GULSHAN POLYOLS LIMITED

Gulshan Polyols Limited
CIN: L24231UP2000PLC034918
Corporate Office: G-81, Preet Vihar,
Delhi-110092, India
Phone : +91 11 49999200
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E-mail : cs@gulshanindia.com
Website: www.gulshanindia.com

GPL\SEC\47\2026-27
August 18, 2026

To,

BSE Limited	**National Stock Exchange of India Limited**
Department of Corporate Service,	Listing Department
Floor 25, P. J. Towers,	Exchange Plaza, Bandra Kurla Complex,
Dalal Street, Mumbai	Bandra (E), Mumbai
Maharashtra- 400 001	Maharashtra-400 051
Scrip Code: 532457	**Symbol: GULPOLY**

Subject: Submission of Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2025-26.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year ended March 31, 2026.

This is for your information and records.

Thanking You,

Yours faithfully
For GULSHAN POLYOLS LIMITED

REETIKA PANT Digitally signed by REETIKA PANT
Date: 2026.08.18 15:37:26 +05'30'

Reetika Pant
Company Secretary

Encl.: As below

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	:	L24231UP2000PLC034918
2.	Name of the Listed Entity	:	Gulshan Polyols Limited
3.	Year of incorporation	:	2000
4.	Registered office address	:	9th KM Jansath Road, Muzaffarnagar, Uttar Pradesh-251001, India
5.	Corporate address	:	G -81, Preet Vihar, Delhi- 110092, India
6.	E-mail	:	investorsrelation@gulshanindia.com, cs@gulshanindia.com
7.	Telephone	:	011-49999200
8.	Website	:	www.gulshanindia.com
9.	Financial year for which reporting is being done	:	FY 2025-26 (April 01, 2025 to March 31, 2026)
10.	Name of the Stock Exchange(s) where shares are listed	:	National Stock Exchange of India Limited (NSE), BSE Limited (BSE)
11.	Paid-up Capital	:	Rs. 6,23,70,586
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Name-Ms. Arushi Jain DIN - 00764520 Designation - Joint Managing Director Name- Ms. Aditi Pasari DIN - 00120753 Designation- Joint Managing Director Telephone number 011-49999200 e-mail id: cs@gulshanindia.com , investorsrelation@gulshanindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	:	Disclosures under this report are made on standalone basis i.e., Gulshan Polyols Limited
14.	Name of assessment or assurance provider	:	NA
15.	Type of assessment or assurance obtained	:	NA

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	Ethanol, Country Liquor, Sorbitol, Fructose and Animal feed	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Sorbitol	10629	14.71%
2.	Fructose & Sweetener	10623	4.51%
3.	Ethanol	1101	59.13%
4.	Liquor / Country Liquor	11012	3.86%
5.	Starch	10621	3.13%
6.	By Products	10629	11.10%

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	9	2	11
International	NIL	NIL	NIL

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	40+

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

For Financial year 2025-26, the export contribution was 5.049%.

c. A brief on types of customers

The company has customers from the following industries:

- Dentific, Personal Care
- Food
- Paper
- Pharma
- Footwear
- Plastics
- Printing
- Paint
- Oil marketing companies (OMC)
- Animal feed industry
- Rubber
- Automobile

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)	368	341	92.66%	27	7.33%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	368	341	92.66%	27	7.33%
WORKERS						
4.	Permanent (F)	209	209	100%	0	0
5.	Other than Permanent (G)	756	756	100%		
6.	Total workers (F + G)	965	965	100%	0	0

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	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	Nil	Nil	Nil	Nil	Nil
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total differently abled workers (F + G)	Nil	Nil	Nil	Nil	Nil

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	4	40.00%
Key Management Personnel*	2	1	50.00%

*Mr. Ashwani Kumar Vats, Whole Time Director & CEO, is considered as part of Board of Directors.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.28%	0.21%	2.50%	2.97%	0.37%	3.35%	2.22%	0.48%	2.70%
Permanent Workers	5.70%	0	5.70%	11%	0	11%	7%	0	7%

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)
Not Applicable*				

*Note: During the year the Company has closed its foreign subsidiary, Gulshan Overseas – FZCO, incorporated in Dubai, UAE. The operations of the subsidiary were discontinued and the entity has been legally dissolved on 17th October 2025.

