

Business Responsibility & Sustainability Reporting

GMM Pfaudler Limited ("GMM Pfaudler" or "the Company") delivers corrosion-resistant technologies, systems, and services worldwide and remains the preferred choice by consistently providing its customers in the chemical and pharmaceutical industries with innovative and cost-effective solutions. We are committed to delivering quality products led by our purpose of creating value for our people, our communities and our planet. Our operational and future growth strategies put responsible Environmental, Social and Governance (ESG) principles at their core to positively impact our stakeholders. As a responsible corporate citizen, the Company is committed to ensuring sustainable development and inclusive growth and believes in the philosophy of giving back to the society, that played an instrumental role in GMM Pfaudler's growth and success by offering uninterrupted support in the organization's endeavors. In keeping with the Company's commitment to responsibility and accountability towards all its stakeholders and its efforts to conduct business with responsibility, the Company is pleased to present its Business Responsibility and Sustainability Report for the FY24 prepared in accordance with SEBI Circular no. CIR/2021/562 dated May 10, 2021. Certain data points of our previous year's report have been revised in view of updated calculation methodology as per BRSR guidance note. The Company endorses the guiding principles as outlined in the National Guidelines on Responsible Business Conduct (NGBRC) as formulated by the Ministry of Corporate Affairs and is committed towards their adherence.

SECTION A: GENERAL 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, 2023 to March 31, 2024
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	INR 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 Telephone: +91 22 6650 3900 Email: 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 assurance provider	Not Applicable as per the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023
15. Type of assurance obtained	Not Applicable as per the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023

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	Chemical and chemical products, pharmaceuticals medicinal chemical and botanical products	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	98.20%

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	3	9	12
International*	-	-	-

* 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 17.44%.

c. A brief on types of customers:

GMM Pfaudler is the leading technologies, systems, and services provider for the chemical and pharmaceutical industries, as well as many others. GMM Pfaudler caters to over 90% of the world's Top 20 ICIS 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)	583	555	95.20%	28	4.80%
2	Other than Permanent (E)	15	13	86.67%	2	13.33%
3	Total employees (D + E)	598	568	94.98%	30	5.02%
WORKERS						
4	Permanent (F)	201	200	99.50%	1	0.50%
5	Other than Permanent (G)	2033	2017	99.21%	16	0.79%
6	Total Workers (F + G)	2234	2217	99.24%	17	0.76%

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	2	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	2	2	100%	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	3	3	100%	-	-
6	Total differently able workers (F + G)	3	3	100%	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel*	4	1	25%

*This includes MD, CEO, CFO & CS

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

	FY24 (Turnover rate in current FY)			FY23 (Turnover rate in previous FY)			FY22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.01	17.54	20.84	20.51	30.30	21.07	13.9	16.67	14.08
Permanent Workers	4.42	-	4.40	3.05	-	3.05	4.76	-	4.76

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	Mavag AG (Switzerland)	Subsidiary	100
2	Pfudler GmbH (Germany)	Subsidiary	100
3	Pfudler Normag Systems GmbH (Germany)	Subsidiary	100
4	Pfudler interseal GmbH (Germany)	Subsidiary	100
5	Pfudler Service BeNeLux B.V. (Netherlands)	Subsidiary	100
6	Pfudler S.r.l. (Italy)	Subsidiary	100
7	Pfudler France S.à.r.l. (France)	Subsidiary	100
8	GMM International S.à.r.l. (Luxembourg)	Subsidiary	100
9	Pfudler Limited (UK)	Subsidiary	100
10	GMM Pfudler US Inc. (USA)	Subsidiary	100
11	Edlon Inc. (USA)	Subsidiary	100
12	Glasteel Parts and Services, Inc. (USA)	Subsidiary	100
13	Pfudler S.A. de C.V. (Mexico)	Subsidiary	100
14	Pfudler Ltda. (Brazil)	Subsidiary	100
15	Pfudler Private Limited (Singapore)	Subsidiary	100
16	Pfudler (Chang Zhou) Process Equip. Co. Ltd. (China)	Subsidiary	100
17	GMM Pfudler Foundation (India)	Subsidiary	100
18	Hydro Air Research Italia S.r.l (Italy)	Subsidiary	100
19	Mixel France SAS (France)	Subsidiary	100
20	Mixel Agitator Co.Ltd. (China)	Subsidiary	100
21	Professional Mixing Equipment Inc. (Canada)	Subsidiary	100
22	GMM Pfudler JDS LLC (USA)	Subsidiary	51

*Business responsibility initiative disclosed are pertaining to GMM Pfudler 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.)	1030.61 Crores
	(iii) Net worth (in Rs.)	751.19 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) (If Yes, then Provide web-link for grievance redress policy)	FY24 Current Financial Year		FY23 Previous Financial Year	
			Number of Complaints filed during the year	Number of complaints pending resolution at close of the year	Number of Complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	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	-	12	-
Employees and workers	Yes	https://www.gmmpfaudler.com/file/GMIMCOC.pdf	4	-	-	-
Customers	Yes	The Company has a designated email ID exclusively for customers i.e. service@gmmpfaudler.com	467	7	344	5
Value Chain	Yes	https://www.gmmpfaudler.com/file/WhistleBlowerPolicy.pdf	-	-	1	-
						All the pending complaints for FY 23 are resolved

