



ENVIRONMENT, SOCIAL AND GOVERNANCE POLICY

1. Overview

At GMM Pfaudler, we supply engineered equipment and systems which are critical for the Chemical and Pharmaceutical manufacturing. Being a leading global supplier of glass-lined equipment, it is our responsibility to not only deliver quality products and create value for stakeholders, but to ensure the wellbeing of local communities, to protect the rights of individuals associated with our business and to minimize environmental impact of our operations.

The ESG policy is developed in order to address GMM Pfaudler's impact on society and the natural environment and identify mitigation measures. This policy outlines GMM Pfaudler's commitment to embed the principles of ESG into various business activities and functions. Our global and regional initiatives are dedicated to giving back to our planet and society.

2. Vision for a better future

To emerge as an industry leader promoting responsible manufacturing, employee safety, environmental and social welfare with effective corporate governance practices to nurture long-term business sustainability.

3. ESG Policy Statement

GMM Pfaudler believes in continuous improvement and working to promote harmony with the society and natural environment and is committed to:

Environment

- Embed environmental and climate change related risks into its wider risk identification and mitigation measures
- Undertake materiality assessment periodically to identify current and future critical risks and new opportunities for the long-term sustainability of business
- Strive for continuous improvement via various environmental safety and sustainability initiatives
- Focus on incorporation of renewable energy sources to reduce emissions and dependency on fossil fuels
- Create awareness about, conserve and protect biodiversity in and around the areas where GMM Pfaudler is operating by greenbelt development and marine conservation projects in cooperation with relevant stakeholders



Innovation

- Undertake regular assessments for existing products and services to understand the impacts and identify opportunities for improvement
- Work and identify opportunities to develop new products, processes and services which can enable the customers to incorporate environmentally conscious manufacturing practices

Sourcing

- Engage with suppliers regularly to work on improving the sourcing activities and supply chain, including legal compliance and impact of its supplier's business on society and environment
- Manufacturing
- Upgrade its management systems, processes and technology to improve resource consumption efficiency during manufacturing
- Identify and incorporate measures minimal waste generation and promote integration of concepts of reduce, reuse and recycle

Corporate functions

- Periodically auditing the status of compliance with applicable legislations and investigate incidents, if any, to prevent recurrence
- Instill health, safety and social considerations in its operations to create a safe and inclusive work culture for all employees
- Ensure that stakeholders are cognizant of GMM Pfaudler's ESG Policy and endeavors undertaken for the incorporation of principles of ESG to create awareness
- Strive to ensure good governance, ethics and transparency in its endeavors to promote responsible business practices
- Foster a positive culture through various engagement activities for skill enhancement with employees, contractors, suppliers and local community for holistic development and career progression



4. Contribution to the United Nation's Sustainability Development Goals

Our holistic ESG Policy and Strategy is designed to contribute to the United Nation's Sustainability Development Goals (SDGs) and India's environmental and socio-economic goals:

- SDG 1: No Poverty
- SDG 3: Good Health and Well-being
- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 6: Clean Water and Sanitation
- SDG 7: Affordable and Clean Energy
- SDG 8: Decent Work and Economic Growth
- SDG 9: Industry, Innovation and Infrastructure
- SDG 10: Reduced Inequality
- SDG 11: Sustainable Cities and Communities
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action
- SDG 14: Life Below Water

5. ESG Strategy

ESG is the corner stone of GMM Pfaudler's long term strategy with a commitment to create value for our people, our communities and our planet. Our operational and future strategies, put responsible ESG principles at their core.

As a strategy to steer sustainable development in our organization, we have taken efforts through well designed strategic plans that are directed towards growing our profitability along with environmental and societal welfare while also ensuring that the Company operates ethically with a sound corporate governance in place.

6. Sustainability Governance

GMM Pfaudler's sustainability governance approach defines the goals and framework of its sustainability policy and monitors the progress of ESG-related programs. The Board of Directors provides leadership and oversight of our Company's sustainability mission and sets future goals.

The ESG Steering Committee (leadership team) is responsible for developing a sustainability strategy and ensures it is embedded across all business operations. It also looks at the effective management of stakeholders and promotes collaborations to drive sustainable value realization. The respective department heads and their teams work towards implementation of ESG strategy and provides Steering committee with ESG data, inputs to the disclosures and analytics for decision making.

7. ESG Steering Committee

The ESG Steering Committee sets sustainability-related goals for the organization and steers our agenda on this front. The Committee formulates strategy and execution roadmaps in line with the ESG vision defined by the Leadership. It provides specific guidance and operational insights to the ESG Working Groups, reviews public disclosures (ESG Report, Policies, other ESG related presentation or reports etc.), and presents them to the Leadership or Board for approval. The Committee also engages with stakeholders on topics relevant to our ESG performance and meets every quarter.

8. Review of the Policy

This Policy shall be reviewed once in two years and any amendments thereto shall be subject to approval of the Board of Directors.

Document Control

All changes to the process document can be made only by the Document Owner.

Document Owner	Board of Directors of GMM Pfaudler Ltd.
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Revision History		
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