

**ANNEXURE – 5 to Board’s Report  
BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**

**SECTION A: GENERAL DISCLOSURE**

**I. Details of the Listed Entity**

S.No.	Requirement	Company Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L24110GJ1973PLC002247
2.	Name of the Listed Entity	Gujarat Alkalies and Chemicals Limited
3.	Year of Incorporation	1973
4.	Registered office address	P.O. Ranoli - 391350, Dist. Vadodara, Gujarat, India
5.	Corporate address	P.O. Ranoli - 391350, Dist. Vadodara, Gujarat, India
6.	E-mail	investor_relations@gacl.co.in cosec@gacl.co.in
7.	Telephone	+91 265 6111000 / 7119000
8.	Website	https://gacl.com
9.	Financial year for which reporting is being done	April 2022 – March 2023
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange (NSE) of India Limited 2. Bombay Stock Exchange
11.	Paid-up Capital	73,43,69,280
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report.	
	Name	Shri Swaroop P. IAS
	Designation	Managing Director
	Telephone Number	0265 – 2232801/6111210
	Email Address	md@gacl.co.in
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.	

**II. Products/services**

14. Details of business activities (accounting for 90% of the turnover):			
S. No.	Description of Main Activity	Description of Business Activity	%Of Turnover of the entity
1	Bulk Chemical Products	Manufacturing and Marketing of Chemicals	100%

15. Products/Services sold by the entity (accounting for 90% of the entity’s Turnover):			
S. No.	Products / Services	NIC Code	% of total Turnover Contributed
1	Caustic Soda Lye	201	38.60%
2	Caustic Soda Flakes	201	12.85%
3	Phosphoric Acid	201	7.00%
4	Hydrogen Peroxide	201	6.56%
5	Caustic Potash Flakes	201	5.85%



6	Aluminium Chloride	201	5.65%
7	Others	201	5.25%
8	Methylene Chloride	201	5.00%
9	Sodium Chlorate	201	3.69%
10	Potassium Carbonate	201	3.63%
11	Caustic Potash Lye	201	2.98%
12	Caustic Soda Prills	201	2.94%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	Nil	Nil	Nil

#### 17. Markets served by the entity:

##### a. Number of locations

Location	Number
National (No. of states)	21
International (No. of Countries)	50

#### 17. b. What is the contribution of exports as a percentage of the total turnover of the entity:

16.49%

#### 17. c. A brief on types of customers

The Company serves soaps and detergents, glass, chemicals, fertilizers, textiles, water treatments, paper, pharma customers, etc. both directly as well as through dealers. Our Chlor-Alkali business supports varied range of application including production of pulp and paper, soaps, detergents, viscose fiber, zeolites, food additives, textile processing and more. The business largely serves the need of diverse and critical industries. (B2B).

### IV. Employees

#### 18. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	608	589	96.88	19	3.12
2.	Other than Permanent (E)	5	5	100	0	0
3.	Total employees (D + E)	613	594	96.90	19	3.10
<b>WORKERS</b>						
4.	Permanent (F)	731	712	97.40	19	2.60
5.	Other than Permanent (G)	3209	3066	95.54	143	4.46
6.	Total workers (F + G)	3940	3778	95.89	162	4.11

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

19. Participation/ Inclusion/ Representation of women			
	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel (other than MD)	2	0	0

20. Turnover rate for permanent employees and workers									
	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in Year prior to Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.45	26.92	9.24	4.58	9.52	4.75	1.89	4.55	1.98
Permanent Workers	0.14	0.00	0.14	0.00	0.00	0.00	0.25	0.00	0.25

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

21. a. Names of holding / subsidiary / associate companies / joint ventures				
S. 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	GACL-NALCO Alkalies and Chemicals Private Limited	Subsidiary	60%	Yes

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
(ii) Turnover (in Rs.)	INR 4,40,185.66 lakhs
(iii) Net worth (in Rs.)	INR 5,01,601.83 lakhs

**VII. Transparency and Disclosures Compliances**

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

	Grievance Redressal Mechanism in Place (Yes/No)	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints during the year	Number of complaints pending resolution at close of the year	Remarks
Stakeholder group from whom complaint is received	(If Yes, then provide web-link for grievance redress policy)						
Communities	Yes	0	0	Not Applicable	0	0	Not Applicable
<a href="https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a>							
Investors (other than shareholder)	Yes	0	0	Not Applicable	0	0	Not Applicable
<a href="https://www.gacl.com/gacl_policies.php?nv=02">https://www.gacl.com/gacl_policies.php?nv=02</a>							
Shareholders		37	0	Not Applicable	33	0	Not Applicable
<a href="https://www.gacl.com/gacl_policies.php?nv=02">https://www.gacl.com/gacl_policies.php?nv=02</a>							
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
<a href="https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a>							
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
<a href="https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a>							
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
<a href="https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a>							

24. 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.

S. 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	R	Change in climate and extreme weather condition affects the continuity of the business.	GACL has opted for climate resilient infrastructure and appropriate strategies are in place to prevent any kind of disruptions to business continuity.	N
2	Energy Consumption	R	Excessive and unaccounted energy consumption by the company may adversely impact operations.	GACL is continuously monitoring and controlling the energy consumption.	N
3	GHG & Air Emission	R	Excessive carbon emissions contribute to adverse environmental impact from regulatory perspective posing risk to the business.	GACL has initiated transition to renewable energy sources to reduce carbon footprints and emissions. GACL has been capturing CO <sub>2</sub> from flue gas to produce a value added product, namely Potassium Carbonate	N
4	Renewable Energy	O	Shifting to renewable energy helps GACL in reducing operating costs, increasing profitability and meeting regulatory compliances through reduced emissions	GACL already has installed for its captive use 171.45 MW of Wind Power installation and 36.4 MW of solar installations (meeting about 25% of its total electrical energy requirements). The Company aims to increase share of Renewable energy further.	P
5	Water consumption and waste generation	R	Excessive consumption of water will impact water availability leading to water scarcity, which affects our business. Water being a substantial part of our end product, it also affects operating costs.	GACL has adopted responsible usage of water by tracking water withdrawal, consumption and discharge. Also, a part of water is recycled and reused. The Company has also planned to purify sewage water of Vadodara Municipal Corporation and use in the plant. A floating solar power plant has been installed in one of the water reservoir to reduce evaporation losses.	N

			Waste generation poses risk to regulatory compliances and increases operating costs.		
6	Compliance management	R	Any non-compliance to the statutory requirements by the Company may result into disruptions in operations, penalties, and loss of reputation.	GACL has established a system to track and address all the statutory compliances.	N
7	Labour standard, Human rights grievances & working conditions	R	Reported incidents of human rights breach, unethical labour practices within the Company leads to disruptions in operations, fine, penalties and reputational risk.	GACL has adopted policies to comply with labor laws, respect human rights and maintain healthy working conditions. Mechanisms are also in place to cater needs of the work force and address grievances of the employees and workers.	N
8	Corruption & Bribery	R	Reported instances of corruption and bribery lead to loss of credibility, adversely affecting the business.	GACL has adopted and implemented ABAC policy <a href="https://gacil.com/upload_files/GACL%20Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf">https://gacil.com/upload_files/GACL%20Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf</a> to ensure that appropriate procedures are in place to avoid any instance of corruption and bribery.	N
9	Occupational health & safety	R	GACL operates in chemical industry, hence OHS is one of the major risks for the employees and workers handling chemicals.	GACL has implemented OHS Management System and OHSEE policy. <a href="https://gacil.com/upload_files/aea7e_human_resource.jpg">https://gacil.com/upload_files/aea7e_human_resource.jpg</a> Regular safety training, toolbox talk, and third-party safety audit are conducted. Kindly refer to Principle 3 for more details.	N
10	Community Relations & Engagement	O	Regular interactions with the community helps in smother operations, and boosts reputation of the Company as a socially responsible corporate	Several activities for social up liftment in stakeholder communities such as education, skill development, health care, sanitation, child care, nutrition, women empowerment etc. are regularly taken up by Company. Kindly refer to Principle 8 for more details.	P