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	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 robust governance framework stands as the cornerstone of organizational excellence. By fostering a governance structure that is both responsive and inclusive, an organization fortifies its ability to weather unforeseen challenges and adapt with resilience. The vigilant oversight provided by governance committees, particularly in areas concerning environmental, social, and governance (ESG) factors, ensures alignment and propels the organization toward sustainability goals.</p> <p>Within GMM Pfaudler, adherence to governance principles and the delineated charters of the Board's standing committees serve as a scaffolding for effective governance and diligent oversight of company affairs. Each committee fulfills a pivotal role in upholding our steadfast commitment to conducting business with the utmost adherence to corporate standards.</p>	-	Positive
2	Product Quality and Customer Satisfaction	Opportunity	<p>A value for money and high quality product which is supported by seamless pre & post sales service provides an organization with an opportunity to retain satisfied customers who in turn are a source of recurring revenues.</p> <p>We strive to align our business objectives with our vision of becoming the most sought-after provider of top-quality engineered products and services to our clients. Our pursuit of ethical and transparent business practices is aimed at building trust among our stakeholders, strengthening our brand image, and boosting customer satisfaction.</p>	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Product Stewardship	Opportunity	<p>By prioritizing eco-consciousness and social responsibility in every stage of production, GMM Pfaudler is not only refining product quality but also significantly diminishing its environmental and social footprint. This commitment not only aligns with sustainability goals but also enhances market appeal, driving higher sales and fostering a culture of innovation and reliability.</p>	-	Positive
4	Responsible Supply Chain	Risk	<p>A sustainable supply chain embodies socially responsible business practices, crucial for mitigating various risks such as contractual, legal, and business continuity issues. Failing to strategically identify and collaborate with suppliers and partners offering essential products and services could expose the organization to these risks, highlighting the imperative of fostering strong partnerships and ethical sourcing practices.</p>	<p>GMM Pfaudler diligently employs a range of screening tools and checklists to meticulously evaluate suppliers and assess potential social risks. Our supplier Code of Conduct sets forth clear expectations, requiring all partners within the supply chain to fully adhere to relevant laws and standards governing corporate governance, social responsibility, and environmental stewardship. This commitment ensures that ethical practices permeate every aspect of our operations, fostering trust and accountability throughout our supply network.</p>	Negative
5	Occupational health and safety	Risk	<p>Our people's capabilities, competence and commitment are the force behind our continued business success and the stakeholder trust we enjoy. Providing a safe and healthy workplace environment for our workers is critical to the success of our operations.</p>	<p>At GMM Pfaudler, our focus is on ensuring a safe workplace environment through technology, training, and strict safety protocols. All our facilities comply with ISO 45001 standards, maintain Emergency Response Plans, and monitor progress through behavior-based safety programs.</p>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Climate Change	Risk	<p>The increasing frequency of extreme weather events linked to climate change presents a tangible threat, potentially disrupting our operations and jeopardizing the safety and welfare of our employees.</p>	<p>We embrace environmental sustainability by implementing green policies, frameworks, and infrastructure. This includes prioritizing energy conservation and renewable energy to minimize our carbon footprint, adopting innovative technologies to manage waste in accordance with circular economy principles. We also employ operational and engineering controls to reduce freshwater consumption and manage water resources through sewage treatment, recycling treated water, and rainwater harvesting. Additionally, we implement waste management practices such as recycling, reusing, and minimizing waste generation, while ensuring supply chain sustainability through responsible sourcing.</p>	Negative
7	Community Development	Opportunity	<p>Establishing a strong connection with the community is crucial for the Company's sustained success and value creation. GMM Pfaudler adopts a tripartite approach to community outreach:</p> <p>Healthcare: We contribute to local communities by initiating preventive healthcare programs and offering support to hospitals.</p> <p>Education: We enhance vocational skills and elevate education quality by partnering with and providing essential resources to Industrial Training Institutes (ITIs).</p> <p>Environment: We actively support projects dedicated to preserving flora and fauna, conserving natural resources, and mitigating ecological imbalances.</p>	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Energy and Emissions Management	Opportunity	<p>Energy is crucial for economic growth and life prosperity. Availability and reliability of energy has always been a concern not only for an organization but also for the world at large. All production facilities adhere to ISO 50001 standards. The Company has a renewable energy portfolio of 1 MW Solar energy. The renewable energy generated contributes to 6% of total electricity needs and helped the organization in avoiding 862.62 tCO₂e in FY24. Additionally, our Company regularly implements a variety of energy-saving strategies to cut down on energy use and emissions footprints.</p>	-	Positive
9	Water and Wastewater Management	Risk & Opportunity	<p>Water, being a finite resource, requires careful planning, distribution, and management to optimize its usage. Its availability and utilization significantly impact both the environment and society.</p>	<p>GMM Pfaudler's operational regions strictly adhere to pollution control board guidelines. Our manufacturing plants implement wastewater treatment and recycling measures, effectively reducing our freshwater consumption and minimizing the impact on water resources used for domestic and agricultural purposes.</p>	Both
10	Waste Management	Risk & Opportunity	<p>Efficient resource utilization entails minimizing and reusing waste, along with incorporating recycled materials whenever feasible. Effective waste management procedures, including separation, collection, and disposal, are imperative. Regulations governing waste management are essential to ensure proper reuse, recycling, and disposal, particularly as expanding landfills and dumpsites pose risks to air, soil, and water quality.</p>	<p>GMM Pfaudler has implemented comprehensive strategies to minimize waste production throughout the manufacturing cycle. We prioritize waste reduction at every level to align with legal requirements and safeguard the environment. Waste is responsibly disposed of at Transport, Storage, and Disposal Facilities (TSDF) to ensure compliance and prevent adverse environmental impacts. Moreover, we strictly prohibit the use of single-use, non-biodegradable plastics on our premises.</p>	Both

