needs. On the other hand, the IPD focuses on supplying high-performance films to converters who utilize them in various applications ranging from heat sealable, electrical, thermal, shrink labels, and lidding for renowned brands across the food chain, pharmaceutical, and personal care industries. Furthermore, our industrial films are integral to insulation applications in electrical and electronic devices, such as transformers and household appliances.

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)	642	638	99.38	04	0.62
2.	Other than Permanent (E)	160	160	100.00	00	0.00
3.	Total employees (D + E)	802	798	99.50	04	0.50
WORKERS						
4.	Permanent (F)	305	305	100.00	00	0.00
5.	Other than Permanent (G)	889	889	100.00	00	0.00
6.	Total workers (F + G)	1,194	1,194	100.00	00	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 on the basis of reduced / less 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 on the basis of reduced / less 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	36.36
Key Management Personnel*	6	2	33.33

*KMP includes the Board members designated as KMP

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.40	0.00	3.40	2.98	0.00	1.49	14.11	13.33	13.72
Permanent Workers	0.40	0.00	0.40	0.59	0.00	0.24	8.14	0.00	4.70

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	Subsidiary	100	No
2.	Global Hi-Tech Films Inc.	Subsidiary	-*	No

*Global Hi-Tech Films Inc. is a step down wholly owned subsidiary.

VI. CSR Details

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

a. Turnover (in ₹ In Crore) – 1,995.45 crore

b. Net worth (in ₹) – 2,311.03 crore

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 2024-25			FY 2023-24		
	(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	The company has adopted an open-door approach, welcoming community members into the factory to raise concerns, if any.	Nil			Nil		
Investors (other than shareholders)	NA	NA					
Shareholders	A Board-level Stakeholders Relationship Committee (SRC) has been established to oversee shareholder grievances and ensure their timely resolution.	12	00	All complaints were resolved promptly.	12	0	All complaints were resolved promptly
Employees and workers	For employees and workers, the company upholds an open-door policy, aligned with HR guidelines, to facilitate transparent communication and address concerns effectively.	Nil			Nil		
Customers	In the case of customers and value chain partners, grievance redressal is managed by the respective functional head, who serves as the designated officer for resolving issues efficiently.	67	00	All complaints were promptly resolved.	00	00	None
Value Chain Partners	In the case of customers and value chain partners, grievance redressal is managed by the respective functional head, who serves as the designated officer for resolving issues efficiently.	Nil			Nil		
Other (please specify)	NA						

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 implications³.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Use of Raw Materials	Opportunity	By choosing sustainable raw materials and sustainable sourcing methods in our business processes, GHFL can improve its impact on environmental and social factors.	-	Positive
2.	Disposal of Post-consumer Plastic Waste	Risk	For GHFL, the management of plastic waste is a key environmental consideration, as plastic is the most critical component of our products.	We have collaborated with external entities to retrieve post-consumer waste under Extended Producer Responsibility.	Negative- No negative impact in the reporting year.
3.	Talent Attraction and Management	Opportunity	By attracting and retaining a workforce of skilled and knowledgeable professionals, the Company strengthens its journey toward sustainability. Talented employees play a vital role in driving innovation, enhancing efficiency, and accelerating the Company's overall growth.	-	Positive
4.	Occupational Health and Safety	Risk	Effective Health and Safety practices are essential to maintain a Company's reputation among employees, clients, investors, and the broader community. News of workplace accidents or occupational illnesses can diminish employee morale and cast doubt on the organization's dedication to ensuring safety and wellbeing and hence a strong commitment towards health and safety improves employee morale.	The Company has implemented a range of strategies to effectively manage risk, including: i. A robust safety policy based on the Plan-Do-Check-Act (PDCA) cycle. ii. Routine evaluations of the plant and its infrastructure to detect and address unsafe or substandard conditions that could cause injury or harm. Adoption of practices like Hazard Identification and Risk Assessment, along with systems for reporting hazards, incidents, and near misses, to proactively identify workplace dangers and evaluate associated risks.	Negative- No negative impact in the reporting year.

³ 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. The latest standards have been accessed at <https://sasb.ifrs.org/> on 14th April, 2025 at 11:10 IST

