

Business Responsibility & Sustainability Reporting

GMM Pfaudler Limited ("GMM Pfaudler" or "the Company") is a global provider of corrosion-resistant technologies, systems, and services. We have been consistently chosen by customers in the chemical and pharmaceutical sectors for the innovative and cost-effective solutions. Our Company is driven by a purpose to create value for people, communities and the planet, while remaining committed to delivering high-quality products and services.

Environmental, Social, and Governance (ESG) principles are at the heart of GMM Pfaudler's operations and future growth strategies. As a responsible corporate entity, the Company prioritizes sustainable development, equitable governance and inclusive growth, embracing the philosophy of giving back to the society that has been integral to our success through steadfast support over the years.

Aligned with its commitment to transparency, accountability, and ethical business practices, GMM Pfaudler is pleased to present its Business Responsibility and Sustainability Report (BRSR) for FY25, prepared in accordance with SEBI Circular no. CIR/2021/562 dated May 10, 2021. The Company fully supports and adheres to the National Guidelines on Responsible Business Conduct (NGBRC) issued by the Ministry of Corporate Affairs.

Please note that some data from the previous year's report has been updated to reflect revised calculation methodologies as recommended in the latest BRSR guidance note provided by SEBI.

SECTION A: GENERAL DISCLOSURES

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, 388325 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, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	₹8.99 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 +91 22 6650 3900 mittal.mehta@gmmpfaudler.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a Standalone basis
14	Name of assessment or assurance provider	Not Applicable as per the SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025
15	Type of assessment of assurance obtained	Not Applicable as per the SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated March 28, 2025

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of corrosion-resistant technologies, systems, and services, for customers in the chemical, pharmaceutical, and other process industries.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of other Special Purpose Machinery	28299	98.70%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2*	9	11
International**	-	-	-

* The closure of Hyderabad manufacturing unit was announced on December 13, 2024. For reporting purposes, data from the Hyderabad facility has been included up to December 2024.

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

19. Markets served by the entity:

a. Number of locations:	
Locations	Number
National (No. of States)	36*
International (No. of Countries)	100+
*This includes 28 States and 8 Union Territories.	
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 the total turnover of the Company is 15.62%	
c. A brief on types of customers:	
GMM Pfaudler is a leading provider of technologies, systems, and services to the chemical, pharmaceutical, and various other industries. The Company caters to more than 90% of the world's top 20 ICIS-ranked chemical companies.	

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	570	538	94.39%	32	5.61%
2	Other than Permanent (E)	9	9	100%	-	-
3	Total employees (D + E)	579	547	94.47%	32	5.53%
WORKERS						
4	Permanent (F)	174	174	100%	-	-
5	Other than Permanent (G)	1,917	1,908	99.53%	9	0.47%
6	Total Workers (F + G)	2,091	2,082	99.57%	9	0.43%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	14	14	100%	-	-
6	Total differently able workers (F + G)	14	14	100%	-	-

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel*	4	1	25%

*This includes MD, CEO, CFO & CS.

**The Board of Directors and Key Management Personnel are as on 31st March 2025.

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

	FY25 (Turnover rate in current FY)			FY24 (Turnover rate in previous FY):			FY23 (Turnover rate in the year prior to the previous FY):		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	28.16%	19.67%	27.71%	21.01%	17.52%	20.84%	20.51%	30.30%	21.07%
Permanent Workers	11.89%	-	11.89%	4.42%	-	4.40%	3.05%	-	3.05%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures:

Sr. No.	Names of the Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)*	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by Listed entity
1	GMM Pfaudler Foundation (India)	Subsidiary	100
2	Mavag AG (Switzerland)	Subsidiary	100
3	GMM International S.à.r.l. (Luxembourg)	Subsidiary	100
4	Pfaudler GmbH (Germany)	Subsidiary	100
5	Pfaudler Normag Systems GmbH (Germany)	Subsidiary	100
6	Pfaudler Interseal GmbH (Germany)	Subsidiary	100
7	Pfaudler France S.à r.l. (France)	Subsidiary	100
8	Pfaudler Service BeNeLux B.V. (Netherlands)	Subsidiary	100
9	Pfaudler S.r.l. (Italy)	Subsidiary	100

Sr. No.	Names of the Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)*	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by Listed entity
10	Pfautler Limited (UK)	Subsidiary	100
11	Pfautler (Chang Zhou) Process Equip. Co. Ltd. (China)	Subsidiary	100
12	Pfautler S.A. de C.V. (Mexico)	Subsidiary	100
13	Edlon Inc. (USA)	Subsidiary	100
14	GMM Pfautler US Inc. (USA)	Subsidiary	100
15	Glasteel Parts and Services, Inc. (USA)	Subsidiary	100
16	Pfautler Ltda. (Brazil)	Subsidiary	100
17	Pfautler Private Limited (Singapore)	Subsidiary	100
18	Mixel France SAS (France)	Subsidiary	100
19	Mixel Agitator Co.Ltd. (China)	Subsidiary	100
20	Hydro Air Research Italia S.r.l (Italy)	Subsidiary	100
21	GMM Pfautler JDS LLC (USA)	Subsidiary	51
22	Professional Mixing Equipment Inc. (Canada)	Subsidiary	100

*Business responsibility initiative disclosed are pertaining to GMM Pfautler Limited on a standalone basis and does not include the information/initiative undertaken, if any by the Companies indicated in column A.

VI. CSR Details

24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Rs.)	921.13 Crores
	(iii) Net worth (in Rs.)	784.76 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	Provide web-link for grievance redress policy) Number of Complaints filed during the year	FY25 Current Financial Year			FY24 Previous Financial Year		
			Number of Complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of Complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes	https://www.gmmpfaudler.com/file/CorporateSocialResponsibilityPolicy.pdf	-	-	-	-	-	-
Investors/ Shareholders	Yes	The Grievance Redressal Mechanism is as per SEBI Listing Regulations. The Company has a designated email ID exclusively for investor services i.e. investorservices@gmmpfaudler.com	-	-	-	1	-	-
Employees and workers	Yes	https://www.gmmpfaudler.com/file/GMMCOC.pdf	3	-	-	4	-	-
Customers	Yes	The Company has a designated email ID exclusively for customers i.e. service@gmmpfaudler.com	398	8	Resolution of pending points are ongoing and will be closed in due time.	467	7	Resolution of pending points were closed in due time.
Value Chain Partners	Yes	https://www.gmmpfaudler.com/file/WhistleBlowerPolicy.pdf	1	-	-	-	-	-

