



**GARWARE**  
TECHNICAL FIBRES

GTFL:SEC:2024

August 27, 2024

**BSE Limited**

Corporate Relationship Department,  
New Trading Ring,  
Rotunda Building, P. J. Towers,  
Dalal Street, Fort,  
Mumbai 400001.

(Company code: 509557)

**National Stock Exchange of India Ltd.**

Exchange Plaza, Plot No. C/1, 'G' Block,  
Bandra-Kurla Complex,  
Bandra East,  
Mumbai 400051.

(Symbol: GARFIBRES, Series: EQ)

**Sub: Business Responsibility and Sustainability Report for the financial year 2023-24.**

Dear Sirs,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2023-24 which forms an integral part of the Annual Report of the Company for the financial year 2023-24.

The Business Responsibility and Sustainability Report for the financial year 2023-24 is also available on website of the Company: [www.garwarefibres.com](http://www.garwarefibres.com).

Please acknowledge the communication.

Thanking you.

Yours faithfully,

For **GARWARE TECHNICAL FIBRES LIMITED**

  
Sunil Agarwal  
Company Secretary  
M. No. - FCS 6407  
Encl: as above

**Registered Office**

**Garware Technical Fibres Ltd.** (Formerly Garware-Wall Ropes Ltd.): Plot No. 11, Block D-1, M.I.D.C., Chinchwad, Pune 411 019, India.  
T+91 20 2799 0000/0306 E [pune\\_admin@garwarefibres.com](mailto:pune_admin@garwarefibres.com) [www.garwarefibres.com](http://www.garwarefibres.com) CIN: L25209MH1976PLC018939


**ANNEXURE TO DIRECTORS' REPORT 2023-24: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

Garware Technical Fibres Ltd. (GTFL) is a leading force in India's technical textiles sector, established in 1976. GTFL has evolved into a globally recognized company, offering innovative solutions across various industries, including high-performance aquaculture cage nets, fishing nets, sports nets, safety nets, agricultural nets, coated fabrics, polymer ropes, and geosynthetics. With a presence in over 75 countries, GTFL has made significant strides in international markets, driven by a mission that prioritizes innovation in research and development, processes, and market strategies. As a pioneer in technical textiles, the Company boasts 28 patents, a highly skilled R&D team of 22 scientists, and a product portfolio of over 20,000 SKUs. GTFL's commitment to combining brilliant ideas with decisive action fosters a proactive culture, ensuring the transformation of innovation into tangible results and sustainable growth.

**Mission Statement**

- Provide innovative, application-focused solutions to enhance value of our customers globally.

**Core Values**

- Continuously improve our products and services to become preferred partner of our customers.
- Own the process of delivering results with enterprising spirit and joy of working in an empowering environment.
- Enhance stakeholder value through profitable growth in sales and earnings.
- Enhance our family bond with the employees & business partners through fair & equitable dealings as well as constant communication.

**Section A: General Disclosures:**
**Details of the Listed Entity:**

1.	Corporate Identity Number (CIN) of the Entity	L25209MH1976PLC018939
2.	Name of the Listed Entity	Garware Technical Fibres Limited
3.	Year of Incorporation	01-04-1976
4.	Registered Office Address	Plot No. 11, Block D-1, M.I.D.C., Chinchwad, Pune - 411 019, Maharashtra, India
5.	Corporate Address	Plot No. 11, Block D-1, M.I.D.C., Chinchwad, Pune - 411 019, Maharashtra, India
6.	E-mail	<a href="mailto:secretarial@garwarefibres.com">secretarial@garwarefibres.com</a>
7.	Telephone	020-2799 0000/0306
8.	Website	<a href="https://www.garwarefibres.com">https://www.garwarefibres.com</a>
9.	Financial Year for which report is being done	1st April, 2023 – 31st March, 2024
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (INR.)	20,37,81,690*
12.	Name and contact details (telephone& email) of the person who may be contacted in case of queries on the BRSR report	Mr. Ravendra Mishra Head - Human Capital 020 - 2799 0000 <a href="mailto:rmishra@garwarefibres.com">rmishra@garwarefibres.com</a>
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures under this report are made on Standalone basis.
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

**Note:**

\* The Company bought back 5,25,000 Equity Shares through the "Tender Offer" process and extinguished the same on 25th April, 2024. Upon extinguishment, Issued, Subscribed and Fully Paid-up Capital is amounted to ₹ 19,85,31,690/- as of April, 25, 2024.



## Connecting Globally, Growing Locally

### Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Manufacturing	Manufacture of Cordage, Rope, Twine, Netting, Man made fibres and Others n.e.c.	96.61%

#### 17. Product / Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product / Service	NIC Code	% Of Total Turnover Contributed
1.	Netting	1394	59.55%
2.	Twine, Ropes and Yarn	1394/2030	23.49%
3.	Other manufacturing	1313	13.57%

### 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	2 (Pune and Wai, Maharashtra)	4 Branch Offices and 11 Depots	17
International	0	5 Branch / Representative offices and 2 Overseas Subsidiaries	7

#### 19. Markets Served by the Entity:

##### a. Number of Locations:

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	Around 75 countries mainly in Europe and America

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

The exports contribute 59% of the total turnover of the Company during the reporting period FY 2023-24.

##### c. A Brief on types of customers?

The Company operates on both a B2B and B2C business model. Our customer base includes end users and channel partners who then sell the products to end users ranging from aquaculture farms, commercial fisheries, protected cultivation farms, shipping and construction companies, civil engineering and infrastructure development companies, sports facilities / infrastructure companies, and many more.

### Employees:

#### 20. Details as at the end of Financial Year 2023-24:

##### a. Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Employees (including differently abled)						
1.	Permanent Employees	577	554	96%	23	4%
2.	Other than Permanent Employees	66	58	88%	8	12%
3.	<b>Total Employees (1+2)</b>	<b>643</b>	<b>612</b>	<b>95%</b>	<b>31</b>	<b>5%</b>
Workers (including differently abled)						
4.	Permanent Workers	537	537	100%	0	0%
5.	Other than Permanent Workers	29	29	100%	0	0%
6.	<b>Total Workers (4+5)</b>	<b>566</b>	<b>566</b>	<b>100%</b>	<b>0</b>	<b>0%</b>


**b. Differently abled Employees and Workers:**

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Differently Abled Employees						
1.	Permanent Employees	0	0	0%	0	0%
2.	Other than Permanent Employees	0	0	0%	0	0%
3.	Total Employees (1+2)	0	0	0%	0	0%
Differently Abled Workers						
4.	Permanent Workers	0	0	0%	0	0%
5.	Other than Permanent Workers	0	0	0%	0	0%
6.	Total Workers (4+5)	0	0	0%	0	0%

**21. Participation / Inclusion / Representation of Women:**

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	6	2	33%
Key Management Personnel	3*	0	0%

Note: In terms of Section 203 of the Companies Act, 2013.