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Ethics and Compliance	Risk	<p>Operating with the utmost integrity and ethics is a fundamental responsibility of any organization. Non-compliance with regulations and subsequent penalties can directly impact company operations and lead to financial strain.</p>	<p>GMM Pfaudler is dedicated to upholding ethical standards and achieving compliance excellence. Through our robust Code of Conduct, we instill values of integrity, transparency, and respect across all levels of the organization. This framework emphasizes adherence to laws, prevention of conflicts of interest, and safeguarding Company assets, fostering a safe and inclusive workplace. Supported by strong governance, our compliance structure remains adaptable to evolving regulations and risks. Regular training and open communication channels empower employees to maintain high ethical standards and report concerns confidentially, ensuring our continued commitment to integrity and compliance.</p>	Negative
12	R&D and Innovation	Opportunity	<p>R&D and innovation play crucial roles in developing better products with enhanced efficiencies and reduced environmental impact. At GMM Pfaudler, our dedicated Innovation team focuses on achieving these goals, striving to create products that optimize efficiency and minimize environmental footprint through sustainable practices. By prioritizing these efforts, we aim to uphold our commitments to the environment and strengthen our partnerships for long-term positive impact.</p>	-	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				
	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 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.	Board approved policies and codes of conduct cover the NVGs. All applicable national and international regulations are captured in the policies articulated by GMM Pfaudler. In addition, they reflect the purpose and intent of the international standards such as GRI, UNSDG, ISO 50001 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 in their meeting held on May 25, 2022 have approved the 3 Year ESG Strategy and Roadmap for the Company as stated in the ESG section of this Annual Report.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The performance against the set targets undertaken for ESG has been published in the ESG Report forming part of this Annual Report.								
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 built upon ESG principles, which prioritize the creation of value for our stakeholders, including our people, communities, and planet. Making a difference is what ESG means to us, not simply checking the criteria. We are committed to our people, communities, and planet, and as the preeminent global provider of corrosion-resistant technologies, our mission and core values direct our actions and assist us in concentrating on what is essential. Our Board of Directors has approved the Company's 3 year ESG road map and strategy. Achievements and objectives pertaining to ESG are detailed in the ESG Section of this Annual Report.								
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: +91 22 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: +91 22 6650 3900 E-mail id: tarak.patel@gmmpfaudler.com								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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
Yes, on a regular basis, the Board of Directors and management reviews the adherence to the stated policies in the entity.								

12. 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)									
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)									Not Applicable
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(s)	Applicable Policies	Link for policies
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> • Export Compliance Guideline • Environment, Social and Governance Policy • Suppliers Code of Conduct 	
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> • Anti-Sexual Harassment Policy • Code of Conduct & Ethics Policy • Internal HR Policies for Employees • Nomination, Remuneration & Evaluation Policy 	
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy • Code of practices and Procedures for Fair Disclosure of UPSI • Anti-Corruption Policy 	
Principle 5: Businesses should respect and promote human rights	<ul style="list-style-type: none"> • Code of Conduct & Ethics Policy • Anti-Sexual Harassment Policy • Whistle Blower Policy 	
Principle 6: Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> • Environment, Social and Governance Policy • Suppliers Code of Conduct 	
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> • Code of Conduct & Ethics Policy • Communication Policy 	
Principle 8: Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy • Environment, Social and Governance Policy 	
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> • Code of Conduct & Ethics Policy • Export Compliance Guideline • Information Security Policy 	

<https://www.gmmpfaudler.com/investors/policies-programmes>

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

1. Percentage coverage 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	Outlook on industry practices, governance and compliance, sustainability initiatives, risk management	100%
Key Managerial Personnel	6	Outlook on industry practices, governance and compliance, sustainability initiatives, risk management	100%
Employees other than BoD and KMPs	8	Governance and compliance, sustainability initiatives, risk management, Technical masterclasses, Communication, Advanced Excel	85.42%
Workers	Regular basis	Health & Safety and skill upgradation	100%

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

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

During FY24, 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.

Note: Materiality threshold as specified in Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 has been applied for the purpose of this disclosure.

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

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

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

Yes, the entity has an Anti-Corruption Policy. 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 FY24 and FY23.

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

There were no complaints with regards to conflict of interest.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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 conflicts of interest.

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	82.64	106.30

9. Open-ness 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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases*	a) Purchases from trading houses as % of total purchases	27.42%	29.21%
	b) Number of trading houses where purchases are made from	466	490
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	40.85%	39.90%
	*Total Purchase only considers the cost of inventorised materials.		
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)	5.47%	2.94%
	b) Sales (Sales to related parties / Total Sales)	15.49%	12.54%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	11.79%	5.39%
	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:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	<ul style="list-style-type: none"> • Sustainability • Supplier Code of Conduct • CSR Assessment • CSR Audits • Integrating ESG Compliance in supplier contracts 	0.72%

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 Code of Conduct for Board of Directors which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors on the entities they are interested in, and ensures 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.gmmpfautler.com/index.php/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% (1.09 Crores)	100% (2.44 Crores)	The Company invests in R&D and Capex which prioritizes primarily towards product enhancement, operationalizing test centers, and fostering in-house Product Innovation to develop energy efficient products.
Capex	100% (3.15 Crores)	100% (2.26 Crores)	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	<p>Yes, the Company has a Supplier's Code of Conduct in place that mandates suppliers to utilize natural resources, in a sustainable manner. Suppliers must minimize or eliminate negative environmental and climate impacts that arise from their operations. Suppliers are also encouraged to participate in creation and adoption of eco-friendly products, processes, and technologies.</p> <p>The Company also gets confirmation and acceptance on the Code from all its major suppliers. In order to ensure compliance with sustainable procurement principles, GMM Pfautler performs a Supplier Sustainability Risk Rating and Supplier Self-Assessment for environmental and social criteria. This process ensures that suppliers are assessed on their ability to adhere to sustainable practices and that their environmental and social impacts are evaluated. By doing so, GMM Pfautler can work with its suppliers to mitigate any potential risks and enhance the sustainability of its supply chain.</p> <p>The policy also supports the creation of local vendors and encourages local sourcing. The Company focuses on procurement of materials from local suppliers and MSME players. It has implemented various sustainable supply chain practices and initiatives and at the same time ensures timely and cost-effective deliveries for necessary resources.</p> <p>Company has also received a Bronze Medal (Top 35%) in the EcoVadis Sustainability Rating - May 2024</p>
--	---

- b. If yes, what percentage of inputs were sourced sustainably?** GMM Pfaudler conducts regular assessments of key suppliers, evaluating them through Sustainability Risk Rating and Supplier Self-Assessment processes. Basis these assessments, 91.83% of the raw material procurement by value are sourced sustainability.
-
- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**
- (a) Plastics (including packaging)**
- (b) E-waste**
- (c) Hazardous waste**
- (d) other waste.**
- Given the nature of our business, the products we manufacture has a life of 10-15 years. Once this period is over, customers can choose to hand over any metal and glass scraps to authorized recyclers. From a larger standpoint, any end-of-life waste that is generated from our products can be recycled and repurposed as raw materials for other processes or products.
-
- 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	
	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Wooden Box	0.57%	0.59%
Plastic (Stretch film, Plastic bags, Sink film etc)	0.06%	0.06%
Casting	1.03%	1.07%