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Supply chain	Risk	Procurement of raw material in a prompt manner or on favorable commercial terms from third-party suppliers is essential as any failure could impair the Company's ability to fulfill orders.	The Company follows its defined Standard Operating Procedures for sustainable procurement and maintains daily monitoring of sanctioned Purchase Requisitions, open Purchase Orders for materials in transit, and inventory levels of key items such as Major Raw Materials, Consumables, Critical Spare Parts, and Project-specific materials.	Negative- No negative impact in the reporting year.
6.	Labor Relations	Risk	The company must comply with legal and regulatory requirements concerning its labor force as non-compliance could lead to tarnishing the company's reputation or increased litigation.	A multi stakeholder approach has been instituted in the company which is responsible for monitoring the Company's compliance with regulations, ensuring to restrict the employment of child labour or forced labour. Furthermore, GHFL ensures that all labour compliance requirements are adhered in timely manner.	Negative- No negative impact in the reporting year.
7.	Statutory and Regulatory Compliance	Risk	GHFL operates in a very strictly regulated environment and hence ensures adherence to all laws and regulations, which is key to upholding its strong reputation.	The Company has established a structured mechanism for managing, reviewing and monitoring the Company's adherence to statutory and regulatory requirements.	Negative- No negative impact in the reporting year.
8.	Ethics & Integrity	Opportunity	GHFL upholds strong ethics and integrity that in turn strengthens 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- P11 2. Prevention of Sexual Harassment Policy- P5I 3. Anti- Bribery and Anti- Corruption Policy- P11 4. Corporate Social Responsibility Policy- P4, P8I 5. Whistleblower Policy- P11 6. Policy on board diversity-P1, P8I 7. Policy on Related Party Transactions⁴ - P1, P4, P7I 8. Code of conduct for Board of Directors & Senior Management Policy- P11 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- P11 11. Risk Management Policy- P1, P6 I 12. Policy on Preservation of Documents- P1, P2I 13. Policy for determination of material events- P1, P4I 14. Sustainability Policy- P2, P6, P9I 15. Dividend Distribution Policy- P3, P4I 16. Policy for Determining Material Subsidiaries⁵ - P1, P4, P7I 17. Nomination and Remuneration Policy⁶ - P3, P4I 18. Policy on succession planning for the board and senior management- P3, P4I 19. Archival Policy- P11								
2. Whether the entity has translated the policy into procedures.	Yes, our policies are reinforced by well-defined Standard Operating Procedures (SOPs) to ensure their effective implementation.								
3. Do the enlisted policies extend to your value chain partners?	Certain policies also extend to our value chain partners, including: • Code of Conduct-P1, P3, P5 • Anti-Bribery and Anti-Corruption Policy- P1, P3 • Training Policy- P1, P3, P5								
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.	Quality assurance remains a cornerstone of our operations, demonstrated by key certifications that validate our commitment to the global standards. We have achieved the BRCGS A+ rating grade, which guarantees compliance with the Global Food Safety Initiative (GFSI) for packaging suppliers, with the highest audit rating signifying our stringent adherence to safety protocols. Our Architectural films was also received the GreenPro Ecolabel Certification from IGBC-CII. Additionally, our ISO 9001:2015 certification, implemented at our Chikalthana and Waluj plants, ensures a systematic approach to quality management and continuous improvement.								

⁴Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.

⁵Amended in accordance with Regulation 24 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.

⁶Amended in accordance with Regulation 17 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainability is deeply embedded in our long-term strategy, beyond compliance and governance. Our ESG roadmap includes structured goals across climate action, resource conservation, and waste management. We are focused on reducing emissions, improving air quality, preserving biodiversity, and enhancing energy efficiency. As part of this vision, we are committed to cutting our total emissions by 63% by 2034-35 , using FY 2022-23 as the benchmark, positioning ourselves as a responsible and forward-thinking enterprise.
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	<i>At Garware, sustainability is deeply embedded in our business philosophy as we strive to create long-term value while minimizing our carbon footprint. Our commitment to responsible growth is driven by innovation, efficiency, and a vision for a greener future. By integrating ESG principles into our operations, we not only strengthen our competitive advantage but also contribute to a more sustainable and resilient global economy.</i> <i>We have made significant strides in advancing eco-conscious product innovations, including energy-efficient films, solar-control window solutions, UV resistance films and recycled PET-based materials. 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 reinforce our commitment to environmental sustainability. These initiatives helps to reduce carbon emissions, enhance energy savings, and promote a circular economy. Additionally, we have implemented Zero Liquid Discharge (ZLD) systems to eliminate wastewater discharge, ensuring responsible water management within our operations. These initiatives align with our broader vision of transitioning toward a circular economy while enhancing operational efficiency.</i> <i>In addition to our sustainability goals, our corporate social responsibility (CSR) efforts remain focused on education, healthcare, and community welfare, ensuring that our impact extends beyond business success to societal development. We recognize that ESG challenges, including climate change, resource scarcity, and regulatory shifts, demand proactive solutions. Our long-term goal includes enhancing energy efficiency, reducing overall waste generation, and reducing total emissions by 63% compared to FY 2022-23 by 2035.</i> <i>As we move forward, we remain committed to deliver innovative solutions, maintain the highest standards of governance, and shape a future where business growth and environmental responsibility go hand in hand. Through strategic investments and continuous innovation, we aim to lead the way in sustainable manufacturing and set new benchmarks in ESG excellence.</i>
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 authorised Mr. Mohan Sitaram Adsul (DIN No: 00146752) for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:																		
	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
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)								
Performance against Above policies and follow up action	The Board of Directors , along with the Nomination and Remuneration Committee, Risk Management Committee, and Audit Committee , oversees compliance with the established policies and takes necessary corrective measures as needed. These evaluations occur at varying intervals— quarterly, biannually, or in response to legislative updates —ensuring that policies remain aligned with regulatory requirements and best practices.																	
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Yes, the Company monitors and complies with all the applicable statutory requirements.																	

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
	Beyond internal oversight, the Company engages external auditors to provide independent assurance on the effectiveness of its policies, codes, and procedures. To ensure transparency and accountability, Dhir & Dhir Associates, a leading law firm, having expertise in ESG compliances, conducted a comprehensive review of the implementation and efficacy of the policies detailed in this section for the purpose of this report.								

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	3	Familiarization programme and awareness programme on ESG	100%
Key Managerial Personnel	3	Familiarization programme and awareness programme on ESG	100%
Employees other than BoD and KMPs	50	Safety, Supervisory Development Programme, Total productive maintenance, Fire safety, Power BI Tool, Stress Management, Technical Skill Training, ISO, BRCGS certification, Safety material Handling, Cyber security, EMS-OHSAS	80%
Workers	50	Safety, Supervisory Development Programme, Total productive maintenance, Fire safety, Power BI Tool, Stress Management, Technical Skill Training, ISO, BRCGS certification, Safety material Handling, Cyber security, EMS-OHSAS	80%

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 Settlement Compounding Fee	Directors/ KMPs have not been subjected to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year ⁷ .				

⁷ In line with the SEBI LODR (Third Amendment) dated 12th December 2024, the Company has adopted the revised materiality threshold for fines and penalties, as prescribed under Regulation XXXVIII(i)(a)(6), in its Materiality Policy in Q4 of the financial year.