VI. CSR Details

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

(ii) Turnover (in Rs.) - Rs. 23,12,42,17,684

(iii) Net worth (in Rs.) – Rs. 8,88,09,94,002

VII. Transparency and Disclosures Compliances

24. 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 2025-26			FY 2024-25		
	(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	Yes, the company has a grievance redressal mechanism for all Stakeholders. Link: *	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		1	0	Resolved	3	0	All resolved
Employees and workers		0	0	-	0	0	-
Customers		15	0	Resolved	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

* https://www.gulshanindia.com/contact-information-for-registrar.html

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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water & Effluent Management	Risk	Industrial grain-distillation and starch processes produce high volumes of high-chemical oxygen demand (COD) wastewater. Any failure to handle this risks factory shutdowns by state pollution control boards.	Implementing advanced Zero Liquid Discharge (ZLD) plants and Multi-Effect Evaporators (MEE) to reuse 100% of treated wastewater internally. A moderate Effluent Treatment Plant (ETP) is installed to treat the generated effluent, which is then reused in the process through the MEE and ETP, in compliance with the granted NOC.	Negative Implications: Increases initial capital expenditure (CapEx) and power- related operating expenses (OpEx).
2.	Bio-Fuel & Ethanol Blending Policies	Opportunity	The Indian Government's aggressive mandate to reach higher national ethanol blending targets accelerates demand for grain-based green fuels.	Capitalizing on this by expanding production capacities, such as launching the 250 KLPD state-of-the-art ethanol plant in Assam.	Positive implications: Significantly increases top-line revenue, bolstered by government production-linked incentives.

3.	Decarbonization & Clean Energy Transition	Risk & Opportunity	Starch and chemical manufacturing are highly energy intensive. Dependence on agro based fuel or coal exposes the company to strict carbon penalties and volatile fuel prices.	Transitioning boiler fuel systems to cleaner options like Regulated Liquefied Natural Gas (RLNG) and agricultural biomass residues.	Positive & Negative: Short-term negative impact via modifications to machinery; long-term positive savings on fuel costs and carbon-compliance exemptions.
4.	Agricultural Supply Chain Volatility	Risk	GPL relies entirely on grain inputs (broken rice, maize). Shortages or climate shocks directly impact processing yield, capacity utilization, and margins.	Establishing direct networks with local farming communities and optimizing dynamic procurement and warehousing to store seasonal raw materials effectively.	Negative implications: Causes unpredictable margin pressure during poor monsoons or sudden spikes in domestic crop pricing.

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/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.gulshanindia.com/policy.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has framed policies that conform to different applicable statutes / guidelines / rules / policies etc., issued by Government of India from time to time including ISO 9001:2015; ISO22000, OHSAS 14000; ISO 9001.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	*Management is keen to reduce the emission load by using flue gas containing C02, Water reduction by re- cycling. Effluent discharge reduction by putting Multi effect evaporator (MEE). "An onsite PCC plant has also been set up to utilize CO_2-rich gas for producing wet PCC *Sustainable Procurement of Raw Materials (Grain): Goal: Procure raw materials sustainably to minimize environmental impact. * Health & Safety: One fatality at Boregaon Plant.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	*The process has reduced the flue gas, having CO_2 emission by using it in making PCC. Bags filters are being installed to collect the fines. *Supporting sustainable grain farming projects remain a priority. * CO_2 scrubbers for cleaning and recovering carbon dioxide are also installed.								

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (*listed entity has flexibility regarding the placement of this disclosure)*	The chemical industry is placing greater emphasis on sustainability, leading many companies to adopt green chemistry and commit to decarbonization, resource recovery, and recycling. Net-zero greenhouse gas emission commitments are being spearheaded by major corporations. Sustainability initiatives, including the European plastic tax and green hydrogen stimulus packages in the US, Canada, and Europe, are driving the adoption of sustainable practices and objectives at an accelerated pace. The Company believes that human resources are vital to the growth and sustainability of an organization as it seeks to maintain a healthy work environment at all levels and encourages the employees to do their best. GPL has always considered sustainable development as the keystone of the business strategy; this includes nurturing close and continuous interaction with the people and communities around our manufacturing divisions, bringing qualitative changes in their lives and supporting the underprivileged. The company also organizes workshops in surrounding areas to educate local communities and share its expertise for better living. Health education promotion is prioritized.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board is responsible for the implementation and oversight of the Business Responsibility Policies.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the company has constituted Sustainability & Corporate Social Responsibility Committee (SCSR) for making decisions on sustainability related issues.

