

Business Responsibility & Sustainability Report

GMM Pfaudler delivers corrosion-resistant technologies, systems, and services worldwide and remains the preferred choice by consistently providing its customers in the chemical and pharmaceutical industries with innovative and cost-effective solutions. We are committed to delivering quality products led by our purpose of creating value for our people, our communities and our planet. Our operational and future growth strategies put responsible Environmental, Social and Governance (ESG) principles at their core to positively impact our stakeholders. As a responsible corporate citizen, the Company is committed to ensuring sustainable development and inclusive growth and believes in the philosophy of giving back to the society that played an instrumental role in GMM Pfaudler's growth and success by offering uninterrupted support in the organization's endeavors. In keeping with the Company's commitment to responsibility and accountability towards all its stakeholders and its efforts to conduct business with responsibility, the Company is pleased to present its Business Responsibility and Sustainability Report for the FY22 prepared in accordance with SEBI Circular no. CIR/2021/562 dated May 10, 2021. The Company endorses the guiding principles as outlined in the National Guidelines on Responsible Business Conduct (NGBRC) as formulated by the Ministry of Corporate Affairs and is committed towards their adherence.

SECTION A: GENERAL DISCLOSURE

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L29199GJ1962PLC001171
2	Name of the Listed Entity	GMM Pfaudler Limited
3	Year of incorporation	1962
4	Registered office address	Vithal Udyognagar, Anand – Sojitra Road, Karamsad, Gujarat 388 325 India
5	Corporate address	902, Vios Tower, New Cuffe Parade, Sewri-Chembur Road, Mumbai, Maharashtra, 400037 India
6	E-mail	investorservices@gmmpfaudler.com
7	Telephone	+91 22 6650 3900
8	Website	www.gmmpfaudler.com
9	Financial year for which reporting is being done	April 1, 2021 up to March 31, 2022
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE) of India Ltd. and BSE Ltd.
11	Paid-up Capital	INR 2.92 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Ms. Mittal Mehta Designation: Company Secretary Telephone No.: +91 22 6650 3900 Email Id: mittal.mehta@gmmpfaudler.com
13	Reporting boundary	The disclosures under this report are made on standalone basis.

II. PRODUCT/SERVICES

14. Details of business activities:

Sl. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

15. Products/Services sold by the entity:

Sl. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Manufacturing of other Special Purpose Machinery	28299	97.62

III. OPERATIONS

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

Location	Number of plants	No. of Offices	Total
National	3	8	11
International*	-	-	-

*The international operations are carried out by the Company through its subsidiary companies and are outside the reporting boundary of this report.

17. Market served by the entity:

a. No. of Locations

Locations	Numbers
National (No. of States and Union Territories)	36
International (No. of Countries)	80+

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

The contribution of exports as a percentage of total turnover of the Company is 13%.

c. A brief on types of customers

GMM Pfaudler delivers corrosion-resistant technologies, systems and services worldwide and remains the preferred choice by consistently providing its customers in the chemical and pharmaceutical industries with innovative and cost-effective solutions.

IV. EMPLOYEES

18. Details as on 31st March, 2022:

a. Employees and workers (including differently abled)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent Employees (D)	554	518	94%	36	6%
2	Other than Permanent Employees (E)	13	13	100%	0	0
3	Total Employees (D+E)	567	531	94%	36	6%

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Workers						
4	Permanent (F)	189	189	100%	0	0
5	Other than Permanent (G)	74	74	100%	0	0
6	Total Workers (F+G)	263	263	100%	0	0

b. Differently abled employees and workers

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent Employees (D)	2	2	100%	0	0
2	Other than Permanent Employees (E)	0	0	0	0	0
3	Total Employees (D+E)	2	2	100%	0	0
Workers						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Differently Abled Employees (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women:

Sl. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	1	12.5%
2	Key Management Personnel*	5	1	20%

*Note: Key Management Personnel are Managing Director, CEO, COO, CFO & Company Secretary. COO retired on March 31, 2022.

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

Category	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	15%	19%	15%	7%	6%	7%	12%	11%
Permanent Workers*	2%	NA	2%	0	NA	0	2%	NA	2%

*There are no female workers in the employment of the company during the year under review

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. Names of holding / subsidiary / associate companies / joint ventures :