Non-Monetary	
Imprisonment	Directors/ KMPs have not been subjected to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.
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.
- To maintain ethical business practices and operate responsibly, the Company has implemented a **comprehensive anti-bribery and anti-corruption policy** applicable to all individuals associated with the organization, irrespective of their **position, location, or rank**. This policy reinforces our commitment to legal compliance, ethical conduct, and sustainable business operations.
- Considering the complexities of global commerce, we emphasize the importance of risk mitigation, corporate reputation protection, competitive advantage, and employee accountability. By proactively addressing these areas, the Company ensures integrity in all transactions while fostering a transparent and corruption-free work environment.
- Link: <https://www.garwarehitechfilms.com/investor-desk/policies-of-company>
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

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

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict 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, as no corrective action taken as no cases of corruption and conflicts of interest.
8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format⁹:

Number of days of accounts payables	FY 2024-25	FY 2023-24
	39	40

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 format¹⁰:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil

⁸ In line with the SEBI LODR (Third Amendment) dated 12th December 2024, the Company has adopted the revised materiality threshold for fines and penalties, as prescribed under Regulation XXXVIII(i)(a)(6), in its Materiality Policy in Q4 of the financial year.

⁹ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	56	58
	b. Number of dealers/distributors to whom sales are made	632	435
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	52	55
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)*	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

*Excluding sales to wholly owned subsidiaries.

Leadership Indicators

- 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)
1	9 Principle of NGRBC	80%

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

The Company has put in place a “**Code of Conduct for the Board of Directors and Senior Management**” to proactively identify and manage conflicts of interest that may arise in business operations.

To uphold transparency and compliance, **Board members and Key Managerial Personnel are required to submit declarations** regarding their affiliations with other entities. These declarations are collected on a regular basis and updated as needed. Before engaging in any transactions with the specified individuals or organizations, the Company ensures that all necessary statutory approvals are secured and its policies are strictly followed.

The policy is available at: <https://www.garwarehitechfilms.com/investor-desk/policies-of-company>

¹⁰ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in the environmental and social impacts
R&D	0.36% (INR 712 Lakhs)	0.43% (INR 686.16 Lakhs)	The said investment has helped in providing solutions for dairy, vegetable and medicine products which increases the shelf life of the said products. Further, focused R&D to develop coloured PPF has eliminated the GHG emissions and handling of toxic materials during the painting process in the automobile industry.
Capex	INR 7 Lakhs (Data not quantifiable in percent)	INR 0.55 Lakhs (Data not quantifiable in percent)	

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
The Company follows a **vertically integrated procurement strategy**, ensuring that all packaging materials (wood) are sourced domestically and that paper materials come from sustainable sources.

By prioritizing local procurement, the Company reduces transportation costs, lowers its environmental footprint, and strengthens local economies by supporting nearby businesses and generating employment opportunities. Furthermore, its commitment to **sustainable paper sourcing** is reflected in partnerships with vendors who adhere to responsible forestry practices, thereby protecting natural resources, preserving biodiversity, and benefiting the communities involved in the supply chain.

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

The Company has adopted a vertical integration strategy for procurement, ensuring that all packaging materials (wood) are sourced locally while securing 100% of its paper material from eco-friendly and sustainable sources.

Additionally, the company sent a survey form to 80% its value chain partners in order to evaluate their sourcing practices.

- 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 prioritizes environmental responsibility and strictly adheres to its Extended Producer Responsibility (EPR) commitments. To effectively address plastic waste, it has partnered with a reputed recycling organization, ensuring efficient recycling and minimizing plastic pollution. Additionally, the Company collaborates with government-authorized vendors for the proper disposal of other waste types, including e-waste and hazardous waste. Specifically, wood and paper waste are either recycled in-house or disposed of through registered vendors, reinforcing its commitment to sustainable waste management.

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

Yes, the Company adheres to a structured waste management strategy that aligns with its approved EPR plan, as submitted to the Maharashtra State Pollution Control Board. To facilitate proper waste disposal, the Company collaborates with an external agency responsible for collection, scientific processing, and issuing recycling certificates, ensuring compliance with environmental regulations.

Leadership Indicators

- 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.
22201	PET Films	32%	Cradle to Cradle	Yes	No
22201	Lamination Films	41%	Cradle to Cradle	Yes	No
22201	Paint Protection Films	27%	Cradle to Cradle	Yes	No

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
No significant social or environmental concerns and/or risks arising from production or disposal of our products / services, was identified in the Life Cycle Assessment.		

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 2024-25	FY 2023-24
Plastic	39.92	44.10

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

	FY 2024-25			FY 2023-24*		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	9.59	664.00	1546.00	39.92	297.00	0.00
E-waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous Waste	0.00	0.00	0.00	0.00	0.00	0.00
Other waste (Wood and Paper)	0.00	0.00	0.00	0.00	0.00	0.00

*In light of data discovery and clarifications provided under the Industry standards, the Company has rationalised its data for the FY 2023-24.

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 a registered entity under Extended Producer Responsibility, ensuring that plastic waste is recycled both in-house and through an external agency in accordance with assigned targets. Furthermore, once the plastic products are sold, brand owners assume responsibility for their retrieval and recycling.	

