

# GRP Limited

BRSR 2024-25



**Annexure II****BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT**

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

**SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

Sr. No.	Particulars	FY 2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L25191GJ1974PLC002555
2	Name of the Listed Entity	GRP Limited
3	Year of incorporation	1974
4	Registered office address	Plot no. 8, GIDC Estate, Ankleshwar, Gujarat- 393002, India
5	Corporate address	510 A wing, Kohinoor City Commercial I, Kirod Road, Off LBS Marg, Kurla West, Mumbai- 400070, India
6	E-mail	<a href="mailto:investor.relations@grpweb.com">investor.relations@grpweb.com</a>
7	Telephone	+91 22-67082500/2600
8	Website	<a href="http://www.grpweb.com">www.grpweb.com</a>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 5,33,33,320/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Jyoti Sancheti Company Secretary cum Compliance Officer +91 22-67082500/2600 <a href="mailto:investor.relations@grpweb.com">investor.relations@grpweb.com</a>
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)	Standalone Basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

**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	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	100%

\*Revenue from operations has been considered for turnover

**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 Reclaim Rubber, Engineering Plastics, Custom Die Forms and Polymer Composite	38300	100%

\*Revenue from operations has been considered for turnover

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	7*	1	8
International	0	0	0

\*The plants in India are located in Solapur- Maharashtra (4), Ankleshwar- Gujarat, Panoli-Gujarat, Dahej-Gujarat. This excludes the plant in Indore, Madhya Pradesh, which is under a subsidiary. 7 plants include newly commissioned plant in Solapur, which was commissioned only towards the end of the reporting period and has therefore been excluded from the scope of environmental data.

**19. Markets served by the entity:**

<b>a. Number of locations</b>	
<b>Locations</b>	<b>Number</b>
National (No. of States)	20*
International (No. of Countries)	36**
*20 states and Union Territories	
**36 excluding India	
<b>b. What is the contribution of exports as a percentage of the total turnover of the entity?</b>	<b>56%</b>
<b>c. A brief on types of customers</b>	
Our customer base consists of:	
<ul style="list-style-type: none"> <li>Automotive Tyres</li> <li>Automotive Products</li> <li>Conveyor Belts</li> <li>Electrical</li> <li>Furniture</li> <li>Transportation (Shipping &amp; Trucking)</li> <li>Agricultural Equipment</li> <li>Polymer/Rubber Compounding</li> </ul>	

**Employees****20. Details as at the end of Financial Year:**

a. Employees and workers (including differently abled):						
Sr. No.	Particulars*	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b><u>EMPLOYEES</u></b>						
1	Permanent (D)	215	190	88%	25	12%
2	Other than Permanent (E)	7	4	57%	3	43%
3	<b>Total employees (D + E)</b>	222	194	87%	28	13%
<b><u>WORKERS</u></b>						
4	Permanent (F)	515	515	100%	0	0%
5	Other than Permanent (G)	171	171	100%	0	0%
6	<b>Total workers (F + G)</b>	686	686	100%	0	0%

b. Differently abled Employees and workers:						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b><u>DIFFERENTLY ABLED EMPLOYEES</u></b>						
1	Permanent (D)	2	2	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	<b>Total differently abled employees (D + E)</b>	2	2	100%	0	0%
<b><u>DIFFERENTLY ABLED WORKERS</u></b>						
4	Permanent (F)	6	6	100%	0	0%
5	Other than Permanent (E)	3	3	100%	0	0%
6	<b>Total differently abled workers (F + G)</b>	9	9	100%	0	0%

\*The scope of this report excludes contract workers with female participation at 19.40% in FY 2024-2025. During FY 2023-2024, this percentage stood at 16.32%. The contract workforce is not constant and varies based on job requirement. Hence their count and benefits (like food, transportation, statutory payments etc.) are not being reported for this submission.

## 21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors*	6	1	17%
Key Management Personnel (KMP)**	5	3	60%

\*As of the report's publication date, there are 7 Directors

\*\*Total KMP includes whole time directors

## 22. Turnover rate for permanent employees and workers

Particular	FY 2024-25			FY 2023-24*			FY 2022-23*		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8%	24%	10%	16%	14%	16%	15%	16%	15%
Permanent Workers	4%	0%	4%	0%	0%	0%	6%	0%	6%

\*The company has revised its calculation methodology to better align with the best practices, resulting in updated figures for the prior years

## IV. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	GRP Circular Solutions Limited	Subsidiary	100.00%	No
2.	Gripsurya Recycling LLP	Subsidiary	99.89%	No

## V. CSR Details

### 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

a. Turnover (in Rs. lakhs)	53,427
b. Net worth (in Rs. lakhs)	20,024

**VI. 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) *	FY 2024-25			FY 2023-24		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	1	1	NA	0	0	NA
Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes	0	0	NA	0	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	23	4	The 4 complaints pending resolution were received at year end. These were duly resolved after the year end.	39	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA
* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)							
Stakeholder group from whom complaint is received	Web Link for Grievance Policy*						
Communities	Grievances can be sent through email to <a href="mailto:grievance.redressal@grpweb.com">grievance.redressal@grpweb.com</a> . An appropriate link to the Grievance Redressal Policy is available on the Company website at <a href="http://www.grpweb.com">www.grpweb.com</a>						
Investors (other than shareholders)							
Shareholders							
Employees and workers							
Customers							
Value Chain Partners							
Other (please specify)							