Sl. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Mavag AG (Switzerland)	Subsidiary	100	No
2.	Pfudler GmbH (Germany)	Subsidiary	54	No
3.	Pfudler Normag Systems GmbH (Germany)	Subsidiary	54	No
4.	Pfudler interseal GmbH (Germany)	Subsidiary	54	No
5.	Pfudler Service BeNeLux B.V. (Netherlands)	Subsidiary	54	No
6.	Pfudler S.r.l. (Italy)	Subsidiary	54	No
7.	Pfudler France S.à r.l. (France)	Subsidiary	54	No
8.	GMM International S.à.r.l. (Luxembourg)	Subsidiary	54	No
9.	Pfudler Limited (UK)	Subsidiary	54	No
10.	GMM Pfudler US Inc. (USA)	Subsidiary	54	No
11.	Edlon Inc. (USA)	Subsidiary	54	No
12.	Glasteel Parts and Services, Inc. (USA)	Subsidiary	54	No
13.	Pfudler S.A. de C.V. (Mexico)	Subsidiary	54	No
14.	Pfudler Ltda. (Brazil)	Subsidiary	54	No
15.	Pfudler Private Limited (Singapore)	Subsidiary	54	No
16.	Pfudler (Chang Zhou) Process Equip. Co. Ltd. (China)	Subsidiary	54	No
17.	GMM Pfudler Foundation*	Subsidiary	100	No

* GMM Pfudler Foundation a non-profit organization set up as a wholly-owned subsidiary of GMM Pfudler Limited to carry out and implement the Corporate Social Responsibility (CSR) initiatives of GMM Pfudler and its group companies.

VI. CSR DETAILS

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

(ii) Turnover as on 31.03.2022 **INR 814.82 Crores**

(iii) Net worth as on 31.03.2022 **INR 444.62 Crores**

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2021-22		FY 2020-21	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	<p>Company undertakes need assessments for all its new projects and impact assessment for all its medium to long term projects. During these assessments, grievances of the communities are identified with the help of third party/implementation agencies and addressed.</p> <p>The Company also deploys its local employees who regularly visit the communities and interact with people to gauge and address community concerns.</p> <p>https://www.gmmpfaudler.com/index.php/file/CorporateSocialResponsibilityPolicy.pdf</p> <p>The Company has a Board-level Stakeholders Relationship Committee ("SRC") to examine and redress complaints by shareholders.</p> <p>The status of complaints is reported to the entire Board on quarterly basis. SRC meets at least twice a year and as and when required to resolve shareholders grievances.</p> <p>The grievances received are attended within the regulatory timelines.</p> <p>The Grievance Redressal Mechanism is as per SEBI Listing Regulations.</p>	0	0	0	0
Shareholders		1	0	8	0
Employees and workers	Yes https://www.gmmpfaudler.com/index.php/file/GMMCOG.pdf	0	0	0	0
Customers and other value chain partners	All the grievances received through various channels are registered and a unique complaint number is generated. The complaint is tracked and resolved in a timely matter.	547	09	425	03
				Currently all the pending complaints for the year FY22 are resolved	Currently all the pending complaints of year FY22 are resolved

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

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 opportunity (Indicate positive or negative implications)
Corporate Governance	Opportunity	<p>Governance structure is a critical component of any organization which strive for excellence. A responsive and inclusive Governance structure helps the organization to be resilient and adapt to unforeseen situations. The oversight of the Governance committees on ESG factors helps an organization to be aligned and driven in right direction of sustainability.</p> <p>GMM Pfaudler's Governance Principles and the charters of the Board's standing committees establish a framework for the governance of the Board and oversight of the Company. Each committee plays a crucial role in reinforcing our commitment to conduct our business with the highest corporate standards.</p>		Positive
Occupational health and safety	Risk	<p>Managing safety and health is an inherent risk and an integral part of managing a business. Businesses need to do a risk assessment to find out about the hazards and risks in their workplace and put measures in place to effectively control them.</p>	<p>Company is further strengthening its health and safety protocol. The Company has been accredited and certified for ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health & Safety Management System) for one of its manufacturing units and have aligned the other two manufacturing units to ISO 45001.</p>	Negative
Community Development	Opportunity	<p>An organization's activities and infrastructure can have significant economic, social, cultural, and/or environmental impacts on local communities.</p> <p>Engagement with local communities understanding their needs and helping in their development will result in better integration with community and smooth run of business.</p> <p>GMM Pfaudler has undertaken various projects which are centered around the needs and well-being of the community like Advancement of Rural and Social Health, Skill development, Environment sustainability initiatives and improvement of marine health.</p>		Positive