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 Benefits ¹¹		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	638	638	100.00	638	100.00	00	0.00	638	100.00	638	100.00
Female	04	04	100.00	04	100.00	04	100.00	00	0.00	04	100.00
Total	642	642	100.00	642	100.00	04	100.00	638	100.00	642	100.00
Other than Permanent Employees											
Male	160	160	100.00	160	100.00	00	0.00	160	100.00	160	100.00
Female	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Total	160	160	100.00	160	100.00	00	0.00	160	100.00	160	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	00	0.00	305	100.00	305	100.00
Female	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Total	305	305	100.00	305	100.00	00	0.00	305	100.00	305	100.00
Other than Permanent Workers											
Male	889	889	100.00	889	100.00	00	0.00	889	100.00	889	100.00
Female	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Total	889	889	100.00	889	100.00	00	0.00	889	100.00	889	100.00

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:¹²

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.32	0.45

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total 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*	00	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 there are no differently abled employees and workers, the Company prioritizes accessibility by offering facilities such as ramps, elevators, and wheelchairs where necessary, alongside locating many offices on the ground floor. Additionally, in specific instances, battery-operated vehicles are provided for transportation, ensuring ease of movement.

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.

The Company follows the principle of equal opportunity as laid down in the HR Code (available on the intranet). We are firmly committed to upholding the principles of equal employment opportunities for all, regardless of age, gender, race, religion, nationality, or disability. We continuously strive to cultivate a fair and inclusive work environment where every employee is valued, respected, and provided with equal opportunities to succeed.

¹¹ Percentage of (D) – Maternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024

¹² The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

	Permanent Employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	No woman on parental leave in FY 2023-24 and 2024-25.			
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 well-structured grievance redressal system plays a vital role in maintaining a fair and transparent work environment, allowing employees and workers to voice their concerns, address conflicts, and seek resolutions efficiently. At the Company, employees at all levels have access to the Head of HR Operations for grievance resolution. If further escalation is required, the issue can be taken up through the established hierarchy, ultimately reaching the Managing Director if necessary. This structured approach ensures a supportive workplace that prioritizes employee well-being and satisfaction.
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 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	642	00	0.00	580	00	0.00
Male	638	00	0.00	574	00	0.00
Female	04	00	0.00	6	00	0.00
Total Permanent Worker	305	00	0.00	305	00	0.00
Male	305	00	0.00	305	00	0.00
Female	00	00	0.00	0	00	0.00

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	798	798	100.00	798	100.00	719	604	84.01	604	84.01
Female	04	04	100.00	04	100.00	06	06	100.00	06	100.00
Total	802	802	100.00	802	100.00	725	610	84.14	610	84.14
Workers										
Male	1194	1194	100.00	1194	100.00	1050	745	70.95	745	70.95
Female	00	00	0.00	00	0.00	00	00	0.00	00	0.00
Total	1194	1194	100.00	1194	100.00	1050	745	70.95	745	70.95

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	798	798	100.00	719	719	100.00
Female	04	04	100.00	06	06	100.00
Total	802	802	100.00	725	725	100.00
Workers						
Male	1194	1194	100.00	1050	1050	100.00
Female	00	00	0.00	00	00	0.00
Total	1194	1194	100.00	1050	1050	100.00

* While monetary or appraisal reviews for new joiner fall outside the scope of HR policy, they receive constructive feedback during the appraisal cycle to support their professional growth, skill enhancement, and overall improvement.

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 has embedded the PDCA (Plan-Do-Check-Act) framework within its health and safety management system to drive continuous enhancement. The Company's Environment, Health, and Safety policy is reinforced by strong managerial support, ensuring adequate resource allocation and dedicated execution. A structured review mechanism is maintained through monthly safety committee meetings, where the overall health and safety performance of the plant is thoroughly assessed.

Further the Company is in process of receiving ISO 45001:2018 certification

- 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 implemented a comprehensive risk identification and mitigation system, with each plant having a designated safety committee and coordinators, supported by trained health and safety experts. Regular monthly inspections and risk assessments help identify areas for improvement. An online hazard reporting platform enables continuous monitoring and resolution of safety concerns. Additionally, a stringent work permit system ensures that tasks begin only after thorough risk assessments and the application of appropriate safety measures.

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

A digital safety observation system has been put in place, allowing employees to proactively report near misses, unsafe actions, or hazardous conditions. These reports are promptly forwarded to the relevant supervisors or managers for corrective action. To ensure accountability and compliance, the resolution of reported concerns is closely monitored on a weekly basis.

- 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 2024-25	FY 2023-24
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		

*Including the contract workforce

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

We prioritize workplace safety not only as a legal and ethical obligation but also as a key factor in employee well-being and operational efficiency. A secure work environment fosters higher productivity, enhances employee engagement, and minimizes legal risks for the Company. To ensure this, every incident is meticulously logged, investigated, and tracked until corrective measures are fully implemented. No deviation is overlooked, and we maintain a continuous focus on improvement, recognizing that safety demands constant vigilance and proactive action.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
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% of Company's plants and offices are being audited by a third party.
Working Conditions	

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 was observed. However, the notified observations were promptly resolved.

Leadership Indicators

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

The Company offers Group Personal Accident Insurance coverage to ensure financial security and protection for all employees and workers in the event of unforeseen events.

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

Our Company has implemented robust procedures to ensure that contractors fulfil their obligations by correctly deducting and remitting all statutory dues. To reinforce accountability within our value chain, we also require deposits from our partners. These deposits serve as a safeguard, allowing us to uphold business integrity, and in instances of non-compliance or sustainability-related breaches, they are forfeited.

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

	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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?

As part of its transition assistance efforts, the Company continues to engage a few retired employees as consultants or advisors, leveraging their expertise and experience beyond their tenure.

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	80% of the value chain partners were assessed on the given parameters.
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, as no significant risks pertaining to health and safety practices and working conditions were identified.

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.

By maintaining ongoing communication through diverse channels, we have strengthened our relationships and refined our strategic approach to align with stakeholder interests. We begin our engagement process by identifying key internal and external groups, assessing how our business impacts them, and evaluating their influence on our operations. This analysis helps us prioritize stakeholders and address their expectations effectively.