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

Sr. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	Opportunity	<p>A strong governance framework is fundamental to achieving organizational excellence. By establishing a structure that is both inclusive and responsive, organizations enhance their capacity to navigate unexpected challenges and adapt effectively. Active oversight by governance committees especially in relation to ESG matters ensures strategic alignment and drives progress toward long-term sustainability objectives.</p> <p>At GMM Pfaudler, compliance with governance principles and the defined mandates of the Board's standing committees forms the foundation for effective governance and thorough oversight of Company operations. Each committee plays a crucial role in supporting our commitment to conducting business in accordance with the highest corporate standards.</p>	-	Positive
2	Product Quality and Customer Satisfaction	Opportunity	<p>Offering high-quality, value-for-money products backed by seamless pre- and post-sales support enables an organization to retain satisfied customers, ultimately driving recurring revenue streams.</p> <p>At GMM Pfaudler, we aim to align our business goals with our vision of becoming the preferred partner for engineered products and services. Our focus on ethical and transparent practices is intended to build stakeholder trust, enhance our brand reputation, and elevate customer satisfaction.</p>	-	Positive

Sr. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Product Stewardship	Opportunity	By embedding environmental stewardship and social responsibility into every phase of production, GMM Pfaudler continues to elevate product quality while meaningfully reducing its environment and social impact. This approach supports broader sustainability objectives, strengthens the Company's market positioning, and encourages a culture of innovation, trust, and long-term value creation.	-	Positive
4	Responsible Supply Chain	Risk	A sustainable supply chain reflects a commitment to socially responsible business practices and plays a vital role in minimizing risks related to contracts, compliance, and operational continuity. Proactively identifying and engaging with suppliers and partners who deliver critical products and services is essential. Without such strategic collaboration, the organization becomes more vulnerable to disruptions making ethical sourcing and resilient supplier relationships a business imperative.	GMM Pfaudler uses structured screening tools and detailed checklists to carefully evaluate suppliers and identify potential social risks. The Supplier Code of Conduct outlines specific expectations, mandating compliance with applicable laws and standards related to governance, social responsibility, and environmental management. Through this approach, the Company promotes ethical practices across its supply chain, strengthening trust and accountability in all supplier relationships.	Negative
5	Occupational health and safety	Risk	The skills, dedication, and engagement of our people are central to our sustained business performance and the confidence placed in us by our stakeholders. Ensuring a safe and healthy work environment is fundamental to maintaining operational effectiveness and supporting the well-being of our workforce.	At GMM Pfaudler, we prioritize workplace safety by integrating advanced technology, comprehensive training, and rigorous safety protocols. All our facilities are ISO 45001 certified, equipped with Emergency Response Plans, and implement behavior-based safety programs to continuously track and improve safety performance	Negative

Sr. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Climate Change	Risk	The rising occurrence of extreme weather events driven by climate change poses a real risk to our operations and could impact the safety and well-being of our workforce.	<p>We embed environmental sustainability into our operations through structured policies, frameworks, and enabling infrastructure. All operational sites are ISO 14001 certified, demonstrating adherence to established environmental management standards.</p> <p>To reduce our carbon footprint, we focus on energy efficiency and the integration of renewable energy sources.</p> <p>Our water and waste management efforts are guided by circular economy principles. We reduce freshwater consumption through operational and engineering controls, treat and recycle wastewater, and utilize rainwater harvesting to optimize water use. Waste management practices emphasize minimizing generation, along with recycling and reuse, to extend resource life cycles and reduce environmental impact. These circular practices are supported by responsible sourcing strategies that promote sustainability across our supply chain.</p> <p>To align with our overall sustainable journey and demonstrate proactive climate risk management, we undertook Climate Change Risk Assessment (CCRA) for our operational sites in Gujarat. The CCRA evaluates potential adverse impacts from climate change, focusing on physical risks as defined by the Task Force on Climate-Related Financial Disclosures.</p>	Negative

Sr. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Community Development	Opportunity	<p>Building meaningful relationships with the community is essential to GMM Pfaudler's long-term success and shared value creation. Our community engagement strategy is structured around three key focus areas:</p> <p>Healthcare: We support local health outcomes through preventive care initiatives and by strengthening hospital infrastructure and services.</p> <p>Education: We invest in skill development and education quality by collaborating with Industrial Training Institutes (ITIs) and providing them with critical resources.</p> <p>Environment: We back initiatives that protect biodiversity, promote conservation of natural resources, and address ecological challenges to support environmental sustainability.</p>	-	Positive
8	Energy and Emissions Management	Opportunity	<p>Energy plays a vital role in driving economic development and enhancing quality of life. Its availability and reliability remain a key concern not just for organizations but globally. The Company has developed a renewable energy capacity of 1 MW through solar installations, which supplied 7% of its total electricity requirements in FY25 and enabled the avoidance of 887 tCO₂e emissions.</p> <p>GMM Pfaudler remains firmly committed to its decarbonization roadmap. A Wind-Solar Hybrid Group Captive Plan has been initiated and an open access renewable power solution for the Karamsad facility is targeted for deployment by December 2025.</p> <p>In addition to renewable energy adoption, GMM Pfaudler consistently implements a range of energy efficiency measures aimed at reducing overall consumption and lowering its emissions footprint.</p>	-	Positive

Sr. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Water and Wastewater Management	Risk & Opportunity	As a limited natural resource, water demands thoughtful planning, efficient distribution, and responsible management to ensure optimal use. Its availability and usage have far-reaching implications for both environmental sustainability and societal well-being.	GMM Pfaudler's operational locations comply with all applicable pollution control board regulations. Our manufacturing facilities are equipped with wastewater treatment and recycling systems, which help reduce reliance on freshwater sources and lessen the impact on water resources essential for domestic and agricultural use.	Both
10	Waste Management	Risk & Opportunity	Efficient resource use involves reducing waste generation, promoting reuse, and integrating recycled materials wherever possible. Robust waste management practices such as proper segregation, collection, and disposal are critical to this approach. Adherence to waste management regulations is essential to enable safe reuse, recycling, and disposal, especially in light of the environmental risks posed by landfills and dumpsites to air, soil, and water quality.	GMM Pfaudler has adopted a holistic approach to minimizing waste generation across its manufacturing processes. Emphasis is placed on waste reduction at every stage to meet regulatory standards and reduce environmental impact. Waste materials are managed responsibly and sent to authorized Transport, Storage, and Disposal Facilities (TSDF) to ensure safe and compliant disposal. Additionally, the use of single-use, non-biodegradable plastics is strictly prohibited across all premises.	Both