Members of the Committee	Designation
Ms. Archana Jain, Chairperson	Non-Executive, Independent Director
Ms. Arushi Jain, Member	Executive Director
Ms. Aditi Pasari, Member	Executive Director

10. Details of Review of NGRBCs by the Company:

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

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	No								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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

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 awareness programmes
Board of Directors	4	Presentations are made on various aspects of business such as operating performance, compliance management and recent trends in Ethanol industry.	100%
Key Managerial Personnel	4	POSH, Fire & Safety, Discipline, Work Culture	100%
Employees other than BOD and KMPs	365	POSH, Fire & Safety, Emergency Evacuation, Discipline and Work Culture.	99%
Workers	965	POSH, Fire & Safety, Emergency Evacuation, Discipline and Work Culture.	100%

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	1	Additional Commissioner Grade-II Appeal Goods and Service Tax Department, Muzaffarnagar Saharanpur, Uttar Pradesh	Imposed the penalty of Rs. 7,05,778/-	Dispute related to HSN classification of one of the company's products under Good and Services Tax Act, 2017.	No

Penalty/ Fine	1	Additional Commissioner Grade-II Appeal Goods and Service Tax Department, Muzaffarnagar Saharanpur, Uttar Pradesh	Imposed the penalty of Rs. 20,000/-	ITC Wrongly Taken	No
Penalty/ Fine	6	Central Ground Water Authority, Ministry of Jal Shakti, CSMRS Campus, Olof Palme Marg, Hauz Khas, New Delhi-110016	Imposed the penalty of Rs. 4,00,000/-	1. Non installation/ faulty Digital water Flow meter with telemetry system. 2. Non -maintenance of log book of daily withdrawal / non submission of Groundwater abstraction data. 3. Non Installation / faulty DWLR / Telemetry system 4. Non Submission of Water level / Water quality Data.	No
Penalty/ Fine	1	Income Tax Department	Imposed the penalty of Rs. 93,144/-	Discrepancy in reported revenue	No
Non-Monetary					

	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Nil				

3. Of the instances disclosed in Question2 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.

   Yes, the company has established a robust Anti-Bribery Policy that underscores its commitment to ethical business practices and compliance with applicable anti-corruption laws in India. The policy is aligned with the Company's Code of Conduct and Business Ethics and is applicable to all directors and employees across all locations and functions.

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 2025-26	**FY 2024-25**
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	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	Nil		Nil	

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

   Not Applicable

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	36	32

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealer/distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	• Purchases(Purchases with related parties / Total Purchases)	-	-
	• Sales (Sales to related parties / Total Sales)	-	-
	• Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	23.58 Lakhs
	• Investments (Investments in related parties/ Total Investments made)	-	-

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		

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

   Yes, the Board of Directors, senior management of the Company adheres to a Code of Conduct for Directors & Senior Management of Company which expressly outlines provisions addressing conflicts of interest.

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

ESSENTIAL INDICATORS

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	NIL	86.94 Lakhs	We constantly strive to become more sustainable and reduce our carbon footprint.
Capex	NIL	8 Lakhs	ZLD and Zero dust emission, Upgradation of ESP & ETP and Laboratory set up

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

   Our organization has crafted a procurement strategy centered on sustainable sourcing, underpinned by a detailed policy that specifies standards for acquiring materials responsibly. This framework directs our sourcing activities, with an emphasis on environmental, social, and economic impacts. By prioritizing partnerships with suppliers who champion sustainable methods, we aim to minimize our environmental footprint and uphold social responsibility throughout our supply chain, ensuring that our operations reflect our commitment to sustainability and ethical business operations.

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

   Almost 90% raw materials are procured sustainably. The major raw material procured by the Company is maize, grain which is sourced sustainably from various sources.

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

   There is a processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life other waste.

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

   Not Applicable

LEADERSHIP INDICATORS

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
No, our company has not conducted Life Cycle Assessments for our products					

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
Since the products of the Company are agriculture based, there are no significant social or environmental concerns and/or risks arising from the production or disposal of the same.		