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	Continuous	Data Security & Innovation
Employees	No	Email, intranet, social media, noticeboards, employee engagement initiatives, Annual performance appraisal discussions	Continuous 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, and Need Based	Company Financials
Communities	Yes	Newspaper, Website, Pamphlets, Advertisements	Continuous	Relief and Rehabilitation
Regulators and Statutory bodies	No	Meetings, Mandatory Filings with regulators (SEBI, MCA, etc.)	Continuous or Need Based	Compliances, Fair and ethical business practices and Transparency in disclosures
Media	No	Website	Continuous	Press releases and public disclosures
Industry Associations	No	Meetings	Continuous	Communications
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	Continuous or Need Based	Engagement activities
Vendors	No	Regular meetings, Supplier assessments	Continuous	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.

Garware Hi-Tech Films Limited values stakeholder input and ensures that any issues or concerns raised, are addressed through structured consultations with relevant stakeholders, including board-level discussions when required.

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.

Open communication channels enable stakeholders to voice their issues and concerns, Prompt discussions are conducted on immediately receiving an issue to address and resolve it. While no concerns were raised during the reporting period, past discussions have led to significant decisions.

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

The Company's CSR efforts are dedicated to uplifting disadvantaged, vulnerable, and marginalized communities. All initiatives align with its CSR policy, with a primary focus on education, gender equality, women's empowerment, and addressing hunger, poverty, nutrition, and health challenges.

There was no such instances reported in the reporting period.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	642	642	100.00	580	580	100.00
Other than permanent	160	160	100.00	145	145	100.00
Total Employees	802	802	100.00	725	725	100.00
Workers						
Permanent	305	305	100.00	305	305	100.00
Other than permanent	889	889	100.00	745	745	100.00
Total Workers	1194	1194	100.00	1050	1050	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 2024-25					2023-24				
	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	642	Nil		642	100.00	580	Nil		580	100.00
Male	638			638	100.00	574			574	100.00
Female	04			04	100.00	06			06	100.00
Other than Permanent	160			160	100.00	145			145	100.00
Male	160			160	100.00	145			145	100.00
Female	00			00	0.00	00			00	0.00

Workers								
Permanent	305	Nil	305	100.00	305	Nil	305	100.00
Male	305		305	100.00	305		305	100.00
Female	00		00	0.00	00		00	100.00
Other than Permanent	889		889	100.00	745		745	100.00
Male	889		889	100.00	745		745	100.00
Female	00		00	0.00	00		00	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 lakhs per annum)	Number	Median remuneration/ Salary/ Wages of respective category (In lakhs per annum)
Board of Directors (BoD)	07	4.60	04	495.47
Key Managerial Personnel*	04	135.57	02	1144.47
Employees other than BoD and KMP	618	7.89	04	11.46
Workers	318	4.92	00	00

* KMP includes the Board members designated as KMP

b. Gross wages paid to females as % of total wages paid by the entity, in the following format¹³:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	16.00 (including directors)	12.00 (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)

The primary point of contact for this responsibility within the Company is the Head of Human Resources (HR) Operations.

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

Employees and workers can initially raise their grievances with the designated plant HR head. If the issue remains unresolved, they may escalate it to the plant head or unit head. Further escalation, if necessary, allows them to take their concerns up the hierarchy, ultimately reaching the Managing Director.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

¹³ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format ¹⁴:

	FY 2024-25	FY 2023-24
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
The Company upholds a strict commitment to preventing workplace harassment, having formed an Internal Complaints Committee in full compliance with legal standards to address sexual harassment grievances while ensuring the complainant's protection under the POSH Act. Additionally, the Company enforces a zero-tolerance policy against retaliation, discrimination, or mistreatment of employees who raise concerns through the Vigil Mechanism or participate in related inquiries.
9. Do human rights requirements form part of your business agreements and contracts?
Our business agreements and contracts incorporate compliance with human rights standards, ensuring alignment with the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971. This commitment extends to prohibiting child and forced labour while actively preventing unfair labour practices, reinforcing our dedication to ethical and responsible workforce management.
10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% of Company's plants and offices are assessed on the mentioned parameter by a third party.
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

- Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints
The Company remains committed to refining its processes as needed and upholds an open-door approach for employees and stakeholders. However, since no urgent need for changes arose during the reporting period, no modifications were implemented.
- Details of the scope and coverage of any Human rights due diligence conducted.
The Company is regularly audited by a third party which includes the parameters of Human rights.
- 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 prioritizes accessibility for visitors with disabilities by strategically placing several offices on the ground floor and integrating essential support features like ramps, elevators, and wheelchairs. In specific situations, battery-operated vehicles are also provided to facilitate mobility within the premises.

¹⁴ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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	80% of the value chain partners are being assessed on the given parameters.
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.

No corrective action taken during the reporting period as no significant risks/ concerns prevail.

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 format¹⁵:

Parameter	FY 2024-25 (In Mega Joules)	FY 2023-24 (In Mega Joules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	16,27,52,955.76	16,39,34,584.30
Energy consumption through other sources (C) - Biogas (generated in ETP) utilized in Boiler	59,62,200.00	00
Total energy consumption (A+B+C)	16,87,15,155.76	16,39,34,584.30
From non-renewable sources		
Total electricity consumption (D)	28,13,03,058.96	26,81,94,736.44
Total fuel consumption (E)	47,22,14,351.28	41,57,68,797.79
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	75,35,17,410.24	68,39,63,534.23
Total energy consumed (A+B+C+D+E+F)	92,22,32,566.00	84,78,98,118.54
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) (MJ/Rupee)	0.04	0.05
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ¹⁶ (Total energy consumed / Revenue from operations adjusted for PPP) (MJ/ USD)	0.95	1.20
Energy intensity in terms of physical output ¹⁷ (MJ/ MT)	11592.83	12072.82
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*In light of data discovery and clarifications provided under the Industry standards, the Company has rationalised its energy data for the FY 2023-24.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Our facilities at Garware Hi-Tech Films Ltd. are not covered under the Government of India's Perform, Achieve, and Trade (PAT) Scheme.