Sr. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Ethics and Compliance	Risk & Opportunity	Maintaining high standards of integrity and ethical conduct is a core responsibility for any organization. Failure to comply with regulations can result in penalties that may disrupt operations and place financial pressure on the business.	GMM Pfaudler places strong emphasis on ethical conduct and regulatory compliance. Our Code of Conduct serves as a guiding framework to promote integrity, transparency, and mutual respect throughout the organization. It reinforces legal compliance, the avoidance of conflicts of interest, and the protection of Company assets, while supporting a safe, inclusive work environment. Backed by a sound governance structure, our compliance system is designed to remain responsive to changing regulatory landscapes and emerging risks. Ongoing training initiatives and accessible communication channels enable employees to uphold ethical behavior and report concerns confidentially, reinforcing our focus on responsible and compliant business practices	Both
12	R&D and Innovation	Opportunity	Research and development are key drivers in advancing product performance, improving efficiency, and lowering environmental impact. At GMM Pfaudler, our R&D team is focused on developing solutions that integrate sustainability into product design and manufacturing. These efforts are aimed at enhancing operational efficiency while reducing our environmental footprint. By prioritizing innovation with a sustainability lens, we reinforce our environmental responsibilities and build stronger, long-term relationships with our stakeholders.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No.	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 (Refer to Note 1)								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	https://www.gmmpfaudler.com/investors/policies-programmes								
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, Whistle Blower Policy, POSH and Supplier Code of Conduct extends to value chain partners.								
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies and codes of conduct approved by the Board at GMM Pfaudler incorporate the principles outlined in the National Voluntary Guidelines (NVGs). These policies are designed to align with relevant national and international regulations. Furthermore, they are consistent with the objectives and frameworks of key global standards, including the Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (UNSDGs), and ISO certifications such as 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, at their meeting held on May 25, 2022, approved the Company's three-year ESG Strategy and Roadmap, laying the foundation for a structured and purpose driven sustainability journey. Building on this framework, the Company has now progressed to ESG 2.0—a more integrated, data-driven, and impact-focused approach that enhances accountability, deepens stakeholder engagement, and aligns closely with global best practices. For more details kindly refer to the ESG section of the 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 performance against the ESG targets set under our initial roadmap has been disclosed in the ESG Report, forming part of this Annual Report. In addition, the report provides a forward-looking preview of ESG Strategy 2.0, which emphasizes deeper integration of sustainability across operations, enhanced data-led decision-making, and a stronger alignment with emerging global ESG standards and stakeholder expectations.								
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	GMM Pfaudler's long-term strategy is rooted in ESG principles, with a strong focus on delivering meaningful value to stakeholders — including employees, communities, and the environment. For us, ESG is about creating real impact rather than simply meeting benchmarks. Guided by our mission and core values, and as a global leader in corrosion-resistant technologies, we remain dedicated to what truly matters. Our Board of Directors has approved a three-year ESG strategy and roadmap, and the ESG section of this Annual Report outlines our progress and goals in this area.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Aseem Joshi Designation: Chief Executive Officer Telephone number: 022 6650 3900 E-mail id: aseem.joshi@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 DIN: 00166183 Telephone number: 022 6650 3900 E-mail id: tarak.patel@gmmpfaudler.com
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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	Yes									Annual/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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	As part of its oversight of internal financial controls, the Management, Board and Audit Committee regularly review the Company's compliance with established policies and procedures. This process is supported by the Internal Audit function, which provides ongoing monitoring and reporting. In addition, periodic independent assessments by external agencies are conducted to evaluate the effectiveness of select policies, ensuring robust governance and continuous improvement.									

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

If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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/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 • Prevention and Redressal of 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 • Prevention and Redressal of 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 • Information Security Policy 	

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

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

Segment	Total number of training and Awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	7	Industry outlook, governance and compliance, regulations, sustainability initiatives, risk management	100%
Key Managerial Personnel	7	Industry outlook, governance and compliance, risk management, POSH, Anti-Bribery & Anti-Corruption, Code of Conduct, DEI	100%
Employees other than BoD and KMPs	35+	PoSH, Anti-Bribery & Anti-Corruption, Code of Conduct, DEI, Behavioral, Leadership and functional training programs	85% of the intended target audience
Workers	Regular Basis	Health & Safety and skill upgradation	100%

- Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format.**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure obligations) Regulations, 2015 and as disclosed on the entity's website):

During FY25, there were no instances of any material (monetary and non-monetary) 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.

- 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.**

There were no instances of any monetary or non-monetary offenses at GMM Pfaudler. Consequently, no appeals or revisions have been filed.

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

Yes, GMM Pfaudler's Anti-Corruption Policy emphasizes on 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.

Web-link: <https://www.gmmpfaudler.com/index.php/file/Anti-Corruption-Policy.pdf>

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

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 in FY25 and FY24.

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

There were no complaints with regards to conflict of interest in FY25 and FY24.

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.

No corrective actions were taken as there were no instances of fines/penalties/action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflict of interest.

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

	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Number of days of accounts payables	71.03	82.64

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	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Concentration of Purchases*	a) Purchases from trading houses as % of total purchases	18.90%	29.47%*
	b) Number of trading houses where purchases are made from	697	466
	c) Purchases from top 10 trading houses as % of total purchases from trading houses *Total Purchase only considers the cost of inventorised materials.	57.15%	40.85%*
Concentration of sales	a) Sales to dealers / distributors as % of total sales	-	-
	b) Number of dealers / distributors to whom sales are made	-	-
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	1.03%	5.88%
	b) Sales (Sales to related parties / Total Sales)	6.10%	15.49%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	16.96%	11.79%
	d) Investments (Investments in related parties / Total Investments made)	99.99%	99.99%

LEADERSHIP INDICATORS

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

The Company remains steadfast in its commitment to conducting business ethically, fairly, and in full compliance with legal, social, and environmental standards. Acknowledging the critical role that value chain partners play in its operational ecosystem, the Company prioritizes continuous engagement to promote responsible and sustainable practices throughout its supply chain. To ensure ongoing alignment, the Company mandates annual affirmation of the Supplier Code of Conduct by all partners, reinforcing their commitment to responsible and sustainable practices. Awareness on responsible business practices is also regularly created during meetings and engagements with value chain partners.

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

Yes, the Company has a Code of Conduct for the Board of Directors that outlines clear principles for avoiding and disclosing actual or potential conflicts of interest with the Company. Board members are required to submit annual declarations detailing their interests in other entities and ensure requisite approvals as required under the applicable laws are taken prior to entering into transactions with such entities.