**26. Overview of the entity's material responsible business conduct issues**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	Opportunity	Climate change poses a significant threat to the environment and is accelerating the global shift toward low-carbon, resource-efficient, and circular economy models. This transition is driving increased demand for sustainable materials to reduce GHG emissions. As a business engaged in the recycling of end-of-life materials, GRP is well-positioned to capitalize on this shift by supplying high-quality, sustainable alternatives to virgin raw materials. Our operations contribute directly to lowering carbon footprints across value chains by promoting material circularity, reducing reliance on fossil fuel-derived inputs, and supporting industries in meeting their sustainability goals		Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Raw Material Availability	Risk	Fluctuations in raw material prices and supply chain disruptions can significantly impact cost structures, production timelines, and overall operational efficiency. For a business dependent on consistent input of end-of-life materials, factors such as regulatory changes, geopolitical tensions, market competition, and variability in collection and segregation of scrap materials add further complexity. Inconsistent quality or availability of feedstock can also affect product performance and customer satisfaction. Such volatility may hinder long-term planning, impact margins, and strain supplier relationships if not managed effectively	To mitigate these risks, GRP adopts a multi-pronged strategy including supplier diversification across geographies, development of long-term supplier partnerships. Continuous monitoring of raw material markets helps in strategic procurement planning. Additionally, GRP invests in material recovery innovations and process flexibility to handle varying input qualities, while maintaining buffer inventories and local sourcing where feasible to reduce lead times and dependency on external variables	Negative
3	Customer Satisfaction	Opportunity	Customer satisfaction is a key material opportunity as it drives client retention, brand reputation, and sustained growth. GRP's reliable delivery and sustainable performance have earned the trust of leading global tyre manufacturers. High satisfaction fosters stronger engagement, encouraging brand owners to support product substitution efforts. It also reinforces GRP's positioning in a competitive, quality-driven market		Positive
4	Energy Management	Opportunity	Effective energy management presents a key opportunity to improve both environmental and economic performance. By reducing dependency on fossil fuels and transitioning to cleaner energy sources, GRP can lower long-term energy costs, enhance energy security, and reduce its carbon footprint. Improved energy efficiency also supports resource conservation and aligns with regulatory and stakeholder expectations around climate action. As part of our ongoing commitment to sustainability, we are actively exploring renewable energy interventions alongside consistent efforts to enhance energy efficiency and drive improvements in energy conservation across operations		Positive
5	Human Resource Management	Risk	Recycling industry is manpower-intensive, making the effective management of human resources a critical operational factor. The business requires a skilled, motivated, and well-aligned workforce to maintain productivity, ensure safety, and deliver consistent quality. Inadequate attention to employee engagement, development, or retention could result in high turnover, skill gaps, and operational disruptions. Consistent and effective human resource management is therefore essential for fostering employee satisfaction, improving retention, and building a resilient organizational culture	The company is upgrading technologies and introducing automation in suitable areas to reduce reliance on manual processes and improve operational efficiency. In parallel, GRP is investing in workforce development through structured training programs, leadership development, and regular on-the-job skill enhancement. To build a future-ready talent pipeline, GRP is also actively coordinating with technical institutes and vocational training centers to support industry-relevant skill development. Employee engagement is being strengthened through transparent communication, feedback systems, and recognition initiatives, while competitive compensation, strong health and safety standards, and a focus on diversity and inclusion further support retention and satisfaction across the organization	Negative



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Emerging Regulation	Risk	Dependencies on external stakeholders—such as regulatory bodies and customers, along with imbalances in demand and supply dynamics, can lead to uncertainties. Furthermore, developmental issues with regulations, including data inconsistencies and technical bottlenecks, contribute to residual risk and potential disruptions	GRP has established a dedicated team to closely track policy developments, engage with relevant stakeholders, and ensure timely adherence to evolving requirements. The company is investing in digital systems for accurate data management and real-time reporting on EPR obligations. Additionally, GRP actively participates in industry forums and consultative processes to stay ahead of regulatory trends and advocate for practical implementation frameworks. Internal systems and processes are also being continuously reviewed and upgraded to enable agile responses to regulatory changes and platform-related challenges	Negative
7	Emerging Regulation	Opportunity	Emerging regulations such as Extended Producer Responsibility (EPR) and packaging norms are mandating brand owners to adopt environmentally responsible recycling practices and increase the use of recycled materials. These regulatory developments are driving demand for sustainable, traceable, and high-quality recycled inputs. These not only increase demand but also encourage recyclers to upgrade technologies to meet global standards		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
<b>Policy and management processes</b>										
1. a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	Policies approved by board are accessible at <a href="https://www.grpweb.com/investors.html">https://www.grpweb.com/investors.html</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	GRS	IATF 16949:2016	ISO 9001:2015 ISO 45001:2018	-	ISO 45001:2018	ISO 14001:2015 ISCC+ GRS	-	-	ISO 9001:2015 IATF 16949:2016
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are targeting to meet 50% of our energy requirements through renewable sources and biofuels by 2028, and to achieve 30% gender diversity by 2030. In parallel, we are undertaking a comprehensive evaluation to define sustainability-focused goals and targets. We remain committed to maintaining certifications such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, while ensuring continued compliance with global standards including EcoVadis, CDP, and REACH								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically on need basis by various Committees led by the Management and Board of Directors								

	<b>Governance, leadership and oversight</b>	
	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)	
7	As a leading player in India's reclaim rubber manufacturing sector, GRP Limited is committed to creating meaningful impact and delivering responsible value to all stakeholders. Our focus on environmental stewardship, social progress, and strong governance is embedded in our operations and CSR initiatives, aligned with six key Sustainable Development Goals: Good Health & Well-being, Quality Education, Gender Equality, Clean Water & Sanitation, Affordable & Clean Energy, and Responsible Consumption & Production. We continue to enhance our ESG performance and have achieved important certifications such as ISCC+ and GRS, while striving to derive maximum value with minimal impact on the planet	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	
	Harsh R. Gandhi, Managing Director	
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
	If Yes please provide details	
	We have a Risk Management Committee of Board of Directors responsible for decision making on sustainability related issues.	

**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								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	The policies are reviewed by the relevant business/functional heads								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The policies are reviewed by the relevant business/functional heads								
	Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	On a need basis								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	On a need basis								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	No	No	No
	If yes, provide name of the agency.	NA	NA	NA	NA	NA	NA	NA	NA	NA

\*Name of the agency is available on request

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



**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.**

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

**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	<ul style="list-style-type: none"> <li>- Overview of Business</li> <li>- Building Talent and Capabilities</li> <li>- Customer Development</li> <li>- Consumer Insights and Industry Trends</li> <li>- Code of Conduct and Ethics</li> <li>- Prevention of Sexual Harassment (POSH)</li> <li>- Awareness on Regulatory Updates</li> </ul>	100%*
Key Managerial Personnel	7	<ul style="list-style-type: none"> <li>- Overview of Business</li> <li>- Building Talent and Capabilities</li> <li>- Customer Development</li> <li>- Consumer Insights and Industry Trends</li> <li>- Code of Conduct and Ethics</li> <li>- Prevention of Sexual Harassment (POSH)</li> <li>- Awareness on Regulatory Updates</li> </ul>	100%*
Employees other than BOD and KMPs	17**	<ul style="list-style-type: none"> <li>- POSH</li> <li>- Quality System Enhancements</li> <li>- Use of Digital Tools at Workplace</li> <li>- Behavioural and Business Skills Training</li> <li>- BRSR Training</li> <li>- Corporate Governance &amp; Business Ethics</li> <li>- Health &amp; Safety</li> <li>- Technical Trainings</li> <li>- HRMS Training</li> </ul>	100%*
Workers	13**	<ul style="list-style-type: none"> <li>- Handling Customer Complaints</li> <li>- Health &amp; Safety</li> <li>- Operations Control Procedures Trainings</li> <li>- POSH</li> <li>- Safe Handling of Materials</li> <li>- Technical Trainings</li> <li>- Behavioural Training</li> <li>- Use of PPE</li> <li>- Whistle Blower Policy</li> </ul>	100%*

\*Training programs are extended to all BODs, KMPs, employees and workers; the reported percentage reflects overall coverage

\*\*Number of training programs includes training provided on unique topics

**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**

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA*				
Settlement	NA*				
Compounding fee	NA*				

Non-Monetary				
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA*			
Punishment	NA*			

\*There were no such proceedings during the year

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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No) Yes