**22. Turnover rate for permanent employees and workers:**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	38%	17%	10%	1%	11%	10%	1%	11%
Permanent Workers	0.3%	0%	0.3%	1%	0%	1%	0%	0%	0%

**23. Holding, Subsidiary and Associate Companies (including joint ventures):**
**(a). Names of holding / subsidiary / associate companies / joint ventures:**

S. No.	Name of the Holding / Subsidiary / Associate Company / Joint Venture (A)	Indicate whether Holding / Subsidiary / Associate Company / Joint Venture	% Of Shares held by Listed Entity	Does the Entity indicated at Column A, participate in the Business Responsibility initiatives of the Entity (Yes / No)
1.	Garware Technical Fibres USA Inc.	Wholly Owned Subsidiary	100%	No
2.	Garware Technical Fibres Chile SpA.	Wholly Owned Subsidiary	100%	No
3.	Garware Environmental Services Private Limited	Wholly Owned Subsidiary	100%	No
4.	Garware Technical Textile Private Limited	Wholly Owned Subsidiary	100%	No
5.	Garware Technical Fibres Foundation	Wholly Owned Subsidiary	100%	No
6..	Garware Meditech Private Limited	Associate	50%	No
7.	TP Bhaskar Renewables Limited	Associate	26%	No

**24. CSR Details:**

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes / No)	Yes
(ii) Turnover (in INR.)	₹ 12,799,234,100
(iii) Net Worth (in INR.)	₹ 12,315,603,300



## 25. Transparency and Disclosures Compliances: Complaints / Grievances on any of the principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Yes / No) (Provide web-link of Policy)	Current Financial Year 2023-24			Previous Financial Year 2022-23		
		Number of Complaints Filed	Number of Complaints Pending at Close of Year	Remarks	Number of Complaints Filed	Number of Complaints Pending at Close of Year	Remarks
Communities	Yes. Contact details are uploaded on the website of the Company with the help of which the Community can raise their concern / issues. <a href="https://www.garwarefibres.com/contact">https://www.garwarefibres.com/contact</a>	0	0	NA	0	0	NA
Shareholders	Yes. Board of Directors have entrusted following responsibility to Stakeholder Relationship Committee resolving the grievances of security holders of the Company including complaints related to transfer/transmission of shares, non-receipt of annual report, non-receipt of declared dividend, issue of new / duplicate certificates, general meetings, etc. <a href="https://www.garwarefibres.com/investors/shareholder-information/disclosure-under-regulation-46-of-SEBI-regulations">https://www.garwarefibres.com/investors/shareholder-information/disclosure-under-regulation-46-of-SEBI-regulations</a>	10	0	There were no unresolved / unattended communications / complaints of shareholders pending as of 31st March 2024.	7	0	There were no unresolved / unattended communications / complaints of shareholders pending as of 31st March 2023.
Employees and Workers	Yes. Whistle blower policy, POSH Committee and HR policies. The Company has a platform - SAMWAD to connect with permanent employees and workers to share updates with them on policies, programs, and trainings, complaints. <a href="https://www.garwarefibres.com/investors/policies/vigil-mechanism">https://www.garwarefibres.com/investors/policies/vigil-mechanism</a>	33*	0	Complaints resolved	44	0	Complaints resolved
Customers	Yes. The Company has a customer complaint portal, wherein each salesperson has a login id to register the customer complaints related to their product portfolio issue or concern. <a href="https://www.garwarefibres.com/contact">https://www.garwarefibres.com/contact</a>	91	11	Pending complaints as on 31st March, 2024 will be closed in FY 24-25. The same is under investigation with the Company.	105	38	Pending complaints as on 31st March, 2023 have been closed in FY 2023-24.
Supply Chain Partners	Yes. All suppliers have access to the Company representative contact details in the procurement team and that of purchase manager too. In case the query is not resolved, then there is clear escalation metric in the Company to resolve the grievance and ensure satisfactory response to the supplier.	0	0	NA	0	0	NA

*\*Note: Out of the 33 complaints / suggestions made by Employees and Workers, 1 complaint falls under POSH, while remaining 32 fall under SAMWAD - general working conditions and health and safety suggestions made below under Principle 3, Q13.*


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

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

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for Identifying the Risk / Opportunity	In case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative / Positive)
1.	Health, Safety, and Environment	Risk	<ul style="list-style-type: none"> <li>Non-compliance with safety measures by employees and workers pose a major safety risk to the work force and to the Company's financial well-being.</li> </ul>	<ul style="list-style-type: none"> <li>Elimination of potential hazards, training on importance of using personal protective equipment, safety training, audits to check compliance levels, rewards, mock drills on a regular basis.</li> </ul>	Negative
2.	Climate Change and Sustainability Risks	Risk	<ul style="list-style-type: none"> <li>Direct impact on operations and business on account of climate change and sustainability risks</li> </ul>	<ul style="list-style-type: none"> <li>The Company has initiated energy transition by investing in renewable energy initiatives which have also led to emission reductions.</li> </ul>	Positive
3.	Waste and wastewater Management	Risk	<ul style="list-style-type: none"> <li>Inappropriate waste handling can lead to spillage and seepage within ground water deteriorating water and soil quality.</li> </ul>	<ul style="list-style-type: none"> <li>The Company has processes for proper collection and disposal of waste, chemical handling, prevention of oil spillages and installation of effluent treatment plants (ETPs) to effectively treat and manage wastewater.</li> </ul>	Negative
4.	Chemical Safety and Management	Opportunity	<ul style="list-style-type: none"> <li>The Company can avoid/minimize adverse impact at plant level or at end user facilities when using chemicals of non-hazardous nature.</li> </ul>	<ul style="list-style-type: none"> <li>The Company uses water-based chemicals in its manufacturing process and avoid the use of hazardous / toxic chemicals to prevent / minimize any adverse impacts on the environment. Our eco-friendly product development which requires less antifouling treatment at enduse facilities.</li> </ul>	Positive
5.	Innovation	Opportunity	<ul style="list-style-type: none"> <li>The Company engages in continuous research and development to create eco-friendly and green products with low carbon and environmental footprint.</li> <li>One such instance is Nylon twines used to manufacture nets. These nets are required to be treated with antifouling paint which contained 20% to 25% metallic copper or cuprous oxide which usually goes into water posing serious pollution hazard.</li> </ul>	<ul style="list-style-type: none"> <li>The Company developed copper infused nets which contains less than 50% of copper use in antifouling paint process.</li> <li>The Company is focusing more on sustainable products, the components of which are recyclable at the end-of-life cycle.</li> </ul>	Positive
6.	Training and Education	Opportunity	<ul style="list-style-type: none"> <li>Providing training and education to employees and workers to improves their efficiency and reduces the chances of incidents or work hazards.</li> </ul>	<ul style="list-style-type: none"> <li>The Company undertakes capability building sessions for employees and workers organized on varied team building and New Product Development "NPD" sessions, Communication training, Udan 2.0 training on leadership, behavior-based safety training.</li> </ul>	Positive
7.	Customer Centricity	Opportunity	<ul style="list-style-type: none"> <li>Recognizing the critical importance of reducing turnaround time and enhancing service efficiency for our customers in the key overseas markets, we are addressing this challenge by moving our operations closer to them. This approach mitigates the risks associated with delays, quick turnaround supply, improves customer satisfaction and loyalty, and strengthens our competitive edge through faster, more reliable service. This proactive strategy is essential for driving growth, building stronger relationships, and ensuring long-term success in our key markets.</li> </ul>	<ul style="list-style-type: none"> <li>By strategically positioning our set up and support hubs closer to key customer locations in the USA and Europe, investing in local talent and infrastructure, and integrating advanced logistics and communication technologies, we are significantly reducing turnaround times and enhancing service efficiency to foster deeper, more meaningful customer relationships.</li> </ul>	Positive





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## Section B: Management and Process Disclosures:

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

S.No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<b>Policy and Management Processes</b>									
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	No	Yes	Yes
	b. Has the policy been approved by the Board? (Yes / No)**	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	c. Web Link of the policies, if available	Wherever mandated by applicable Rules and Regulations, the Company has posted the respective policies on its website as per details below: 1. <a href="https://www.garwarefibres.com/investors/code-of-conduct-for-directors/">https://www.garwarefibres.com/investors/code-of-conduct-for-directors/</a> 2. <a href="https://www.garwarefibres.com/investors/code-of-conduct-for-managers/">https://www.garwarefibres.com/investors/code-of-conduct-for-managers/</a> 3. <a href="https://www.garwarefibres.com/investors/vigil-mechanism/">https://www.garwarefibres.com/investors/vigil-mechanism/</a> 4. <a href="https://www.garwarefibres.com/investors/csr-policy/">https://www.garwarefibres.com/investors/csr-policy/</a> 5. <a href="https://www.garwarefibres.com/sites/default/files/2023-05/code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price.pdf">https://www.garwarefibres.com/sites/default/files/2023-05/code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price.pdf</a> 6. <a href="https://www.garwarefibres.com/about-us/mission-values/">https://www.garwarefibres.com/about-us/mission-values/</a> 7. <a href="https://garwarefibres.com/investors/ems-policy/">https://garwarefibres.com/investors/ems-policy/</a> 8. <a href="https://www.garwarefibres.com/remuneration-policy/">https://www.garwarefibres.com/remuneration-policy/</a> The remaining Policies are circulated to respective Stakeholders for ensuring adherence.								
2.	Whether the entity has translated the policy into procedures? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes***
4.	Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	- ISO 9001 - ISO 14001 - ISO 27001 - ISO 45001:2018								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	At GTFL, we pledge to uphold sustainable business practices, ensuring our operations are environmentally, socially, and economically responsible. We are dedicated to minimizing adverse impacts from our activities while making positive contributions to society and enhancing the well-being of our planet. Our commitment to Environmental, Social, and Governance (ESG) principles drives us to integrate sustainable and socially conscious practices throughout our operations. The below listed ESG Goals demonstrate our commitment: 1. Achieve Net-Zero greenhouse gas emissions by 2050. 2. 1000 numbers of tree plantations in the year 2024-25. 3. Recycle and Reuse 100% HDPE 4. Replace diesel forklifts with electric forklifts.								
6.	Performance of the entity against the specific commitments, goals, and targets along with reasons in cases the same are not met.	During FY 2023-24, the Company has reduced GHG emissions by approximately 36% primarily due to increase in renewable energy consumption in the form of electricity. Additionally, we are substituting coal as fuel with bio-mass briquettes to reduce emissions. We have also been successful in replacing 8 diesel forklifts with electric forklifts.								