The policy is available on the Company's website at <https://www.gmmpfaudler.com/file/GMMCOC.pdf>

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

ESSENTIAL INDICATORS

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100% (2.8 Crores)	100% (1.09 Crores)	The Company allocates investments in R&D and capital expenditure with a primary focus on product improvement, setting up test centers, and promoting in-house innovation aimed at developing energy-efficient solutions.
Capex	100% (0.5 Crores)	100% (3.15 Crores)	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	<p>Yes, the Company has established a Supplier Code of Conduct that requires suppliers to use natural resources responsibly and sustainably. Suppliers are expected to minimize or eliminate adverse environmental and climate-related impacts resulting from their operations. They are also encouraged to engage in the development and adoption of eco-friendly products, processes, and technologies.</p> <p>All major suppliers are required to review, accept, and confirm compliance with the Code. To uphold sustainable procurement principles, GMM Pfaudler conducts a Supplier Sustainability Risk Rating and facilitates a Supplier Self-Assessment covering environmental and social criteria. This assessment process helps evaluate suppliers' alignment with sustainable practices and allows the Company to identify and address potential risks, thereby improving the overall sustainability of the supply chain.</p> <p>The policy also emphasizes support for local vendors and promotes local sourcing. GMM Pfaudler prioritizes procurement from local suppliers and MSMEs, implementing various sustainable supply chain initiatives while ensuring timely and cost-effective delivery of critical materials.</p> <p>The Company received a Bronze Medal in the EcoVadis Sustainability Rating (May 2024), placing it in the top 35% of assessed companies.</p>
b. If yes, what percentage of inputs were sourced sustainably?	<p>Basis the Sustainability Risk Rating and Supplier Self-Assessment processes assessments, 46.45% of the input materials by value are procured sustainability.</p>

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) | Due to the nature of our business, the products we manufacture typically have a lifespan of 10 to 15 years. After this period, customers have the option to return metal and glass scrap to authorized recyclers. More broadly, end-of-life waste generated from our products can be recycled and repurposed as raw materials for other manufacturing processes or applications. |
| (b) E-waste | |
| (c) Hazardous waste | |
| (d) other waste. | |
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No): No**
- If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same: Not Applicable.

LEADERSHIP INDICATORS

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

Indicate input material	Recycled or re-used input material to total material	
	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Wooden Box	0.39%	0.57%
Plastic (Stretch film, Plastic bags, Sink film etc)	0.05%	0.06%
Casting	1.12%	1.03%

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

Due to the nature of our products, we do not currently reclaim them or their packaging at the end of their lifecycle. However, from a broader perspective, any end-of-life waste resulting from our products can be recycled and utilized as raw materials in other manufacturing processes or products.

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

Due to the nature of our products, we do not reclaim products or packaging at end of life.

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		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	538	538	100%	538	100%	-	-	538	100%	538	100%
Female	32	32	100%	32	100%	32	100%	-	-	32	100%
Total	570	570	100%	570	100%	32	5.61%	538	94.39%	570	100%
Other than Permanent employees											
Male	9	7	77.78%	-	-	-	-	-	-	9	100%
Female	-	-	-	-	-	-	-	-	-	-	-
Total	9	7	77.78%	-	-	-	-	-	-	9	100%

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

Category	% of Worker Covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B /A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E /A)	Number (F)	% (F /A)
Permanent workers											
Male	174	174	100%	174	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	174	174	100%	174	100%	-	-	-	-	-	-
Other than Permanent workers											
Male	1908	-	-	1908	100%	-	-	-	-	-	-
Female	9	-	-	9	100%	9	100%	-	-	9	100%
Total	1917	-	-	1917	100%	9	0.47%	-	-	9	0.47%

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

	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.43%	0.27%

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

Benefits	FY25 (Current Financial Year)			FY24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and Deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and Deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	-	N.A.	-	-	N.A.

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 GMM Pfaudler's workplace premises are designed to accommodate differently-abled employees and workers. Essential infrastructure, including gate areas and office entrances, incorporates accessibility features such as ramps and level surfaces to provide safe and convenient access for individuals with disabilities.

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, GMM Pfaudler's Code of Conduct & Ethics Policy requires all Directors and employees to foster a workplace environment that is free from discrimination of any kind. This includes, but is not limited to, discrimination based on color, race, creed, national or ethnic origin, gender, sexual orientation, religion, marital status, veteran status, citizenship status, physical or mental disability, age, or any other characteristic protected under applicable laws.

For further information on our code of conduct & ethics policy, please refer to the link provided: <https://www.gmmpfaudler.com/index.php/file/GMMCOC.pdf>

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

Gender	Permanent employees		Permanent workers*	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	80.56%	-	-
Female	100%	100%	-	-
Total	100%	81.58%	-	-

*Parental Leaves were not taken by Permanent Workers in the last two Financial Year

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, grievance redressal mechanism for our workers is aligned with the provisions of the Factories Act. Under this system, workers can voice their concerns to the designated Welfare Officer, who is responsible for escalating the grievances to the appropriate management teams for timely resolution. Once a resolution is identified, all relevant parties are duly informed of the outcome. Grievances can also be raised by workers in writing under the Whistle Blower Policy to the Compliance Officer and/or by way of a email addressed to the Chairperson of the Audit Committee at chairman.auditcommittee@gmmpfaudler.com and delivered at our corporate address. In addition, the Company also has a grievance redressal mechanism for all kinds of Harassment at Workplace including Sexual Harassment to ensure a safe and respectful work environment.
Other than Permanent Workers	
Permanent Employees	Yes, at GMM Pfaudler, employees are actively encouraged to seek guidance and report any concerns to their immediate manager or supervisor, the Human Resources Manager, or the Compliance Officer. The Company has implemented a comprehensive Whistle Blower Policy that enables employees to confidentially report instances of unethical conduct, suspected fraud, or violations of the Company's Code of Conduct. GMM Pfaudler maintains a strict zero-tolerance stance towards all forms of Workplace Harassment. The Company is committed to addressing all complaints swiftly and taking appropriate disciplinary measures. Complaints filed under the Company's Workplace Harassment Policy are addressed with urgency and seriousness. If a complaint is made by a woman and prima facie indicates sexual harassment at the workplace, it will be addressed by the Internal Committee under the Anti-Sexual Harassment Policy, in line with the Sexual Harassment of Women at Workplace Act, 2013. Additionally, the Company regularly organizes training sessions and awareness workshops across all levels of the organization to reinforce understanding and compliance with the Policy.
Other than Permanent Employees	

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

Category	FY25 (Current Financial Year)			FY24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	570	89	15.61%	583	109	18.70%
Male	538	89	16.54%	555	107	19.28%
Female	32	-	-	28	2	7.14%
Total Permanent Workers	174	157	90.23%	201	158	78.61%
Male	174	157	90.23%	200	158	79.00%
Female	-	-	-	1	-	-

8. Details of training given to employees and workers:

Category	FY25 (Current Financial Year)					FY24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C / A)		No. (E)	% (E/ D)	No. (F)	% (F / D)
Employees (Permanent + Contractual)										
Male	547	430	78.61%	410	74.95%	568	332	58.45%	555	97.71%
Female	32	20	62.50%	25	78.13%	30	6	20.00%	30	100%
Total	579	450	77.72%	435	75.12%	598	338	56.52%	585	97.83%
Workers (Permanent + Contractual)										
Male	2082	2082	100 %	174	8.36%	2217	2217	100%	165	7.44%
Female	9	9	100%	-	-	17	17	100%	-	-
Total	2091	2091	100%	174	8.32%	2234	2234	100%	165	7.39%

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

Category	FY25 (Current Financial Year)			FY24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees (Permanent + Contractual)						
Male	547	398	72.76%	555	434	78.20%
Female	32	29	90.63%	28	27	96.43%
Total	579	427	73.75%	583	461	79.07%
Workers (Permanent)						
Male	174	151	86.78%	200	197	98.5%
Female	-	-	-	1	-	-
Total	174	151	86.78%	201	197	98.01%

10. Health and safety management system:

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

Yes, GMM Pfaudler places strong emphasis on the safety and well-being of its employees and other relevant stakeholders. Both of our plants have implemented Health, Safety, and Environment Management Systems (HSEMS) that are certified to the ISO 45001:2018 standard.