- 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:**
- Given the nature of the product we do not reclaim product or packaging at end of life. From a larger standpoint, any end-of-life waste that is generated from our products can be recycled and repurposed as raw materials for other processes or products.
- 5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**
- Given the nature of the product we do not reclaim product 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	555	555	100%	555	100%	-	-	555	100%	555	100%
Female	28	28	100%	28	100%	28	100%	-	-	28	100%
Total	583	583	100%	583	100%	28	4.80%	555	95.20%	583	100%
Other than Permanent employees											
Male	13	13	100%	-	-	-	-	-	-	13	100%
Female	2	-	-	-	-	2	100%	-	-	2	100%
Total	15	13	86.67%	-	-	2	13.33%	-	-	15	100%

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

Category	Total (A)	% of Worker 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 workers											
Male	200	200	100%	200	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	1	100%	-	-	1	100%
Total	201	201	100%	201	100%	1	0.50%	-	-	1	0.50%
Other than Permanent workers											
Male	2017	-	-	2017	100%	-	-	-	-	-	-
Female	16	-	-	16	100%	16	100%	-	-	16	100%
Total	2033	-	-	2033	100%	16	0.79%	-	-	16	0.79%

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.25%	0.20%

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

Benefits	FY24 (Current Financial Year)			FY23 (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.	2.0%	-	Y

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, majority of GMM Pfaudler's workplace premises are designed to be accessible to differently abled employees and workers. The infrastructure at the gates and office entrances are equipped with even surfaces, such as ramps, to ensure easy accessibility for disabled employees.

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

Yes, GMM Pfaudler's Code of Conduct & Ethics Policy mandates all Directors and employees to cultivate a work environment that is free from any sort of discrimination based on factors such as 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 status protected by relevant laws. <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%	100%	-	-
Female	100%	66.67%	-	-
Total	100%	95.45%	-	-

*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, the working group's grievance redressal mechanism adheres to the guidelines outlined in the Factories Act. In this process, workers can raise their concerns to the welfare officer who is responsible for directing the grievances to the relevant management teams for resolution. Once a solution is determined, the concerned parties are informed accordingly.
Other than Permanent Workers	
Permanent Employees	Yes, at GMM Pfaudler, employees are encouraged to seek guidance and report any concerns they may have with their direct manager or supervisor, the Human Resources Manager or the Compliance Officer. The Company has a "Whistle Blower Policy" for employees to report instances of unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Company has "zero tolerance" to any form of Sexual Harassment at the Workplace. The Company responds promptly to any complaints of Sexual Harassment and take appropriate steps to discipline behaviour that violates its "Anti-Sexual Harassment Policy". The Company has set up an Internal Committee to redress any such complaints received. The Company periodically conducts sessions and workshops for employees across the organization to build awareness about this Policy.
Other than Permanent Employees	

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

Category	FY24 (Current Financial Year)			FY23 (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	583	109	18.70%	604	99	16.39%
Male	555	107	19.28%	574	97	16.90%
Female	28	2	7.14%	30	2	6.67%
Total Permanent Workers	201	158	78.61%	205	159	77.56%
Male	200	158	79.00%	205	159	77.56%
Female	1	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY24 (Current Financial Year)					FY23 (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 + Other than Permanent)										
Male	568	332	58.45%	555	97.71%	662	509	76.89%	574	86.71%
Female	30	6	20.00%	30	100%	37	22	59.46%	21	56.76%
Total	598	338	56.52%	585	97.83%	699	531	75.97%	595	85.12%
Workers* (Permanent + Other than Permanent)										
Male	2217	2217	100%	165	7.44%	2125	2125	100%	-	-
Female	17	17	100%	-	-	7	7	100%	-	-
Total	2234	2234	100%	165	7.39%	2132	2132	100%	-	-

* Trainings on skill upgradation includes both soft skill and functional skills. Such trainings are imparted by individual functions basis the need for their own department and are not specifically tracked.

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

Category	FY24 (Current Financial Year)			FY23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	555	434	78.20%	574	422	73.52%
Female	28	27	96.43%	30	25	83.33%
Total	583	461	79.07%	604	447	74.01%
Workers						
Male	200	197	98.50%	205	49	23.90%
Female	1	-	-	-	-	-
Total	201	197	98.01%	205	49	23.90%

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?</p>	<p>Yes, GMM Pfaudler places significant importance on the safety and well-being of its employees and other relevant stakeholders. As evidence of this commitment, our HSEMS in all three plants have been certified to meet the ISO 45001:2018 standard.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>At GMM Pfaudler, the methods employed to detect occupational hazards and evaluate risks regularly and irregularly include:</p> <p>1. Hazard Identification and Risk Assessment (HIRA): This requires a thorough assessment of the work environment and operational tasks to identify any possible hazards that could harm employees, visitors, or the surrounding ecosystem. The risk associated with each identified hazard is carefully assessed to determine the likelihood and potential consequences of an incident occurring. After analyzing the situation, appropriate actions are developed and implemented.</p> <p>2. Health and Safety Inspections: This involves a comprehensive review of the organization's policies, procedures, and practices related to environmental management, health, and safety. An HSE inspection and audit helps identify areas for improvement to reduce the risk of incidents or accidents. Furthermore, it fulfills the role of confirming the organization's compliance with relevant regulatory obligations and industry standards. Based on the results of an HSE audit and inspection, we have developed corrective action plans to address any areas that need improvement.</p>
<p>c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)</p>	<p>Yes, GMM Pfaudler has implemented an online App & Web Portal that allows employees at all levels to easily report any work-related hazards. The Factory Heads and HSE Managers diligently monitor and address all reported work hazards.</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes, all our employees are covered under Health & Accidental Insurance which can be used for any non-occupational medical & healthcare service.</p>

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

Safety Incident/Number	Category*	FY24 (Current Financial Year)	FY23 (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	10	8
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 robust framework to ensure a safe and healthy workplace through a combination of rigorous compliance measures, training, and emergency preparedness. Regular work permit issuances, safety inductions, and safety committee meetings enforce adherence to established safety protocols, supported by behavior-based safety initiatives and comprehensive shop floor inspections. We enhance contractor safety through a dedicated Safety Induction program and an EHS training card system.