11	Sustainable Supply Chain Management	O	The Company having more than 35 products and corresponding raw materials, proximity to consumers, source of major raw materials and connectivity to rail, road and ports are vital for efficient and sustainable supply chain management	The major raw material Salt, is largely sourced from surrounding areas (within radius of 200 km), key customers are served through dedicated pipelines, a country wide dealers' network is established for reaching out to all consumers through the most efficient rail, road or sea route.	P
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## SECTION B: MANAGEMENT & PROCESS DISCLOSURE

<b>PRINCIPLE 1</b>	- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable
<b>PRINCIPLE 2</b>	- Businesses should provide goods and services in a manner that is sustainable and safe
<b>PRINCIPLE 3</b>	- Businesses should respect and promote the well-being of all employees, including those in their value chains
<b>PRINCIPLE 4</b>	- Businesses should respect the interests of and be responsive to all its stakeholders
<b>PRINCIPLE 5</b>	- Businesses should respect and promote human rights
<b>PRINCIPLE 6</b>	- Businesses should respect and make efforts to protect and restore the environment
<b>PRINCIPLE 7</b>	- Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
<b>PRINCIPLE 8</b>	- Businesses should promote inclusive growth and equitable development
<b>PRINCIPLE 9</b>	- Businesses should engage with and provide value to their consumers in a responsible manner.

### I. Policy and management processes

Disclosure	P	P	P	P	P	P	P	P	P
Questions	1	2	3	4	5	6	7	8	9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes /No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y



4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance,Trustea) standards(e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Y	Y	Y	Y	Y	Y	Y	Y	Y
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Kindly refer Note to this question								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Kindly refer Note to this question								

Note:1. a. The Company has formulated and implemented following policies in accordance with the Principles of NGRBC-

NGRBC Principle	Name of Policy	Link of the Policy
<b>Principle 1</b>	<ul style="list-style-type: none"> <li>• Anti Bribery and Anti Corruption Policy</li> <li>• Nomination &amp; Remuneration-Cum-Board Diversity Policy</li> <li>• Business Responsibility and Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/GACL%20Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf">https://gacl.com/upload_files/GACL%20Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/482cd_GACL%20NRC%20POLICY.pdf">https://gacl.com/upload_files/482cd_GACL%20NRC%20POLICY.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf">https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf</a></li> </ul>
<b>Principle 2</b>	<ul style="list-style-type: none"> <li>• Supply Chain Policy</li> <li>• Business Responsibility and Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/86543_supply_chain.jpg">https://gacl.com/upload_files/86543_supply_chain.jpg</a></li> <li>• <a href="https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf">https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf</a></li> </ul>
<b>Principle 3</b>	<ul style="list-style-type: none"> <li>• Business Responsibility and Sustainability Policy</li> <li>• Human Resource Policy</li> <li>• Training and Development Policy</li> <li>• QHSEE Policy</li> <li>• Risk Management Policy</li> <li>• Grievance Handling Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf">https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/aea7e_human_resource.jpg">https://gacl.com/upload_files/aea7e_human_resource.jpg</a></li> <li>• <a href="https://gacl.com/upload_files/25810_training.jpg">https://gacl.com/upload_files/25810_training.jpg</a></li> <li>• <a href="https://gacl.com/upload_files/QHSEEn_Policy_Eng.jpg">https://gacl.com/upload_files/QHSEEn_Policy_Eng.jpg</a></li> <li>• <a href="https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf">https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a></li> </ul>
<b>Principle 4</b>	<ul style="list-style-type: none"> <li>• Risk Management Policy</li> <li>• Grievance Handling Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf">https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a></li> </ul>
<b>Principle 5</b>	<ul style="list-style-type: none"> <li>• Risk Management Policy</li> <li>• Grievance Handling Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf">https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a></li> </ul>
<b>Principle 6</b>	<ul style="list-style-type: none"> <li>• QHSEE Policy</li> <li>• Business Responsibility &amp;Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/QHSEEn_Policy_Eng.jpg">https://gacl.com/upload_files/QHSEEn_Policy_Eng.jpg</a></li> <li>• <a href="https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf">https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf</a></li> </ul>
<b>Principle 7</b>	<ul style="list-style-type: none"> <li>• Business Responsibility &amp;Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf">https://gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf</a></li> </ul>
<b>Principle 8</b>	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/987b0_CSR_POLICY.pdf">https://gacl.com/upload_files/987b0_CSR_POLICY.pdf</a></li> </ul>
<b>Principle 9</b>	<ul style="list-style-type: none"> <li>• Information Technology Cyber Security Policy</li> <li>• Risk Management Policy</li> <li>• Grievance Handling Policy</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="https://gacl.com/upload_files/1864e_information_technology_cyber_security_policy_GACL.pdf">https://gacl.com/upload_files/1864e_information_technology_cyber_security_policy_GACL.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf">https://gacl.com/upload_files/e87ff_RISK_MANGT_POLICY.pdf</a></li> <li>• <a href="https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a></li> </ul>



Note 4:	
Principle 3	ISO 45001:2018
Principle 6	ISO 14001:2015 and ISO 50001: 2018
Principle 9	ISO 9001:2015

Note 5 and 6: Please refer the following table.		
Principles	Objectives	Commitments
<b>Principle 1</b>	<ul style="list-style-type: none"> <li>All employees shall be trained on the company's ethics policy and code of conduct by 2023-24</li> </ul>	<ul style="list-style-type: none"> <li>GACL is committed towards ethical standards and avoiding any instances related to bribery, corruption and unethical practices.</li> </ul>
<b>Principle 2</b>	<ul style="list-style-type: none"> <li>By 2023-24 all major suppliers shall be assessed basis on the environmental and social parameters</li> </ul>	<ul style="list-style-type: none"> <li>GACL is committed to engaging with major suppliers.</li> </ul>
<b>Principle 3</b>	<ul style="list-style-type: none"> <li>Ensure zero incidents in all operations.</li> </ul>	<ul style="list-style-type: none"> <li>GACL is committed to fostering employee well-being through strong emphasis on mental health, and employee assistance programs.</li> </ul>
<b>Principle 4</b>	<ul style="list-style-type: none"> <li>Ensure enhancement in stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>GACL is committed to engaging with stakeholders on periodic basis to boost the confidence of all the stakeholders</li> </ul>
<b>Principle 5</b>	<ul style="list-style-type: none"> <li>All employees shall be trained on the company's human rights policy by 2023-24. <a href="https://www.gacl.com/upload_files/aea7e_human_resource.jpg">https://www.gacl.com/upload_files/aea7e_human_resource.jpg</a></li> </ul>	<ul style="list-style-type: none"> <li>GACL is committed to upholding and respecting the rights of employees and workers with respect to equal opportunity, non-discrimination, safety and security.</li> </ul>
<b>Principle 6</b>	<p><b>Waste</b></p> <ul style="list-style-type: none"> <li>Adopt 4R strategy (Reduce, Reuse, Recycle and Recovery) for managing non-hazardous and hazardous waste across our operations</li> </ul> <p><b>Water</b></p> <ul style="list-style-type: none"> <li>Engage with communities' water stewardship program</li> </ul> <p><b>Energy &amp; Emission</b></p> <ul style="list-style-type: none"> <li>Invest in renewable sources of energy across all the operations.</li> </ul>	<p><b>Waste</b></p> <ul style="list-style-type: none"> <li>GACL is committed to minimizing waste by co-processing which can be used as input or others.</li> </ul> <p><b>Water</b></p> <ul style="list-style-type: none"> <li>GACL is committed to reducing our water footprint and across our operations</li> </ul> <p><b>Energy &amp; Emission</b></p> <ul style="list-style-type: none"> <li>GACL is committed to reducing GHG emissions in operations by creating GHG inventory of scope 1 and 2 emissions</li> </ul>
<b>Principle 7</b>	Ensure to participate more with public and regulatory policy, in a manner that is responsible and transparent	GACL is committed to enabling more initiative to participate more with various trade representation for this purpose in a responsible and transparent manner.
<b>Principle 8</b>	Ensure enhancement in inclusive growth and equitable development	GACL is committed to enabling initiatives towards community development.
<b>Principle 9</b>	Ensure enhancement in value addition to the consumers.	GACL is committed to enhance value to its customers by periodically engaging with them to identify their needs and expectations.