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

GMM Pfaudler ensures through identification of work-related hazards and the assessment of associated risks, for the safety of our workforce. Additionally, our manufacturing routine and non-routine activities are carried out through structured and proactive processes, including:

1. Hazard Identification and Risk Assessment (HIRA):

This systematic approach involves evaluating the workplace, equipment, and operational activities to identify potential hazards that could pose risks to employees, visitors, or the environment. Once hazards are identified, each is analyzed to assess the likelihood of occurrence and the severity of potential consequences. Based on this evaluation, appropriate control measures and corrective actions are planned, implemented, and monitored to mitigate risks effectively.

2. Health, Safety, and Environmental (HSE) Inspections and Audits:

This process includes a thorough evaluation of the organization's policies, procedures, and practices concerning environmental management, health, and safety. HSE inspections and audits help pinpoint opportunities for improvement, aiming to minimize the risk of incidents or accidents. They also serve to verify compliance with applicable regulatory requirements and industry standards. Based on the findings of these audits and inspections, corrective action plans are developed to address identified gaps and enhance overall performance.

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

Yes, GMM Pfaudler has implemented a user-friendly online App and Web Portal, along with a Hazard Report Card system, to empower employees/workers at all levels to promptly report any work-related hazards. This digital platform enhances accessibility and encourages proactive participation in workplace safety. All reported hazards are closely monitored and addressed by the Factory Heads and HSE Managers, ensuring timely resolution and fostering a culture of safety and accountability across the organization.

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

Yes, all our employees/workers are covered under comprehensive Health or Accidental Insurance, which provides financial support for a wide range of non-occupational medical and healthcare services.

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

Safety Incident/Number	Category*	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	2
	Workers	8	10
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including in the contract workforce

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

GMM Pfaudler has established a comprehensive framework to ensure a safe and healthy workplace, combining strict compliance, ongoing training, and emergency preparedness.

Key safety protocols are reinforced through regular work permit issuances, safety inductions, and safety committee meetings, complemented by behavior-based safety initiatives and thorough shop floor inspections. Contractor safety is prioritized with a dedicated Safety Induction program and an EHS training card system.

Our commitment to continuous improvement is evident in regular internal and external HSE audits, including third-party safety assessments and ISO 45001 and ISO 14001 certifications, with risk assessments and controls validated by TUV SUD. Emergency preparedness is supported by detailed, site-specific plans and frequent mock drills addressing scenarios such as fire, electric shock, and snake bites, alongside comprehensive training on hazard awareness and safe material handling. Employee health is monitored through pre-employment screenings and annual medical examinations.

An online platform enables swift reporting and management of work-related hazards, while workplace safety is maintained through "5S" practices. The organization's strong safety culture is further nurtured by celebrating National Safety Week and recognizing safety achievements.

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

	FY25 (Current Financial Year)			FY24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	674	67	Proactively Identified by safety committee & plant team, resolution of pending points were closed in due time	212	37	-
Health & Safety	506	12		164	08	

The Company maintains a proactive approach to employee well-being by fostering a culture of transparency and continuous improvement in workplace conditions and Health & Safety standards across all its locations. An internal grievance portal is in place to facilitate the reporting of concerns. During the reporting period, employees utilized this platform to raise a range of issues, the majority of which were addressed in a timely and effective manner. These concerns primarily related to routine operational matters, such as maintenance needs or adjustments to ensure optimal working conditions.

14. Assessments for the year:

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

*2 plants were audited by third parties & offices were assessed internally.

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.

GMM Pfaudler has implemented a range of corrective and preventive measures to address safety-related incidents and mitigate significant risks identified through thorough assessments of health and safety

practices and working conditions. The safety infrastructure has been enhanced with the installation of guards on all grinding and cutting machines as well as rotating parts. Safety latches have been added to EOT cranes and material handling equipment, while gas cutting trolleys are now equipped with non-return valves (NRVs) and flashback arrestors to minimize fire hazards. Additional improvements include the provision of trolleys for safer gas cylinder handling, electrical mats at control panels, covers for earthing pits, and regular inspections of safety valves on air receivers.

To ensure safe operations at heights, access ladders and secure working platforms have been installed, alongside lifelines on rooftops. Procedurally, a formal work permit system has been introduced for high-risk activities. Comprehensive safety guidelines have been developed, and a dedicated safety induction video has been created for visitors and new employees. Awareness efforts such as electrical safety campaigns and Gemba walks involving department heads on the shop floor further promote a proactive safety culture.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of employees & workers:

Yes, the Company has extended life insurance or compensatory package in the event of death of employees and workers.

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

We at GMM Pfaunder ensure that our contracts with value chain partners explicitly mandate compliance with all applicable statutory requirements, including the payment and deduction of mandatory contributions. We ensure that both parties thoroughly review and adhere to these provisions. Additionally, contractors are required to submit quarterly proof of deduction and deposit of all statutory dues, ensuring transparency and accountability throughout the process.

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

Nil.

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)

Yes.

5. Details on assessment of value chain partners:

The Company undertakes assessments of its value chain partners with respect to health and safety practices and working conditions. However, the percentage of partners assessed is yet to be formally calculated.

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.

No significant risks were identified during the assessment; therefore, no corrective actions have been deemed necessary.

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.

At GMM Pfaudler, we take pride in fostering strong and transparent relationships with our investors by deeply understanding their expectations and consistently meeting them. Our commitment to creating client value is a core part of our corporate philosophy, reflecting our dedication to delivering excellence. We recognize that our employees play a crucial role in generating value for both our clients and the organization, and we are committed to providing them with rewarding and fulfilling careers. Suppliers are key stakeholders who enable us to deliver business value effectively, and we honor our obligations to them through fair and ethical practices.

We strictly comply with all applicable laws and uphold GMM Pfaudler's Code of Conduct and Ethics Policy, making governments and regulatory bodies essential stakeholders in our operations. Our business practices emphasize inclusive growth, with the community placed at the heart of our sustainable development efforts.