Our commitment to continuous improvement is demonstrated through regular internal and external HSE audits, including third-party safety audits and ISO 45001 & 14001 certifications, with risk assessments and controls validated by TUV SUD. Emergency preparedness is prioritized with detailed site-specific plans and regular mock drills covering potential emergencies such as fire, electric shock, and snake bites, alongside extensive training in hazard awareness and safe material handling. Health monitoring is conducted via pre-employment check-ups and annual medical tests. Additionally, an online platform facilitates prompt reporting and management of work-related hazards. The maintenance of workplace safety is further supported by "5S" practices, and the organization's safety culture is reinforced through the celebration of National Safety Week and the recognition of safety achievements. Notably, these comprehensive safety measures have led to zero reportable injuries or accidents in FY24, highlighting the effectiveness of our approach.

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

	FY24 (Current Financial Year)			FY23 (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	212	37	Proactively Identified by safety committee & plant team, resolution of pending points are ongoing and will be closed in due time.	94	25	
Health & Safety	164	08		20	3	-

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	(3 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 have implemented several corrective actions to enhance health and safety practices across our operations. This includes Behavior-Based and Safety Induction Training for all employees, particularly new hires and contractors, to ensure comprehensive familiarity with safety protocols. We have improved safety equipment and facilities on the shop floor by adding first aid boxes, fire extinguishers, and clear safety visuals. Trolleys for safer cylinder transportation, guards on grinding machines, and specialized equipment such as scaffolds, scissor lifts, and safety harnesses for high-altitude work have been introduced. Additional enhancements include screens for grinding work, marked gangways and aisles, standardized personal protective equipment, and advanced electrical safety features like distribution boards with RCCB and top plugs. These measures reflect our ongoing commitment to maintaining a safe work environment by continually identifying risks and implementing necessary improvements.

LEADERSHIP INDICATORS

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

(A) Employees (Y/N)

(B) Workers (Y/N)

Yes

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

The contract agreements with our value chain partners explicitly require compliance with all relevant statutory provisions, including payment and deduction of mandatory contributions. We ensure both parties carefully review and uphold these clauses. Contractors are required to submit proof that the statutory dues have been deducted and deposited on a quarterly basis.

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. 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.

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

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 our Company, we take pride in maintaining a strong and transparent relationship with our investors by having a deep understanding of their expectations and fulfilling them consistently. Our commitment to client value is an integral part of our corporate philosophy which reflects our dedication to our clients. We believe that our employees are vital in creating value for our clients and the organization, and we strive to provide them with fulfilling careers. Suppliers are our key stakeholders who enable us to deliver business value. We respect the law of the land and abide by the GMM Pfaudler's Code of Conduct and Ethics Policy, making governments and regulators important stakeholders. Our business practices are centered around inclusive growth, and we ensure that the community is at the forefront of our sustainable practices.

Our stakeholders are our investors, employees, shareholders, customers, communities, non-governmental organizations and suppliers amongst 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.	<p>Continuous: GMM Pfaudler's website, social media, sponsored events, mailers, newsletters, brochures.</p> <p>Half-yearly: Relationship meetings, Customer satisfaction surveys, customer visits.</p> <p>Annual: Events and Exhibitions.</p>	<ul style="list-style-type: none"> • Product Stewardship • Product quality and safety • Customer data privacy • New Products • Feedback
Employees	No	Induction programs, E-mails, newsletters Employee portal, HR helpdesk, Engagement initiatives and Townhalls, Rewards & Recognition programs and satisfactions survey, Leadership development meetings/ programmes.	<p>Continuous: Website, Employee portal, HR helpdesk, Rewards & Recognition programs and satisfactions survey, Webinars and awareness sessions.</p> <p>Quarterly: GMM Pfaudler's Newsletter.</p> <p>Annual: Townhalls.</p>	<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.	<p>Continuous: Investors page on the GMM Pfaudler's website, social media.</p> <p>Quarterly: Financial statements earnings call, press conferences, investor calls.</p> <p>Annual: Annual General Meeting, Annual Report.</p>	<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.	<p>Quarterly: Meetings/calls.</p> <p>Half-yearly: Assessments, Site visits and inspections.</p>	<ul style="list-style-type: none"> • Responsible Sourcing • On time performance • Ethical behavior/Fair business practices • Sustainability

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
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 plays a vital role in driving growth ambitions. The Board has given its approval to the Company's 3-year Strategy and Roadmap. The ESG Steering Committee implements the roadmap in accordance with the Company's ESG vision. It establishes sustainability goals, offers targeted guidance and operational insights to the ESG working groups, evaluates public disclosures, and engages with stakeholders to address their concerns. The Chief Executive Officer leads the ESG Steering Committee. Regular board reviews are conducted every quarter, providing an opportunity for the board to engage in in-depth discussions with the Chief Executive Officer regarding sustainability progress and concerns raised by stakeholders. This Committee serves as the platform for stakeholders to engage with the Board of the organization.

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, the Company, in collaboration with stakeholders, has identified significant environmental and social issues. We shortlisted and prioritized material topics based on their impact on stakeholders and the business. Information regarding this can be found in the Materiality Assessment section of the ESG report. The Company's initiatives in the field of Corporate Social Responsibility are carefully planned and implemented based on the needs of the communities, including vulnerable and marginalized groups, as well as other community members.

