

GMM Pfaudler

# ESG

Volume 2, October 2025



## Our ESG vision

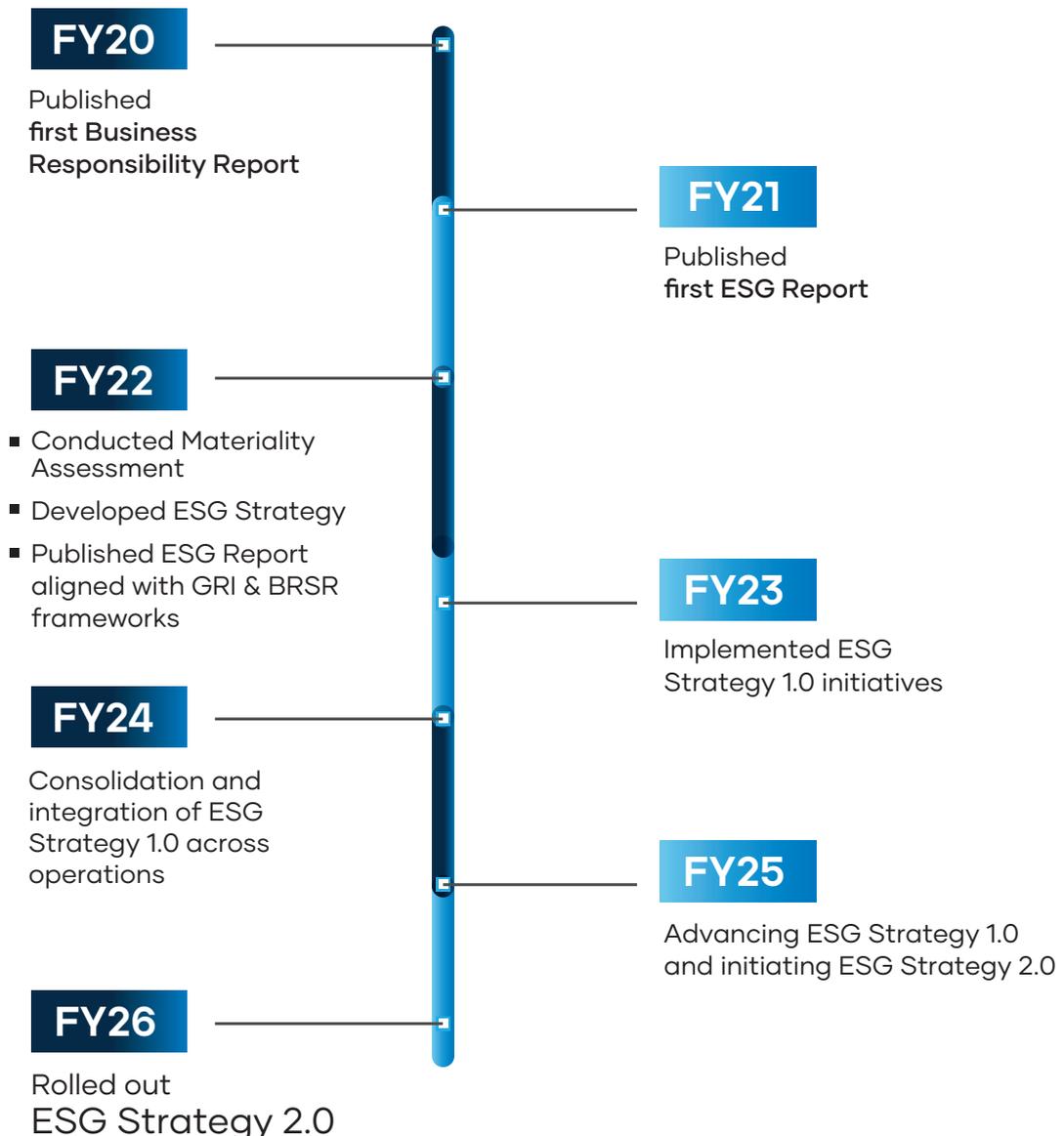
To emerge as an industry leader promoting **responsible manufacturing, employee safety, environmental and social welfare** with effective corporate governance practices to nurture long-term business sustainability.