## II. Governance, Leadership and Oversight

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

Right from its inception in 1973, Gujarat Alkalies and Chemicals Limited has remained a very progressive, forward looking and socially responsible corporation. As a result, in its 50th year since inception, the Company is proud to look back at its trajectory of last 50 years, wherein from a very modest start with a caustic soda manufacturing capacity of 37425 MTA, the Company today enjoys the lion's share in the market with 8,52,750 MTA of Caustic Soda. This has been a phenomenal and sustainable growth journey, which also demonstrated company's commitment towards diversification, inclusive growth, environment protection, conservation of natural resources and increasing use of renewable energy.

The Company has earned its reputation amongst its customers as a dependable, ethical, transparent and accountable supplier. At the same time, the Company remained committed to meeting expectations of all other stakeholders, including employees, suppliers, investors, regulators, statutory bodies, neighbours, and community at large.

Envisioning towards a dynamic, modern, and eco-friendly chemical company with enduring ethics and values in India, we at Gujarat Alkalies and Chemicals Ltd. are always responsible and sensitive towards environment, Social and Governance. Under the broader umbrella of Environment, Social, and Governance (ESG) we at GACL perform our business with the utmost responsible manner. We are always committed towards highest ethical standards and to ensure products and processes to be of the highest quality, we always look for continuous development of our process and performance. We at GACL always ensure to comply with all applicable legislations and other requirements which we subscribe.

The major factors, amongst others, which have contributed to Company's sustainable growth journey are as under:

#### **Embracing new technologies**

At a very early stage of its growth journey, way back in 1989, the Company played a trend-setter's role in Caustic Soda Industry in India by switching over to the membrane-based process from mercury-based process, which gave a great boost to its efforts towards cleaner technology, environment protection and energy conservation. The Company was very first in India to use single loop controllers for process automation, way back in 1986. Since then, the Company has always been on fore-front to update its technologies and processes from time-to-time.

#### **Diversified Product Portfolio**

The Company's diversified product portfolio, built over the years through forward integration, comprising more than 35 products as of now, has significantly reduced Company's dependence on Caustic soda group of products, thus building its resilience for sustaining during cyclic changes in caustic soda industry.

The Company's products are used as feedstock by diverse industries like, aluminium, textiles, rayon, soaps & detergents, pulp & paper, fine chemicals, dyes, paints, pharmaceuticals, agrochemicals, metal treatment, petroleum refining, polymers & plastics, fertilisers, refrigerants, propellants, disinfectants, sugar refining, beverages, food preservatives, effluent treatment and drinking water purification. The Company is proud to be a partner in supply of clean drinking water to the community with use of its unique product, poly aluminium chloride, being used by several local bodies like Delhi Jal Board, Bruhad Mumbai Municipal Corporation, and many other municipal corporations across the country.

In most cases, the Company's products, for their consistent quality and dependability, earn premium over similar products offered by our peers. As a result, most of the plants are operating at close to or higher than their rated capacities.

#### **Diversified Energy Sourcing**

The Company's operation are highly energy intensive. The Company maintains diverse sources for electrical power supply which include Company's own gas based power plant at Dahej, participation in a gas based power plant of GIPCL at Vadodara, power sourced from exchange, back-to-back power supply arrangements from a thermal power plant through GUVNL, grid power and, the most importantly, from its own Captive Renewable Wind and Solar Plants of more than 208 MW capacity, which contribute to the extent of about 25% of Company's electrical power requirement. The Company also uses hydrogen (produced as co-product in its operations) as a fuel, which helps reducing Company's carbon footprint to a significant extent.

### Efficient Supply Chain Management

The Company sources its major raw material salt from a large number of Micro, Small and Medium Sized salt manufacturers located within a radius of about 200 KM. The Company also provides technical assistance to these salt producers for efficient salt farming and production of high-quality salt. These arrangements not only ensure the best quality requiring minimum consumption of chemicals for further purifications but also a dependable supply chain. Similarly, owing to the proximity of rail, road and sea transport facilities, the Company is able to transport its products at far away destinations with reasonable costs. The Company also has a country wide strong dealer network, which serves as extended arms of the Company in reaching out to all the end users of its products. The Company also serves many of its nearby customers through dedicated pipelines.

### Continuous learning and innovation

We believe in continuous learning and upgradation which is the key to the sustainable growth in our business. The adaptation to the most modern technologies, efficient processes, and minimum wastages have not only helped the company in maximising discharging its responsibilities to the society at large, but have also helped in optimizing the operating cost.

With this we are happy to share that, we have developed improved process for manufacturing high purity guaiacol, cold water-soluble methyl cellulose, High Purity Vanillin, Cold Water-Soluble Hydroxy Propyl Methyl Cellulose. In addition to this, we have developed improved process for the crystallization for manufacturing sodium percarbonate powder and treating sodium cyanide containing liquid effluent on Industrial scale. Also, we have developed improved process to produce hydrazine hydrate as well, for which commercial production has already commenced. Contributing towards “AatmaNirbhar Bharat Abhiyan” GACL had considered putting up a plant to manufacture Hydrazine Hydrate (N<sub>2</sub>-H<sub>4</sub>.H<sub>2</sub>O) for which our country is mostly dependent on other countries. The indigenous environment friendly technology developed by us is our contribution towards the dream of our nation i.e., “Make in India”. For this, we had closely collaborated with the Indian Institute of chemical technology (Hyderabad), one of the leading CSIR laboratories and received joint patent in India and USA for this process.

In GACL we have strategized water recycling plan and initiatives for water conservation which is being taken care of by our R & D Department. We had developed In-house Scale Corrosion Inhibitors (i.e. Scalewins) and Biocides (i.e. Biowins) formulations, which are used to control Scale, Corrosion, Fouling and Biological growth in Cooling Water System. Here, the cooling water treatment is carried out with in-house tailor-made formulations as per need of cooling water system. For this, our R&D team provide the required technical support. The role of these formulations is to control scale & corrosion of cooling water system and conserve large quantity of water by means of increase in Cycle of Concentration (COC) of cooling towers. We achieved high COC with this treatment. We are happy to share that during the scarcity of water in Dahej area all cooling towers of each plant could be run without regular blowdown using our formulation and treatment while achieving same performance as standards of cooling towers.