If Yes, provide details in brief
<p>GRP is dedicated to preventing corrupt practices such as fraud and bribery. This commitment reflects the Company's core value of conducting business with honesty, integrity, and the highest ethical standards. The policies addressing bribery and corruption are embedded within various Codes of Conduct, including the Disciplinary Rules and Code of Conduct for Employees, the Code of Conduct for Directors and Senior Management, and the Supplier Code of Conduct, as well as the Whistle Blower Policy.</p> <p>Additional key measures include:</p> <ul style="list-style-type: none"> <li>• Full legal compliance &amp; mandatory reporting for directors and senior management</li> <li>• Strict ban on gifts, hospitality, donations, or any payments that could influence business decisions</li> <li>• Robust whistleblower framework, with quarterly Board and Audit Committee reviews</li> <li>• Disclosure of conflicts of interest directly to the Board</li> <li>• Formal disciplinary procedures for any violations, overseen by the Board with public transparency on waivers</li> </ul> <p>If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place</p> <p>The relevant policies can be accessed at <a href="http://www.grpweb.com">www.grpweb.com</a></p>

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

Particular	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	1
Workers	0	0

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

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

NA
----

**8. Number of days of accounts payables in the following format:**

Particular	FY 2024-25	FY 2023-24*
Number of days of accounts payables	22	22

\*The company has revised its calculation methodology to better align with best practice, resulting in an updated figure for the prior year

**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	FY 2024-25	FY 2023-24
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	2%	1%*
	b. Number of trading houses where purchases are made from	25**	22**
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	96%	98%*
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	18%	18%
	b. Number of dealers / distributors to whom sales are made	50	46
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	78%	78%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	2%	3%*
	b. Sales (Sales to related parties / Total Sales)	0.39%	0.06%*
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments	81%	75%

\*The company has revised its calculation methodology to better align with the best practices, resulting in an updated figure for the prior year

\*\*Number of trading houses has been determined on the basis of list of active status holders: - [https://www.dgft.gov.in/CP/?opt=Status\\_Holder\\_Certificate](https://www.dgft.gov.in/CP/?opt=Status_Holder_Certificate)

**Leadership Indicators**

<b>1.</b>	<b>Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)</b>	<b>Yes</b>
<b>If Yes, provide details of the same.</b>		
Yes, the Company has established a dedicated Code of Conduct to manage conflicts of interest involving Board members, which is publicly accessible on its website.		
1. The Company has implemented processes to prevent and address conflicts of interest among Board members. The Code of Conduct for Directors and Senior Management provides specific guidelines on handling such situations.		
2. Additionally, the Company maintains a Policy on Related Party Transactions to ensure that all transactions with related parties are appropriately reported, approved, and disclosed.		
3. All Directors and Key Managerial Personnel (KMP) are required to declare any interests or concerns during the first Board meeting they attend, as well as at the first Board meeting of each financial year, or whenever there is a change in their previously disclosed information. These disclosures are made using FORM MBP-1 and include details of their shareholdings in companies, corporate entities, firms, or other associations.		
4. Moreover, if a Director has an interest in a particular item on the agenda of a Board, Committee, or General Meeting, they must refrain from participating in discussions or voting on that item to eliminate any conflict of interest.		

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

**Essential Indicator**

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.**

Sr. No.	Particular	FY 2024-25	FY 2023-24*	Details of improvements in environmental and social impacts
1	R&D**	100%	100%	The incurred expenditures are towards new technology. These advancements are aimed at manufacturing eco-friendly materials that control air pollution and reduce water consumption
2	Capex	21%	34%*	The investments are towards initiatives to promote eco-friendly practices. These initiatives include: <ul style="list-style-type: none"> <li>- Transitioning from fossil fuels to biofuels to reduce our carbon footprint</li> <li>- Implementing cemented flooring for clean and safe working conditions</li> <li>- Establishing systems for enhanced safety and efficiency</li> <li>- Further strengthening the pollution control systems</li> <li>- Developing new products to reduce carbon emissions and allow for better substitution of virgin materials</li> <li>- Expanding our portfolio of materials to cater to new industries such as road surfacing, petrochemical companies, and more</li> </ul>

\*The company has revised its calculation methodology to better align with the best practices, resulting in an updated figure for the prior year

\*\* Nature of our business activities is such that 100% of our R&D expenses are towards environmental and social improvement

2	a.	<b>Does the entity have procedures in place for sustainable sourcing? (Yes/No)</b>	Yes*
	b.	<b>If yes, what percentage of inputs were sourced sustainably?</b>	85%**

\*The Company has implemented a 'Supplier Code of Conduct' and follows a structured vendor selection process. This process incorporates guidelines that address various ESG parameters, wherever applicable.

\*\*Inputs sourced sustainably is inclusive of raw materials, oils and chemicals

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

(a)	<b>Plastics (including packaging)</b>	GRP is officially registered as a responsible recycler of plastics on the EPR (Extended Producer Responsibility) portal. We actively support brand owners in fulfilling their obligations related to the responsible management of end-of-life waste, promoting sustainable practices, and ensuring compliance with environmental regulations
(b)	<b>E-waste</b>	NA*
(c)	<b>Hazardous waste</b>	NA*
(d)	<b>Other waste- Rubber Waste</b>	GRP is listed as a responsible rubber recycler on the EPR portal. We assist brand owners in meeting their obligations for managing end-of-life waste responsibly, supporting sustainable practices, and ensuring compliance with environmental regulations

\*The nature activities is such that this is not applicable to us

4.	a	<b>Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)</b>	Yes
	b	<b>If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?</b>	
		As a responsible recycler, we fully comply with all Extended Producer Responsibility (EPR) protocols as outlined by the Central Pollution Control Board (CPCB). Notably, during the reporting year, we earned revenue of Rs. 43 crores through the sale and accrual of EPR credits	
	c	<b>If not, provide steps taken to address the same</b>	
		NA	

**Leadership Indicators**

1.	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? (Yes/No)						Yes
	If yes, provide details in the following format?						
	NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
	38300	Reclaim Rubber (Whole Tyre Reclaim, Butyl Reclaim, EPDM Reclaim and High Tensile Reclaim)*	87%	Cradle to Gate	Yes	No	NA

\*Life Cycle Assessment was conducted in FY 2023-24

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
	NA*		

\*Our Life Cycle Perspective/Assessments (LCA) and other evaluations have identified no significant social or environmental concerns or risks arising from the production or disposal of our products and services. Consequently, no specific mitigation actions have been necessary.

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).