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

At GMM Pfaudler, we are committed to addressing the concerns of vulnerable and marginalized groups. Recently, two schools in Karamsad and Vatva approached us for assistance with infrastructure and student accessories. In response, we constructed handwash stations, separate washrooms for boys and girls, water purifiers, water coolers, and protective shades for these coolers and purifiers. Additionally, we distributed school bags and PT uniforms to the students. These efforts have significantly improved the educational environment and basic needs for students, demonstrating our dedication to supporting and uplifting marginalized communities through proactive engagement and meaningful action.

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	FY24 (Current Financial Year)			FY23 (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	583	459	78.73%	604	604	100%
Other than permanent	15	15	100%	95	95	100%
Total Employees	598	474	89.36%	699	699	100%
Workers*						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

*The Company's Code of Conduct & Ethics Policy (COC) includes comprehensive training on human rights and other policies. Employees participate in COC training through various awareness programs. Discussions are held regularly to enhance awareness about human rights and the COC among all employees and workers. Besides HR-led sessions and online COC training, functional team leads also train all employees and workers, including new hires, on the COC. Currently, these training sessions are not tracked, but this will change starting from FY25. The COC is accessible on the Company's website and intranet portal, and all employees are expected to read, understand, and adhere to these standards, as well as comply with all relevant laws, regulations, and Company policies. Note that training for workers is not specifically tracked.

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

Category	FY24 (Current Financial Year)				FY23 (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. (F)	% (F / D)
Permanent Employees										
Male	555	-	-	555	100%	574	-	-	574	100%
Female	28	-	-	28	100%	30	-	-	30	100%
Other than Permanent Employees										
Male	13	-	-	13	100%	88	-	-	88	100%
Female	2	-	-	2	100%	7	-	-	7	100%
Permanent Workers										
Male	200	-	-	200	100%	205	-	-	205	100%
Female	1	-	-	1	100%	-	-	-	-	-
Other than Permanent Workers										
Male	2017	1055	52.31%	962	47.69%	1920	550	28.65%	1370	71.35%
Female	16	9	56.25%	7	43.75%	7	-	-	7	100%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ wages of respective category	Number	Median remuneration/ Salary/ wages of respective category
Board of Directors (BoD)	5	25,00,000	1	24,00,000
Key Managerial Personnel	3	2,82,88,644	1	55,75,440
Employees other than BoD and KMP	552	7,75,266	27	10,08,456
Workers	200	5,57,232	1	3,72,948

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Gross wages paid to females as % of total wages	5.07%	4.12%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has designated the Company Secretary and Human Resource Head as Compliance Officers to enforce the principles outlined in the GMM Pfaudler's Code of Conduct & Ethics Policy, which includes the protection 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:

	FY24 (Current Financial Year)			FY23 (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:

	FY24 (Current Financial Year)	FY23 (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	2.13%	-
Complaints on POSH upheld	-	-

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

The core values of our organization strictly forbid any form of retaliation. Employees are not liable for retaliation or reprisal when they report any suspected violation of the law, the Code of Conduct, or other company policies. Threats or retaliation against individuals who report violations in good faith or assist with related investigations are rigorously prohibited by the organization. The principles of natural justice, confidentiality, sensitivity, non-retaliation, and impartiality are upheld throughout our resolution process. We ensure that all concerns are addressed with sensitivity and strive to deliver prompt resolutions. By conducting a thorough investigation, we guarantee impartiality for all parties concerned and afford them the chance to present pertinent facts and evidence.

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

Yes, GMM Pfadler's Code of Conduct & Ethics Policy emphasizes its dedication to safeguarding human rights and respecting the dignity of every individual. The Company expects all employees to adhere to these principles. This obligation applies to all interactions with business partners, including 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.

While we received no grievances or complaints related to Human Rights in FY24, our ongoing Human Rights Due Diligence identified areas for improvement. As a result, we're revising or creating new policies, standard operating procedures (SOPs), and training programs to further strengthen our human rights commitment.

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

Our human rights due diligence, conducted by an independent third party in FY24, covered a comprehensive range of topics to assess our human rights performance across our plants and offices. These topics included:

- **Diversity and Inclusion:** We evaluated our practices to ensure a workplace that fosters respect and equal opportunities for all employees regardless of background.
- **Equal Rights and Pay:** We reviewed our policies and procedures to guarantee fair treatment and compensation for all employees.
- **Labor Rights:** This aspect focused on child labor prevention, adherence to working hour regulations, and ensuring fair wages and employee well-being as outlined in labor laws.
- **Grievance Redressal Mechanism:** We assessed the effectiveness of our system for employees to raise and address concerns related to human rights.
- **Rights of Persons with Disabilities:** The due diligence examined how well we accommodate and include employees with disabilities.
- **Supplier Code of Conduct:** We reviewed our supplier code to ensure alignment with human rights principles and responsible sourcing practices.
- **Other Human Rights Aspects:** The assessment also considered broader human rights considerations relevant to our operations.

Outcomes and Next Steps

The due diligence identified areas for improvement in various aspects, including certain clauses in policies, specific procedures, and training programs. Based on these findings, we are committed to:

- Modifying existing policies and procedures to strengthen human rights compliance.
- Creating new policies or Standard Operating Procedures (SOPs) where necessary to address identified gaps.

Implementing or enhancing training programs to ensure employees are aware of their rights and responsibilities regarding human rights

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, majority of GMM Pfaudler's workplace premises are designed to be accessible to differently abled employees and workers. The infrastructure at the gates and office entrances are equipped with even surfaces, such as ramps, to ensure easy accessibility for disabled employees.