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
Not applicable	

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 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	0.21 MT	56.21	-	-	26.330
Other waste	52,352.02 MT	-	-	-	42.366	-

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

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

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E/ A)	Number (F)	% (F / A)
		Permanent employees									
Male	341	0	0	341	100%	0	0	0	0	0	0
Female	27	0	0	27	100%	27	100%	0	0	0	0
Total	**368**	**0**	**0**	**368**	**100%**	**27**	**100%**	**0**	**0**	**0**	**0**
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
		Permanent workers									
Male	209	0	0	209	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**209**	**0**	**0**	**209**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**

Other than Permanent workers											
Male	756	0	0	756	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**756**	**0**	**0**	**756**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.09%	0.11%

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

Benefits	FY 25-26			FY 24-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & 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	66%	33%	Y	41%	27%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	12.9%	16.8%	Y	1.18%	20%	Y
Others – please specify	0	0	0	0	0	0

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.

The Company is committed to create an inclusive and accessible workplace environment. Our facilities have been thoughtfully designed to ensure accessibility for differently abled employees and visitors.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company believes that diversity enriches our organization and drives innovation. We are dedicated to fostering an inclusive work environment through our robust Equal Opportunity Policy. This policy underscores our commitment to providing a fair and equitable workplace for all employees, regardless of their gender, age, disability, ethnicity, or any other characteristic. The Equal Opportunity Policy can be accessed https://www.gulshanindia.com/

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	-	100%	-
Female	100%	-	100%	-
Total	100%	-	100%	-

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.

<table>
<tr><th></th><th>Yes/No
(If Yes, then give details of the mechanism in brief)</th></tr>
<tr><td>Permanent Workers</td><td rowspan="4">• We are dedicated to managing our affairs with fairness and transparency, upholding the highest standards of professionalism, honesty, integrity, and ethical conduct.
• Central to this commitment is our Whistleblower Committee, which ensures that any reports of misconduct or unethical behavior are handled with diligence and confidentiality, reinforcing our organization's integrity and trust.
• The grievance can be submitted to the Compliance Officer or Chairman of Audit Committee who will take the necessary action to resolve the concern.
• The above points are enshrined in our Whistle Blower Policy, reinforcing our commitment to accountability and trust within the organization, ensuring that concerns are appropriately addressed and resolved. The Whistle Blower Policy can be accessed at https://www.gulshanindia.com/</td></tr>
<tr><td>Other than Permanent Workers</td></tr>
<tr><td>Permanent Employees</td></tr>
<tr><td>Other than Permanent Employees</td></tr>
</table>

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

Category	FY 2025-26			FY 2024-25		
	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	368	0	0	340	0	0
- Male	341	0	0	315	0	0
- Female	27	0	0	25	0	0
Total Permanent Workers	209	48	23%	225	57	25%
- Male	209	48	23%	225	57	25%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers: *

Category	FY 2025-26					FY 2024-25				
	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	341	341	100%	341	100%	315	315	100%	315	100%
Female	27	27	100%	27	100%	25	25	100%	25	100%
Total	368	368	100%	368	100%	340	340	100%	340	100%
Workers										
Male	965	965	100%	965	100%	1062	1062	100%	1062	100%
Female	0	0	0	0	0	0	0	0	0	0
Total	965	965	100%	965	100%	1062	1062	100%	1062	100%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	341	341	100%	315	315	100%
Female	27	27	100%	25	25	100%
Total	368	368	100%	340	340	100%
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

** includes Executives and Non-executive employees*

10. Health and safety management system:

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

Yes.

The Company provides safe and healthy work environment to ensure the well-being of all individuals involved in its operations. This system integrates various standards and guidelines. It covers activities across all manufacturing locations and offices. This approach emphasizes proactive measures to identify and mitigate risks, promote a safety oriented culture and comply beyond regulatory requirements. Safety is paramount for us. Our commitment to safety extends beyond physical well-being to include psychological and emotional safety.

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 entity employs a structured set of processes to identify work-related hazards and assess risks on both routine and non-routine bases. Key methods include:

- **Hazard Identification and Risk Assessment** is done to identify workplace hazards and evaluate associated risks to implement effective control measures.
- **Job Safety Analysis** is carried for evaluations that break down jobs into steps to identify potential hazards and define preventive actions.
- **Periodic Health and Safety Inspections** are carried out across operational sites to identify unsafe conditions and ensure compliance with safety standards.
- **Regular safety patrols** are carried out by the relevant authorities to identify any safety gaps and implement Corrective and Preventive Actions (CAPA).
- **Routine health checkups** are conducted for workers to identify health issues and monitor workplace environments for hazards that could lead to work-induced health concerns.
- **Employee Reporting Mechanisms** are in place to capture near-misses, unsafe practices, or conditions, enabling timely risk mitigation.