Our stakeholders include investors, employees, shareholders, customers, communities, non-governmental organizations, suppliers, and others.

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, 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

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
Employees	No	Induction programs, E-mails, newsletters Employee portal, HR helpdesk, Engagement initiatives and Townhalls, Rewards & Recognition programs and satisfactions 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 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 (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 about various regulations and amendments, inspections, approvals

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.**

Stakeholder engagement is a cornerstone in advancing our growth ambitions. The Board has formally approved the Company's 3-year Strategy and Roadmap, which is executed by the ESG Steering Committee in alignment with the Company's ESG vision. This Committee is responsible for setting sustainability goals, providing targeted guidance and operational insights to the ESG working groups, reviewing public disclosures, and actively engaging with stakeholders to address their concerns.

The ESG Steering Committee is led by the Chief Executive Officer, ensuring strong leadership and accountability. The Board conducts quarterly reviews, offering a forum for in-depth discussions with the CEO on sustainability progress and concerns raised by stakeholder. This Committee also acts as the primary platform for stakeholders to engage directly with the Board.

The Company's commitment to transparency and providing stakeholders with a complete view of its performance and progress towards ESG commitments is evident in its comprehensive reporting approach.

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

Yes, In collaboration with our stakeholders, the Company has identified significant environmental and social issues that are material to both our business and our stakeholders. These material topics have been carefully shortlisted and prioritized based on their potential impact. Detailed information regarding this can be found in the Materiality Assessment section of the ESG report.

The Company's Corporate Social Responsibility initiatives are thoughtfully planned and executed with a focus on addressing the needs of communities, including vulnerable and marginalized groups, as well as the broader community, ensuring that our efforts create meaningful and inclusive social value.

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

At GMM Pfaudler, we actively engage with vulnerable and marginalized groups through targeted social initiatives. We supported the renovation of the Gynecology Operation Theatre at Shree Krishna Hospital to improve healthcare access for women. In the education sector, we contributed to infrastructure development at JV Patel Industrial Training Institute, including new wings, a canteen, a Turner Workshop, and washrooms to create a more inclusive learning environment. Additionally, we partnered with Catalyst for Social Action, and are providing educational support and basic facilities to 67 underprivileged children across two Childcare Institutions in Sangli, Maharashtra.

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	FY25 (Current Financial Year)			FY24 (Previous Financial Year)		
	Total (A)	No. of employees / Workers covered (B)	% (B / A)	Total (C)	No. of employees / Workers covered (D)	% (D / C)
Employees						
Permanent	570	390	68.42%	583	459	78.73%
Other than permanent	9	-	-	15	15	100%
Total Employees	579	390	67.36%	598	474	79.26%
Workers*						
Permanent	174	174	100%	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

*The Company's Code of Conduct & Ethics Policy (COC) incorporates training on human rights and related policies. Employees engage with the COC through various awareness initiatives, including regular discussions aimed at strengthening understanding of human rights and ethical standards. In addition to HR-led sessions and online modules, functional team leads also train all employees and workers—including new hires—on the COC. The COC is readily available on both the Company's website and intranet portal, and all employees are expected to read, understand, and comply with its provisions, along with all applicable laws, regulations, and Company policies. It is important to note that training for other than permanent workers is not specifically monitored or tracked.

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

Category	FY25 (Current Financial Year)					FY24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (C)	% (F /D)
Permanent Employees										
Male	538	-	-	538	100%	555	-	-	555	100%
Female	32	-	-	32	100%	28	-	-	28	100%
Other than Permanent Employees										
Male	9	-	-	9	100%	13	-	-	13	100%
Female	-	-	-	-	-	2	-	-	2	100%
Permanent Workers										
Male	174	-	-	174	100%	200	-	-	200	100%
Female	-	-	-	-	-	1	-	-	1	100%
Other than Permanent Workers										
Male	1908	1173	61.48%	735	38.52%	2017	1055	52.31%	962	47.69%
Female	9	1	11.11%	8	88.89%	16	9	56.25%	7	43.75%

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

a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ Salary/ wages of respective category	Number	Median remuneration/ Salary/ wages of respective category
Board of Directors (BoD)*	5	24,62,500	2	21,25,000
Key Managerial Personnel (KMP)*	3	30,000,000	1	7,715,328
Employees other than BoD and KMP	535	827,892	31	1,088,112
Workers	174	535,536	-	-

#BOD excludes MD. *KMP includes MD, CEO, CFO & CS.

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

	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.82%	5.07%

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, At GMM Pfaudler, the Company Secretary and Head of Human Resources have been designated as Compliance Officers responsible for overseeing the implementation of the Code of Conduct & Ethics Policy, which encompasses the safeguarding of human rights.

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

In order to ensure the protection of human rights and strive for ongoing progress, the Company has implemented systems to receive and address complaints and feedback regarding any potential violations.

Our company has implemented various mechanisms to ensure a transparent and ethical work environment. One such mechanism is a Whistle Blower Policy, which encourages our directors and employees to come forward and report any instances of unethical behavior, fraud, or violations of our Code of Conduct & Ethics Policy.

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

	FY25 (Current Financial Year)			FY24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	1	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	1
Complaints on POSH as a % of female employees / workers	-	2.08%
Complaints on POSH upheld	-	-

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

GMM Pfaudler's core values strictly prohibit any form of retaliation. Employees who report suspected violations of the law, the Code of Conduct, or other Company policies in good faith are fully protected from retaliation. Any threats or retaliatory actions against individuals who raise concerns or assist in investigations are firmly forbidden.

Throughout our resolution process, we uphold the principles of natural justice, confidentiality, sensitivity, non-retaliation, and impartiality. We handle all concerns with care and strive to provide timely resolutions. By conducting thorough and fair investigations, we ensure impartiality for all parties involved, giving everyone the opportunity to present relevant facts and evidence.

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

Yes, GMM Pfaudler's Code of Conduct & Ethics Policy reinforces the Company's commitment to protecting human rights and upholding the dignity of every individual. All employees are expected to follow these principles in their conduct. This responsibility extends to all dealings with business partners, including during the negotiation and execution of agreements and contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Based on the completed assessment, no significant risks or concerns were identified, and thus no corrective actions were deemed necessary at this time.

LEADERSHIP INDICATORS

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

In FY25, GMM Pfaudler did not receive any grievances or complaints related to human rights. However, a Human Rights Due Diligence exercise conducted in FY24 identified certain areas for improvement. In response, we revised existing policies, introduced new standard operating procedures (SOPs), and developed targeted training programs to further reinforce our commitment to upholding human rights across all operations.