### Responsible Corporate Citizenship

We at GACL believe that development of the society where we live, can lead us to new heights and successes in our business. Under CSR activities for the development of the community we are continuously working on areas like promotion of education, Home for Mentally Differently abled Children/Special children (HMDC), healthcare, hygiene & sanitation, sustainable livelihood, skill development, promotion of art, culture, and heritage, and water conservation. In addition to this, we also emphasize on projects of human development index. In several education projects, we broadly map rural infrastructure gaps and intervene to provide required infrastructures, including construction and refurbishment of Anganwadis, community halls, housing, high mast towers, classroom projects, providing teachers in secondary schools & mid-day meals. To emerge as a model and exemplary organization in the field of social work, we are working towards holistic growth and sustainable development of communities at large with focused social upliftment.

We at GACL always give priorities to holistic growth encompassing development on environment, social and governance fronts. We have also been continuously nurturing environment through development of green belts, prevention of soil erosion, rain water harvesting and installations of renewable energy sources.

It is evident that our sustained growth over a period of half a century is the result of our holistic approach as described above. We intend to continue growth in our business together with our valuable contribution in the growth and upliftment of all our stakeholders. We remain committed to sustainability achieved through these means.



**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

The Managing Director, Chief Financial Officer and Company Secretary of the Company shall be jointly and severally responsible for implementing the Business Responsibility Sustainability Policy. The Managing Director of GACL shall be the Head of Business Responsibility and Sustainability and will oversee the implementation of the Policy.

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes. The Board of Directors of the Company has constituted ESG Committee.  
The said Committee is responsible to review and approve the action plan formulated by the Company to carry out its Business Responsibility and Sustainability Report (BRSR) and Environmental, Social, and Governance (ESG) obligations and to recommend the same to the Board, from time to time.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	All the ESG Policies are reviewed by the Managing Director, Chief Financial Officer, and Company Secretary of the Company on periodic basis.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	All the policies are evaluated to determine their effectiveness in accordance with the latest developments in ESG space pertaining to applicable national/international standards and legislative requirements. If required, appropriate changes are made to the policies and same are duly communicated to all stakeholders.																	

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
GACL is looking forward to carrying out an independent assessment/ evaluation of the implemented policies by an external agency.								

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

Not Applicable.  
GACL has formulated policies in accordance with nine NGRBC principles. Kindly refer to explanation of Question 1, Section B of BRSR.

## SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1 - BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

#### ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:			
Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	<ul style="list-style-type: none"> <li>• Vigil Mechanism-cum-whistle blower policy</li> <li>• Prohibition of Insider Trading</li> <li>• Code of Conduct of the Company</li> <li>• Training on the principles of BRSR and GACL policies</li> <li>• Training on Cyber Security Awareness</li> </ul>	100%
Key Managerial Personnel	5		100%
Employees other than BoD and KMPs	27	<ul style="list-style-type: none"> <li>• Trainings on safety in chemical plants</li> <li>• Training on English proficiency and development of management skills</li> <li>• Training on emergency response plan and fire fighting</li> <li>• Training on compliance management and statutory requirements in chemical industry</li> <li>• Energy conservation</li> <li>• Mental &amp; Physical Health</li> <li>• POSH</li> </ul>	100%
Workers	1	<ul style="list-style-type: none"> <li>• POSH</li> <li>• Trainings on safety in chemical plants</li> <li>• Training on emergency response plan and fire</li> </ul>	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

GACL has not received any form of fine/ penalties/ punishment/ award/ compounding fees for the reporting period.

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



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

**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
Not Applicable. GACL has not received any form of fine/ penalties/ punishment/ award/ compounding fees against any of the NGRBC Principles for the reporting period.	

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

Yes. The policy applies to all employees (whether permanent, fixed term, or temporary) and personnel resources provided by third parties on a contractual and all Business Partners including consultants, contractors, their respective employees, trainees, seconded staff, casual workers, volunteers and interns working for GACL. The policy ensures that appropriate anti-corruption and anti-bribery procedures are in place across GACL to avoid any violations of applicable laws and regulations so that GACL does not engage in illegal, bribery and corruption practices. The policy is being hosted on the GACL's official webpage.

[https://www.gacl.com/upload\\_files/GACL%20Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf](https://www.gacl.com/upload_files/GACL%20Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf)

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Director	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

**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.**

Not Applicable. GACL has not received any form of penalties for any of the NGRBC Principles for the reporting period.



## PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

### ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	Current FY 22-23	Previous FY 21-22	Details of improvement in environmental & social impacts
R&D	-	-	
Capex	0.6%	2%	Modification in CCU, installation of dual fire burner, installation of steam turbine and other VFDs.

### 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. GACL has established practices to ensure sustainable sourcing of key raw materials. A supply chain and purchase policy in place. The policy is available at [https://www.gacl.com/upload\\_files/86543\\_supply\\_chain.jpg](https://www.gacl.com/upload_files/86543_supply_chain.jpg)

Few major activities of sustainable sourcing are mentioned hereunder:

Our Company has a policy of procurement which reflects sustainable sourcing taking into consideration economical aspect in procurement, environmental friendly processes and giving due weightage to social aspects.

In our endeavor of sustainable sourcing we have appealed all our major suppliers to adopt sustainable sourcing in their business.

One of the major raw materials is Salt which is a natural product being produced from either sea water or from subsoil water by natural evaporation process in sun light. No chemical which may harm environment is used during manufacturing process. It is transported in bulk in vehicle and no packaging material is used. Considering environment friendly usage, we had changed specifications of Salt from July 2017 and washed Salt is used at both the complexes. By using improved quality salt, chemical consumption and sludge generation has reduced considerably. We procure about 8 (eight) lakhs MT of Salt for Baroda & Dahej complexes from the manufacturers who have salt works spread over different locations within State and these comprise very small to large manufacturers. We have been using Rail rakes instead of Trucks for transportation of major quantity of Salt from faraway places like Maliya, Gandhidham which is eco-friendly means of transportation.

Another major raw materials are Potassium Chloride and Rock Phosphate which are natural materials available in the mines. Both these are imported materials from Canada & Jordan and annual consumption is about 0.60 Lakhs MT & 1.60 Lakhs MT respectively for manufacturing of Potassium Hydroxide & Phosphoric Acid respectively.

Being natural material no processing is required for meeting our requirement and hence no chemicals are consumed. Both the materials are transported in bulk by ship by aggregating the requirement of multiple users thus saving in fuel consumption. Local transportation of Rock Phosphate is also done in bulk. However, local transportation of Potassium Chloride is done in bags which are reusable & recycled. Both these materials are nonhazardous and not harmful to the operating people.

Packaging materials like carboys, barrels, bags etc. which are used for filling the finished products are procured from the nearby sources and from small vendors. These packaging materials can be recycled & reused for other purposes. In procurement of certain raw materials like Lime, Alumina Tri Hydrate we have changed packaging size from 50 kg to jumbo bag of 1 MT. Jumbo bags can be reused for other purposes.

We support MSME vendors, procure material from them, strive to release payment to them as per government directives and indirectly help to create employment.

We have multiple sources of power viz. renewable energy and state grid. We are sourcing natural gas from GAIL and GSPL.

For entire (100%) procurement of our Company, we follow Procurement Policy of our Company that supports sustainable sourcing.