These processes ensure continuous risk identification, mitigation, and compliance with occupational health and safety standards.

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

Yes, the Company encourages employees to report near-miss incidents identified through digital platforms, which are analyzed from computer operator. The employees who report the highest number of instances are felicitated, which acts as an incentive for employees to report near-miss incidents.

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

Yes, the entity provides its employees/workers with access to non-occupational medical and healthcare services. Facilities include an on-site First Aid Center for immediate medical attention, and regular yearly and monthly check-ups are made available to ensure their overall well-being and health.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

We are committed to maintaining a safe, healthy, and compliant work environment for all its employees and workers. The following measures have been implemented to uphold occupational health and safety standards across its operations:

Regular Monitoring of PPE Usage: Periodic checks are conducted to ensure the correct and consistent use of personal protective equipment (PPE) such as helmets, gloves, goggles, ear protection, safety shoes, by all workers.

Display of Safety Signages and SOPs: Clear and prominent safety signages, standard operating procedures (SOPs), and information boards are displayed across operational areas to promote awareness and reinforce safety protocols.

Chemical Safety: We implement safe storage practices and labeling for all chemicals to minimize risk and enhance safety.

Medical Facilities: On-site first aid rooms are equipped with trained medical staff to address health needs immediately.

Work Permit System governs high-risk activities; CCTV surveillance operates round-the-clock for real-time safety and security monitoring.

Audits & inspections: daily safety walks, weekly inspections, and scheduled internal/external audits ensure compliance and continuous improvement.

Housekeeping & hygiene: strict waste-management protocols and organized workspaces maintain clean, hazard free environments.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

    No corrective actions pertaining to above mentioned parameters were necessitated by the Company during the year under review. However, the Company provides safety training covering new employees and workers as well as periodic refresh training to inculcate safety awareness in employees and adopt the best practices.

    Mock drills are conducted at regular intervals to enhance awareness and check the effectiveness of existing emergency response.

LEADERSHIP INDICATORS

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

   Yes. This is provided on a case-to-case basis.

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

   The entity implements measures to ensure that statutory dues have been deducted and deposited by its value chain partners. These measures include obtaining monthly challans as proof of the deduction and deposit of statutory dues. By maintaining these records, the entity can verify compliance and adherence to legal obligations, promoting transparency and responsible financial practices throughout the value chain.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025 - 26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	1	2	1	2

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

   Yes

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	None
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

   Not Applicable

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

ESSENTIAL INDICATORS

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

   We define our stakeholders as individuals, groups or organizations who have a material influence or are materially influenced by the way we perform our activities. At Gulshan, we engage with our stakeholders periodically through various channels and proactively communicate relevant information to our stakeholders through meetings, annual report, corporate social responsibility report, integrated report, press releases, social media, etc. We strive to ensure that it is a two-way communication process. Feedback from our stakeholders is welcome so that we can learn the ways to improve our company. The following table mentions different modes through which we engage with our stakeholders and concerns discussed with them.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others –please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Quarterly financial reports , Annual general meeting, Press releases, Website, Stock exchanges, email, Advertisement, Annual Reports	Quarterly and Ongoing, need Based	• For stakeholders to know the financial standing of the company; Majorly finance related matters, including any new developments like expansions, business updates, new markets, etc.
Employees	No	E-mails, SMS, WhatsApp, meetings, surveys, letters and website	Ongoing, Need Based	• To keep employees informed about the organisation's plans and procedures. • To understand employee needs and opinions. • To uphold Employee Safety and Wellbeing
Customers	No	Website, E-mail and Phone Call	Ongoing, Need Based	• Assessment of Product quality and development • Addressing grievances and concerns • Providing assurance and solutions • Feedback and suggestions
Industrial Association	No	Tie up with industrial associations through membership and being part of various committees and active participation	Annually/ Half yearly, Need based	• Coordination for Ethanol industry; advocacy to create a common platform for conducive government policies owing to the nature of Ethanol industry in India
Suppliers & vendors	No	Email, Website and Direct Interaction	Quarterly, Need Basis	Procurement of materials & service related, Query redressal, Business update

LEADERSHIP INDICATORS

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

The Company believes in maintaining an ongoing dialogue with its key stakeholders i.e. investors, customers, suppliers, employees, etc., demonstrating its commitment to transparency and accountability. The Company's Management regularly interacts with the above stakeholders through various platforms for understanding and addressing their perspectives, concerns and expectations.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

   Yes. The Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics.