Sr. No.	Indicate input material*	Recycled or re-used input material to total material (In % to Total Material considering the Value)	
		FY 2024-25	FY 2023-24*
1	End of Life tyres, tube, tyre cord, fishnet, post-industrial rubber and textile waste, etc.	89%	86%

\*Input materials include raw material, oils and chemicals

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:

Sr. No.	Particular*	FY 2024-2025			FY 2023-2024		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	Plastics (including packaging)	0	0	0	0	0	0
2	E waste	0	0	0	0	0	0
3	Hazardous waste	0	0	0	0	0	0
4	Other waste	0	0	0	0	0	0

\*The company primarily deals with sustainable raw materials, and the management of finished goods at the end of their life cycle is not within the scope of the company

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)
1	NA*	

\* The company primarily deals with sustainable raw materials, and the management of finished goods at the end of their life cycle is not within the scope of the company

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	190	190	100%	190	100%	NA	NA	190	100%	190	100%
Female	25	25	100%	25	100%	25	100%	NA	NA	25	100%
Total	215	215	100%	215	100%	25	100%	190	100%	215	100%
Other than permanent employees											
Male	4	4	100%	4	100%	NA	NA	4	100%	4	100%
Female	3	3	100%	3	100%	3	100%	NA	NA	3	100%
Total	7	7	100%	7	100%	3	100%	4	100%	7	100%

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

Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b><u>Permanent workers*</u></b>											
Male	515	76	15%	76	15%	NA	NA	76	15%	76	15%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	515	76	15%	76	15%	0	0%	76	15%	76	15%
<b><u>Other than permanent workers*</u></b>											
Male	171	43	25%	43	25%	NA	NA	43	25%	43	25%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	171	43	25%	43	25%	0	0%	43	25%	43	25%

\*Workers are provided with ESIC cover as per rules. Health insurance coverage (as reported) includes only the workers in locations where ESIC benefit is not available and are therefore covered under Group Medical Insurances

<b>1 c.</b>	<b>Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
	Cost incurred on well-being measures as a % of total revenue of the company	0.09%	0.10%*
	*The company has revised its calculation methodology to better align with the best practice, resulting in an updated figure for the prior year		

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

Benefits	FY 2024-25			FY 2023-24		
	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%	Yes	96%	100%	Yes
Gratuity	100%	100%	Yes	96%	100%	Yes
ESI	5%	85%	Yes	8%	84%	Yes
Others – please specify				7%	0%	Yes
- Superannuation	7%	0%	Yes	9%	0%	Yes
- NPS	8%	0%	Yes	9%	0%	Yes
- Group Term Life	0%	38%	Yes	0%	38%	Yes



**3. Accessibility of workplaces**

<b>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?</b>	No
<b>If not, whether any steps are being taken by the entity in this regard.</b>	
The Company is dedicated to fostering an inclusive and diverse workplace across all its locations. While there is currently no requirement for specialized infrastructure to support employees or workers with disabilities, we remain fully committed to providing appropriate assistance and making necessary accommodations whenever the need arises.	

<b>4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?</b>	Yes*
<b>If so, provide a web-link to the policy.</b>	Policies approved by board are accessible at <a href="https://www.grpweb.com/investors.html">https://www.grpweb.com/investors.html</a>

\*GRP is dedicated to nurturing, supporting, and maintaining a culture of diversity and inclusion both within the organization and in the communities, we engage with. We proudly uphold our role as an equal opportunity employer, in line with the provisions of the Rights of Persons with Disabilities Act, 2016

**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%	NA*	NA*
Female	NA*	NA*	NA*	NA*
Total	100%	100%	NA*	NA*

\*There were no maternity/paternity leaves taken during the 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.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The company has a comprehensive grievance redressal system that allows employees, contract workers, and other stakeholders—including suppliers, customers, and community members—to raise concerns through multiple channels such as physical forms, email, post, or directly via supervisors or HR Business Partners. All grievances are reviewed by a cross-functional Grievance Committee and, if within scope, are formally assessed, investigated, and resolved within defined timelines. An appeal process is also available. The system ensures confidentiality, prohibits retaliation, and maintains a grievance database reviewed monthly by top management for continuous improvement. Grievances can be sent through email to <a href="mailto:grievance.redressal@grpweb.com">grievance.redressal@grpweb.com</a>
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	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	215	0	0%	182	0	0%
Male	190	0	0%	161	0	0%
Female	25	0	0%	21	0	0%
Total Permanent Workers	515	496	96%	535	530	99%
Male	515	496	96%	535	530	99%
Female	0	0	NA	0	0	NA

**8. Details of training given to employees and workers\*:**

Category	FY 2024-25					FY 2023-24****				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<u>Employees</u>										
Male	194	194	100%	82	42%	173	173	100%	114	66%
Female	28	28	100%	12	43%	22	22	100%	13	59%
Total**	222	222	100%	94	42%	195	195	100%	127	65%
<u>Workers</u>										
Male	686	686	100%	686	100%	736	736	100%	736	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total***	686	686	100%	686	100%	736	736	100%	736	100%

\*% reflects coverage of employees and workers

\*\*Count is inclusive of other than permanent employees

\*\*\*Count is inclusive of other than permanent workers

\*\*\*\*The company has revised its calculation methodology to better align with best practices, resulting in updated figures for the prior year

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b><u>Employees</u></b>						
<b>Male</b>	194	151	78%	173	164	95%
<b>Female</b>	28	19	68%	22	22	100%
<b>Total*</b>	222	170	77%	195	186	95%
<b><u>Workers</u></b>						
<b>Male</b>	686	0	0%	At our organization, worker compensation is governed by long term settlements, which are periodically renegotiated between the workers union and the company to update remuneration terms. As a result, we do not conduct annual performance appraisals specifically for our workers. However, we do consider performance and the needs of the organization when considering promotions to supervisor or staff roles. This approach ensures that our workers are fairly compensated and have opportunities for advancement		
<b>Female</b>	0	0	0%			
<b>Total**</b>	686	0	0%			

\*Count is inclusive of other than permanent employees

\*\*Count is inclusive of other than permanent workers

Note: The company adheres to a Performance Year that aligns with the Financial Year, running from 1st April to 31st March. For performance review purposes, only employees who have joined on or before 31st December of the given year are considered. The numbers (B, D) provided here exclusively represent the total count of individuals who qualify for these performance evaluations

**10. Health and safety management system**

<b>a.</b>	<b>Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)</b>	<b>Yes</b>
	<b>If Yes, the Coverage such systems?</b>	
	At GRP, the health and safety of our workforce is a top priority. We have established an Occupational Health and Safety (OHS) Management System in line with the ISO 45001 Standard. All our reclaim rubber facilities are ISO 45001 certified, reflecting our commitment to globally recognized safety practices. We are now in the process of expanding these safety measures to our plastic manufacturing plant, underscoring our ongoing commitment to a safe and healthy workplace.	
<b>b.</b>	<b>What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	
	The company follows a thorough Hazard Identification and Risk Assessment (HIRA) process to detect work-related hazards. A dedicated HIRA register is maintained, covering both routine and non-routine tasks across all departments. Regular safety audits—conducted both internally and externally—are carried out annually to ensure adherence to safety standards. Furthermore, initiatives such as Safety Interactions, along with the tracking of accidents, near misses, and first aid incidents, are in place and reviewed as necessary. A top-level management committee periodically monitors this reporting and review system to ensure its effectiveness.	
<b>c.</b>	<b>Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)</b>	<b>Yes*</b>
<b>d.</b>	<b>Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>	<b>Yes**</b>

\*Workers at the plant can report hazards they identify to their functional heads and also have access to a safety committee. They are encouraged to report hazardous activities—including near misses and first aid incidents—through the hazard reporting system. The safety committee, which includes both management and worker union representatives, meets regularly to discuss safety matters and determine necessary actions. It addresses workplace safety concerns and takes appropriate measures as needed.