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 opportunity (Indicate positive or negative implications)
Energy and Emissions Management	Opportunity	<p>Increasing number of regulations focused on GHG- emission management, incentives for energy efficiency and renewable energy—are promoting a transition from conventional electricity sources to alternative sources.</p> <p>All the manufacturing sites are aligned to ISO 50001 and has renewable energy portfolio of 2.8 MW (Wind + Solar). The renewable energy generated contributes to 7.2% of total electricity needs and helps organization in avoiding 2079 tCO₂e in FY22. And on regular basis organization is implementing various energy saving initiatives to reduce the energy consumption and emission footprint.</p>		Positive
Water and Wastewater Management	Opportunity	<p>Water is a scarce resource, and its management is the activity of planning, developing, distributing, and managing it with optimum usage. Availability of water and its use has an impact on Environment and Society.</p> <p>GMM Pfaudler' s operational areas don't fall under water stress zones and they strictly follow the standards set by pollution control board. The Company installed STPs across its manufacturing facilities to treat and reuse the wastewater generated in the process, thereby reducing the impact on freshwater requirements.</p>		Positive
Waste Management	Risk	<p>Waste minimization coupled with reuse and recycling is important for conservation of resources. There must be efficient processes for segregation, collection, and disposal of waste. In view of growing landfills and dumpsites that further impacts air, soil and water, waste management policies have become critical as it would ensure proper reuse, recycle and disposal.</p>	<p>GMM Pfaudler have undertaken measures to reduce waste generation at every stage of the manufacturing cycle and generate minimal quantities of waste. The waste generated is sent to TSDF (Transport, Storage and Disposal Facility) for disposal to ensure compliance with all the legal requirements and without any adverse impacts on the natural environment and the Company prohibits usage of single-use, non-biodegradable plastics within our premises.</p>	Negative

Note: For the full list of material topics refer the ESG section of annual report.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)					Yes				
b. Has the policy been approved by the Board? (Yes / No)					Yes				
c. Web Link of the Policies, if available					Refer to Note 1				
2 Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3 Do the enlisted policies extend to your value chain partners? (Yes / No)					Yes				
4 Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.					Board approved policies and codes of conduct cover the NVGs as well as all applicable national and international regulations are captured in the policies articulated by GMM Pfaudler. In addition, they reflect the purpose and intent of the international standards such as GRI, UNSDG, ISO 9001, ISO 14001 and ISO 45001.				
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.					The Board of Directors of the Company in the meeting held on May 25, 2022 approved and adopted 3 Year ESG Strategy and Roadmap for the Company as stated in the ESG section of this Annual Report.				
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.					The Board of Directors of the Company has empowered the management for implementation of targets committed under 3 Year ESG Strategy and Roadmap.				
Governance, Leadership and Oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements-					ESG will be the corner stone of GMM Pfaudler's long term strategy with a commitment to create value for our people, our communities and our planet. For us, ESG is more than ticking the boxes, it's about making a difference. Our mission and values guide our purpose and help us to focus on what is important, as the leading global supplier of corrosion-resistant technologies we are committed to our people, our communities and our planet. Our Board of Directors in the meeting held on May 25, 2022 has approved and adopted 3 Year ESG Strategy and Roadmap for the Company. ESG related targets and achievements are part of ESG section.				
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).					Name: Ms. Mittal Mehta Designation: Company Secretary and Compliance Officer Telephone number: 022 6650 3900 E-mail id: mittal.mehta@gmmpfaudler.com				
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.					Name: Mr. Tarak Patel Designation: Managing Director Telephone number: 022 6650 3900 E-mail id: tarak.patel@gmmpfaudler.com				

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9		
Performance against above policies and follow up action						Yes										Half yearly/				Need basis
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances						Yes										Quarterly/				Need Basis
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	On a regular basis, the board of directors and management reviews the adherence to the stated policies in the company. In due time, it will be evaluated externally.										

Note 1:

Principle(s)	Applicable Policies	Link for policies
Principle 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable	<ul style="list-style-type: none"> Code of Conduct & Ethics Policy Board Diversity Policy Anti-Corruption Policy Policy on Related Party Transactions Antitrust Guidelines Whistle Blower Policy Policy on Determination of Material Events Code of practices and Procedures for Fair Disclosure of UPSI 	https://www.gmmpfaudler.com/index.php/investors/policies-programmes
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> Export Compliance Guideline Environment, Social and Governance Policy Suppliers Code of Conduct 	
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> Anti-Sexual Harassment Policy Code of Conduct & Ethics Policy Internal HR Policies for Employees Nomination, Remuneration & Evaluation Policy 	
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> Corporate Social Responsibility Policy Code of practices and Procedures for Fair Disclosure of UPSI Anti-Corruption Policy 	
Principle 5: Businesses should respect and promote human rights	<ul style="list-style-type: none"> Code of Conduct & Ethics Policy Anti-Sexual Harassment Policy Whistle Blower Policy 	
Principle 6: Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> Environment, Social and Governance Policy Suppliers Code of Conduct 	
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> Code of Conduct & Ethics Policy Communication Policy 	
Principle 8: Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> Corporate Social Responsibility Policy Environment, Social and Governance Policy 	
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> Code of Conduct & Ethics Policy Export Compliance Guideline 	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BOD) and Key Managerial Personnel (KMPs)	5 (Including 4 as part of board Meetings)	All	100
Employees other than BODs and KMPs	150	All	90+ of intended target audience

Note: i) Health and Safety related training and awareness sessions are being conducted and provided to the workers at regular intervals.

ii) All the principles laid down in BRSR are covered by GMM Pfaudler's mandatory trainings and GMM Pfaudler's Code of Conduct and Ethics Policy, which is adhered to by all employees.