## Governance, leadership, and oversight:

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

At GTFL, during the year FY 2023-24 acknowledges the substantial progress we have made, while recognizing that a considerable journey still lies ahead. Our commitment to achieving long-term sustainability objectives remains steadfast, and we are dedicated to continuous improvement and innovation across Environment, Social and Governance aspects.



Our Company has been ranked among India's top manufacturing companies as a 'Great Place to Work.' This recognition underscores our commitment to creating a positive and inclusive workplace for our employees.

Our dedication to sustainability extends to our product offerings, including Geosynthetics, which are polymer-based materials used in infrastructure solutions. These materials are not only environmentally friendly but also offer lower overall costs, aligning with our goal to reduce our environmental footprint. During FY 2023-24, we are pleased to report that we have achieved a significant milestone by reducing our greenhouse gas (GHG) emissions by approximately 36%, primarily due to an increase in renewable energy consumption in the form of electricity. This accomplishment highlights our ongoing efforts to mitigate climate change and transition to cleaner energy sources.

Our commitment to ESG principles is further demonstrated through our continuous efforts to:

- Achieve Net-Zero Greenhouse Gas Emissions by 2050.
- Conversion of Diesel Forklift in to Electric Forklift.
- Promote recycling and reuse of materials to minimize waste.
- Transition to more sustainable energy and equipment solutions.

These goals reflect our unwavering dedication to continuous improvement and innovation in sustainability. We remain focused on overcoming challenges, engaging with stakeholders, and enhancing our ESG practices.

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

Board of Directors of the Company.

**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. Mr. Shridhar Shrikrishna Rajpathak, Director

**Note:**

\* The Company has HR policy and CSR policy to engage internal stakeholders and external stakeholders. The Company plans to enhance the policies pertaining to Principle 4 to engage with other key stakeholder group.

\*\* Policies pertaining to NGRBC principles have been approved by a member of the Board of the company and signed by respective functional head of that area.

1. Code of Conduct (For Directors, Managers, and Staff)
2. Vigil Mechanism/Whistle Blower Policy
3. Code of Conduct to Regulate, Monitor and Report trading by designated persons and immediate relatives of designated persons.
4. Policy on prohibition of Sexual Harassment of Women.
5. Mission and Values.
6. Quality Policy.
7. EHS Policy.
8. Human Resource Policy Manual.
9. Corporate Social Responsibility (CSR) Policy.

\*\*\* The Company has appropriate internal mechanisms in place to engage with value chain partners. The Company plans to enhance the policies pertaining to Principle 9 to further engage with our value chain partners.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company regularly monitors its financial and non-financial performance against the set targets on an ongoing basis.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all regulatory requirements and ensures transparency in business reporting.																	

**11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If "Yes", provide name of the agency:**

P1	P2	P3	P4	P5	P6	P7	P8	P9
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The Company has an internal structure auditing / evaluating the working of these policies with the help of outside consultants / auditors wherever required. However, there were no audits conducted by an external agency during the reporting period.





## Connecting Globally, Growing Locally

### 12. If Answer to Question (1) Above is “NO”, i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	#	NA	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)	NA	NA	NA	NA	NA	NA	#	NA	NA
The entity does not have the financial or human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	#	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	#	NA	NA
Any Other Reason (please specify)	NA	NA	NA	NA	NA	NA	#	NA	NA

Note: NA – Not Applicable

# The Company does not liaise directly with the regulatory bodies in terms of policy advocacy. The relevant liaison happens through Industry Associations.

### Section C: Principle Wise Performance Disclosure:

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

<b>Principle 1:</b>	<b>Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable</b>
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#### Essential Indicators

#### 1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2023- 24:

Segment	Total number of Training and Awareness Programs held	Topics / Principles covered under Training and its Impact	% of Persons in respective category covered by the Awareness Programmes
Board of Directors	4	The Company conducts detailed training and awareness sessions to familiarize its Directors and Key Managerial Personnel by covering various NGRBC principles, providing information on the overall industry, including company's financial and non-financial performance, operations, strategy, market insights and business approach and roadmap.	100%
Key Managerial Personnel	4	Impact: The training has empowered the Board of Directors (BOD) and Key Management Personnel (KMPs) with the necessary knowledge and competencies to enhance the organization's operational and financial stability, ensuring informed decision-making and better compliance aligned with the Company's core values and aspirations.	100%
Employees other than BoD and KMPs	60	Team Building, NPD Workshops, Product trainings, Emotional Intelligence, MS Office, Communication skills, Product Development, Physical well-being, financial wellness, Awareness on Insider trading. Impact: These trainings enhance employees' skills, emotional intelligence, and overall well-being, fostering better teamwork, effective communication, informed decision-making, and increased productivity.	88%
Workers	32	Personality Development, POSH Awareness, Safety Awareness, Team Building, Communication & Co-ordination and Leadership. Behavior based safety Awareness Session LOTO & HIRA, General Safety Awareness Training Impact: These trainings improve workers' personal growth, safety awareness, and coordination between teams, leading to a safer, more cohesive, and efficient work environment.	72%



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 discussed on the entity's website)

	NGRBC Principle	Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Amount (in INR.)	Brief of Case	Has an Appeal been Preferred? (Yes / No)
<b>Monetary</b>					
Penalty/ Fine					
Settlement			Nil		
Compounding Fee					
<b>Non-Monetary</b>					
Imprisonment					
Punishment			Nil		

3. Of the instances disclosed in Question 2, above detail 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 web-link to the policy:

The Company's policies on Code of Conduct and Vigil Mechanism are applicable to all internal stakeholders of the Company for reporting their genuine concerns which would cover malpractice, unethical behaviour, fraud or suspected fraud, manipulation, misappropriation of money, and violation. The Company's Code of Conduct requires the employee of the Company to act ethically and with honesty and integrity. The Company has insider trading policy, which extends and applicable to internal stakeholders as well as external stakeholders like advisors, auditors, etc.

The Code of Conduct for managers can be accessed at the below link:

<https://www.garwarefibres.com/investors/corporate-governance/code-of-conduct-for-managers#investorsmenu>

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directors		
Key Managerial Personnel (KMPs)	Nil	Nil
Employees		
Workers		

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

	Current Financial Year 2023-24		Previous Financial Year 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

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, since no complaint was filed on non-compliance, corruption, conflict of interest related, during the FY 2023-24.

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Number of days of accounts payables	78	65



## Connecting Globally, Growing Locally

### 9. Openness 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	Current Financial Year 2023-24	Previous Financial Year 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	71%	75%
	b. Number of dealers/ distributors to whom sales are made	835	758
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	48%	53%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.31%	0%
	b. Sales (Sales to related parties/ Total Sales)	16%	19%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	1.40%	0%
	d. Investments (Investments in related parties/ Total Investments made)	7.16%	7.26%

### Leadership Indicators

#### 1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2023- 24:

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
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The Company did not conduct formal awareness sessions for the value chain partners during the year FY 2023-24. However, regular interactions and engagement with vendors and suppliers is undertaken to build their capabilities on ethical, responsible, and sustainable business practices.