### 2. b. If yes, what percentage of inputs were sourced sustainably?

Majority inputs were sourced sustainably. GACL is committed to ensure further sustainable sourcing to optimize the sources of supply.



**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Plastic waste, Battery waste and E-waste are sent to approved GPCB approved recyclers. Hazardous wastes are disposed of as per the Hazardous & Other waste (Management & Transboundary Movement) Rules-2016 and its amendments. Sludge materials are being sent for land filling.

Liquid and solid types of organic hazardous waste are sent to GPCB approved incinerators or pre-processors. The final product is being used as fuel in cement industries. Spent oil is being sent to GPCB approved recycler.

Biomedical waste is generated in very low quantities and sent to approved GPCB incinerator.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

GACL does not fall under the ambit of Extended Producer Responsibility (EPR), as per the waste management rules (the E-Waste Management Rules 2016, 2018 and 2023, the Plastic Waste Management Rules 2016 and the Battery Waste Management Rules 2022) formulated by Central Government. No consumer products are manufactured by GACL involves plastic, electrical component, and battery. Hence, Extended Producer Responsibility (EPR) is not applicable.

**PRINCIPLE 3 - BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.**

**ESSENTIAL INDICATORS**

**1. Well-being:**

**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	589	589	100	589	100	0	0	0	0	0	0
Female	19	19	100	19	100	19	100	0	0	0	0
<b>Total</b>	<b>608</b>	<b>608</b>	<b>100</b>	<b>608</b>	<b>100</b>	<b>19</b>	<b>3.13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Other than Permanent Employees											
Male	5	5	100	5	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>5</b>	<b>5</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	712	712	100	712	100	0	0	0	0	0	0
Female	19	19	100	19	100	19	100	0	0	0	0
<b>Total</b>	<b>731</b>	<b>731</b>	<b>100</b>	<b>731</b>	<b>100</b>	<b>19</b>	<b>2.60</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



Other than Permanent workers											
<b>Male</b>	3066	3066	100	3066	100	0	0	0	0	0	0
<b>Female</b>	143	143	100	143	100	143	100	0	0	0	0
<b>Total</b>	3209	3209	100	3209	100	143	4.46	0	0	0	0

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
ESI	-	100%	Yes	-	100%	Yes
PF	99.18%	100%	Yes	99.3%	100%	Yes
Gratuity	99.18%	23%	Yes	99.3%	32%	Yes
Others	-	-	-	-	-	-

Note: (1) Workers sourced through 3rd Party are provided PF and ESI benefits.

(2) Employees retained as Consultants / Advisors after attaining superannuation age are not covered under PF and Gratuity.

## 3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes.

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

Yes, BRSR policy of GACL has equal opportunity clause which is available at

[https://www.gacl.com/upload\\_files/0c8fc\\_GACL%20BRSR%20Policy.pdf](https://www.gacl.com/upload_files/0c8fc_GACL%20BRSR%20Policy.pdf)

GACL believes in providing equal opportunity for all. It is reflected in company's website whenever a new position for recruitment is open. However, GACL is in the process to establish and implement the equal opportunity policy.

## 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	NA	NA	NA	NA
Female	100	100	100	100
Total	100	100	100	100

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, GACL has a grievance redressal mechanism in place and Industrial Relation Committee comprising of Sr. Executives and Representatives of Permanent Workers.
Other than Permanent Workers	

Permanent Employees	<p>GACL has a Grievance Redressal Procedure for all the stakeholders available on the website : <a href="https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf">https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf</a></p> <p>GACL has established Grievance Handling Committee and is responsible for investigating the grievance and liaising with the stakeholders, developing resolutions and actions to rectify any issues. All grievances are received by HR and the Grievance Handling committee are acknowledged within 5 days of receiving. The committee is responsible to investigate the matter in coordination with the concerned employee and communicate with relevant stakeholders to resolve the complaint.</p>
Other than Permanent Employees	

7. Membership of employees & workers in association(s) or Unions recognized by the listed entity:						
Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employee</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total Permanent Workers</b>						
Male	712	678	95.22	731	714	97.67
Female	19	15	78.95	17	15	88.24

8. Details of training given to employees & workers:										
Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	594	594	100	594	100	575	343	59.65	343	59.65
Female	19	19	100	19	100	26	26	100	26	100
<b>Total</b>	<b>613</b>	<b>613</b>	<b>100</b>	<b>613</b>	<b>100</b>	<b>601</b>	<b>369</b>	<b>61.40</b>	<b>369</b>	<b>61.40</b>
<b>Workers</b>										
Male	3778	3778	100	3778	100	2829	1754	62	1754	62
Female	162	162	100	162	100	112	112	100	112	100
<b>Total</b>	<b>3940</b>	<b>3940</b>	<b>100</b>	<b>3940</b>	<b>100</b>	<b>2941</b>	<b>1866</b>	<b>63.45</b>	<b>1866</b>	<b>63.45</b>

9. Details of performance & career development reviews of employees & workers:						
Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (C)	% (D/C)
<b>Employees</b>						
Male	594	594	100	575	575	100
Female	19	19	100	26	26	100
Total	613	613	100	601	601	100
<b>Workers</b>						
Male	899	899	100	923	923	100
Female	20	20	100	18	18	100
Total	919	919	100	941	941	100

10. Health and safety management system:	
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?
	Yes, GACL has established an Occupational Health and Safety Management System in line ISO 45001:2018 standard requirements. All the business units of GACL are certified with ISO 45001:2018. GACL has established an QHSEE policy <a href="https://www.gacl.com/upload_files/QHSEEn_Policy_Eng.jpg">https://www.gacl.com/upload_files/QHSEEn_Policy_Eng.jpg</a> to carry out daily operations in line with all the applicable legal and requirements pertaining to health & safety. GACL also organizes various health and safety trainings for the employees including contractors for the effective implementation of health and safety management system. GACL has constituted a safety committee which meets quarterly and have participation from management and non-management. Proper measures are taken with respect to use of PPEs within the site. Every month safety trainings are conducted for employees and workers. Toolbox talks are organized as and when required. GACL has implemented emergency response plan and training on the same is imparted.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
	GACL has implemented HIRA as per ISO requirements which is yearly reviewed. Job safety analysis is conducted by safety team to identify work related risks. All the information is manually recorded. GACL has an incident accident reporting mechanism. Plant head is informed for the incident from the workers and investigation is conducted against it. Subsequently, suggestion and corrective actions are taken.
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
	Workers can report work-related hazards and remove themselves from such risks by communicating to safety officers during daily plant round. GACL has also implemented safety permit system.
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
	GACL Employees and Permanent Workers as well as their dependent family members have either access to non-occupational medical and health care services at empaneled hospitals and medical centers or reimbursement of Medclaim premium subject to a ceiling amount. The non-permanent workers are covered under Employees State Insurance Scheme and Workmen Compensation Policy for non-occupational medical assistance. The Company also reimburses Medclaim insurance premium subject to a ceiling amount to all its retired employees and surviving spouse.



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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.08	0.38
	Workers		
Total recordable work-related injuries	Employees	12	15
	Workers		
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

GACL has a dedicated team to take decisions for ensuring safe and healthy workplace. GACL is organized quiz competitions, poster making, elocution on safety topics and celebrating safety week. All the winners are provided with certificates and prize money. Apart from these activities, the company conducts training and awareness sessions on safety in chemical industry, emergency response plan, toolboxtalks, fire safety etc. GACL has a robust firefighting system comprising of fire hydrants, smoke detectors, fire extinguishers, public address system. Mock drill on fire safety is also organized by the GACL provides first-hand experience to the employees and workers. GACL has published a pocketbook on safety for quick reference to employees and workers. All the departments including contractors have taken safety oath to adhere to the safety measures within the GACL's premises. An annual external audit of the safety system is being conducted and monthly internal safety audit also being conducted to review the performance of Occupational Health and Safety Management System.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**14. Assessments for the year:**

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

Note: Annually as per MSISC requirement safety audit is conducted by a third party namely G&G EHS Consultant.