## Welcome to the **second edition of the GMM Pfaudler ESG Newsletter**

Sustainability has become a cornerstone of how we operate, innovate, and engage with our stakeholders. Over the past few years, **ESG has been embedded across our business**, helping us align with global frameworks such as **GRI** and **BRSR**. With the successful execution of **ESG Strategy 1.0**, we have laid a strong foundation.

As we step into the next chapter, **ESG Strategy 2.0**, our focus shifts from execution to transformation—building on our achievements, addressing emerging priorities, and strengthening our commitment to creating long-term value for all stakeholders.

In this edition, we take you through our **ESG journey so far**, highlight key milestones, and share a glimpse of where we are headed.



# Key Highlights of ESG Strategy 1.0 (FY23 - FY25)

## Environment - Our Green Footprint



Achieved **24% reduction** in energy intensity



Reduced Absolute Scope 1 & 2 **emissions by 20%**



Avoided **3,206 tCO<sub>2</sub>e** via renewable energy adoption



Recycled & reused **99% of total waste**



Installed STP at **Vatva Plant**



All plants certified to **ISO 14001 & ISO 45001**

## People & Safety - Empowering Lives



**Zero** reportable **work-related injuries**



**100% workforce trained** on health & safety



**Safety Culture Enhancement Drive** conducted in all manufacturing facilities



**18,700+ hours** in skill-building & employee development



**1,00,000+ lives impacted** through CSR projects



**1,270+ volunteering hours** contributed by employees

## Governance & Supply Chain - Leading with Integrity



**Gender Neutral Workplace Harassment Policy**



Updated **Supplier Code of Conduct** with sustainability criteria



Increased **MSME procurement to 29.7%** of total spend



Enhanced **Board diversity** from **12.5% to 25%**



**Ethics Committee constituted** under the Whistle Blower Policy

## Recognition



ecovadis

Received  
Bronze Medal

dun & bradstreet

Featured in **India's Leading  
ESG Entities 2024**



Won **Rising Star Award &  
Best Company in Engineering**

## From ESG Strategy 1.0 to 2.0: Laying the Groundwork for Transformation

As our first ESG strategy concluded in early 2025, we set out to shape the next phase of our sustainability journey—ESG Strategy 2.0. This new framework builds on the progress we have made so far and reflects our ambition to deepen our impact. Designed through a comprehensive review of past goals and performance, it also integrates insights from global and sector-specific ESG trends. Most importantly, it has been shaped

through continuous engagement with our stakeholders, ensuring that our actions remain aligned with both current and emerging priorities.

ESG Strategy 2.0 serves as a forward-looking roadmap for FY26 to FY28, guiding us to strengthen environmental stewardship, social responsibility, and governance excellence in ways that create meaningful value for our business, our people, and the communities we serve.

### OUR FOCUS AREAS UNDER STRATEGY 2.0:

#### ENVIRONMENT



Energy &  
Emissions



Water



Waste  
Management

#### GOVERNANCE



Supply Chain  
Management



Business  
Ethics



Sustainability  
Reporting & Rating

#### SOCIAL



Diversity



Equity  
& Inclusion



Occupational  
Health & Safety



Employee  
Wellbeing



Human  
Rights



Development  
& Retention

Through **ESG Strategy 2.0**, we are not only setting clearer targets but also strengthening the systems and culture needed to achieve them. By aligning business growth with sustainability, we aim to build greater resilience, foster trust with stakeholders, and

ensure that our operations create **a lasting positive impact on people, communities, and the planet**. This strategy is our commitment to driving responsible progress while securing GMM Pfaudler's long-term success.



Scan to read our  
ESG Policy



Scan to explore more  
on our website