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.

During the financial year 2021-22, there were no instances of any material (monetary and nonmonetary) fines/penalties/punishment/award/ compounding fees/settlement amount paid in proceedings (by the entity or by directors/ KMPs) levied by the regulators/law enforcement agencies/ judicial institutions.

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

Not Applicable

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

Yes, the entity has an Anti-Corruption Policy. The policy is available on the Company's website at <https://www.gmmpfaudler.com/index.php/file/Anti-Corruption-Policy.pdf>. GMM Pfaudler Anti-Corruption policy emphasizes the Company's zero tolerance approach to bribery and corruption. GMM Pfaudler is committed to conduct all its business activities with honesty, integrity and the highest possible ethical standards and vigorously enforces its ethical business practices wherever it operates throughout the world, of discouraging and not engaging in any kind of bribery, corruption, or unethical practice.

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

There were no instances of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/ KMPs/employees/workers.

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

There were no complaints with regards to conflict of interest

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

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

ESSENTIAL INDICATORS

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

Type	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Research & Development (R&D)	100% (4.28 crores)	100% (5.35 crores)
Capital Expenditure (CAPEX)	-	-

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

Yes, GMM Pfaudler's supplier code of conduct clearly states that Suppliers shall use natural resources (e.g. water, sources of energy, raw materials) in an economical way and preserve them. To ensure the conservation of renewable natural resources, suppliers shall promote the application of broadly recognized sustainability standards and certifications that have been developed by multiple stakeholders. Negative impacts on the environment and climate caused by the suppliers or in their supply chain shall be minimized or eliminated at their source. Suppliers shall engage in the development and use of environmentally and climate-friendly products, processes and technologies. Suppliers shall ensure the safe and compliant handling, storage, transportation, disposal, recycling, reuse and management of waste, air emissions and wastewater discharges. The policy also supports the creation of local vendors and encourage local sourcing. The Company focuses on procurement of materials from local suppliers and MSME players. It has implemented various sustainable supply chain practices and initiatives and at the same time ensures timely and cost-effective deliveries for necessary resources.

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

The company did not calculate this data for the financial year 2021-22. This data will be available from the next financial year.

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

Given the nature of our business, the products we manufacture has a life of 10-15 years. After the end of the life the customer may give the metal & glass scrap to the authorized recycler. From a broader perspective the end-of-life related waste from our products will be recycled and then used as raw material for other processes or products.

The Company's manufactures capital equipment, which does not lend itself to recycling. However, the Company offers reconditioning service to ensure that the equipment works smoothly during the life of the equipment. All waste that has no commercial value is disposed of through agencies authorized by the State and Central Pollution Control Boards. The steel scrap is sold to dealers who in turn further process the scrap for steel manufacture. Water used for hydro-testing is recycled and stored in large tanks. The Sewage from the plant is treated in Sewage Treatment Plants and the water from the plants is used for gardening. The Sewage Treatment Plant (STP) has been installed in the Factory, which purifies 80,000 liters of water and is then used for maintaining 5,000 sq. mtrs. greenfield area. This STP is tested by the Gujarat State Pollution Control Board (GPCB) on a monthly basis. During the year, the Company has installed two Rainwater Harvesting Wells having the capacity of 40 KL & 65 KL to improve ground water level. Single use and non-biodegradable plastic are banned within the premises. The Company hands over its waste to a Common Transport Storage and Disposal Facility to ensure waste disposal is in accordance with the GPCB guidelines. Hence, the Company has been strictly following the guidelines stipulated under the Pollution Control Act and alert about the proper disposal of industrial waste without harming the environment and people.

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

This is not applicable to the Company.

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

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by							
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)
Permanent Employees									
Male	518	518	100%	518	100%	-	-	518	100%
Female	36	36	100%	36	100%	36	100%	-	-
Total	554	554	100%	554	100%	36	6%	518	94%
Other than Permanent Employees									
Male	13	0	0%	13	100%	-	-	-	-
Female	0	-	-	-	-	-	-	-	-
Total	13	0	0%	13	100%	-	-	-	-

Notes: Vendors and contractors are required to adhere to the statutory compliances as per applicable laws and rules thereunder.