\*\*The company offers comprehensive non-occupational medical and healthcare services to all employees and workers. We conduct regular awareness sessions on important topics such as mental health, nutrition, and overall wellbeing. To further support our workforce, we collaborate with service providers to offer discounted consultation rates. An annual health check-up is provided to all employees, while those engaged in hazardous work undergo health screenings twice a year. Additionally, ambulances are stationed at our plants to ensure prompt medical response in case of emergencies.

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

<b>Safety Incident/Number</b>	<b>Category*</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	0.42	0.41*
<b>Total recordable work-related injuries</b>	<b>Employees</b>	0	2
	<b>Workers</b>	0	4
<b>No. of fatalities</b>	<b>Employees</b>	0	0
	<b>Workers</b>	1	0
<b>High-consequence work-related injury or ill health (excluding fatalities)</b>	<b>Employees</b>	0	0
	<b>Workers</b>	1	1
<b>*Including in the contract workforce</b>			

\* The company has revised its calculation methodology to better align with the best practices, resulting in an updated figure for the prior year.

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

Our company places a strong emphasis on maintaining a safe and healthy workplace. We provide ongoing safety training for all personnel and promote the early identification and reporting of hazards. Safe practices are reinforced through counselling and routine safety audits, which help us continuously improve our safety protocols and systems. We ensure that all incidents are reported and investigated promptly, with corrective actions implemented without delay. Every department carries out hazard identification and risk assessments. In addition, we conduct annual medical checkups and health-related workshops for all employees, with bi-annual medical checkups specifically for workers in hazardous areas to ensure their well-being. In partnership with other stakeholders, our safety committee holds regular reviews to ensure compliance with regulations, address any gaps, and monitor key safety performance indicators.

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

Particulars	FY 2024-25			FY 2023-24		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessment for the year:**

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

**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.**

Our company has installed firefighting systems across all sites to reduce fire-related risks. We actively promote the use of Personal Protective Equipment (PPE) throughout the facility. Hazard-specific training is provided to both employees and visitors. We've enhanced our safety training programs, standards, and Standard Operating Procedures (SOPs), integrating detailed health and safety guidelines to foster risk awareness and encourage safe practices. All safety incidents are thoroughly investigated, and the findings are shared across the organization to support corrective measures and prevent future occurrences. The effectiveness of these measures is evaluated through safety audits.

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

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

\*Yes, Under the Employees' Provident Fund and Miscellaneous Provisions Act, employees contributing to PF are eligible for coverage under the Employees' Deposit Linked Insurance Scheme (EDLI). This scheme offers life insurance benefits, and a select group of permanent workers are also covered under group term life insurance

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

We conduct appropriate audits to ensure that value chain partners have properly deducted and deposited all applicable statutory dues. The entity has established a strong monitoring and review system to ensure that all statutory obligations are properly fulfilled by its value chain partners. Regular reconciliations are conducted to verify compliance and identify any discrepancies. In instances where inconsistencies are found, payments to partners are temporarily held and released only after necessary validations are completed. This helps maintain the accuracy of financial claims and reduces the risk of potential losses. Additionally, periodic reviews are carried out to ensure alignment with regulatory requirements, and any issues are promptly flagged for correction to ensure timely compliance.

**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:**

Particular	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	1	0	0*	0

\*The case did not necessitate rehabilitation, and the individual was able to resume work after being declared fit by the hospital

**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/ NA)**

Yes\*

\*We are dedicated to the well-being of our employees, providing support even after their active service ends. Depending on business requirements, the company offers fixed-term contracts to retiring employees whose roles are considered critical. These initiatives demonstrate the company's strong commitment to employee welfare and ongoing engagement

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

### Essential Indicators

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

Our company values the role of both internal and external stakeholders, including employees, management, board members, investors, suppliers, customers, communities, and regulatory authorities. We engage with them through a foundation of mutual trust, aiming to generate shared value. Our structured stakeholder identification process involves analyzing our organizational framework, business activities, customer segments, supply chain, and affected communities. This approach ensures meaningful stakeholder engagement and supports our objective of delivering long-term value to all stakeholders

#### 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	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	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	1. One-on-one business meetings 2. Plant visits 3. Telephonic conversations 4. E-mails 5. Website 6. Social Media 7. Surveys 8. Brochures 9. Exhibitions	Continuous/Real time basis. Customers are contacted based on the requirements	1. Marketing 2. Timely deliveries and payments 3. Quality Assurance 4. R&D to improve circularity rates for customers 5. Service support
Employees	No	1. Emails 2. Functional and cross-functional committees 3. Leader's talk 4. Regular Employee Communication/ engagement events 5. Notice Boards 6. Social media	Continuous/Real time basis	1. Employee benefits 2. Rewards and Recognition 3. Learning and development 4. Safety and well-being 5. Performance review 6. Business update 7. Vision of the organization
Shareholders/ Investors	No	1. Newspaper advertisement 2. Website 3. Annual General Meetings 4. Disclosures to stock exchanges 5. E-mail 6. Physical meetings 7. Telephonic conversations 8. Paper correspondence	Shareholders/ Investors are contacted Quarterly/ Half yearly/ Annually/ Need basis	1. Developments in the company 2. Financial results 3. Complaints and grievances 4. Investor Presentations
Raw Material Suppliers & Service Providers	No*	1. Physical visits 2. Virtual meetings 3. Emails 4. Telephone/WhatsApp calls 5. Vendor Quality manuals 6. Supplier engagement meets	Ongoing & Need basis	1. Procurement Negotiations 2. Quality requirements 3. Vendor Quality audits and assessments 4. Joint technical partnership
Regulatory authorities	No	1. Making representations whenever needed through trade associations 2. Formal dialogues	On Need basis	1. Policy Advocacy 2. Deliberations and inputs on regulations and policies that affect our operations
Research Analysts	No	1. Website 2. Investor Calls 3. Emails	On Need basis	1. Developments in the company and industry 2. Investor Presentation
Communities and NGOs	Yes	1. One-on-one or group Meetings 2. Email 3. Telephonic calls	On Need basis	1. CSR Projects and Community support

\*A part of our suppliers and service providers are recognized as a marginalized group and we prioritize their engagement and inclusion

**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.**

Consultations with stakeholders on various matters are carried out by the respective departments responsible for stakeholder engagement within the company. Monthly review meetings with the Top Management Committee serve as a forum to collect feedback, which is then relayed to the Managing Director and subsequently communicated to the Board

2. 