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

   The Company undertakes maize development activities and provides necessary guidance to marginalized maize growers with regards to the selection of the right variety of propagation seeds, materials, agri-inputs and agronomical practices, support in setting-up farmyard manure units, vermicomposting units, provide solar operated sprayers. Health camps are run periodically. Many school intervention programmes have been implemented and remedial education centers have been established for children. Skill training centers (Aashaiyein) are being run to ensure skill development, enhancing the employability of the local youth.

PRINCIPLE 5- Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of Employees / workers covered (D)	% (D / C)
Employees						
Permanent	368	368	100%	340	340	100%
Other than permanent	0	0	0	0	0	0
Total Employees	**368**	**368**	**100%**	**340**	**340**	**100%**
Workers						
Permanent	209	209	100%	225	225	100%
Other than permanent	0	0	0	0	0	0
Total Workers	209	209	100%	225	225	100%

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

Category	FY 2025-26					FY 2024-25				
	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										
Male	338	0	0	338	100%	315	0	0	315	100%
Female	26	0	0	26	100%	25	0	0	25	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

Workers										
Permanent										
Male	209	0	0	209	100%	225	0	0	225	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	756	0	0	756	100%	837	0	0	837	100%
Female	0	0	0	0	0	0	0	0	0	0

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

*Median determined annually

	Male		**Female**	
	Number	**Median remuneration/ salary/ wages of respective category**	**Number**	**Median remuneration/ salary/ wages of respective category**
Board of Directors (BoD)*	2	19465329	2	25447600
Key Managerial Personnel #	2	6152035	1	1255998
Employees other than BoD and KMP	339	390336	26	378396
Workers	965	370872	0	0

*Out of total 10 Directors, remuneration is paid to 4 Executive Directors and does not include commission and sitting fees paid to Non-Executive Directors.

Key Managerial Personnel includes Whole Time Director & CEO, Chief Financial Officer and Company Secretary. *{Company Secretary was appointed w.e.f May 05, 2025.}*

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

	FY 2025-26	**FY 2024-25**
Gross wages paid to females as % of total wages	17.50%	17%

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

Yes, the Company has a long-standing commitment to human rights and it is reflected in its Code of Conduct.

In the Company each respective region, the human resource team efficiently manages grievances at the front end. Additionally, the Company embraces an open-door policy, providing internal mechanisms for employees to directly address grievances with senior management, fostering a positive and transparent work culture.

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

At Gulshan, we have Whistle Blower Policy and Vigil Mechanism and Anti sexual harassment Guidelines to ensure the redressal of grievances related to human rights. The HR Department is take actions for addressing any issues that may arise. Human resource teams, along with Regional Heads and Plant Heads in each region, play a crucial role in reviewing significant matters pertaining to human rights and resolving grievances in these areas. This proactive approach ensures effective redressal and contributes to a positive workplace environment. The policy can be accessible https://www.gulshanindia.com/

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

- The Company is firmly committed to maintaining a harassment-free workplace, including a zero-tolerance policy towards any form of sexual harassment.
- We have a detailed POSH policy that is readily available for all employees, which includes mechanisms to ensure that the complainant is protected from retaliation.
- Also, the company's Whistle blower Policy guarantees protection against retaliation, coercion, intimidation, dismissal, or victimization for individuals who report genuine concerns.
- All complaints are handled confidentially, and appropriate disciplinary action is taken against those attempting to retaliate against a whistle blower.

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

Yes. We are committed to lawful, fair, and transparent business practices, and we expect our suppliers to uphold the same standards. All the matters related to human rights are addressed effectively by the concerned departments.

10. Assessments for the year:

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

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

    No concern/risk was identified during these assessments.

LEADERSHIP INDICATORS

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

   No such grievances/complaints on Human Rights violations.

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

   The company has not conducted human rights related due diligence.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

   Yes, the Company is committed in creating an inclusive and welcoming environment for everyone, ensuring that all visitors can navigate our facilities with ease and dignity.

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	Nil
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 risks / concerns arising identified.