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

Category	Total (A)	% of Workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	189	189	100%	189	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	189	189	100%	189	100%	-	-	-	-	-	-
Other than Permanent Workers											
Male	74	0	0	74	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	74	0	0	74	100%	-	-	-	-	-	-

Note: There are no female workers during the Financial Year 2021-22.

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

Sr. No.	Benefits	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	97.71	73.4	Y	94.67	73.60	Y
2	Gratuity	97.71	71.5	Y	94.67	72.00	Y
3	ESI	0.71	6.08	Y	0.85	4.80	Y

Note: 100% of eligible employees are covered to avail the retirement benefits like PF, Gratuity, ESI etc.

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, most of our workplace are accessible to differently abled employees and workers. Infrastructure at the gate and office entrance are facilitated with even surfaces like ramps for ease of accessibility to the disabled employees.

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

Yes, Company's Code Of Conduct and Ethics Policy (<https://www.gmmpfaudler.com/index.php/file/GMMCOC.pdf>) encourages in creation of a working atmosphere free from any form of discrimination on the basis of color, race, creed, national or ethnic origin, sex, sexual orientation, religion, marital status, veteran status, citizenship status, physical or mental disability, age or any other status protected by applicable law.

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

Permanent Employees		
Gender	Return to work rate	Retention rate
Male	100%	75%
Female	100%	66.70%
Total	100%	73.30%

Note:

- i) No male workers applied for paternity leave.
- ii) There are no female workers during the Financial Year 2021-22.

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

Category	Yes/No
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The Company is committed to providing a safe and conducive work environment to all of its employees and workers. GMM Pfaudler encourages employees to seek guidance and/or to report concerns to their direct manager or supervisor and the Human Resources Manager. The Company has "Whistle Blower Policy" for employees to report to the management instances of unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct. The Company believes that all employees of the Company have the right to be treated with dignity. The Company has "zero tolerance" to any form of Sexual Harassment at the Workplace. The Company responds promptly to any complaints of Sexual Harassment and take appropriate steps to discipline behaviour that violates "Anti-Sexual Harassment Policy". The Company has set up an Internal Committee to redress any such complaints received. The Company periodically conducts sessions and workshops for employees across the organization to build awareness about this Policy.

For workers the Company has a grievance redressal mechanism as per factories act, where the workers can raise concerns to the welfare officer who will be responsible for channeling the grievances to the responsible management teams for resolution and getting back to the complainant with solutions.

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

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	107	88	82%	83	81	98%
Female	3	2	67%	4	4	100%
Total	110	90	82%	87	85	98%
Permanent Workers						
Male	189	144	76%	180	150	83%
Female	0	-	-	0	-	-
Total	189	144	76%	180	150	83%

8. Details of training given to employees and workers:
a. Details of Skill training given to employees and workers.

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received Skill Training (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received Skill Training (D)	%(D/C)
Permanent Employees						
Male	518	162	31%	408	158	39%
Female	36	14	39%	36	6	17%
Total	554	176	32%	444	164	37%
Permanent Workers						
Male	189	189	100%	180	180	100%
Female	-	-	-	-	-	-
Total	189	189	100%	180	180	100%

b. Details of training on Health and Safety given to employees and workers.

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Health and Safety (D)	%(D/C)
Permanent Employees						
Male	518	518	100%	408	408	100%
Female	36	36	100%	36	36	100%
Total	554	554	100%	444	444	100%
Permanent Workers						
Male	189	189	100%	180	180	100%
Female	-	-	-	-	-	-
Total	189	189	100%	180	180	100%

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

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	411	335	82%	325	270	83%
Female	33	30	91%	32	23	72%
Total	444	365	82%	357	293	82%

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, What is the coverage of such system?

Yes, occupational health and safety management system has been implemented by the entity in all the manufacturing facility. The Company's health and safety management system is based on ISO 45001, the International Standard for Occupational Health and Safety. All our manufacturing sites are aligned to ISO 45001 safety management system. Our Karamsad manufacturing unit is ISO 45001 certified and whereas Hyderabad and Vatva facility are undergoing the certification process.

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

Hazard Identification and Risk Assessment (HIRA) procedure established; SOPs are in place to smoothly implement the HIRA system. All the information is recorded and monitored on a regular basis.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2021-2022	FY 2020-2021
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	1	-
	Workers	11	9
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Occupational Health and Safety has been a major focus area for GMM Pfaunder. The Health, safety and Environment policy is implemented at all the locations. The company maintains a healthy and harmonious industrial relation across manufacturing plants with all employees (including contract employees) and provides a safe workplace environment and imparts safety trainings and learnings to all employees on regular basis. A defined framework is in place to explain the existing manuals, covering safety and machine handling aspects at all plant sites to the employees.