**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.**

GACL has implemented corrective actions suggested in the safety audit conducted by the third party. Such as, bag stacking was eliminated because it caused injury. The safety manual and on-site emergency plans were updated. Assembly points were shifted from the center to the boundary of the company to make it more convenient.

## PRINCIPLE 4 - BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

### ESSENTIAL INDICATORS

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

GACL has identified stakeholders as individuals or groups that have interests that are affected or could be affected by our business activities. Based on the identification, GACL has categorized them into internal and external groups. GACL believes in engaging with stakeholders on a periodic basis to understand their expectations and concerns and address them. GACL has identified the following stakeholder groups:

S.No.	Stakeholder Group	Importance
1	Employees and Contractual workforce	Employees and contractual workforce ensure the smooth functioning of our operations. Employees help our organisation by bringing fresh ideas and perspectives, which lead to innovation and development of new products and processes.
2	Shareholders and Investors	Shareholders and investors help drive overall business growth for our company by providing capital investment.
3	Contractors (Who provide manpower)	Contractors support us with contract workers providing us with greater flexibility to scale up or down as needed for our operations.
4	Suppliers	Our suppliers help us procure high quality raw materials required for our end-products and ensure timely delivery of our products to our consumers.
5	Logistics Partners	Our logistics partners facilitate smooth transportation of our products to our consumers
6	NGOs & Local Communities	Engaging with NGOs help us to better implement our social and environmental initiatives for the local communities. Engaging with local communities gives us the social license to operate.
7	Customers	Customers are the foundation for the growth of a company. Customer satisfaction is key to our growth and their negative feedback may cause reputational damage.
8	Regulatory bodies	Engaging periodically with the regulatory bodies allows us to remain compliant with the latest rules and regulations and gives us access to guidance and protocols to safe manage chemicals produced at our sites.

#### 2. List stakeholder groups identified as key for your entity & the method, frequency & purpose of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees and Contractual workforce	No	- Notice Boards, emails, regular trainings, one to one meetings	Continuous	<ul style="list-style-type: none"> <li>- Work-life balance</li> <li>- Transparent appraisal and promotion policy</li> <li>- Fair remuneration structure</li> <li>- Career development Plan</li> <li>- Productivity enhancement</li> <li>- Training &amp; Skill development</li> <li>- Safe working practices</li> <li>- General welfare of work force</li> </ul>

Shareholders / Investors	No	- Annual reports, Annual General Meeting, Newsletter, Emails, Advertisement	Annually/ Quarterly/ Periodically	- State of affairs of the Company
Contractors	No	- Notice Boards, emails, regular trainings, one to one meetings, notices, formal agreements	Daily	- Work-life balance - Statutory compliance requirements - Fair remuneration structure - Safe working practices - General welfare of work force
Logistics Partners	No	- Emails, Annual General Meeting, Newsletter, Emails, through direct interaction	Daily	- Ethical business practices - Increased awareness for partnering in green initiatives - Safe and efficient transit/transport
NGOs & Local Communities	Yes	- Annual reports, Meeting, Newsletter, Emails, through direct interaction	Continuous	- Need assessment - infrastructure development - training community members - community involvement
Customers	No	- Emails, Customer satisfaction survey, through direct interaction	Quarterly/ Annually	- Ethical business practices - Increased awareness for partnering in green initiatives - Safe handling of products - Customer complaints redressal
Government Bodies / Regulatory bodies	No	- Annual reports, Compliance reports, Meeting, Newsletter, Emails	Periodically	- Ethical governance, Compliance - Contribution to Nation Building

**PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.**

**ESSENTIAL INDICATORS**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
<b>Permanent</b>	608	608	100	597	597	100
<b>Other than permanent</b>	5	5	100	4	4	100
<b>Total Employees</b>	613	613	100	601	601	100

Workers						
Permanent	731	731	100	748	748	100
Other than permanent	3209	3209	100	2193	2193	100
<b>Total Workers</b>	<b>3940</b>	<b>3940</b>	<b>100</b>	<b>2941</b>	<b>2941</b>	<b>100</b>

## 2. Details of minimum wages paid to workers & employees in the following format:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	589	0	0	589	100	571	0	0	571	100
Female	19	0	0	19	100	26	0	0	26	100
<b>Other than Permanent</b>										
Male	5	0	0	5	100	4	0	0	4	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	712	0	0	712	100	731	0	0	731	100
Female	19	0	0	19	100	17	0	0	17	100
<b>Other than Permanent</b>										
Male	3066	Please refer note				2098	Please refer note			
Female	143	Please refer note				95	Please refer note			

Note: Workers (Other than permanent workers) in the Company are engaged through third party contractor.

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (Executive Directors)	7*	N.A.	1	N.A.
Key Managerial Personnel	2	40.49	0	Nil
Employees other than BoD and KMP	592	15.13	19	11.03
Worker	899*	15.00	20	13.93

\*Directors are not paid remuneration except sitting fees for attending Board/Committee Meetings. The Managing Director is appointed by the Government of Gujarat and he does not draw any remuneration from the Company except charge allowance and other perquisites / reimbursement as per the Government's order.

\*\*Workers (Other than permanent workers) in the Company are engaged through third party contractor.



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

Yes, a committee has been formed for addressing such issues.

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

GACL has a Grievance Redressal Procedure for all the stakeholders available on the website : [https://www.gacl.com/upload\\_files/GACL%20Grievance%20Handling%20Policy.pdf](https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf)

GACL has established Grievance Handling Committee and is responsible for investigating the grievance and liaising with the stakeholders' for developing resolutions and actions to rectify any issues. All grievances are received by HR and the Grievance Handling committee are acknowledged within 5 days of receiving. The committee is responsible to investigate the matter in coordination with the concerned employee and communicate with relevant stakeholders to resolve their complaint.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The Whistle Blower Policy of GACL [https://gacl.com/upload\\_files/45ef1\\_VIGIL\\_MECHANISM\\_CUM\\_WHISTLE\\_BLOWER\\_POLICY%20AS%20PER%20SEBI%20LODR.pdf](https://gacl.com/upload_files/45ef1_VIGIL_MECHANISM_CUM_WHISTLE_BLOWER_POLICY%20AS%20PER%20SEBI%20LODR.pdf) facilitates a mechanism where employees can raise their concerns without any hesitation and fear. The suggestion box present at each project site and office premises provides an anonymous channel to raise any concern. GACL also has a POSH Policy in place. There are SHE boxes present in the office premise for female employees and workers to report any grievances anonymously.

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

Yes, the Supplier Code of Conduct and other business agreements have human rights requirements.

**9. Assessments for the year:**

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

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Nil. There were no incidents of human rights reported across all the plant sites of GACL. There were no instances of child labour and sexual harassment reported at workplace.