<b>Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).</b>	Yes
--	-----

**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.**

We strive to reduce the environmental, economic, and social impacts of our operations responsibly and in full compliance by adopting sustainable procurement policies and practices. Our dedication also involves consistently improving customer satisfaction by providing high-quality, cost-effective materials on time. We actively engage with stakeholders on Environmental, Social, and Governance (ESG) matters to promote sustainable business practices. Plans are underway to implement these strategies in a comprehensive manner.

**PRINCIPLE 5 Businesses should respect and promote human rights.**

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

**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**

Benefits	FY 2024-25			FY 2023-24*		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)**	Total (C)	No. of employees/ workers covered (D)	% (D / C)**
<b><u>Employees</u></b>						
Permanent	215	215	100%	182	182	100%
Other than permanent	7	7	100%	13	13	100%
<b>Total Employees***</b>	222	222	100%	195	195	100%
<b><u>Workers</u></b>						
Permanent	515	515	100%	535	535	100%
Other than permanent	171	171	100%	201	201	100%
<b>Total Workers****</b>	686	686	100%	736	736	100%

\* The company has revised its calculation methodology to better align with the best practices, resulting in updated figures for the prior year

\*\* includes coverage of employees and workers

\*\*\*Count is inclusive of other than permanent employees

\*\*\*\*Count is inclusive of other than permanent workers



## 2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	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)
<b><u>Employees</u></b>										
<b><u>Permanent</u></b>										
Male	190	0	0%	190	100%	161	0	0%	161	100%
Female	25	0	0%	25	100%	21	0	0%	21	100%
Total	215	0	0%	215	100%	182	0	0%	182	100%
<b><u>Other than Permanent</u></b>										
Male	4	0	0%	4	100%	12	0	0%	12	100%
Female	3	0	0%	3	100%	1	0	0%	1	100%
Total	7	0	0%	7	100%	13	0	0%	13	100%
<b><u>Workers</u></b>										
<b><u>Permanent</u></b>										
Male	515	52	10%	463	90%	535	62	12%	473	88%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	515	52	10%	463	90%	535	62	12%	473	88%
<b><u>Other than Permanent</u></b>										
Male	171	171	100%	0	0%	201	201	100%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	171	171	100%	0	0%	201	201	100%	0	0%

## 3. Details of remuneration/salary/wages

<b>a.</b>	<b>Median remuneration / wages*:</b>				
	<b>Particular*</b>	<b>Male</b>		<b>Female</b>	
		<b>Number</b>	<b>Median remuneration/ salary/ wages of respective category</b>	<b>Number</b>	<b>Median remuneration/ salary/ wages of respective category</b>
	<b>Board of Directors (BOD)**</b>	2	1,08,40,002	1	16,68,840
	<b>Key Managerial Personnel***</b>	2	1,08,40,002	3	16,68,840
	<b>Employees other than BOD and KMP****</b>	179	4,21,200	18	6,99,600
	<b>Workers*****</b>	515	2,05,140	0	0
	*The median remuneration has been calculated on a monthly gross basis, excluding HRA and Conveyance, and then annualized for reporting purposes **The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration. ***Key Managerial Personnel (KMP) includes Executive Directors ****Count is inclusive of other than permanent employees *****Count is inclusive of other than permanent workers				
<b>b.</b>	<b>Gross wages paid to females as % of total wages paid by the entity, in the following format:</b>				
	<b>Particulars</b>	<b>FY 2024-25</b>		<b>FY 2023-24*</b>	
	<b>Gross wages paid to females as % of total wages</b>	8%		5%	

\*The company has revised its calculation methodology to better align with best practices, resulting in an updated figure for the prior year

4.	<b>Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?</b>	Yes*
----	--	------

\*GRP Ltd. has appointed Sanjeeb Lahiri, Chief Human Resources Officer, as the primary point of contact for handling any human rights-related concerns or issues within the organization

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

The company has robust mechanisms in place to address human rights concerns, including a Whistle Blower Policy, POSH (Prevention of Sexual Harassment) Policy, and a formal Grievance Redressal Policy. These frameworks empower employees and workers to report grievances related to unethical behavior, unsafe working conditions, and harassment through multiple channels, such as the Head of HR, the Vigilance Officer, or the POSH Internal Committee. Grievances are promptly reviewed and investigated by the Grievance Committee, ensuring that appropriate actions are taken and resolutions are implemented in accordance with the established timelines

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

Particulars	FY 2024-25			FY 2023-24		
	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The company has established a POSH Internal Committee to address and resolve complaints related to sexual harassment, in alignment with our Code of Conduct and the Prevention of Sexual Harassment Act. This framework is designed to prevent discrimination and harassment, ensuring a safe and supportive environment for all employees and workers. To further this commitment, we conduct annual POSH training sessions across all locations and hold quarterly meetings with an external POSH expert to stay informed on legal updates. Additionally, the details of the committee members are prominently displayed at all sites to maintain transparency and facilitate easy access for anyone wishing to report a concern.

9.	<b>Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)</b>	Yes*
----	--	------

\*Yes, in business contracts and agreements wherever relevant, appropriate clauses towards human rights obligations as required by the laws of the land are inserted and commitments towards the same are ensured

**10. Assessments for the year:**

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

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

**Leadership Indicators**

1.	<b>Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.</b>
	NA
2.	<b>Details of the scope and coverage of any Human rights due diligence conducted</b>
	ESG due diligence was carried out during the year as part of the company's fundraising process and is also a regular component of customer audits
3.	<b>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/No)</b>
	No*

\*The company is dedicated to fostering an inclusive and diverse environment across its locations. While employees and workers with disabilities do not currently require special infrastructure, we remain committed to providing appropriate support and making necessary accommodations should the need arise in the future

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

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

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24* (in Giga Joules)
<b><u>From renewable sources</u></b>		
Total electricity consumption (A)	33,845	29,791
Total fuel consumption (B)	78,996**	2,332
Energy consumption through other sources (C.)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,12,841</b>	<b>32,123</b>
<b><u>From non-renewable sources</u></b>		
Total electricity consumption (D)	1,54,636	1,47,673
Total fuel consumption (E)	38,583	1,08,120
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,93,219</b>	<b>2,55,793</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>3,06,060</b>	<b>2,87,916</b>
<b>Energy intensity per rupee of turnover</b> [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000572856	0.0000623714
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)***</b> [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0011835208	0.0012885922
<b>Energy intensity in terms of physical output</b> [Total energy consumed (in GJ) /Total output in metric tons	4.3172159452	4.3897696225
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?</b>	No****	
<b>If yes, name of the external agency.</b>	NA	

\*The company has revised its calculation methodology to better align with the best practices, resulting in updated figures for the prior year

\*\*The energy consumption includes energy from bio-based fuels

\*\*\* The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2024-25, which is 20.66

\*\*\*\*It is to be noted that TUV SUD conducted an ISO audit during the year

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? (Yes/No)	No
	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.	
	NA	