GMM Pfaunder also provides occupational health services' functions to ensure the workers' well-being. Occupational health centres, Ambulance services, first aid boxes, trained first aiders, and firefighters are

some of the services. New hires are subjected to pre-employment health check-ups, whereas periodic health camps are conducted for all internal stakeholders. Mock drills are also conducted to explain the execution of activities during emergencies.

During the reporting year GMM Pfaudler carried following activities at its manufacturing locations to ensure safe and healthy workplace culture

- PPE assessment conducted and all required PPE provided to the respective personal.
- Hazard Identification and Risk Assessment been carried out.
- Safety Committees were formed (Staff + Worker).
- Regular safety talks at Shop Floor.
- Safety Observation Plant round.
- All the grinding machines are shielded with guards to mitigate the risks involved.
- Ambulance Facility provided for medical emergency

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

There were no complaints received from employees and workers during the current and previous financial years on working conditions and Health & Safety

14. Assessments for the year:

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

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

No significant risks / concerns of health & safety practices and working conditions has been identified from the assessments hence no corrective action is required.

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

ESSENTIAL INDICATORS

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

Any individual or group of individuals or institution that adds value to the organization and has the ability to impact or get impacted by the business activities are defined as Stakeholders for the organization. This inter alia includes customers, employees, shareholders, investors, suppliers, local communities, other industrial bodies and regulatory authorities amongst others.

GMM Pfaudler engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organisational strategy.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	One-to-one interactions and meetings for projects, relationship meetings, Customer satisfaction surveys, Helpline numbers and grievance recording mechanism; customer visits, responses to Request for Information (RFI) / Request for Proposal (RFP), sponsored events, mailers, newsletters, brochures, website, social media, events and exhibitions	Continuous: GMM Pfaudler's website social media (LinkedIn, Twitter, YouTube) sponsored events, mailers, newsletters, brochures Half-yearly: Relationship meetings, Customer satisfaction surveys, customer visits Annual: Events and Exhibitions	<ul style="list-style-type: none"> Product Stewardship Product quality and safety Customer data privacy New Products Feedback
Employees	No	Induction programs, E-mails, newsletters Employee portal, HR helpdesk, Engagement initiatives and Townhalls, Rewards & Recognition programs and survey, Leadership development meetings/ programmes	Continuous: Website, Employee portal, HR helpdesk, Rewards & Recognition programs and satisfactions survey, Webinars and awareness sessions Quarterly: GMM Pfaudler's Newsletter Annual: Townhalls	<ul style="list-style-type: none"> Performance appraisal and rewards Learning and development programmes Transparency in business Compliance with safety norms Focus on ESG aspects Diversity & Inclusion Code of Conduct & Human Rights Career Management and Growth Prospects
Investors & Shareholders	No	Website, newspapers, press releases, emails, quarterly conference call, analyst & investor Meeting, general meeting, social media, manufacturing facility visits	Continuous: Investors page on the GMM Pfaudler's website, social media (LinkedIn, Twitter, YouTube) Quarterly: Financial statements earnings call, press conferences, investor calls Annual: Annual General Meeting, Annual Report	<ul style="list-style-type: none"> Financial and non-financial performance Robust strategy for business growth Long-term business value Ethical Behavior and Fair Business Practices Understanding shareholders expectations
Suppliers	No	Site visits and inspection, meetings/calls, Vendor capability assessment, Vendor performance assessment	Quarterly: Meetings/calls, Half-yearly: Assessments, Site visits and inspections	<ul style="list-style-type: none"> Responsible Sourcing On time performance Ethical behavior/Fair business practices Sustainability
Community	Yes	CSR events and programs (Now through GMM Pfaudler Foundation)	Quarterly: Project Progress Annual: Review	<ul style="list-style-type: none"> Progress on CSR projects Need Assessments Impact Assessments
Industry bodies, Regulators	No	Email, one-on-one meetings, Conference meetings Periodic Fillings	Need based	Discussions with regard to various regulations and amendments, inspections, approvals

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2021-22 Current Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)
Permanent Employees	554	416	75.09
Other than permanent Employees	13	10	76.92
Total Employees	567	426	75.13

Note: The trainings on human rights are a part of the Code of Conduct and recorded data is available for the financial year 2021-22 only.

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

The Company is providing more than the statutorily required minimum wages to all its employees and workers whether permanent or temporary and ensures equal remuneration for equal work.

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

(In crores)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
Executive Directors	1	10.08	0	-
Non-Executive Directors	6	0.09	1	0.11
Key Managerial Personnel*	3	1.27	1	0.38
Employees other than BoD and KMP	515	0.07	35	0.09
Workers	189	0.04	-	-

Note:

1) KMP excludes Managing Director 2) Since the remuneration of the CEO (KMP) is only for the part of the year, it doesn't form part of the above calculation.