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

GMM Pfaudler is committed to upholding and safeguarding Human Rights across its operations. As an equal opportunity employer, GMM Pfaudler maintains a strict zero-tolerance approach toward any form of discrimination. In FY24, GMM Pfaudler conducted a comprehensive human rights due diligence across its plants and offices through an independent third party. The assessment covered key areas including diversity and inclusion, equal rights and pay, labour rights, grievance redressal mechanisms, inclusion of persons with disabilities and alignment of supplier with human rights principles. Based on the findings, In FY25 we addressed identified gaps by updating policies, introducing new SOPs, and launching targeted training programs to strengthen our human rights practices across all operations. The Company strives to maintain a safe, inclusive, and harassment-free workplace, where the fundamental rights of every individual are respected.

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

Yes, most of GMM Pfaudler's workplace premises are designed to accommodate differently-abled employees and workers. Essential infrastructure, including gate areas and office entrances, incorporates accessibility features such as ramps and level surfaces to provide safe and convenient access for individuals with disabilities.

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	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
From Renewable Sources		
Total electricity consumption (A) (GJ)	4,392.41	4,337.18
Total fuel consumption (B) (GJ).	-	-
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption from Renewable sources (A+B+C) (GJ)	4,392.41	4,337.18
From Non - Renewable Sources		
Total electricity consumption (D) (GJ)	58,542.06	68,806.83
Total fuel consumption (E) (GJ)	1,40,575.97	1,62,198.86
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumption from Non-Renewable sources (D+E+F) (GJ)	1,99,118.03	2,31,005.69
Total energy consumed (A+B+C+D+E+F)	2,03,510.44	2,35,342.87
Energy intensity per rupee of turnover (Total energy consumption GJ/ Revenue from operations in INR Crore)	220.94	228.27
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) GJ/Million USD	456.45	511.51
Energy intensity in terms of physical output (GJ/No.)	6.23	8.61
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Our facilities are not currently designated consumers under the Government of India's PAT Scheme.

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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	20,537	20,595
(iii) Third party water	18,176.42	13,562.79
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	38,713.42	34,157.79
Total volume of water consumption (in kilolitres)	38,578.42	33,737.79
Water intensity per rupee of turnover (water consumed KL / Revenue from operations in INR Crore)	41.88	32.72
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) KL/Million USD	86.53	73.33
Water intensity in terms of physical output KL/nos	1.18	1.23
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No		

4. Provide the following details related to water discharged:

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water discharged by destination and level of treatment (in kilo litres)		
(i) To Surface water	-	-
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
a. No treatment	135	420
b. With treatment – please specify level of treatment	-	-
(v) Others	-	-
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)	135	420
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.		

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

Yes, at our Karamsad plant, we have implemented sustainable water management practices aligned with Zero Liquid Discharge principles. Treated water from our Sewage Treatment Plant (STP), following secondary treatment, is reused for gardening and hydro testing activities. This approach enhances resource efficiency, reduces freshwater consumption, and contributes to environmental sustainability by minimizing liquid waste discharge.

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

Parameter	Please specify unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
NOx	Kg	1,016.55	967.98
SOx	Kg	1,487.71	1,640.21
Particulate matter (PM)	Kg	5,386.25	7,142.51
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY25 (Current Financial Year)	FY24 (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)	Metric tonnes of CO ₂ equivalent	8,589.12	9,929.46
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11,822.24	13,684.91
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ INR Crores	22.16	22.90
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Million USD	45.78	51.33
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent /Nos	0.63	0.86
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Yes, in FY25, GMM Pfaudler undertook several energy-saving initiatives aimed at reducing greenhouse gas emissions. These projects collectively led to an energy savings of 7,71,407 kWh, which helped avoid approximately 785 tCO₂e in emissions.

Key initiatives included:

- Replacement of an old OCTC transformer
- Optimization of compressed air systems through line merging
- Scheduled operation of air compressors to reduce idle consumption
- Reduction of heat loss by up to 9°C during operations
- Installation of daylight-controlled timers for workshop wall fans
- Deployment of timer-based LED lighting systems
- Replacement of old air conditioners with eco-friendly models
- Maintenance of an average power factor of 0.995 at the plant
- Natural Gas consumption reduction by air fuel optimization & use of enrichment catalyst

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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	79.83	33.04
Battery waste (E)	-	1.35
Radioactive waste (F)	0.07	0.135
Other Hazardous waste. Please specify, if any. (G)	65.28	9.38
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,982.11	2,811.52
Total (A+B + C + D + E + F + G+ H)	2,127.28	2,855.425
Waste intensity per rupee of turnover (Total waste generated MT/ Revenue from operations in INR Crores)	2.31	2.77
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated / Revenue from operations adjusted for PPP) MT/ Million USD	4.77	6.21
Waste intensity in terms of physical output MT/Nos	0.07	0.10
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,983.28	2,776.48
(ii) Re-used	79.83	70.91
(iii) Other recovery operations	-	0.36
Total	2,063.11	2,847.75
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	11	7.55
(iii) Other disposal operations	54	-
Total	65	7.55
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No		

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

GMM Pfaudler follows a structured waste management system with a focus on segregation, safe handling, and compliance with environmental regulations. Waste is segregated at the source, with hazardous and non-hazardous waste stored separately in clearly marked areas. Hazardous waste generated, such as material collected from the blasting area, is sent to a TSDF (Treatment, Storage, and Disposal Facility) for secure landfilling. Non-hazardous waste, including metal scrap and radiography fixer solution, is sent to authorized recyclers for proper disposal and recovery. All waste disposal is carried out through authorized vendors in accordance with applicable environmental guidelines.

To minimize the use of hazardous and toxic chemicals in products and processes, the Company continuously evaluates alternative materials and adopts best practices in handling, storage, and disposal. Through this proactive approach, GMM Pfaudler ensures environmental safety and promotes sustainability in its operations.

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:

Not applicable as the Company does not have operation/offices in/around ecologically sensitive areas.

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

Not applicable as the Company did not undertake any environmental impact assessment of projects in FY25.

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

Yes, the organization complies with all applicable environmental laws, regulations, and guidelines. Throughout the year, emissions and waste generated by the Company remained within the limits prescribed by the State Pollution Control Board (SPCB). Certification confirming compliance is obtained periodically, in accordance with SPCB guidelines.