#### 2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/ No).

If “Yes”, provide details of the same:

Yes. The Company's Code of Conduct acts as a guide to ethical business practices and suggests appropriate processes to avoid and manage conflict of interest. The Director of the Company disclose the names of the parties in which they have an interest, which then is mapped in the internal systems of the Company and systems are in place to monitor and ensure the compliances for any transaction with them. The Code of Conduct is available on website of the Company at <https://www.garwarefibres.com/investors/corporate-governance/code-of-conduct-for-directors#investorsmenu>.

### 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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23	Details of improvements in Environmental and Social Impacts
R&D*	62%	48%	The Company has been investing in research and development activities and capex projects which have resulted in reduced energy consumption, resource usage optimization, waste reduction and recycling strategies, community development engagements and developing products with reduced environmental footprint.
Capex*	100%	100%	

**Note:**

\* Above details are as per books of accounts.


**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No).**
**b. If “Yes”, what percentage of inputs were sourced sustainability?**

The company is in process of developing its sustainable procurement policy and guidelines.

A majority of its vendors (80% of vendors by value) are ISO certified, which demonstrates commitment to business with partners who are environmentally conscious, socially driven, and have strong ethics and governance. In addition, during the on boarding process, vendor assessment comprising of thorough questionnaire / checklist on vendor's compliance on regulatory, statutory, environmental, and social norms is undertaken. Only, those who pass minimum criteria, are then considered for business association.

**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)	<ul style="list-style-type: none"> <li>Plastics (including packaging) - Plastic packaging is recycled under Extended Producer Responsibility (EPR) as per Central Pollution Control Board (CPCB) guidelines through a waste management agency engaged by the Company. We have met 303 MT plastic waste recycling target and filed the annual return as required for plastic waste compliance. Additionally, our in-house HDPE plastic waste reprocessing plant recycles 468 MT of plastic waste, complemented by recycling efforts from external vendors.</li> </ul>
b. E-waste	<ul style="list-style-type: none"> <li>E-Waste - E-waste is collected at a dedicated area in our E-waste yard, safely stored, and disposed of through Maharashtra Pollution Control Board (MPCB) authorized facilities. Our well-equipped E-waste storage facility ensures proper handling, and we have filed the annual compliances.</li> </ul>
c. Hazardous waste	<ul style="list-style-type: none"> <li>Hazardous Waste - Hazardous waste, including bio-medical waste and battery waste, is safely collected, and stored at a dedicated area in our ETP. These wastes are disposed of through MPCB authorized agencies for hazardous waste, bio-medical waste, and battery waste. The Company ensures compliance with Hazardous Waste Management Rules thereby preventing any land and ground water pollution.</li> </ul>

**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 Board?**

- If “Not”, provide steps taken to address the same.**

Yes, the Company is subject to Extended Producer Responsibility (EPR) regulations and has obtained a Brand Owner Registration Certificate under Central Pollution Control Board (CPCB) norms. The Company has submitted its EPR plan for plastic packaging material recycling for FY 2024, fulfilled 303 MT plastic waste recycling target, and filed the annual return as required for plastic waste compliance.

**Leadership Indicators**
**1. 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	
	Current Financial Year 2023-24	Previous Financial Year 2022-23
Polypropylene, HDPE (MT)	6.74%	2.5%

**2. 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:**

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	138	468	-	-	324	-
E-Waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-



# Connecting Globally, Growing Locally

## Principle 3:

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

### Essential Indicators

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

Category	Total (A)	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	554	548	99%	554	100%	NA	NA	554	100%	NA	NA
Female	23	20	87%	23	100%	23	100%	NA	NA	NA	NA
Total	577	568	98%	577	100%	23	100%	554	100%	NA	NA
Other than Permanent Employees											
Male	58	12	21%	58	100%	NA	NA	58	100%	NA	NA
Female	8	8	100%	8	100%	8	100%	NA	NA	NA	NA
Total	66	20	30%	66%	100%	8	100%	58	100%	NA	NA

Note: NA – Not Applicable

#### b. Details of measures for the well-being of Workers:

Category	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	537	537	100%	537	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0%	0	0%	NA	NA	NA	NA	NA	NA
Total	537	537	100%	537	100%	NA	NA	NA	NA	NA	NA
Other than Permanent Workers											
Male	29	NA	NA	29	100%	NA	NA	NA	NA	NA	NA
Female	0	0	0	0	0%	0	0%	NA	NA	NA	NA
Total	29	NA	NA	29	100%	0	NA	NA	NA	NA	NA

Note: NA – Not Applicable

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.79%	0.85%

#### 2. Details of retirement benefits, for Current FY 2023-24 and Previous FY 2022- 23:

Benefits	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes / No / NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes / No / NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%*	100%*	Yes	100%*	100%*	Yes

Note:

\* 100% of eligible employees only



### 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", then whether any steps are being taken by the entity in this regard.

Currently, none of GTFL's premises / offices have infrastructure support that is accessible to differently abled employees and workers. However, the Company plans to make its premises universally accessible with appropriate infrastructural modifications and upgradation.

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

If so, please provide the web-link of the policy.

No. The Company does not have a written Equal Opportunity Policy, but the Company's processes and practice encompass a commitment to foster no discrimination in talent management on account of gender, disability, race, ethnicity, or any form of discriminatory factor. The Company strives to maintain a work environment that is accessible to all, respectful and free from any of from harassment and discrimination.

### 5. Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2023- 24.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	92%	NA	NA
Female	0%	0%	NA	NA
<b>Total</b>	<b>93%</b>	<b>92%</b>	<b>NA</b>	<b>NA</b>

Note: 14 employees availed parental leave during FY 2023-24 of which 1 male employee resigned within 12 months of joining and 1 female employee did not return to work.

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

Permanent Workers	The Company has a platform- SAMWAD to connect with permanent workers and share updates with them on policies, programs, and trainings. Weekly meetings with union representatives are arranged. Workers can directly reach out to HR or IR representatives to raise their concerns / issues; representative mobile number is also displayed on factory site.
Other than Permanent Workers	
Permanent Employees	The Company has various platforms where employees can raise their concerns and grievances on a periodic basis like HR Connect Forums, HR Helpdesk, Emails to HR SPOCs, and directly with business and HR Managers. The concerns / issues are investigated in a timely and confidential manner, without any retaliation to the complainant and / or the witness.
Other than Permanent Employees	

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
<b>Total Permanent Employees</b>						
- Male						
- Female						
<b>Total Permanent Workers</b>	537	537	100%	550	550	100%
- Male	537	537	100%	550	550	100%
- Female	0	0	0%	0	0	0%





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### 8. (a). Details of training given to employees and workers on “Health and Safety Measures”:

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	554	282	51%	536	480	90%
Female	23	2	9%	23	21	91%
<b>Total</b>	<b>577</b>	<b>284</b>	<b>49%</b>	<b>559</b>	<b>501</b>	<b>90%</b>
<b>Workers</b>						
Male	537	525	98%	550	550	100%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>537</b>	<b>525</b>	<b>98%</b>	<b>550</b>	<b>550</b>	<b>100%</b>

### (b). Details of training given to employees and workers on “Skill Upgradation”:

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	554	485	88%	536	500	93%
Female	23	21	91%	23	20	87%
<b>Total</b>	<b>577</b>	<b>506</b>	<b>88%</b>	<b>559</b>	<b>520</b>	<b>93%</b>
<b>Workers</b>						
Male	537	517	96%	550	479	87%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>537</b>	<b>517</b>	<b>96%</b>	<b>550</b>	<b>479</b>	<b>87%</b>

### 9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	554	554	100%	536	536	100%
Female	23	23	100%	23	23	100%
<b>Total</b>	<b>577</b>	<b>577</b>	<b>100%</b>	<b>559</b>	<b>559</b>	<b>100%</b>
<b>Workers</b>						
Male	537	355	66%	550	550	100%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>537</b>	<b>355</b>	<b>66%</b>	<b>550</b>	<b>550</b>	<b>100%</b>

Note:

\* Permanent employees and workers covered 100%. However, for other than permanent employees and workers, continuous engagement on career reviews and training supports provided on an ongoing basis.