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 General Manager – HR & Admin is responsible for addressing any human right issues caused or contributed by the business.

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

Grievance Redressal mechanisms are in place for receiving and addressing complaints and feedback related to human rights violations and other aspects of the Code of Conduct. Reporting avenues have been provided for employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of the Company's Code of Conduct including human rights violation. Representations made in the reporting avenues are reviewed and appropriate action is taken on substantiated violations.

6. Number of Complaints on sexual harassment, discrimination at workplace, child labour, forced labour, wages and other human rights related issues made by employees and workers:

There were no complaints made by employees during current and previous financial years on sexual harassment, discrimination at workplace, child labour, forced labour, wages and other human rights related issues

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

The Company does not tolerate any harassment, intimidation, or retaliation of any kind towards the complainant reporting in good faith or against any other person acting as bonafide witness / whistle blower. Anyone involved in targeting such persons will be subject to disciplinary action. Concerns on discrimination and harassment are dealt confidentially.

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

(Yes/No)

Yes, all relevant business agreements and contracts contains affirmation on the compliance of Code of Conduct and Ethics policy which include human rights.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	GMM Pfadler internally monitors compliance for all relevant laws and policies pertaining to these issues. There have been no observations by local statutory / third parties in India in FY 2022.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	

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

Not Applicable

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

ESSENTIAL INDICATORS

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

(In Giga Joules)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)	1,31,024.29	92,231.26
Total fuel consumption (B)	1,56,685.21	1,29,892.04
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	2,87,709.51	2,22,123.29
Energy intensity per rupee of turnover (Total energy consumption/ turnover in INR Crore) (GJ per INR Crore)	353.10	346.63

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

Not applicable

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

(in kilolitres)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source		
(i) Surface water	-	-
(ii) Groundwater	14,735	11,910
(iii) Third party water	15,811	120
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater storage)	-	-
Total volume of water withdrawal (i + ii + iii + iv + v)	30,546	12,030
Total volume of water consumption	30,546	12,030
Water intensity per rupee of turnover (Water consumed / turnover) (kl per crore INR of revenue)	37.49	18.77

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

The Company through various schemes and initiative optimize consumption and reduce resultant wastewater. Our operations generate wastewater as part of the manufacturing processes and we have structured policies and measures to responsibly treat and recycle wastewater for reuse. We require significant amount of water during the hydrotesting process, which is essential to check the quality of our products. This water is stored in large tanks and reused during multiple testing cycles. Furthermore, the water, which cannot be used further is sent to our in-house Sewage Treatment Plant (STP) for treatment. The treated water from STP is utilized for maintenance of the Greenfield area within our plant's premises in Karamsad.

The Company is in the process of implementing Zero Liquid Discharge across all the manufacturing facilities.

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	mg/Nm ³	3.47	3.34
SOx	mg/Nm ³	4.39	4.17
Particulate matter (PM)	mg/Nm ³	35.44	43.24
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Parameter	Unit	FY2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	9,035.1	7,407.5
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	26,673.1	18,385.5
Total Scope 1+ Scope 2 Emissions	tCO ₂ e	35,708	25,793
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e	43.82	40.25

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide detail

Yes, to bring about an effective reduction in its electricity consumption and emissions, the Company constantly endeavors to reduce its carbon footprints through advancement in the areas of clean technology, energy efficiency and renewable energy. Additionally, The Company has taken "Low Carbon and Climate resilient operation" as one of its focus areas under its 3 Year Strategy and Roadmap. Kindly refer ESG section of this Annual Report for more details.

- Company installed 1 MW Roof Top Solar Plant with grid connectivity in in December 2019 at Karamsad, Gujarat. Total generated Power was about 1250026 KWH for the year ended March 31, 2022 helped in avoiding 988 tCO₂e.
- Company owns and maintains windmills with a total generating capacity of 1.8 MW. The windmills generated about 1382141 KWH for the year ended March 31, 2022 helped in avoiding 1092 tCO₂e.
- Replaced inverter-based welding machines with updated technology machines, that will save 25200kWh and 20 tCO₂e annually.
- Replaced the Wet and Fuji grinders with updated technologies will result is saving 14000 kWh and 11 tCO₂e annually
- 18 old Pneumatic Air Grinder replaced by new model of energy efficient grinders which saved 14553 KWH/Annum.