¹⁵ The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁶ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁷ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

3. Provide details of the following disclosures related to water, in the following format¹⁸:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,35,933	4,10,138
(ii) Groundwater	15,806.46	19,724.30
(iii) Third party water	00	00
(iv) Seawater / desalinated water		
(v) Others (Waste water recycled through ETP and RO)	38,404	37,221
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,90,143.46	4,67,083.30
Total volume of water consumption (in kilolitres)	4,90,143.46	4,67,083.30
Water intensity per rupee of turnover (Water consumed / Revenue from operations) (KL/ Rupee)	0.00002	0.00003
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁹ (Total water consumption / Revenue from operations adjusted for PPP) (KL/ USD)	0.00051	0.00066
Water intensity in terms of physical output²⁰ (KL/ MT)	6.16	6.65
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 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable – Zero Liquid Discharge (ZLD) System is Implemented	Not Applicable – Zero Liquid Discharge (ZLD) System is Implemented
- 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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

¹⁸ The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁹ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁰ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Yes, the Company has successfully achieved Zero Liquid Discharge (ZLD) status across all its operational locations. As part of this initiative, approximately 120 cubic meters of effluent are treated daily through a comprehensive and advanced wastewater treatment system.

The treated water is effectively recycled and repurposed for use in cooling tower operations, significantly reducing the dependency on freshwater resources. This approach not only ensures regulatory compliance but also exemplifies the Company's commitment to sustainable resource management, operational efficiency, and environmental responsibility. By eliminating liquid waste discharge and promoting internal water reuse, the Company strengthens its long-term sustainability goals and contributes to responsible industrial practices.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Kg	N/A	N/A
SOx	Kg	54,728.00	34,273.56
Particulate matter (PM)	Kg	26,013.13	20,865.50
Persistent organic pollutants (POP)	Kg	N/A	N/A
Volatile organic compounds (VOC)	Kg	N/A	N/A
Hazardous air pollutants (HAP)	Kg	N/A	N/A
Others – please specify	Kg	N/A	N/A

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

Yes, independent assessment is conducted at Chikalthana and Waluj plant by Mahabal Enviro Engineers Pvt. Ltd.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format²¹:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions * (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	51,927.91	25,216.00
Total Scope 2 emissions²² ** (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	75,722.26	53,052
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	0.000006	0.000005
Total Scope 1 and Scope 2 emissions per USD of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ²³	Metric tonnes of CO ₂ equivalent/rupees	0.00013	0.00011
Total Scope 1 and Scope 2 emissions intensity in terms of physical output²⁴	Metric tonnes of CO ₂ equivalent/MT	1.60	1.11
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*For the year 2023-24, furnace oil, diesel and 3 plants were not taken into consideration as the data was not available. Hence, the number is considerably low.

** For the year 2023-24, Dyed plant, Lamination plant and PPF plant were taken into consideration as the data was not available. Hence, the number is considerably low.

²¹The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²² The above calculations are as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

²³ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁴ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Garware Hi-Tech Films Ltd. is actively implementing a range of strategic projects aimed at reducing greenhouse gas (GHG) emissions and fostering environmental sustainability. These initiatives form an integral part of the company's commitment to responsible operations and climate action.

Tree Plantation: The company promotes afforestation and tree plantation activities, recognizing that trees play a vital role in sequestering carbon dioxide, thereby contributing to the reduction of atmospheric GHG levels. This initiative not only enhances air quality but also supports local biodiversity and mitigates the impacts of climate change.

Rainwater Harvesting: Rainwater harvesting systems have been installed to capture and store rainwater, reducing the facility's dependency on conventional water sources such as groundwater and municipal supply. This sustainable water management practice also helps in mitigating urban runoff and preventing localized flooding.

Energy Efficiency Measures: Garware Hi-Tech Films Ltd. has adopted multiple energy-efficient solutions such as the installation of LED lighting systems across its operations. LEDs consume significantly less electricity and have an extended service life, leading to substantial reductions in both energy consumption and operational costs while minimizing electronic waste. 13 additional energy projects were completed in view of energy cost reduction in the Waluj and Chikalthana Complex.

Chikalthana Complex:

- L#1 CZ3 electrical battery heating system to be converted to hot oil heating.
- Line-1 Extruder zone: Elimination of electrical battery heating load due to some modification.

Waluj Complex

- Operational improvement in 3 Chillers (PPF, A+, H/I Lines)
- Distillation in chips division to be minimised by using crude glycol for PTA slurry preparation. Basis 100MT chips production with 15% CEG
- Close Loop cooling tower for line-5 chill roll
- Energy Conservation at Lamination Lines- Conversion of electrical heating to steam heating in lamination lines
- BIO PAQ Reactor gas utilization at ETP
- Transforming Low energy efficient motor into High energy efficient motor
- To convert electrical heating load with oil heating - 18 m² Filter Line 5 Preheating station Oil heating arrangement Provision

Adoption of Renewable Energy: The organization is actively shifting towards renewable energy sources, particularly solar power, to meet part of its energy demand. This transition from conventional fossil fuel-based power to clean energy alternatives substantially lowers carbon emissions and aligns with the company's sustainability goals.