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

ESSENTIAL INDICATORS

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

Parameter	**FY 2025-26**	**FY 2024-25**
From renewable sources		
Total electricity consumption (A)	**13,14,57,015.79J**	20,33,45,471 MJ
Total fuel consumption (B)	50,07,017.43 J	4,41,19,92,240 MJ
Energy consumption through other sources (C)	10,03,608.14J	23,52,13,056 MJ
Total energy consumed from renewable sources (A+B+C)	**13,74,67,641.36J**	**4,86,49,28,541 MJ**
From non-renewable sources		
Total electricity consumption (D)	1,39,59,788.40J	
Total fuel consumption (E)	-	
Energy consumption through other sources (F)	-	
Total energy consumed from non- renewable sources (D+E+F)	**1,39,59,788.40J**	
Total energy consumed (A+B+C+D+E+F)	**15,14,27,429.76 J**	**4,86,49,28,541 MJ**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	**0.0065**	**0.2408**

Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output		
Energy intensity *(optional)* – the relevant metric may be selected by the entity	-	-

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

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.

   The company does not own any sites or facilities classified as designated consumers (DCs) under the Government of India's Performance, Achieve, and Trade (PAT) Scheme.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	0
(ii) Groundwater	11,29,852	10,61,452
(iii) Third party water	22,75,156	12,00,948
(iv) Seawater / desalinated water	-	-
(v) Others	-	52,377
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**34,05,008**	**23,14,777**
Total volume of water consumption (in kilolitres)	**12,53,689**	**801045.5**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	**5.42**	**3.96**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output		
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 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	25,000
- 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	2,18,971	1,81,680
- No treatment	-	
- With treatment – please specify level of treatment	-	Less than 500cod, less than 50 A.N
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	2,63,288	5,64,774
Total water discharged (in kilolitres)	**4,82,259**	**7,71,454**

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.

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

Yes.

1. Boregoan plants and Upcoming project at Assam are on ZLD basis technology. Company has installed the waste heat recovery and Multi effect evaporators to treat the ETP treated water for its use in the various process and then final concentrated effluent is being used in coal yard for Ash quenching.

2. All mineral processing plants also operate on ZLD basis by using its water in back process. As effluent has the high PH and less COD. Hence, it is good for using in the washing or in back process.

3. Our plants at Muzaffarnagar and Bharuch are having moderated ETP backed by Multi effect evaporators. ETP treated water is being used in RO and RO reject is being processed in Multi effect Evaporators. RO reject and other qualified effluent, which is complying with the state pollution control board guidelines, are discharged in designated drain. We have the permission of effluent discharge. Hence, all discharge qualifies the norms set by the authority.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	PPM	0.30	<300 PPM
SOx	PPM	0.35	<100 PPM
Particulate matter (PM)	mg/Nm³	0.26	<30
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	NIL
Others– please specify			<100 PPM

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

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

Parameter	Unit	FY 2025-26	FY 2024- 25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	26,574.29	-
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	25,926.24	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		2.27	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. No

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	-	-
E-waste ***(B)***	-	-
Bio-medical waste ***(C)***	-	-
Construction and demolition waste ***(D)***	-	Land filling
Battery waste ***(E)***	-	-
Radioactive waste ***(F)***	-	-
Other Hazardous waste. Please specify, if any. ***(G)***	0.21	44.500
Other Non-hazardous waste generated ***(H).*** *Please specify, if any.* (Break-up by composition i.e. by materials relevant to the sector)	52,358.45	34.00
Total (A+B + C + D + E + F + G + H)	**52,358.66**	**78.500**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	2.26	0.04
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output		-
Waste intensity*(optional)* – the relevant metric may be selected by the entity		-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	56.22	42.366
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**56.22**	**42.366**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	24.72	26.330
(iii) Other disposal operations	59.35	42.366
Total	**84.07**	**68.696**

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

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

    The Company ensures responsible waste management practices involving recycling of plastic waste. Maximum waste is re-used in the back process or returned to the supply source. Any remaining quantity is utilized in the RDF boiler. The Company does not produce hazardous and toxic chemicals in the process. Laboratory-generated waste is disposed of through licensed holders or municipal corporations.