### 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”, then coverage of the system.

Yes. We have a full-fledged occupational health and safety management system in place, certified to the ISO 45001:2018 OH&S Management System. Our comprehensive safety program includes periodic plant safety inspections, safety audits (both internal and external), and regular hazard identification and risk assessment (HIRA). We also conduct Job Safety Analysis (JSA), Toolbox Talks, and monitor work zone air quality and noise levels.

In addition, we provide annual medical check-ups and conduct safety trainings according to our training calendar. Our health and safety policy are well-established, and we ensure compliance with regulatory standards. Corrective actions are taken based on audit findings to continuously improve our safety performance. We also engage in safety promotional activities to foster a culture of safety within the organization.



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

Hazard Identification and Risk Assessment (HIRA) are conducted as per Standard Operating Procedures (SOPs), and Corrective and Preventive Actions (CAPA) are taken for significant risks identified. The process involves participation from the safety committee, safety champions, and workers, especially during periodic reviews for new processes, modifications, changes in existing processes, procurement of new machinery, and both routine and non-routine activities.

Various methods are used to identify work-related hazards and mitigate risks, including:

- Hazard Identification and Risk Analysis (HIRA)
- Near Miss Reporting
- Safety Passport System
- Daily Toolbox Talk Meetings
- Safety Walkdowns
- Safety Committee Meetings
- Monthly Internal Audits
- Safety Champion Initiatives
- Safety Rolling Trophy
- Safety Promotion and Motivation Activities
- Safety Suggestions

Workers can report work-related safety hazards through internal platforms and safety meetings, ensuring a proactive approach to workplace safety.

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

Yes, we have a procedure in place for reporting work-related hazards to take corrective actions and prevent incidents. Workers can report hazards during Daily Toolbox Talk sessions, and Safety Suggestion Boxes are provided in all departments. Additionally, monthly internal audits are conducted to identify and address hazards promptly, ensuring preventive measures are taken to avoid recurrence of incidents.

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

Yes, we have a dedicated Factory Medical Officer available to provide medical consultations for non-occupational health issues to our workers. Additionally, we have an ambulance room staffed with a female nurse to cater specifically to the needs of our female employees and workers. To further support our staff, we offer a comprehensive Medclaim – Hospital Insurance policy that covers non-occupational medical and health-related issues, ensuring that our employees have access to essential medical care when needed.

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

Safety Incidents / Number	Category	Current Financial Year 2023-24	Previous Financial Year 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	1.85
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented a comprehensive ISO 45001:2018 certified occupational health and safety management system. Our proactive approach to workplace safety includes periodic plant safety inspections, daily toolbox talks, and near-miss reporting. We conduct regular safety audits, Hazard Identification and Risk Assessments (HIRA), and Job Safety Analyses (JSA).

To maintain a safe work environment, we monitor work zone air quality and noise levels and conduct annual medical check-ups. Our safety training programs are meticulously planned according to an established training calendar. We emphasize the use of personal protective equipment (PPE) and the elimination of potential hazards.

Our safety initiatives also include visual safety training, regular safety committee meetings, and a system of safety rewards to encourage proactive safety behavior. We conduct safety and fire mock drills, along with both internal and external safety audits, to ensure continuous improvement and compliance with safety standards. Through these measures, we are committed to fostering a culture of safety and well-being for all our employees.



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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	25	0	Immediate action taken on the suggestions received	35	0	-
Health and Safety	07	0	Immediate action taken on the suggestions received	9	0	-

### 14. Assessment for the Year (2023- 24):

	% Of plants and offices that were assessed (By entity or statutory authorities or third party)
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 risk / concerns arising from assessment of health and safety practices and working conditions.

Although the Company has not had any safety-related incidents during FY 2023-24, some corrective actions have been identified as necessary based on the risk assessment. In our plant, we use multiple forklifts for material handling, which poses a significant risk of collisions with pedestrian employees. To mitigate this risk, we have equipped each forklift with blue lights that project a beam on the floor during movement, alerting employees to the presence of a nearby forklift so they can take necessary precautions. We have also installed revolving lights on each forklift for enhanced visibility.

#### Leadership Indicators

#### 1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.

Yes, the Company's group personal accident policy wherein all employees are covered. The Company also has Benevolent Fund Policy, where employees contribute 1 Day or ½ Day Salary in case of demise of Employee or Permanent Worker and equal amount provided by the Company to deceased family.

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

The Company ensures that vendors and suppliers pay their statutory dues in a timely and effectively manner, especially the GST, EPF, ESIC, and other statutory dues. The Company has appropriate mechanisms in place to ensure that statutory dues are paid periodically, as required and complied by the vendors and business partners.

#### 3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 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 Number of affected employees / workers		No. of employees / workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2023- 24	FY 2022- 23	FY 2023- 24	FY 2022- 23
Employees	0	0	0	0
Workers	0	1	0	0

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

The company currently does not have a formal process for transition assistance for retiring employees; however, through various skill development initiatives and programs, the company ensures to upskill its employees with latest market trends.

#### 5. Details on assessment of value chain partners (FY 2023- 24):

	% Of value chain partners (by value of business done with such partners) that were assessed*
Health and Safety Practices	100%
Working Conditions	100%

\* For subcontractor, GTFL undertakes assessment.

Footnote: The Company is in the process of developing a vendor assessment guideline, procedure, and checklist to undertake ESG assessment, including human rights practices of its value chain partners.

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

During the latest assessment, no significant risks or concerns were identified.


**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**
**Essential Indicators**
**1. Describe the process for identifying key stakeholder groups of the entity:**

The Company has mapped its internal and external stakeholders using the Mendelow's Matrix (also known as the Stakeholder Analysis matrix and the Power-Interest matrix) and through this framework we plot power vs interest of the stakeholder and then basis that assign communication strategies to continuously engages with them. The Company recognizes employees, local communities surrounding our operations, government and regulatory authorities, business associates (marginalized fisherman, farmer, network of suppliers, service providers, dealers and suppliers of goods and services), domestic / international customers and shareholders / investors as its key stakeholders. The Company engages with identified stakeholders to gauge their opinion, feedback, and tweak their business strategy / approach to cater to the needs / aspirations of their stakeholders.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Shareholders	No	Annual General Meeting (AGM), Email, Statutory Reports, Investor's Meet, Disclosure to Stock Exchanges	Ongoing	Financial Reports, Dividend, Shares, Business Performance, Corporate actions such as buyback of shares.
Government Agencies / Regulators	No	Statutory Reports	Ongoing	Compliances of various laws, regulations, requirements, and fillings as required and applicable to business.
Employees and Workers	No	Forums, Mailers, House Magazines, Quarterly Magazines named 'Impressions' and Open House	Ongoing	Company's performance, policies, business strategy and mission, training, and awareness sessions.
Channel Partners / Sub-Contractors	No	Meetings and Mailers	Ongoing	Business Strategy, Company's Performance, Growth Opportunities, Expansion Strategy, and Sustainability Initiatives.
Consumers	No	Website, Mailers, and Social-Media	Ongoing	Product Information on New Product Developments, Feedback Forms, Business Growth, Customer Service including resolution of complaints, Expansion, Performance, Mission, and Vision, and Sustainability Initiatives.
Communities	Yes	Emails, telephones, field visits, and physical meetings	Ongoing	Identification of needs, challenges, CSR, project conceptualization, design and implementation, follow-ups, monitoring, field visits, and program feedback.
Implementing Agency (NGO)	No	Emails, telephones, field visits, and physical meetings	Ongoing	Project design, implementation, challenges, solutions, monitoring, and evaluation of the CSR Programs.