Green Belt Development: The Company continues to develop and maintain green belts around its premises. These landscaped areas not only act as carbon sinks but also serve to improve ambient air quality, provide recreational green spaces for stakeholders, and enhance ecological balance by supporting native flora and fauna.

Clean Energy Utilization: In addition to renewables, the company is exploring and deploying clean energy technologies that ensure energy generation with minimal environmental footprint.

Resource Efficiency and Waste Minimization: Garware Hi-Tech Films Ltd. is committed to advancing resource efficiency through the principles of reduce, reuse, and recycle (3Rs). This includes implementing waste segregation, material recovery, and circular economy practices across operations, thereby reducing environmental impact and promoting sustainable industrial development.

9. Provide details related to waste management by the entity, in the following format²⁵:

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)*		
Plastic waste (A)	17,646.62	16,204.54
E-waste (B)	10.42	00
Bio-medical waste (C)	0.01	00
Construction and demolition waste (D)	00	0.00
Battery waste (E)	0.88	2.41
Radioactive waste (F)	00	0.00
Other Hazardous waste (G)	46.01	28.17
1) Chemical sludge from waste water treatment		
2) Spent solvent (G)	1,646.99	1437.21
3) Empty drums / barrels contaminated with Hazardous Chemicals (G)	185.18	154.31
4) Used Oil (G)	9.11	12.51
5) Used filters contaminated with Hazardous Chemicals (G)	0.72	1.06
Other Non-hazardous waste generated (H)	143.63	142.68
1) Metal (All types)		
2) Waste Wood (Paper, Plywood, Jungle, Boxes, Core etc.) (H)	1,277.79	1,020.93
3) Biomass Ash	2,386.91	3122.53
Total (A+B + C + D + E + F + G + H)	23,354.26	22,125.01
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ Rupee)	0.000001	0.000001
Waste intensity per USD of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)²⁶ (MT/ USD)	0.000002	0.000003
Waste intensity in terms of physical output²⁷ (MT/ MT)	0.30	0.32
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 - Plastic Waste, E-Waste, Battery Waste, Other Hazardous Waste and Other Non-Hazardous Waste		
(i) Recycled * Plastic Waste, E-Waste, Battery Waste, Spent Solvent, Empty Drums/ Barrels contaminated with Hazardous Chemicals, Used Oil, Metals and Waste Wood	20,920.62	18,973.25
(ii) Re-used Biomass Ash	2,386.91	3,122.53
(iii) Other recovery operations	00	00
Total	23,307.53	22,095.78
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		

²⁶ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁷ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Category of waste - Biomedical Waste and Other Hazardous Waste		
(ii) Incineration Biomedical Waste, Chemical sludge from waste water treatment and Used filters contaminated with Hazardous Chemicals	46.73	29.23
(ii) Landfilling	00	00
(iii) Other disposal operations	00	00
Total	46.73	29.23

*In light of data discovery and clarifications provided under the Industry standards, the Company has rationalised its waste data for the FY 2023-24.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Garware Hi-Tech Films Ltd. has instituted robust and comprehensive waste management protocols to ensure the safe handling, storage, and disposal of both hazardous and non-hazardous waste generated from its operations. The Company adopts a systematic approach to waste processing, partnering exclusively with certified recycling agencies and authorized entities to facilitate responsible waste treatment and minimize environmental impact. Internally generated plastic waste is efficiently recycled and reintegrated into the Company's production processes, thereby promoting resource circularity and reducing dependence on virgin materials. Plastic waste that is not suitable for in-house reuse is diverted to authorized third-party recyclers to ensure environmentally compliant recycling practices. Additionally, post-consumer plastic waste that may be present in the community is managed under the Company's Extended Producer Responsibility (EPR) obligations, with collection and disposal carried out through designated EPR-compliant agencies in accordance with prevailing environmental regulations.

The Company's manufacturing operations do not involve the use of toxic chemicals, further reinforcing its commitment to product safety and environmental sustainability. For hazardous waste such as used solvents, oils, and empty chemical containers, the Company ensures proper channelling to licensed recyclers for safe recovery and reuse. Chemical sludge, a by-product of certain processes, is transported to a common hazardous waste treatment, storage, and disposal facility (TSDF) authorized by the Maharashtra Pollution Control Board, where it is securely landfilled in compliance with statutory requirements.

Through these targeted waste management strategies, Garware Hi-Tech Films Ltd. continues to uphold its environmental responsibilities, align with national and state-level waste governance frameworks, and contribute meaningfully to the principles of sustainable industrial development.

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.			

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
The entity is 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. There were no non compliances reported in the Financial Year.				

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: NA
 - (ii) Nature of operations:
 - (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA. For FY 2024-25, the area has been declared as “Safe” as per the CGWA declaration.	410138
(ii) Groundwater		19724.30
(iii) Third party water		00
(iv) Seawater / desalinated water		00
(v) Others Waste water recycled through ETP and RO)		37221
Total volume of water withdrawal (in kilolitres)		467083.30
Total volume of water consumption (in kilolitres)		418882.30
Water intensity per rupee of turnover (Water consumed / Revenue from operations)		0.00003
Water intensity (optional) – the relevant metric may be selected by the entity		0.00059
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	N.A.	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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	212.63	212.42
Total Scope 3 emissions per rupee of turnover	<i>Metric tonnes of CO₂ Equivalent/ Rupee</i>	0.00000001	0.00000001
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.