## PRINCIPLE 6 - BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

### ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	4307750.341 GJ	3426070.468 GJ
Total fuel consumption (B) – Natural Gas	4565285.33 GJ	5959840 GJ
Energy consumption through other sources (C) (Hydrogen- as a clean carbon-free fuel)	446873 GJ	568820 GJ
Total energy consumption (A+B+C)	9319908.67 GJ	9954730 GJ
Energy intensity per million rupee of turnover (Total energy consumption/turnover in Million rupees)	211.72	270.039
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. –No.		

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.
Yes, GACL has identified both the plants as DC under the PAT scheme. GACL has achieved the PAT target. Vadodara has received 1387 energy certificates and Dahej has received approx. 9000 energy certificates. The Company's Dahej unit received Top Performer Designated Consumer Award for Chlor Alkali Sector of PAT Cycle II.

3. Provide details of the following disclosures related to water, in the following format:		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water( for FY 2022-23, Total water recycle is 371925 KL) ( for FY 2021-22, Total water recycle is 441816 KL)	5633886 KL	5405395 KL
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Purchase Water)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5633886 KL	5405395 KL
Total volume of water consumption (in kilolitres)	5633886 KL	5405395 KL
Water intensity per million rupee of turnover (Water consumed /million turnover)	128	146.3
Water intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not applicable
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No		



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

No. However, at the Dahej & Vadodara, facility some of the water is getting recycled from the liquid effluent stream. Total water recycled is 371925 KL for FY 2022-23 and 441816 KL for FY 2021-22.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	MT	63.67	58.485
SOx	MT	14.641	10.821
Particulate matter (PM)	MT	15.16	22.28
Persistent organic pollutants (POP)	MT	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	MT	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	MT	Not Applicable	Not Applicable
Others – please specify	Not Applicable	Not Applicable	Not Applicable

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	256874	335341
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	646045.07	455814.52
Total Scope 1 and Scope 2 emissions per million rupee of turnover	Metric tonnes of CO2 equivalent/ Million Turnover	20.51	21.46
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not Applicable	Not Applicable

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

Note- We avoided 557429 Metric tonnes of CO2 equivalent by augmenting renewable power in our operations in the year 2021-22 and 2022-23

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

Yes, GACL has taken the following steps to reduce greenhouse gas emissions:

- 171.45 MW of Wind Power installation for captive use
- 35 MW Solar Power generation capacity for captive use
- Floating solar panels of 640 KW at Dahej.
- Utilization of hydrogen as a fuel.
- Installation of 630 KWH rooftop solar panel.

- Installation of new NaOH recuperator to recover heat of 48% CSL, as thus heat-up DM water feed to electrolyser. By implementing this scheme, we have achieved saving in steam consumption for heating of brine by 15.0 MT/ Day.
- Installation of 240 KWH back pressure steam turbine. We have installed a backpressure steam turbine for the same pressure-reducing function as a PRV while converting steam energy into electrical energy.
- Installation of VFD in CCU cooling water pumps.
- Back Pressure Turbine of 6 MW at Dahej Complex
- 45 MT per Day K<sub>2</sub>CO<sub>3</sub> plant using CO<sub>2</sub> captured from flue gases as feedstock

**8. Provide details related to waste management by the entity in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	287.63 MT	220.06 MT
E-waste (B)	15.02 MT	3 MT
Bio-medical waste (C)	0.01 MT	0.02 MT
Construction and demolition waste (D)	0	0
Battery waste (E)	5.5 MT	2.3 MT
Radioactive waste (F)	0	0
Hazardous waste (G) - (chemical sludge, spent alumina, high boiling waste, used oil)	26819.69 MT	26386.05 MT
Other Non-hazardous waste generated (H) – (Brine Sludge)	13020 MT	11950.8 MT
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>40147.86 MT</b>	<b>38562.23 MT</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	157.44 MT	162.72 MT
(ii) Landfilling	39254.7 MT	37711.92 MT
(iii) Pre/Co-processing	600.14 MT	576.12 MT
<b>Total</b>	<b>40012.28 MT</b>	<b>38450.76 MT</b>
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. –No.		

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your entity to reduce usage of hazardous & toxic chemicals in your products & processes & the practices adopted to manage such wastes.**

GACL has established and implemented a well-structured waste management plan across its all the sites. The plan comprising an integrated waste management strategy including segregating the waste at the source level and prevent adverse impacts on the environment and biodiversity by facilitating the 3 R Principles (Reduce, Reuse, and Recycling). The waste is generated from the sites is being handled and disposed of as per the consent order of the Gujarat Pollution Control Board (GPCB). The recyclable waste has been sent to authorized recyclers for further processing. The organic waste has been sent to approved waste incinerators.



10. 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:

S.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.
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GACL does not have any operations / offices in/around ecologically sensitive areas.

11. 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
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GACL does not have new projects in the current financial year. EIA has not been conducted for any of the projects for this reporting period.

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

S.No.	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
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Yes, GACL is compliant with applicable environmental laws and regulations. GACL has not received any fines/penalties/ and such actions taken by regulatory agencies such as pollution control boards and courts for the reporting period.

### LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	1054935.979GJ	1131060.25 GJ
Total fuel consumption (B) Hydrogen Gas	446873 GJ	568820 GJ
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1501808.98	1699880
From non- renewable sources		
Total electricity consumption (D)	3252814.36 GJ	2295010.213 GJ
Total fuel consumption (E)	4565285.33 GJ	5959840.03 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non -renewable sources (D+E+F)	7818099.69 GJ	8254850.24 GJ

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

2. Provide following details related to water discharged:		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	1436439 KL	1376783 KL
- No treatment	0	0
- With treatment – primary & tertiary treatment	1436439 KL	1376783 KL
(iv) Sent to third parties	415965 KL	519236 KL
- No treatment	0	0
- With treatment – through ETP	415965 KL	519236 KL
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	1852404 KL	1896019 KL
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. –No.		

3. With respect to the ecologically sensitive areas reported at Question 10 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.

GACL does not have any operational sites in ecologically sensitive areas. Therefore, there was no direct or indirect impact on biodiversity.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Waste Water recycle	Installed wastewater recycling UF+RO plant in order to reduce water and wastewater.	Water consumption and wastewater is reduced by 371925 KL for FY 2022-23(Approximately 1000 KLD)
2	Use of renewable source of energy	WE have installed 171 MW wind farm and 35 MW solar plant.	Share of energy requirement from renewable sources increased to 20 %.

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

Yes. GACL has established and implemented a Disaster Management Plan. The Disaster Management Plan involves an Onsite Emergency Plan in line with the statutory guidelines. The disaster management plan defines mechanisms to deal with possible Environment and Social risks, mitigation plan, levels of emergencies, details of assembly points. It also highlights the roles and responsibilities during emergencies, firefighting details, communication protocols and details of emergency preparedness.



6. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

GACL currently is finalizing the process to assess the environmental impacts of its suppliers.

**PRINCIPLE 7 - BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.**

**ESSENTIAL INDICATORS**

1. a. Number of affiliations with trade and industry chambers/ associations.

There are ten affiliations with trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Alkali Manufacturers Association of India	National
2	Indian Chemical Council	National
3	Gujarat Chemical Association	State
4	National Safety Council	National
5	Gujarat Safety Council	State
6	Federation of Gujarat Industries	State
7	Exim Club	State
8	CHEMEXCIL - Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Set up by the Ministry of Commerce & Industry Government of India)	National
9	Gujarat Employers' Organization	State
10	Dahej Industries Association	State

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

Name of authority	Brief of the case	Corrective action taken
Nil. There were no such issues reported on anti- competitive conduct from regulatory authorities during the reporting period.		