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

Parameter	FY 2024-25	FY 2023-24*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1,39,330	1,03,140
(iv) Seawater / desalinated water	0	0
(v) Others –	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,39,330</b>	<b>1,03,140</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,39,330</b>	<b>1,03,140</b>
<b>Water intensity per rupee of turnover</b> [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000260785	0.0000223432
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0005387824	0.0000921631
<b>Water intensity in terms of physical output</b> [Total water consumption (in KL) / Total output in metric tons]	1.9653562411	1.5725437580
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>		No**
<b>If yes, name of the external agency.</b>	NA	

\*For FY 2023-24 the company has corrected the categorization based on updated methodology

\*\*It is to be noted that TUV SUD conducted an ISO audit during the year

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b><u>(i) To Surface water</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b><u>(ii) To Groundwater</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b><u>(iii) To Seawater</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b><u>(iv) Sent to third-parties</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	2,650	5,190
<b><u>(v) Others</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>2,650*</b>	<b>5,190</b>
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>		No**
<b>If yes, name of the external agency.</b>	NA	

\*The installation of ZLD (Zero Liquid Discharge) component has significantly reduced the volume of water discharged beyond the company's premises

\*\*It is to be noted that TUV SUD conducted an ISO audit during the year

5.	Has the entity implemented a mechanism for Zero Liquid Discharge?	Yes
	If yes, provide details of its coverage and implementation.	
	3 out of 5 of our plants are ZLD. Our in-house effluent and sewage treatment plants manage wastewater, which is either sent to a local treatment facility or reused within the plant, depending on suitability. We are currently working toward achieving 100% zero discharge	

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24*
NOx	mg/Nm3	33.83	25.22
SOx	mg/Nm3	28.08	6.35
Particulate matter (PM)	mg/Nm3	24.73	29.22
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No**
If yes, name of the external agency.		NA	

\*The company has revised its calculation methodology to better align with the best practices, resulting in updated figures for the prior year

\*\*It is to be noted that TUV SUD conducted an ISO audit during the year

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

Parameter	Unit	FY 2024-25	FY 2023-24*
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,662**	6,515**
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	31,228	29,371
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e)/ Revenue from operations (in rupees)	0.0000063432	0.0000077739
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e)/ Revenue from operations in rupees adjusted for PPP	0.0001310507	0.0001606098
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e)/ Total output in metric tons	0.4780433893	0.5471397207
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		NA	

\*The company has revised its calculation methodology to better align with the best practices, resulting in updated figures for the prior year

\*\*Biogenic CO<sub>2</sub> emissions, amounting to 7,319 tCO<sub>2</sub>e for FY 2024–25 and 216.03 tCO<sub>2</sub>e for FY 2023-24, are reported separately and excluded from Scope 1, in line with GHG Protocol guidelines, as they originate from the natural carbon cycle and are not associated with fossil-fuel based emissions

8.	Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)	Yes
	If Yes, then provide details.	
	1. Deployed electric forklifts in place of diesel-powered ones, reducing diesel consumption and greenhouse gas emissions 2. Switched to advanced systems to reduce oil consumption and contribute to emission reduction 3. Installed effluent treatment systems to reduce contamination and enhance environmental performance 4. Commissioned a high-efficiency processing equipment to cut down energy consumption and related emissions 5. Implemented Raw material yard flooring across all plants to prevent contamination and decrease the load on the ZLD systems	

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

Parameter	FY 2024-25	FY 2023-24*
<b>Total Waste generated (in metric tonnes)</b>		
<b>Plastic waste (A)</b>	10	10
<b>E-waste (B)</b>	0.4	1
<b>Bio-medical waste (C)</b>	0	0
<b>Construction and demolition waste (D)</b>	0	0
<b>Battery waste (E)</b>	1	0
<b>Radioactive waste (F)</b>	0	0
<b>Other Hazardous waste. (G)</b>	10	11
- ETP Waste	10	11
<b>Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</b>	<b>327</b>	<b>376</b>
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>348</b>	<b>398</b>
<b>Waste intensity per rupee of turnover</b> [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000000651	0.0000000862
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000013457	0.0000017813
<b>Waste intensity in terms of physical output</b> Total waste generated (in MT) / Total output in metric tons	0.0049088062	0.0060681832
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	327	376
<b>Total</b>	<b>327</b>	<b>376</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	21	22
<b>Total</b>	<b>21</b>	<b>22</b>
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>	No**	
<b>If yes, name of the external agency.</b>	NA	

\*The company has revised its calculation methodology to better align with the best practices, resulting in updated figures for the prior year

\*\*It is to be noted that TUV SUD conducted an ISO audit during the year



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.

At our facilities, we follow comprehensive waste management practices that include segregation, recycling, and reuse. We run Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to maintain zero liquid discharge. To minimize the use of hazardous and toxic chemicals, we adopt safer alternatives, optimize operational processes, conduct regular training, and adhere to regulatory standards. Hazardous waste is safely stored and disposed of through authorized partners, with ongoing monitoring to ensure compliance and uphold our environmental responsibilities

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
NA*				

\*The Company does not have any operations 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:

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

\*The Company did not undertake any environment impact assessments during the year

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/NA).
- Yes\*
- If not, provide details of all such non-compliances, in the following format:
- | Specify the law/regulation/ guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--|---------------------------------------|---|---------------------------------|
| NA   | NA                                    | NA  | NA                              |

\*All facilities are in full compliance with the standards set by the relevant Pollution Control Board

#### 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:		
(i) Name of the Area		
(ii) Nature of Operations		
(iii) Water withdrawal, consumption and discharge in the following format:		
Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)	0	0

<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b><u>(i) To Surface water</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b><u>(ii) To Groundwater</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b><u>(iii) To Seawater</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b><u>(iv) Sent to third-parties</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b><u>(v) Others</u></b>		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	0	0
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>		No
<b>If yes, name of the external agency.</b>		NA
<b>Total water discharged (in kilolitres)</b>	0	0
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>		No
<b>If yes, name of the external agency.</b>		NA

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.

None of the facilities of GRP are in 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:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Deployed electric forklifts in place of diesel-powered ones	NA	Reduced diesel consumption and greenhouse gas emissions	NA
Installed additional ZLD components	NA	Reduced contamination and enhanced environmental performance	NA
Commissioned high-efficiency processing equipment	NA	Reduced energy consumption and associated emissions	NA
Commissioned cemented flooring in all Raw material yards across all plants	NA	Prevented contamination, reduced load on the MEE system, and improved employee welfare	NA
Optimized mechanical systems and deployed additional consumables	NA	Reduced oil usage, improved operational efficiency, and minimized overall energy consumption	NA
Enhanced firefighting systems across the plant	NA	Enhanced workplace safety for employees	NA

<b>5.</b>	<b>Does the entity have a business continuity and disaster management plan? (Yes/No)</b>	<b>Yes</b>
<b>Give details in 100 words/ web link.</b>		
The Company, as a part of its Business Continuity Plan (BCP) has adopted the Enterprise Risk Management (ERM) framework to ensure operational resilience and minimize disruptions from unforeseen events like geopolitical & economic turmoil, supply chain interruptions, cybersecurity, environmental imbalances, health & safety issues, community concerns etc. The mitigation plan also includes critical function mapping, disaster recovery protocol (as applicable), IT redundancy, environmental monitoring, community engagement, health & safety assessments and periodic drills to test preparedness. The plan is reviewed annually and overseen by senior management to ensure continuity of key business functions with minimal environmental and social impact.		