**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:**

Directors and Senior Management Personnel maintain regular and planned engagements with stakeholders, including investors, shareholders, employees, customers, channel partners, government departments and analysts. These interactions serve as an opportunity to gather feedback, suggestions, complaints, and grievances and the responsible individual relays this feedback to the Board during specific occasions throughout the year. The feedback and key issues brought to the attention of the respective committees of the Board for further consideration and action, as deemed appropriate. This ensures that defined processes followed and that material topics are appropriately addressed across the company in a stakeholder inclusive manner.



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### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (Yes/ No)

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity:

Yes, stakeholder consultations are integral to the determination of our material topics. These consultations serve as invaluable inputs, as we carefully consider the perspectives and insights shared by our stakeholders during the engagement process. To prioritize our material topics effectively, we actively engage with key stakeholders, including employees, customers, analysts, and investors, via appropriate channels and mechanisms. This engagement process enables us to identify the key environmental, social, and governance (ESG) material topics that are most relevant and important to our stakeholders. The insights gathered from these consultations thoroughly analyzed and incorporated into a materiality matrix forming the basis for our sustainability strategy, guiding our actions and initiatives in line with stakeholder expectations and priorities.

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

The Company has identified communities residing around its manufacturing facilities (with focus on women and children), fishermen, and small farmers in the supply chain as vulnerable and marginalized stakeholders. Through continuous engagement, the Company has identified and prioritized their needs and clearly developed targeted Corporate Social Responsibility (CSR) initiatives contributing towards their livelihood opportunities and socio-economic development.

## Principle 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Permanent	577	577	100%	559	559	100%
Other than permanent	66	66	100%	54	54	100%
<b>Total Employees</b>	<b>643</b>	<b>643</b>	<b>100%</b>	<b>613</b>	<b>613</b>	<b>100%</b>
<b>Workers</b>						
Permanent	537	460	86%	550	550	100%
Other than permanent	29	24	83%	32	32	100%
<b>Total Workers</b>	<b>566</b>	<b>484</b>	<b>86%</b>	<b>582</b>	<b>582</b>	<b>100%</b>

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

Category	Current Financial Year 2023-24					Previous Financial Year 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	577	0	0%	577	100%	559	0	0%	559	100%
- Male	554	0	0%	554	100%	536	0	0%	536	100%
- Female	23	0	0%	23	100%	23	0	0%	23	100%
Other than permanent	66	0	0%	66	100%	54	0	0%	54	100%
- Male	58	0	0%	58	100%	45	0	0%	45	100%
- Female	8	0	0%	8	100%	9	0	0%	9	100%



Category	Current Financial Year 2023-24					Previous Financial Year 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Workers										
Permanent	537	0	0%	537	100%	550	0	0%	550	100%
- Male	537	0	0%	537	100%	550	0	0%	550	100%
- Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	29	0	0%	29	100%	32	0	0%	32	100%
- Male	29	0	0%	29	100%	32	0	0%	32	100%
- Female	0	0	0%	0	0%	0	0	0%	0	0%

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

#### a. Median remuneration/ wages:

	Male		Female	
	Number	Median salary / wage of respective category	Number	Median salary / wage of respective category
Board of Directors (BoD)*	NA	NA	NA	NA
Key Managerial Personnel	3	13,219,470	0	0
Employees other than BoD and KMP	710	821,384	42	286,233
Workers	551	880,607	0	0

#### Note:

\* All Directors other than CMD who is covered under Key managerial Personnel are paid only sitting fees. The median sitting fees paid to male Board of Directors is 2,40,000 and to female Board of Directors is 60,000.

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Gross wages paid to females as % of total wages	1.67%	1.80%

### 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 ensures to maintain a safe working environment, free from any harassment. However, in case of any grievance or concern, the Company has stringent policies and remedial action is taken by the Head of Human Capital (Human Resource) as per applicable provisions of law in consultation with Senior Management of the Company in a timely, effectively, and transparent manner.

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

The Company pays utmost importance in upholding the human rights of its employees, workers, contractors, suppliers, and communities in accordance with national and international standards and Company's code of conduct. The Company has formulated Vigil Mechanism policy to address any concerns covering malpractice, unethical behavior, fraud or suspected fraud, manipulation, misappropriation of monies and violation of the Company Codes. The Company has formulated and implemented a Policy and constituted an Internal Complaints Committee (ICC) as per the provisions of the Sexual Harassment Act and Rules made thereunder.

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	1	0	The complaint was investigated and resolved.	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA





## Connecting Globally, Growing Locally

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

Category	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	3.03%	NA
Complaints on POSH upheld	Nil	NA

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

The Vigil Mechanism Policy provides for adequate safeguards against victimization for the persons ("the informer / whistleblower") who avail this mechanism and provides for direct access to the Chairman of the Audit Committee of the Company in exceptional cases. The Company ensures that no unfair treatment meted out to the informer / whistleblower by virtue of having reported the information under this Policy.

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

At GTFL, business contracts integrate human rights compliance as terms and conditions i.e., clauses on prevention of child labour, forced labour, discrimination, harassment, minimum wages, and other topics, to ensure compliance with social and governance norms and ethical business conduct by all vendors and suppliers.

### 10. Assessment for the FY 2023-24:

	% Of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced / Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

No significant concerns were identified during the latest assessments; therefore, no corrective actions were required to be undertaken during the reporting period. However, the Company periodically reviews its human rights processes and procedures to be compliant with regulatory norms and standards.

### Leadership Indicators

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

The Company has been compliant with human rights issues and reviews its policies and processes on a regular basis.

#### 2. Details of the scope and coverage of any Human Rights due diligence conducted:

The Company undertakes self-assessment at all plants and offices for all the indicators covered in Q9 above.

#### 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?

Currently, none of the Company's premises / offices have infrastructure support that is accessible to differently abled visitors. However, the Company plans to make its premises universally accessible.

#### 4. Details on assessment of Value Chain Partners:

	% Of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	The Company undertakes internal assessments of value chain partners for child labour, forced labour, fair wages and other human rights issues periodically.
Forced / Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

No corrective actions were required to be taken due to significant risks or concerns arising from the assessment on value chain partners.


**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	Current Financial Year 2023-24	Previous Financial Year 2022-23
<b>From 'Renewable Sources' (in Gigajoules)</b>		
Total Electricity Consumption (A)	58,980	30,811
Total Fuel Consumption (B)	38,534	7,218
Energy consumption through Other Sources (C)	0	0
Total Energy Consumption from renewable sources (A+B+C)	97,514	38,029
<b>From 'Non-Renewable Sources' (in Gigajoules)</b>		
Total Electricity Consumption (D)	61,263	85,540
Total Fuel Consumption (E)	161,572	138,177
Energy consumption through Other Sources (F)	0	0
Total Energy Consumption from non-renewable sources (D+E+F)	222,835	223,717
Total Energy Consumption (A+B+C+D+E+F)	320,349	261,746
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000025	0.000021
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed/ Revenue from operations adjusted for PPP) (GJ/ USD)	0.000561	0.000463
Energy intensity in terms of physical output (GJ/MT of production)	8.70	8.9117

\* - The implied PPP conversion rate published by International Monetary Fund (IMF) has been used for Purchasing Power Parity calculation. For FY 2023-24 values for calendar year 2024 have been considered. For FY 2022-23, values for calendar year 2023 have been considered.

**Note:**

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No).

If "Yes", name the external agency.: NO

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No)**

If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No. none of our sites / facilities are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
<b>Water withdrawal by source (in kiloliters - KL)</b>		
(i). Surface Water	0	0
(ii). Groundwater	0	0
(iii). Third Party Water	154,493	162,944
(iv). Seawater / Desalinated water	0	0
(v). Others (Please specify)	0	0
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	154,493	162,944
Total volume of water consumption (in KL)	154,493	162,944
Water intensity per rupee of turnover (water consumed/ turnover)	0.000012	0.000013
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (GJ/ USD)	0.000270	0.000288



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Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
<b>Water withdrawal by source (in kiloliters - KL)</b>		

Water intensity in terms of physical output (kL/MT)	4.892	5.548
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\* - The implied PPP conversion rate published by International Monetary Fund (IMF) has been used for Purchasing Power Parity calculation. For FY 2023-24 values for calendar year 2024 have been considered. For FY 2022-23, values for calendar year 2023 have been considered.