**PRINCIPLE 8 - BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.**

**ESSENTIAL INDICATORS**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable.					

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of projects affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
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Not applicable. GACL does not acquire any land for its business which will lead to any form of displacement of local people from their livelihoods.

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

Yes, GACL has a Grievance Redressal Procedure for all the stakeholders (including the community) and the same is available on the website –

[https://www.gacl.com/upload\\_files/GACL%20Grievance%20Handling%20Policy.pdf](https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf)

GACL has established Grievance Handling Committee and the committee is responsible for investigating the grievance and liaising with the stakeholders for developing resolutions and actions to rectify such issues.

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

	FY 2022-2023	FY 2021-2022
Directly sourced from MSMEs/ small producers	14.00%	16.00%
Sourced directly from within the district and neighboring districts	60%	60%

**LEADERSHIP INDICATORS**

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

Not applicable. GACL was not conducted Social Impact Assessment in FY 2022-2023.

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Narmada	84,77,700
2	Gujarat	Dahod	16,25,717

**3. Details of beneficiaries of CSR Projects:**

Sr. No	CSR project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Flooring Repairing work of Primary School	353	100
2	Career Guidance and Counseling Workshops with School Children	556	100
3	Ranoli Village Drainage Line	11726	46.49
4	Smart classroom project Vadodara District	4120	100
5	Cancer Radiation Center, Ankleshwar	27	33.33
6	Rahiyad Village - Pond Beautification	1694	64.0
7	Rahiyad Village-Drinking Water pipeline	1694	64.0
8	Rainwater Harvesting in Schools, Bharuch	850	100
9	Rain Water Harvesting Project in Schools , Narmada	1930	100
10	Solar panel project – Ramkrishna Mission, Vadodara	40480	100
11	The Wishing Factory – Thalassaemia Patients support	11	100
12	Construction of Anganwadi for children	151	100



13	Installation of high mast tower for community	1677	60.94
14	Construction of Sanitation block at Govt. Primary school	144	100
15	Installation of health care equipment at hospital	22	100
16	Construction of Washing Platform for women	818	60.39
17	Sports Day Support to Rahiyad Primary school	259	100.00
18	Musical instrument and student bench support to Paniyadara High school	82	82
19	Construction of MDM Sheds in schools	107	100
20	Construction of Drinking water tank at Govt. Primary school	353	100
21	Construction of Drainage line at Atali	1150	64.87
22	Support for procurement ECT machine and Food trolley of Hospital for Mental Health	1695	31.27
23	Supported for procurement of Water cooler at Nandesari Vidhyalay	1129	100
24	Facilities at Ranoli PHC (Slotted Rack, Fogging Machine, Patient waiting area Shed)	18480	50
25	Sports Day at Ranoli Boy's School	272	100
26	Tree plantation at Koyli	10691	58.84
27	Support for Musical Instrument at Dhanora Primary School	157	100
28	Mandva wadi Project-GVT	100	100
29	Kitchen Garden project- N.M. Sadguru Water and Development Foundation	25	100
30	E-Vehicle to Sainik School –Balachhadi	700	100
31	Construction of Sainik School, Silvasa	700	100
32	Procurement of Study Chair with writing pad at ITI (Disable) Tarsali for children with disability	47	100
33	Agriculture and Animal Husbandry Training (Ranoli, Angadh, Rampura and Dhanora , Nandesari and Rupapura, Koyli)	413	54.96
34	Supported for procurement of 48 Personal Lockers, 40 Folding tables, 2 Electric gizer and a Computer at Girl's Home Koyli	36	100
35	Financial assistance under Mid Day Meal program to Akshay Patra Foundation	3036	100
36	Support for Mural art work at Kevadiya Colony Railway Station.	12369	50
37	Embossed Education tiles in 9 Government Primary School	988	100.00
38	Self Defense Training Sessions in 40 government primary schools of Petrochemical area Vadodara District	3716	100
39	Medical Health camp in 5 locations of Bharuch District	1686	51.07
40	Nutrition support to TB patient's under TB Mukta Bharat Abhiyan	1200	100
41	Safety Training at Nandesari Vidhyalay and K.V. English School Ranoli	615	100
42	Room Repairing at Galenda Primary School	80	100
43	Financial Support to 5 BMC (Biodiversity Management Committee) for Medicinal Plants Cultivation at Narmada District	100	100
44	Management of Home for Mentally Differently Abled Children (HMDC)	63	100



## PRINCIPLE 9 - BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

### ESSENTIAL INDICATORS

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

Yes, GACL has a Grievance Redressal Procedure for all the stakeholders (including the community) and the same is available on the website [https://www.gacl.com/upload\\_files/GACL%20Grievance%20Handling%20Policy.pdf](https://www.gacl.com/upload_files/GACL%20Grievance%20Handling%20Policy.pdf)

GACL has established Grievance Handling Committee and the committee is responsible for investigating the grievance and liaising with the stakeholders' for developing resolutions and actions to rectify such issues.

GACL has a systematic approach to receiving and responding to consumer complaints and addressing their feedback. The company has a hybrid business model which caters to direct consumers as well as dealers and sub-dealers. Complaints of various types are received including material specific and material packaging. The consumer can contact the Marketing Team at GACL and raises their respective concerns. The Marketing department immediately transfers the concern to the Production and Quality control department. Initially, the concerns are discussed with the customer, if required the company visits the customer site and conducts a root cause analysis, and appropriate corrective actions are taken to avoid reoccurrence.

GACL also ensures feedback from customers, through its customer satisfaction survey which is rolled out for all locations once in a year.

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

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

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other - Quality Control	3	0	Complaint resolved successfully within stipulated time	11	0	Complaint resolved successfully within stipulated time

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil



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

Yes.GACL's approach to cyber security is included in its Cyber security Policy and the same is available on the website.The policy can be accessed here: [https://www.gacl.com/upload\\_files/1864e\\_Information\\_technology\\_cyber\\_security\\_policy\\_GACL.pdf](https://www.gacl.com/upload_files/1864e_Information_technology_cyber_security_policy_GACL.pdf)

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.

There were no issues related to advertising and delivery of essential services reported in the reporting period. There were no actions by any regulatory authority, and no issues on safety of the product reported in the reporting period.

### LEADERSHIP INDICATORS

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

Information relating to all products of GACL is available on the Company's website.<https://www.gacl.com/products.php?nv=23>

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

GACL ensures that its consumers are well-informed about the safe and responsible use of its products. GACL shares Transport Emergency Cards (TREM cards) and Material Safety Data Sheets (MSDS) containing the critical information for safe handling of the products with all the consumers.

GACL also ensures 24/7 Customer Support service through its Central Control room and the number is displayed on the website.

GACL also shares the relevant details about products including safe and responsible usage of products through frequent mailers.

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

GACL has a systematic approach to informing consumers about any changes in the plant operations. In case of a planned plant shutdown, customers are informed well in advance about non availability of the materials. In case of sudden plant breakdowns, customers are informed immediately.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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)

GACL abides by the laws and regulations and ensures compliance with the same. At GACL, we ensure to display of product information as per mandated laws. Details related to product net weight, material description and safe handling of material is displayed on the packaging of the product. Additionally, Transport Emergency Cards, Certificate of analysis, BIS Standards certification, MSDSM and Hazardous Chemical Panel are also displayed on the product.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

b. Percentage of data breaches involving personally identifiable information of customers

Nil. There were no incidents related to data breaches at GACL in the current financial year.

Note: In case of any deviation/ difference of data presented in the XBRL and this report, the data presented in this report should be considered as final.