LEADERSHIP INDICATORS

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

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

a. Name of the area: 5 1/2 Vatva Railway Crossing G I D C, Vatva GIDC, Ahmedabad, Gujarat 382445

b. Nature of operations: Manufacturing of other special purpose machinery

c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	16,361	10,966
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	16,361	10,966
Total volume of water consumption (in kilolitres)	16,361	10,966
Water intensity per rupee of turnover (Water consumed KL / turnover in INR Crores*) *turnover taken for the site	50.75	44.32

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharged by destination and level of treatment (in kilo litres)		
(i) Into Surface water	Not Applicable	
c. No treatment		
d. With treatment – please specify level of treatment		
(ii) Into Groundwater		
c. No treatment		
d. With treatment – please specify level of treatment		
(iii) Into Seawater		
c. No treatment		
d. With treatment – please specify level of treatment		
(iv) Sent to third-parties		
c. No treatment		
d. With treatment – please specify level of treatment		
(v) Others		
c. No treatment		
d. With treatment – please specify level of treatment		
Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)		
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No.		

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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	We plan to include Scope 3 emissions in our future sustainability reporting	
Total Scope 3 emissions per rupee of turnover		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.		

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

Not applicable as the Company does not have operation/offices in/around ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
1	Upgradation of old in-efficient equipment	<ul style="list-style-type: none"> Replacement of an OCTC transformer Replacement of air conditioners with eco-friendly models Retrofitting of plate rolling machine, lathe, boring machine, 3 EOT cranes 	Helped save 79,086 kWh of electricity and avoided 57.50 tCO ₂ e.
2	Energy Saving Projects	<ul style="list-style-type: none"> Optimization of compressed air systems through line merging Scheduled operation of air compressors to reduce idle consumption Reduction of heat loss by up to 9°C during operations Installation of daylight-controlled timers for workshop wall fans Deployment of timer-based LED lighting systems Implemented plant-wide measures to maintain power factor at 0.995 Natural Gas consumption reduction by air fuel optimization & use of enrichment catalyst 	Through multiple projects we saved 6,92,321 kWh of energy and avoided 727.06 tCO ₂ e.
3	Water Saving Initiatives	Installed a 35 KL sewage treatment plant (STP) at Vatva Plant	Utilization of treated water for plantation.

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

GMM Pfaudler has established a Business Continuity Plan (BCP) to maintain operational resilience and safeguard employees and Company assets. Integrated with our Enterprise Risk Management framework, the BCP outlines response protocols for a range of potential disruptions, along with mitigation strategies to effectively manage uncertainties. The key objective is to ensure the swift restoration of normal business activities following any interruption.

Our emergency preparedness initiatives across all locations include:

- Regular emergency response training for designated teams and security staff
- Scheduled evacuation and emergency simulation drills
- Ongoing checks to ensure emergency readiness
- Coordination with local authorities for timely emergency response
- Annual evaluations to assess preparedness levels
- Annual Maintenance Contracts to ensure emergency PPE remains in good condition and readily available

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

Our supply chain partners have not reported any major environmental concerns to date. We enforce a strict Supplier Code of Conduct that requires sustainable resource use and the minimization of environmental impact. We encourage our suppliers to adopt eco-friendly practices, fostering positive environmental stewardship throughout our entire value chain.

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 12 (twelve) 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

Sr. 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	Federation of Gujarat Industries	State
3	Vithal Udyognagar Industries Association	State
4	The Federation of Indian Chambers of Commerce and Industry (FICCI)	National
5	The Confederation of Indian Industry (CII)	National
6	Indian Chemical Council (ICC)	National
7	Process Plant & Machinery Association of India (PPMAI)	National
8	Indian American Chamber of Commerce (IACC)	National
9	Swiss Indian Chamber of Commerce	National
10	International Market Assessment	National
11	Indo German Chamber of Commerce	National
12	Indian Merchants Chamber	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 the law the entity is not required to conduct any Social Impact Assessments in the current financial year.

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

Not Applicable as the Company did not undertake any projects requiring Rehabilitation and Resettlement activities.

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

The Company's close collaboration with the community in selected areas for Corporate Social Responsibility initiatives reflects a proactive commitment to creating positive social impact. To strengthen this dedication,

the Company has implemented a Grievance Tracking Log that ensures all community grievances and concerns are promptly recorded and addressed. This tool enhances transparency and accountability, supports effective project management, and helps deliver more meaningful and sustainable outcomes for both the Company and the communities we serve.

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

	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Directly sourced from MSMEs/small producers	29.7%	18.76%
Directly from within India	77.0%	92.72%

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

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

Location	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Rural	-	-
Semi-urban	43.27%	47%
Urban	-	-
Metropolitan	56.73%	53%

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable, as no Social Impact assessments were carried out in FY25

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

The Company did not undertake any CSR projects in government-identified aspirational districts

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	No, we do not include specific provisions for marginalized or vulnerable groups in our supplier qualification criteria. However, in accordance with our Code of Conduct & Ethics Policy, supplier selection is carried out without discrimination, ensuring equal opportunity for all potential partners. We also promote engagement with local suppliers, particularly those in proximity to our operational facilities.
(b) From which marginalized / vulnerable groups do you procure?	Not Applicable
(c) What percentage of total procurement (by value) does it constitute?	Not Applicable

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

Not Applicable..

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare	31,000+	100%
2	Education	2,000+	100%
3	Environment*	-	-

*In the Environment section the Company works on initiatives such urban afforestation, restoration of coral reefs and marine megafauna rescue, where beneficiaries cannot be calculated.

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

ESSENTIAL INDICATORS

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

GMM Pfaunder treats customer complaints with utmost importance and believes that it should be redressed promptly and effectively. GMM Pfaunder's customers have multiple mechanisms 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 has a toll-free number and a dedicated mail id where customers can call and register their complaint. Complaints are assigned to respective Service Managers depending on the category of the complaint. The Company meets 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 about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	(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.)
Recycling and/or safe disposal	

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

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 FY25

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

Yes, the Company has established a Cyber Security Policy and Data Privacy Policy to ensure robust safeguards against data leakage. Our well-institutionalized Information Security Management System is built on internationally recognized standards and best practices, and we continuously enhance our cyber security posture to protect the business from emerging cyber threats. For more details, please refer to the "Internal Control Systems & their Adequacy" section in the Management Discussion & Analysis. These policies are accessible to internal stakeholders and are available on the Company's intranet.

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

Not Applicable

6. Provide the following information relating to data breaches:

a. Number of instances of data breaches	No data breaches or cybersecurity incidents were reported by the Company during the reporting year (FY25) to CERT-In, as per the directions issued on 28 April 2022 under Section 70-B(6) of the Information Technology Act, 2000.
b. Percentage of data breaches involving personally identifiable information of customers	
c. Impact, if any, of the data breaches	

LEADERSHIP INDICATORS

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

Detailed information on products and services of the entity can be accessed from the following links:

<https://www.gmmpfaudler.com/>

<https://www.gmmpfaudler.com/services/>

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

Operational manuals are provided along with the equipment, and multiple interactive training sessions are conducted at customer sites to educate users on the safe and responsible use of the products.

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

We ensure to inform customers of any service disruptions or discontinuations that may affect them through email or phone notifications.

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