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

#### Essential Indicators

1 a.	Number of affiliations with trade and industry chambers/associations.		10
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/ International)
	1	Resource Efficiency and Circular Economy Industry Coalition (RECEIC)	National
	2	Material Recycling Association of India (MRAI)	National
	3	United Nations Global Compact Network (UNGC India)	National
	4	Indian Business Chamber In Vietnam (INCHAM)	International
	5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
	6	Indian Rubber Institute (IRI)	National
	7	All India Rubber Industries Association (AIRIA)	National
	8	Bombay Chamber of Commerce and Industry	State
	9	Chemicals and Allied Products Export Promotion Council (CAPEXIL)	National
	10	Indian Rubber Materials Research Institute (IRMRI)	National

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

\*During the financial year, the company has not been subject to any stakeholder-initiated legal proceedings concerning anti-competitive behavior. Therefore, no corrective measures have been necessitated or implemented in response to regulatory authority directives pertaining to anti-competitive conduct

#### Leadership Indicators

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

<b>Sr. No.</b>	<b>Public policy advocated</b>	<b>Method resorted for such advocacy</b>	<b>Whether information available in public domain? (Yes/No)</b>	<b>Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- Please specify)</b>	<b>Web Link, if available</b>
1	Extended Producer Responsibility for Waste Tyres	Member of Steering committee that drafted/ amended the policy	Yes	On Need Basis	NA
2	National Circular Economy Framework by CII	Knowledge partner	No	On Need Basis	NA

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

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

**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
NA*					

\*The Company did not undertake any social impact assessments during the year

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA*						

\*There were no projects for which rehabilitation and resettlement were undertaken

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

GRP has implemented a structured grievance redressal mechanism to address concerns from community members related to its operations, including health and safety risks, environmental impacts, and unethical conduct. Grievances can be submitted through multiple accessible channels—physical forms at plant locations, by post to the Head Office, or via email and the company website. Each grievance is reviewed by a dedicated Grievance Committee, which ensures fair and timely resolution through a defined process of assessment, investigation, and communication. An appeal process is also in place for unresolved issues, and confidentiality is maintained throughout, reinforcing GRP's commitment to transparent and accountable community engagement. Grievances can be sent through email to [grievance.redressal@grpweb.com](mailto:grievance.redressal@grpweb.com)

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

Particular	FY 2024-25	FY 2023-24*
Directly sourced from MSMEs/ small producers	45%	46%
Directly from within India	92%	92%

\*The company has revised its calculation methodology to better align with the best practices, resulting in updated figures for the prior year

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**

Particular	FY 2024-25*	FY 2023-24*
Rural	40%	42%
Semi-urban	22%	22%
Urban	6%	7%
Metropolitan	32%	29%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

\*The company has categorized the data based on available census data and has revised its calculation methodology to better align with best practices, resulting in updated figures for the prior year

**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):**

Details of negative social impact identified	Corrective action taken
NA*	

\*There were no social impact assessments during the year

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
NA*			

\*There were no projects undertaken in aspirational districts during the year

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No/NA) Yes\*
- b) From which marginalized /vulnerable groups do you procure?
- Our preferential procurement policy prioritizes sourcing from suppliers that include women, senior citizens, differently abled, and ethnic minority groups
- c) What percentage of total procurement (by value) does it constitute? 35%\*\*

\*We follow a preferential procurement policy that gives priority to sourcing from suppliers belonging to marginalized and vulnerable communities. This approach underscores our commitment to inclusive growth and promoting diversity within our supply chain.

\*\*Raw materials, oils and chemicals have been considered as part of procurement

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA*				

\*There were no such intellectual properties owned or acquired during the year

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

Name of authority	Brief of the Case	Corrective action taken
NA*		

\*There were no such disputes

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

##### Essential Indicators

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

GRP Ltd has established a clear and comprehensive Standard Operating Procedure (SOP) to handle consumer complaints promptly, efficiently, and transparently. Once a complaint is received, it is immediately acknowledged, recorded, and categorized based on its nature. The relevant team then performs an initial assessment and, if needed, implements immediate containment measures. The root cause is subsequently investigated, and a corrective action plan is formulated. A Corrective and Preventive Action (CAPA) report is shared with the customer, and the complaint is only closed after the customer provides positive feedback—ensuring the issue is fully resolved and satisfaction is achieved

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	89%
Safe and responsible usage	89%
Recycling and/or safe disposal	89%

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

Particular	FY 2024-25		Remark	FY 2023-24		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other- Quality Related Complaints	23	4	The 4 complaints pending resolution were received at year end. These were duly resolved after the year end.	39	0	Root cause identified and corrective actions taken. Complaint closed with customer feedback

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

Particular	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

<b>5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)</b>	Yes
The relevant policies can be accessed at <a href="http://www.grpweb.com">www.grpweb.com</a>	

<b>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.</b>
NA*

\*There were no instances during the year

**7. Provide the following information relating to data breaches**

<b>a. Number of instances of data breaches along-with impact</b>	0
<b>b. Percentage of data breaches involving personally identifiable information of customers</b>	0%
<b>c. Impact, if any, of the data breaches</b>	
NA	

**Leadership Indicator**

<b>1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).</b>
<p>Alongside our website, we regularly post updates about our company on all our social media channels, which can be reached through the provided links.</p> <p>LinkedIn: <a href="http://www.linkedin.com/company/grp-ltd">http://www.linkedin.com/company/grp-ltd</a></p> <p>Instagram: <a href="https://www.instagram.com/grpltd/">https://www.instagram.com/grpltd/</a></p> <p>Facebook: <a href="https://www.facebook.com/GRPreclaimRubber/">https://www.facebook.com/GRPreclaimRubber/</a></p> <p>Twitter/X: <a href="https://x.com/GRPVoice">https://x.com/GRPVoice</a></p>



2.	<b>Steps taken to inform and educate consumers about safe and responsible usage of products and/or services</b>	
	At GRP, we place a strong emphasis on educating and engaging our consumers to encourage the safe and responsible use of our products. We regularly carry out customer engagement initiatives to share in-depth information about our products and how they're used. Furthermore, we provide Safety Data Sheets (SDS) to ensure customers have clear, detailed instructions for proper handling and usage.	
3.	<b>Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</b>	
	Customers are promptly informed of any potential production delays or product discontinuations through suitable communication channels.	
4.	<b>Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)</b>	No
a.	<b>If yes, provide details in brief.</b>	
b.	<b>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)</b>	Yes*

\*We conduct annual surveys to assess customer satisfaction with our key products and services. The insights gathered are used to enhance the overall customer experience.