**Note:**

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No).

If "Yes", name the external agency.: NO

**4. Provide the following details related to water discharge:**

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		

(I). To Surface Water		
-No treatment	-	-
-With treatment- <i>please specify level of treatment</i>	-	-
(ii). To Ground Water		
-No treatment	-	-
-With treatment- <i>please specify level of treatment</i>	-	-
(iii). To Seawater		
-No treatment	-	-
-With treatment- <i>please specify level of treatment</i>	-	-
(iv). Sent to Third Parties		
-No treatment	-	-
-With treatment- <i>please specify level of treatment</i>	-	-
(v). Others		
-No treatment	-	-
-With treatment- <i>please specify level of treatment</i>	-	-
Total water discharged (in kilo-litres)	-	-

**Note:**

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No).

If "Yes", name the external agency.: NO

**5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.**

The Company plants implement a Zero Liquid Discharge (ZLD) mechanism. A combined Effluent Treatment Plant and Sewage Treatment Plant (ETP+STP) with a design capacity of 320 KLD has been installed, featuring primary, secondary, and tertiary treatment processes for treating both trade and domestic effluent. Treated water is recycled and reused in various processes such as cooling tower makeup, toilet flushing, filter press, vessel cleaning at the ETP, and for gardening purposes. All treated water is entirely consumed within our premises, with no discharge outside the factory premises.

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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
Nox	Tonnes / year	7.79	6.12
SOx	Tonnes / year	27.55	28.76
Particulate Matter (PM)	Tonnes / year	35.25	42.23
Persistent organic pollutant (POP)			
Volatile organic compounds (VOC)		Not Applicable	
Hazardous air pollutant (HAP)			

**Note:**

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No).

If "Yes", name the external agency.: NO



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

Parameter	Please specify unit	Current Financial Year 2023-24	Previous Financial Year 2022-23
<b>Total Scope 1 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tonnes of CO <sub>2</sub> equivalent	14,715	12,970
<b>Total Scope 2 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tonnes of CO <sub>2</sub> equivalent	12,185	19,102
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tonnes of CO <sub>2</sub> equivalent per rupee of turnover	0.0000021	0.0000026
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP)		0.0000471	0.0000567
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO<sub>2</sub>e/MT)</b>		0.852	1.092

@ - The implied PPP conversion rate published by International Monetary Fund (IMF) has been used for Purchasing Power Parity calculation. For FY 2023-24 values for calendar year 2024 have been considered. For FY 2022-23, values for calendar year 2023 have been considered.

**Note:**

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No).

If "Yes", name the external agency.: NO

8. Does the entity have any project related to reducing Greenhouse gas emissions?

If "Yes", then provide details.

The Company has undertaken various initiatives to reduce greenhouse gas emissions and improve operational efficiency. These measures include replacing low-efficient devices with higher energy-efficient ones, such as installing energy-efficient motors for doublers and using variable frequency drives (VFDs) and AC motors for rope-making machines. Harmonic filters have been installed for specific sheds, and the transition from fossil fuels is underway, including replacing diesel-operated forklifts with electric ones, using higher efficiency boilers, and utilizing solar power. Additionally, coal has been partially replaced by biomass briquettes, solar open access and rooftop solar installations. Energy conservation is achieved through the installation of direct drive high torque low speed permanent magnet synchronous motors with 96% efficiency. Old AC units with R-22 gas are being replaced by new split AC units with greener gases like R-32 or R-134A, and green energy is being purchased from state electricity board to further reduce greenhouse gas emissions.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic Waste (A)	111.09	112.41
E-Waste (B)	0.44	9.71
Bio-medical Waste (C)	0.001	0.005
Construction and Demolition Waste (C&D) (D)	35	30
Battery Waste (E)	1	0.97
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	38	32
Other Non-Hazardous Waste generated (H) (Please specify, if any)	848	483
<b>Total Waste Generated (A+B+C+D+E+F+G+H)</b>	1,034	668
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.000000081	0.000000053
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP) (GJ/USD)	0.0000018	0.0000012
Waste intensity in terms of physical output (MT/MT of production)	0.033	0.023



## Connecting Globally, Growing Locally

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category Waste</b>		
(i). Recycled	468	424
(ii). Re-used	138	0
(iii). Other recovery operations	0	0
<b>Total</b>	<b>606</b>	<b>424</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category Waste</b>		
(i). Incineration	37	31
(ii). Landfilling	0	0
(iii). Other disposal operations	234	213
<b>Total</b>	<b>271</b>	<b>244</b>

**Note:**

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Yes / No).

If "Yes", name 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 uses water-based chemicals in its manufacturing process and avoid hazardous or toxic chemicals to prevent adverse impacts on the environment, including air, water, and land pollution. The focus is on eco-friendly product development, which requires less antifouling treatment, leading to reduced copper sedimentation and deposition in seawater. Additionally, it adheres to 3R (Reduce, Reuse, Recycle) practices to minimize waste generation. The generated waste is disposed of through MPCB-authorized parties.

**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:**

Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes / No) If "No", the reasons thereof and corrective action taken, if any.
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None of the Company's operations / offices are in ecologically sensitive area.

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2023- 24:**

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web-link
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During FY 2023-24, the Company was not required to conduct any environmental impact assessments as per applicable laws.

**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 (Yes/ No):**

If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which is not compliant	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
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The Company have been compliant with all applicable environmental laws, regulations, and acts of Government of India and Government of Maharashtra, thereby ensuring no case of non-compliance during the reporting period.



### Leadership Indicators

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1.	The company has implemented an initiative to use biomass briquettes instead of coal in their boilers.	The initiative involves using 2,230 metric tons (MT) of biomass briquettes annually in the boiler operations.	Reduction in Greenhouse Gas Emissions: This switch leads to a reduction of 4,286 MT in greenhouse gas (GHG) emissions, contributing to a lower carbon footprint and positive environmental impact.
2.	The company has undertaken an initiative to purchase electrical forklifts instead of diesel forklifts.	The initiative involves purchasing eight electrical forklifts to replace the existing diesel-powered forklifts.	Natural Resource Conservation: This switch contributes to saving natural resources, particularly coal, by reducing the need for energy produced from coal-fired plants.  Reduction in Greenhouse Gas Emissions: The transition to electrical forklifts results in a reduction of 75 metric tons (MT) of greenhouse gas (GHG) emissions, helping to lower the company's carbon footprint and positively impact the environment.
3.	The company has initiated the installation of high torque low speed motors.	The initiative involves installing direct drive high torque low speed permanent magnet synchronous motors with 96% efficiency.	Reduction in Greenhouse Gas Emissions: The installation of these efficient motors leads to a reduction of 126 metric tons (MT) in greenhouse gas (GHG) emissions, contributing to a lower carbon footprint and environmental benefits.
4.	The company has utilized solar open access.	The company has been granted solar open access from TP Bhaskar Renewables Limited for its Wai C1 plant.	Reduction in Greenhouse Gas Emissions: Through this initiative, the company has achieved an offset of 7,493 metric tons (MT) of greenhouse gas (GHG) emissions this year, significantly lowering its carbon footprint and promoting sustainable energy use.

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

The Emergency Control Plan implemented across all plants, outlining measures to manage emergency situations effectively. The plan includes:

- Emergency Control Centre (ECC): Equipped with communication facilities, PPE, breathing equipment, and contact information for key personnel, outside agencies, and government authorities. It also contains the Company's plant layout and nearby area maps.
- Assembly Points: In the event of an emergency siren, premises evacuation is mandatory. The layout indicates the exit paths and nearest assembly points.
- Contact Details: Contact information for members of the emergency evacuation team, firefighters, and first aiders prominently displayed at the main gate and various locations within the premises. Security at the main gate also has essential contact details for emergency services and local authorities.
- Controlling Team: A designated controlling team is responsible for managing emergency situations and coordinating necessary actions.
- Mock Drill: The Team Leader conducts half-yearly mock drills to assess employee awareness and implement corrective actions as and when needed.
- Firefighters and First Aid: Specific firefighting and first aid teams identified and trained to provide support in controlling fires and administering initial medical treatment.