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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
From Renewable Sources		
Total electricity consumption (A) (GJ)	4,337.18	6,471.66
Total fuel consumption (B) (GJ)	-	719.46
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption from Renewable sources (A+B+C) (GJ)	4,337.18	7,191.12
From Non - Renewable Sources		
Total electricity consumption (D) (GJ)	68,806.83	90,933.93
Total fuel consumption (E) (GJ)	1,62,198.86	1,44,588.29
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumption from Non-Renewable sources (D+E+F) (GJ)	2,31,005.69	2,35,522.22
Total energy consumed (A+B+C+D+E+F)	2,35,342.87	2,42,713.34
Energy intensity per rupee of turnover (Total energy consumed GJ / Revenue from Operations in INR Crores)	228.27	225.78
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed GJ / Revenue from operations adjusted for PPP in INR Crores)	228.27	225.78
Energy intensity in terms of physical output*	8.61	8.13
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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	20,595	25,685
(iii) Third party water	13,562.79	18,984.81
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	34,157.79	44,669.81
Total volume of water consumption (in kilolitres)	33,737.79	39,479.81
Water intensity per rupee of turnover (Water consumed KL / Revenue from Operations in INR Crores)	32.72	36.73

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption KL/ Revenue from operations adjusted for PPP in INR Crores)	32.72	36.73
Water intensity in terms of physical output*	1.23	1.32
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	FY24 (Current Financial Year)	FY23 (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	-	4,840 (STP Secondary Treatment)
(iii) To Seawater		
a. No treatment	-	-
b. With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
a. No treatment	420	350
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)	420	5,190
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, in our Karamsad Plant. We implement sustainable water management by reusing water from our Sewage Treatment Plant (STP). After secondary treatment, this water is utilized for gardening and hydro testing, exemplifying our commitment to resource efficiency and environmental conservation. These practices help us reduce our ecological footprint and support a sustainable ecosystem.

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

Parameter	Please specify unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
NOx	Kg	967.98	242
SOx	Kg	1640.21	423
Particulate matter (PM)	Kg	7,142.51	2,556
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	FY24 (Current Financial Year)	FY23 (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/ INR Crores	9,929.46	8,517.98
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/ INR Crores	13,684.91	20,460.34
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	22.90	26.96
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/ INR Crores	22.90	26.96
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent /Nos	0.86	0.97

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.

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

GMM Pfaudler strives to decrease its carbon footprint by continuously working towards reducing electricity consumption and emissions through the adoption of clean technology, enhancing energy efficiency, and promoting renewable energy.

Few of the projects associated with Reducing Green House Gas Emissions are:

1. Renewable Energy

1MW Roof Top Solar Plant at Karamsad Manufacturing Unit generated 12,04,771 kWh during the FY24 & helped avoid 862.62 tCO₂e.

2. Process Improvement

a. Reduced Glass coat application, helped save 27,10,200 kWh of electricity and avoided 1940.51 tCO₂e.

3. Reduced Glass coat application, helped save 27,10,200 kWh of electricity and avoided 1940.51 tCO₂e.

4. Energy Saving Projects through multiple projects we saved 2,72,266 kWh of energy and avoided 194.98 tCO₂e)

- a. Installation of solar streetlights.
- b. Use of energy efficient motors /other equipment (Welding M/Cs).
- c. Installation of AC models with eco-friendly gas & 5-star rating.
- d. Saving in office lighting/ACs by on/off scheduling.
- e. Replacement of factory shade sky light sheet with Polycarbonate sheets to improve day light.
- f. Reduce energy consumption :
 - i. Saving in Air Compressor & transformer consumption by On/Off scheduling.
 - ii. Furnaces modification for efficiency optimization & control of CO₂ generation in exhaust.
 - iii. Installation of VFD in compressor & shot blasting blower application
 - iv. Furnace control panel rooms use interlocked AC units to prevent unnecessary cooling when the furnace is on.
 - v. Improved power factor in operations
- g. Use of Electric Vehicle :
 - i. Car for local travel use.
 - ii. Tempo / forklift (for in-house material movement).

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	1.10
E-waste (B)	-	3.30
Bio-medical waste (C)	-	0.00015
Construction and demolition waste (D)	33.04	310.43
Battery waste (E)	1.35	0.037143
Radioactive waste (F)	0.135	-
Other Hazardous waste. Please specify, if any. (G)	9.38	21.50
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,811.52	4,450.36
Total (A+B + C + D + E + F + G+ H)	2,855.425	4,786.727
Waste intensity per rupee of turnover (Total waste generated MT/ Revenue from operations in INR Crores)	2.77	4.45
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated MT / Revenue from operations adjusted for PPP in INR Crores)	2.77	4.45
Waste intensity in terms of physical output	0.10	0.16

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
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	2,776.48	4,455.48
(ii) Re-used	70.91	310.11
(iii) Other recovery operations	0.36	-
Total	2,847.75	4,765.59
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	0.00015
(ii) Landfilling	7.55	19.63
(iii) Other disposal operations	-	-
Total	7.55	19.63015

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.

Note: FY23 data has been corrected due to change in calculation methodology.

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 recognizes the vitality of waste management, an issue that profoundly affects our organization, neighboring communities, and the environment. The primary objectives of our waste management strategy are to reduce refuse disposal, maximize recycling and recovery, and minimize waste generation. To ensure responsible waste management practices throughout all our facilities, we have implemented several measures, including source-separated waste, waste reuse and recycling, and the secure disposal of hazardous waste in collaboration with an authorized agency. Our dedication to waste management is consistent with our overarching environmental, social, and governance goals, and we are consistently striving to improve our waste management procedures.

Few of the project associated with Waste Management are:

1. By eliminating first trial revision drawings, we're saving approximately 38,100 sheets of paper, significantly reducing waste and supporting our sustainability efforts.
2. Utilization of scrap for fabrication of non-pressure parts for optimal utilization of scrap & to reduce the risk of outsourcing and build inhouse capability.
3. For our shot blasting operation we replaced Aluminum Oxide shots with Steel Shots which not only can be reused but also helped us reduce our hazardous waste generation.
4. We are Reusing Wooden Boxes for packaging which has helped us reduced wood consumption by 894 cubic feet.

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 projects in FY24.