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	Type 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.
NA			

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
NA					

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

    Yes, the company 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, Environment protection act and rules thereunder.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA				

LEADERSHIP INDICATORS

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	7,90,445	
(ii) Groundwater	12,76,727	10,36,452
(iii) Third party water	-	12,00,750
(iv) Seawater / desalinated water	-	
(v) Others	-	52,377
Total volume of water withdrawal (in kilolitres)	**-**	**23,14,579**
Total volume of water consumption (in kilolitres)	**12,53,689**	**17,44,305**
Water intensity per rupee of turnover *(Water consumed / turnover)*	5.42	0.000086
Water intensity*(optional)* – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	-	25,000
- 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	-	1,81,680
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	-	
- No treatment		
- With treatment – please specify level of treatment	6,29,664	5,70,274
Total water discharged (in kilolitres)	**6,29,664**	**7,51,954**

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into **CO2, CH4, N2O, HFCs, PFCs, SF6, NF3,** if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity *(optional)*– the relevant metric may be selected by the entity		-	-

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

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

   Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

   Not Applicable

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

   No significant impact.

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

   None of our value chain partners were assessed for environmental impacts.

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

a. By the listed entity

   Not Applicable

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

   Not Applicable

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.

   7 (Seven)

   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	PHD Chamber of Commerce and Industry	National
2	Grain Ethanol Manufacturing Association (GEMA)	National
3	Central Pulp and Paper Institute	National
4	All India Starch Manufacturing Association	National
5	All India manufacturing association of Calcium Carbonate	National
6	Jagardia Industries Association	State
7	All India Plastic Manufacturers Association (AIPMA)AS	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 action taken
Nil, there were no issues of anti-competitive conduct		

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others – please specify)	Web link, if available
Not Applicable					

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					

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)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company does not have a formal external grievance redressal policy.

- However, the Company has established a procedure to receive and redress grievances of the community.
- The organisation receives grievances through written letters, phone calls and emails.
- Contact details are displayed on the organisation's website, entrance gates, and other communication channels used to communicate with stakeholders.
- Depending on the nature of the complaints and grievances, the responsible department takes appropriate actions for redressal.
- Additionally, the company's ongoing CSR initiatives provide meaningful engagement opportunities, helping us better understand and respond to community needs and grievances.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	9.59%	8.64%
Sourced directly from within the district and neighbouring districts		

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

Location	FY 2025-26	FY 2024-25
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)
1.	Assam	Goalpara	8,55,367.00

3.

a.	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	No, the company does not currently have a formal preferential procurement policy specifically focused on sourcing from suppliers comprising marginalized or vulnerable groups. However, we remain committed to inclusive and responsible procurement practices and continue to explore opportunities to enhance diversity within our supplier base.
b.	From which marginalized /vulnerable groups do you procure?	
c.	What percentage of total procurement (by value) does it constitute?	

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				

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		

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.	Promoting Education	800	100%
2.	Support to Armed Forces	0	NA
3.	Women Empowerment	200	100%
4.	Promoting HealthCare	13,941	100%
5.	Environmental Sustainability	0	NA
6.	Protection of national heritage, art and culture	0	NA
7.	Rural Development	2,400	100%
8.	Rural Sports	50	100%

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

ESSENTIAL INDICATORS

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

   Gulshan Polyols is committed to ensuring customer satisfaction and actively encourages feedback and complaints from consumers. The company has a contact us page on the website which is an easy and accessible channel for customers to submit their complaints and provide feedback.

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 & social parameters relevant to the product	40%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	Nil		N.A	Nil		N.A
Advertising	Nil		N.A	Nil		N.A
Cyber-security	Nil		N.A	Nil		N.A
Delivery of essential services	Nil		N.A	Nil		N.A
Restrictive Trade Practices	Nil		N.A	Nil		N.A
Unfair Trade Practices	Nil		N.A	Nil		N.A
Other	Nil		N.A	Nil		N.A

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

	Number	Reasons for recall
Voluntary recalls	Nil	N.A

Forced recalls	Nil	N.A

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

   Yes, The Company has a cybersecurity policy in place and posted on the website of the company and can be accessed at https://www.gulshanindia.com/policy.html

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

   Not Applicable

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches -

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

   c. Impact, if any, of the data breaches

There were no reported data breaches.

LEADERSHIP INDICATORS

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

   Below is the official website where information on products and services of the entity can be accessed: **www.gulshanindia.com**

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

   Required information as per statutory requirements is made available on the product packages

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

   Not Applicable

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.

   Information as per legal requirements is displayed on the product packages. However, there was no survey carried out during the financial year.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) **No**