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

(in metric tonnes)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Waste generated		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	0.04	0.001
Construction and demolition waste (D)	94	685
Battery waste (E)	1.3	0.35
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.29	3
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2305	1563
Total (A+B + C + D + E + F + G+ H)	2400.63	2251.35
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations		
Category of waste		
(i) Recycled	2306.3	1566
(ii) Re-used	94.17	685.27
(iii) Other recovery operations	-	-
Total	2400.47	2251.27
For each category of waste generated, total waste disposed by nature of disposal method		
Category of waste		
(i) Incineration	0.004	0.001
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0.004	0.001

Note: Details on Waste has been provided only for Karamsad manufacturing facility. Compiling of data of the other 2 manufacturing unit is under process and will be reported from next year.

9. 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.

We have undertaken measures to reduce waste generation at every stage of the manufacturing cycle and generate minimal quantities of waste. This waste is sent to a facility, which is a Common TSDF (Transport, Storage and Disposal Facility) for disposal to ensure compliance with all the legal requirements and without any adverse impacts on the natural environment. SOPs are prepared for waste management as a part of our ISO 14001 certification. No hazardous or toxic chemicals are used in our product development

10. 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:

Not Applicable

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable

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

Yes, the organization is in compliance with all the Environment related laws/regulations/guidelines. During the year, the Emissions/Waste generated by the Company was within the limits prescribed by State Pollution Control Board (SPCB) and a certification to that effect is being obtained on a periodical basis as per guidelines of SPCB.

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

ESSENTIAL INDICATORS

1. a) Number of affiliations with trade and industry chambers/ associations.
The Company is a member of 6 (six) trade and industry chambers/ associations.
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Bombay Chamber of Commerce & Industry (BCCI)	State
2	The Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	The Confederation of Indian Industry (CII)	National
4	Indian Chemical Council (ICC)	National
5	Process Plant & Machinery Association of India (PPMAI)	National
6	Indian American Chamber of Commerce (IACC)	National

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

During the reporting period, the company received no notices for anti-competitive, antitrust, conflict of interest, or monopolistic practices from regulatory authorities hence no corrective action was required to be taken.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

As per law, the entity is not required to conduct any Social Impact Assessments in the current financial year. However the company has carried out social impact assessment of its CSR projects namely Project SPARSH and JVP ITI on a voluntary basis. Details of the Impact Assessment is provided in the ESG Section of the Annual Report.

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

Not Applicable

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

All agreements between GMM Pfaudler and the stakeholders, contain clauses on handling of grievances, disputes etc. Additionally, the Company also deploys its local employees who regularly visit the communities and interact with people to gauge and address community concerns.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

The nature of Company's business is such that the sourcing must be compulsorily done from supply chain partners with specific technical competencies and makes as specified by customers. However, wherever

feasible, economic consideration of low transportation cost ensures procurement of goods and services from local & small producers.

	FY 2021-2022 Current Financial Year	FY 2020-2021 Previous Financial Year
Directly sourced from MSMEs/ Small producers	8.5%	6.6%
Sourced directly from within the district and neighboring districts	31.8%	32.4%

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

ESSENTIAL INDICATORS

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

The Company treats customer complaints with utmost importance and believe that it should be redressed promptly and effectively. GMM Pfaudler's customers have multiple mechanism to report complaints or provide feedback. All the grievances received through various channels are registered and a unique complaint number is generated and an acknowledgement email is sent immediately to the customer with an intimation that their complaint has been taken on record. The complaint is tracked and resolved in a timely manner. The Company also has a toll-free number where customer can call and register their complaint. Complaints are assigned to respective Service Managers depending on the category of the complaint. The Company confirms to the globally recognized standards - ISO 9000 (Quality Management)

The team works closely with the management and various vertical teams and provides regular feedback on process, policies and people related complaints. This leads to improvements and ensures complaints are reduced.

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

All the information related to Environment and Social parameters relevant to product, Safe and responsible usage and Recycling and/or safe disposal are mentioned in the manual sent along with the product.

3. Number of consumer complaints during current and previous financial years regarding data privacy, advertising, cyber security, delivery of essential services, restrictive trade practices and unfair trade practices

No consumer complaints were received during current and previous financial years regarding data privacy, advertising, cyber security, delivery of essential services, restrictive trade practices and unfair trade practices

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

There were no instances of product recalls on account of safety issues during the financial year 2021-22

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes. The Company has in place Cyber Security Policy and Data Privacy Policy to ensure sufficient safeguards are in place to prevent any data leakage The company has a well-institutionalised information security management system based on internationally recognised standards and best practices and is continuously improving its cybersecurity posture to safeguard from emerging cyber threats to its business. For further details please refer to the "Internal Control Systems & their Adequacy" in the Management Discussion & Analysis.

The policy is available to internal stakeholders and is placed on the intranet of the Company.

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.

During the reporting period, no issues were raised related to advertising, and delivery of essential services; cyber security and data privacy of customers; instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services hence no corrective action was required to be taken.