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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	Development of Hazardous Waste Shed	The previous hazardous waste storage shed was not easily accessible, creating inefficiencies in waste handling and raising compliance risks. A new shed was constructed to ensure better accessibility and safe management.	Facilitated systematic segregation and secure storage of hazardous waste, ensuring alignment with environmental compliance obligations and stakeholder expectations. This also reinforced adherence to consent conditions mandated by regulatory bodies.
2	Construction of Water Channels to Prevent Rainwater Accumulation in ETP	Channels were constructed to divert and lift rainwater effectively, thereby preventing accumulation around the Effluent Treatment Plant (ETP), especially during heavy rainfall.	Eliminated waterlogging near the ETP, reduced the risk of rainwater percolation, and supported the operational needs of neighbouring plants and surrounding communities, ensuring responsiveness to stakeholder concerns.
3	Implementation of Online Monitoring System for Treated ETP Water	An automated monitoring system was introduced to continuously track water quality parameters of treated effluent from the ETP, facilitating real-time compliance oversight.	Enabled continuous, real-time monitoring of treated water quality to meet consent conditions and improved responsiveness to the expectations of neighbouring facilities and external stakeholders, enhancing transparency and trust.
4	Revamping of UASB Reactor in ETP	The Upflow Anaerobic Sludge Blanket (UASB) reactor was upgraded to increase the treatment capacity of the ETP, with a focus on more effective organic load removal.	Strengthened the plant's ability to efficiently treat high organic load wastewater, ensuring compliance with statutory environmental requirements and satisfying regulatory authorities and other key stakeholders.
5	Construction of 5000 KL Capacity Farm Pond	A farm pond with a capacity of 5000 kilolitres was developed to collect and store excess rainwater during the monsoon season for later use.	Facilitated rainwater harvesting for reuse in gardening and industrial processes, reducing freshwater dependency and preventing overflow into neighbouring areas, thus addressing both internal sustainability goals and community expectations.

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

In accordance with the Factories Act, 1948, the Company has developed a comprehensive Emergency Management Plan to ensure swift, coordinated responses to emergencies. The plan aims to contain incidents, minimize harm, and protect life, property, and the environment. It defines clear roles, responsibilities, and a chain of command, supported by robust communication systems including EPBX, intercoms, and mobile phones. Fully equipped fire stations are operational at Chikalthana and Waluj. Annual mock drills are scheduled to test readiness and enhance preparedness, fostering a culture of safety, accountability, and resilience across all departments and operational sites.

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.
80% of the value chain partners are assessed being assessed by the Company.

8. How many Green Credits have been generated or procured²⁸:

- a. By the listed entity: 0
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: 0

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.

The company is affiliated with Six (6) trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Chamber of Marathwada Industries and Agriculture (CMIA) Chhatrapati Sambhaji Nagar (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 through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.					

²⁸ The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

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 prioritizes active engagement and transparent communication with the local community, ensuring that residents have a straightforward avenue to share concerns, provide feedback, and address any issues related to our operations through an open-door policy.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers²⁹:

	(in %)	
	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	17.34	24.41
Directly from within India	82.66	75.59

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 cost³⁰

Location	FY 2024-25	FY 2023-24
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.			

²⁹ The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

³⁰ The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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.	Healthcare Program	Not Ascertainable	Benefits all individuals in the geographical area where the Company operates. While some beneficiaries may belong to vulnerable or marginalized groups, their exact proportion is not quantifiable.
2.	Education and Skill Development	Not Ascertainable	Supports beneficiaries in the vicinity of the corporate office. Though individuals from vulnerable or marginalized communities may be included, their exact percentage cannot be ascertained.
3	Measures for the benefit of armed force veterans, war widows and their dependents	Not Ascertainable	Not Ascertainable
4	Prime Minister National Relief Fund	Not Ascertainable	Not Ascertainable

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.

In the event of a quality-related complaint from a B2B customer, a sample of the sold product is retrieved for evaluation, and the concerned team investigates the issue while maintaining a record of the feedback received. To ensure swift and effective resolution, the sales team maintains regular communication with clients, addressing concerns proactively.

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

³¹ The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

	FY 2024-25		Remarks	FY 2023-24		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		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

In today's digital landscape, a cybersecurity policy is essential for protecting computer systems, networks, and data from unauthorized access, cyber threats, and security breaches. In alignment with this necessity, our organization has implemented an IT Security Policy. To ensure transparency and accessibility, this policy is readily available on the Company's intranet for all employees to reference.

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:

- Number of instances of data breaches
Nil
- Percentage of data breaches involving personally identifiable information of customers ³¹
Nil.
- Impact, if any, of the data breaches
Not Applicable

Leadership Indicators

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

Film applicators, who are responsible for applying film to vehicles, must undergo mandatory training. To educate customers on the safe and responsible use of its products, the Company employs multiple strategies. These include providing comprehensive product information through

³¹ The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

datasheets, user manuals, and guidelines detailing proper usage, applications, and potential risks. Online resources, such as instructional videos, articles, and tutorials, are available on the Company's official website. Customer support services are in place to address inquiries and concerns regarding product safety and use.

Additionally, structured training programs, workshops, and hands-on sessions ensure that customers, installers, and partners have a thorough understanding of application techniques and safety measures. Warning labels with clear instructions and precautionary symbols are affixed to products to alert users to potential hazards. The Company ensures compliance with industry standards and certifications, reinforcing safety protocols.

Collaboration with industry associations helps promote best practices and establish clear safety guidelines. Customers are also educated on the environmental impact of products, with an emphasis on responsible disposal and recycling. Through social media campaigns and targeted marketing, awareness regarding safe usage is amplified. Furthermore, partnerships with authorized installers ensure they are proficient in product applications and safety protocols. By integrating these measures, the Company remains committed to promoting the responsible and informed use of its products.

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

We proactively notify customers and regulators of any possible service disruptions or discontinuations via 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)

Each of our products is accompanied by a comprehensive datasheet containing all necessary details. As GHFL majorly operates within the B2B sector, we do not conduct consumer surveys.