The plan ensures preparedness and efficient response to emergencies in all plants, with clear guidelines and designated teams for various responsibilities.





## Connecting Globally, Growing Locally

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

The Company strategically organizes its logistics to transport large quantities of multiple products in a single dispatch, effectively reducing carbon emissions from transportation. Additionally, we have raised awareness among our value chain partners about using vehicles powered by green fuel to further minimize air pollution.

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

No value chain partners were assessed particularly for environmental impacts.

#### Principle 7:

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

#### Essential Indicators

##### 1. (a) Number of affiliations with trade and industry chambers / associations:

9 (Nine)

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

S. No.	Name the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	India Technical Textiles Association (ITTA)	National
2.	Plastics Export Promotion Council (PLEXCOUNCIL)	National
3.	Confederation of Indian Industry (CII)	National
4.	Sports Good Export Promotion Council	National
5.	Indian Fishnet Manufacturers Association (IFMA)	National
6.	International Geosynthetics Society (IGS)	National
7.	Export Promotion Council for EOUs & SEZs Units	National
8.	Manmade and Technical Textile Export Promotion Council (earlier Synthetic and Rayon Textile Export Promotion Council)	National
9.	Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA)	State

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

Name of authority	Brief of the Case	Corrective action taken
No complaint was filed during the FY 2023-24.		

#### Leadership Indicators

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

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes / No)	Frequency of Review by Board	Web Link, if available
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The Company actively engages in discussions and dialogues at various state, national and international associations, and forums, focusing on the industry's growth and sustainable development agenda. However, it does not have a standalone Public Advocacy Policy nor a commitment around it. The Company has a long-standing partnership with National Committee on Precision Agriculture and Horticulture (NCPAH) to enhance farmers' income by developing innovative crop protection products, with aim to support livelihood opportunities for vulnerable and marginalized communities. Through initiative-taking collaboration with multiple industry associations, the Company addresses concerns related to taxation, foreign and domestic trade policies, presenting them to the relevant authorities in the State and Central Government for their consideration. Further, the Company actively supports government agencies in driving policy decision by providing essential data, inputs, and information through engaging with associations / forums and advocating laws and regulations of relevance and interest to sectoral and industry players.


**Principle 8: Businesses should promote inclusive growth and equitable development**
**Essential Indicators**

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2022-23:

Name and brief detail 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
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GTFL was not required to undertake any Social Impact Assessments (SIA) projects during FY 2023-24 as per applicable laws.

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

Name of the 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.)
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No projects for R&R have been undertaken by the Company in FY 2023-24.

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

The Company has a CSR Team to develop, implement, evaluate, and monitor its social development programs / projects on a regular basis by continuously engaging and interacting with the identified communities and local stakeholders in the areas of operation. The grievances, if any, are resolved effectively in a timely manner, as and when they arise by the CSR Team along with our implementing Partner / NGO.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directly sourced from MSMEs / Small producers	5.40%	6.00%
Directly from within India	4.80%	4.80%

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 the total wage cost:

Location	Current Financial Year 2023-24	Previous Financial Year 2022-23
Rural	0.09%	0.13%
Semi-Urban	0.97%	1.06%
Urban	33.81%	33.17%
Metropolitan	65.13%	65.63%

Note: 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 Qs. 1 of Essential Indicators, above):

Details of negative social impact identified	Corrective action taken
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Not applicable for the FY 2023- 24 since the Company was not required to undertake Social Impact Assessment (SIA) as per applicable laws.



## Connecting Globally, Growing Locally

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

State	Aspirational District	Amount Spent (in INR.)
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The Company did not undertake any projects in the aspirational districts for FY 2023-24.

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 does not have a formal 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 2023-24), based on traditional knowledge:

Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit Shared (Yes / No)	Basis of calculating benefit share
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During the reporting period, no IPR were registered by the Company based on intellectual properties owned or acquired 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 Case	Corrective action taken
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Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1.	<b>Project Vikas</b> - Enhancing Livelihood and Rural Development across Wai, Satara district of Maharashtra and Chennai, Tamil Nadu	Community at large	100%
2.	<b>Project Swasthya Seva</b> - Health care at Pune, Maharashtra and Salem, Tamil Nadu	Community at large	100%
3.	<b>Project Sarva Shiksha</b> - Promoting Education at Wai, Pune & Mumbai, at the State of Maharashtra and Digha & Kakdwip, at the State of West Bengal	Community at large	100%
4.	<b>Project Disaster Relief</b> - Disaster Management at Mangrol, Gujarat	Community at large	100%

**Principle 9:** Business should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

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

The Company places a high level of importance on addressing customer concerns and believes in adopting an adaptable,



transparent, and problem-solving approach to resolve these issues efficiently and satisfactorily. An online portal is available to lodge customer complaint, which is acknowledged by the Company's sales / supply chain team representative for addressing and resolving the concern in line with the laid down policy and within a time frame. Continuous communication with the customer is ensured to gauge the root cause of the problem, align the solution as per customer's expectations, and appropriately implement corrective action, for formal closure of the complaint. The Company adopts various channels of communications to update the customer on the status of the complaint and steps taken i.e., email, SMS, and WhatsApp.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	GTFL responds to these parameters basis specific requests received from the customer. In case of few of our products we do have user manual.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Current Financial Year 2023-24		Remarks	Previous Financial Year 2022-23		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Customer Complaints	91	11	<i>Pending complaints as on 31st March, 2024 will be closed in FY 24-25. The same is under investigation with the Company.</i>	105	38	<i>Pending complaints as on 31st March, 2023 have been closed in FY 23-24.</i>

NA: Not Applicable

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

	Number	Reasons for recall
Voluntary Recalls	There have been no instances of voluntary or forced recalls of products on account of safety issues during FY 2023-24.	
Forced Recalls		

**5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No).**

**If available, provide a web-link of the policy.**

The Company's Risk Assessment and Minimization Policy Statement identifies, analyses, and develops reduction cum avoidance systematic approach in an integrated manner across the entire company, including Information Security Management Framework Systems, Policies, and Procedures based on ISO 27001 Standard and frequently review the ISMS policies implemented through a third party. Regular capacity building and sensitization sessions are organized to upraise the users on policies, procedures, potential threats, and control mechanisms.

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

The Company has been compliant with all requirements; therefore, this question is not applicable.



## Connecting Globally, Growing Locally

### 7. Provide the following information relating to data breaches:

- (a). Number of instances of data breaches:  
There have been no known incidences of data breaches.
- (b). Percentage of data breaches involving personally identifiable information of customers.  
Not applicable.
- ©. 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 possible):

- 1. Company website for products and services: <https://garwarefibres.com/>
- 2. For registering Customer complaints - <http://172.16.60.8/ComplaintRegister/Default.aspx?>
- 4. Customer Toll free number for queries: 18001205165
- 5. Sales enquiries Email id: [sales@garwarefibres.com](mailto:sales@garwarefibres.com) (Email communication of Sales enquiries from customer which is redirected to respective Sales team for taking it forward, as deemed appropriate)

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

The Company respond to product specific parameters basis requests received from the customers. In some of the products the Company provides 'user manual' which comprises information about product's dos and don'ts, responsible use, and safe disposal practices.

#### 3. Mechanism in place to inform consumers of any risk of disruption / discontinuation of essential services:

The Company is not involved in directly providing essential services. However, the Company ensures that its customers face minimum disruption in their operations and service. The Company has appropriate mechanisms and regularly communicates with customers to ensure seamless functioning of their operations.

#### 4. (a) Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes / No / Not Applicable).

If "Yes", provide details in brief:

#### (b) Did your entity carry out any survey about customer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).

- (a) The Company provides product information as mandated by the law.
- (b) The Company conducts market size and market survey study which inter-alia, includes customer satisfaction questionnaire through reputed market research agencies for selected business segments depending upon the business need and strategy.