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

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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilo litres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	10,966	16,142
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,966	16,142
Total volume of water consumption (in kilolitres)	10,966	16,142
Water intensity per rupee of turnover (Water consumed KL / turnover in INR Crores*) *turnover taken for the site	44.32	68.25
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		
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)		

Not Applicable

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

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
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	Improvement in glass coat application process	Through the improvement Glass coat application reduced by 0.44 coats in Karamsad Plant & 0.91 coats at Hyderabad plant.	Helped save 2,710,210 kWh of electricity and avoided 1940.51 tCO ₂ e.
2	Energy Saving Projects	<ul style="list-style-type: none"> a. Installation of solar streetlights. b. Use of energy efficient motors /other equipment (Welding M/Cs). c. Installation of AC models with eco-friendly gas & 5-star rating. d. Saving in office lighting/ACs by on/off scheduling. e. Replacement of factory shade sky light sheet with Polycarbonate sheets to improve day light. f. Saving in Air Compressor & transformer consumption by On/Off scheduling. g. Furnaces modification for efficiency optimization & control of CO2 generation in exhaust. h. Installation of VFD in compressor & shot blasting blower application i. Furnace control panel rooms use interlocked AC units to prevent unnecessary cooling when the furnace is on. j. Improved power factor in operations k. Use of Electric Vehicle 	Through multiple projects we saved 2,72,266 kWh of energy and avoided 194.98 tCO ₂ e
3	Water Saving Initiatives	<ul style="list-style-type: none"> a. Revamped the water pits & shopfloor pipelines to eliminate leakages & overflow – effectively using recycled water used for equipment testing at Hyderabad Plant. b. STP water being used in garden areas & Re-mapping of hydrotest water line for higher utilisation of filtration water at Karamsad Plant. 	Overall Water Intensity reduced by 11%.
4	Hazardous Waste Reduction	Replaced Aluminum Oxide Shots with Steel shots.	Reduced waste disposal at landfill.

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

The Company has a standardised business continuity plan (BCP) in place which provides resilient business operations and ultimate safety of personnel and the Company's assets. The business continuity plans are included in our Enterprise Risk Management program and guide our response to disruptions to our operations. This covers many situations as a component of risk management processes and offers for risk mitigation and management in case of uncertainty. GMM Pfaudler's BCP seeks to restore operations to Business as Usual at the earliest in case of a business outage.

Overall Emergency Preparedness at GMM Pfaudler across all sites includes:

- Periodic Emergency Response Trainings for Emergency Response Teams (staff) & security team.
- Periodic Evacuation & Emergency Simulation Drills.
- Robust emergency preparedness checks to always ensure readiness.
- Liaison with Civil authorities for quick response in case of an emergency.
- Early assessments.
- Annual Maintenance Contracts on Emergency PPE.

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 haven't reported any major environmental concerns. We enforce a Supplier Code of Conduct that mandates sustainable resource use and minimizing environmental impact. We encourage suppliers to develop eco-friendly practices, promoting positive environmental influence throughout our 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 Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	The Confederation of Indian Industry (CII)	National
3	Indian Chemical Council (ICC)	National
4	Process Plant & Machinery Association of India (PPMAI)	National
5	Indian American Chamber of Commerce (IACC)	National
6	Indian Merchants Chamber	National
7	Swiss Indian Chamber of Commerce	National
8	International Market Assessment	National
9	Indo German Chamber of Commerce	National
10	Vithal Udyognagar Industries Association	State
11	Federation of Gujarat Industries	State
12	The Bombay Chamber of Commerce & Industry (BCCI)	State

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

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.

LEADERSHIP INDICATORS

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

The Company did not advocate for any public policy in FY24.

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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-----------------------------------	----------------------	----------------------	---	--	-------------------

As per the law the entity is not required to conduct any Social Impact Assessments in the current financial year. However, the Company has carried out social impact assessment of its CSR projects in FY23 namely ReefWatch Marine Conservation for Project "Re(ef) Generate" at Andaman Islands and Reef Watch Marine Conservation for Mega-fauna Rescue & Beach Restoration on the Karnataka coast on a voluntary basis. Details of the Impact Assessment is provided in the ESG Section of this Annual Report.

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 identified areas of contribution for Corporate Social Responsibility initiatives demonstrates a proactive approach to social impact. The Company has developed a Grievance Tracking Log to further enhance this commitment by ensuring that any grievances or concerns are promptly addressed. This log not only promotes transparency and accountability but also contributes to effective project management, ultimately leading to more meaningful and sustainable outcomes for both the Company and the community it serves.

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	18.76%	21.44%
Directly from within India	92.72%	90.80%

Note: FY23 data has been corrected due to change in calculation methodology.

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

Location	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Rural	-	-
Semi-urban	47.00%	47.26%
Urban	-	-
Metropolitan	53.00%	52.70%

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

LEADERSHIP INDICATORS

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

Not Applicable, as no Social Impact assessment were carried out in FY24.

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, as per our Code of Conduct & Ethics Policy, we do not discriminate on any basis while selecting our suppliers and provide equal opportunities for engagement to all potential suppliers. We encourage working with local suppliers or suppliers that are close to our facilities. However, we have not specifically considered marginalized/ vulnerable groups in our supplier qualifying criteria.
(b) From which marginalized / vulnerable groups do you procure?	Not Applicable
(c) What percentage of total procurement (by value) does it constitute?	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	Education	300+	100%
2	Healthcare	30,000+	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 can not 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 Pfaudler values customer complaints and strives to address them promptly and effectively. GMM Pfaudler offers various channels for customers to submit complaints or provide feedback. Every complaint we receive through different channels is carefully recorded and assigned a unique complaint number. We promptly send an acknowledgement email to the customer, informing them that their complaint has been duly noted. The issue is promptly addressed and resolved. Customers can easily reach out to the Company through a toll-free number and a dedicated mail id to register their complaints. Complaints are allocated to Service Managers based on the complaint category. The Company adheres to globally recognized standards, specifically ISO 9000 for Quality Management. The team collaborates closely with management and various vertical teams, consistently providing feedback on process, policies, and people-related concerns. This results in enhancements and guarantees a decrease in complaints.

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 FY24.

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

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

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	5
b. Percentage of data breaches involving personally identifiable information of customers	0
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 provided with the equipment. Multiple interactive training sessions conducted at customer premises for educating customers on safe and responsible usage of products.

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

We proactively notify customers by email or phone of any service disruptions/discontinuation that may impact them.

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