



GLOSTER LIMITED

21, Strand Road, Kolkata-700 001 (India)

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CIN: L17100WB1923PLC004628

Date: 17th July 2025

To

The Secretary National Stock Exchange of India Ltd Exchange Plaza, C-1, Block-G Bandra Kurla Complex, Bandra (E) Mumbai - 400 051 Symbol - GLOSTERLTD	The Secretary BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001 Scrip Code – 542351
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Dear Sir / Madam,

We are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2024-25 for your information and records.

Thanking You,

For **Gloster Limited**


Ayan Datta

Company Secretary and Compliance Officer



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17100WB1923PLC004628
2.	Name of the Listed Entity	Gloster Limited
3.	Year of Incorporation	1923
4.	Registered office address	21, Strand Road, Kolkata – 700001
5.	Corporate address	21, Strand Road, Kolkata – 700001
6.	E-mail	ajay@glosterjute.com
7.	Telephone	+91 (33) 2230 9601 (4 lines)
8.	Website	www.glosterjute.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> BSE Ltd. National Stock Exchange of India Limited.
11.	Paid-up Capital	INR 1,094.33 Lakhs
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: Ajay Kumar Agarwal Telephone: +91 33 22309601 Email: ajay@glosterjute.com
13.	Reporting boundary	Standalone basis
14.	Name of assurance provider	TUV SUD
15.	Type of assurance obtained	Limited assurance

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

SI No	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing of products of jute, cotton, and allied fibers and their blends	Domestic and export sales of the products	93.09%

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

SI No	Product/Service	NIC Code	% of total Turnover contributed
1.	Hessian	13129 & 13135	45.44%
2.	Sacking	13129 & 13135	49.49%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	0	0	0



19. Market served by the entity:

a. Number of locations:

Locations	Number
National (No. of States and UTs including West Bengal)	18
International (No. of Countries)	41

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The revenue from international business accounts for 29.46% of the company's overall turnover.

c. A brief on types of customers

Gloster Limited is a leading manufacturer and exporter of jute and jute-based products, including industrial and agricultural packaging, as well as woven and non-woven jute geotextiles. The growing global popularity of reusable jute bags, embraced by governments, retailers, and consumers alike, highlights their environmental benefits. Jute has also gained recognition as a fashionable fabric, championed by designers. Our customer base can be broadly categorized as follows:

Government Entities: Government agencies purchase jute products for various initiatives, including public distribution and disaster relief efforts, as well as for environmental conservation purposes.

Suppliers: This group includes exporters, retailers, and manufacturers who buy jute products in bulk for resale or integration into their production processes.

Industrial Consumers: Businesses that use jute as a primary material for manufacturing goods, such as paper, textiles, or construction products.

Export Clients: Global brands like MUJI (via Marubeni), Coop (via Synoking), Siplec, and Lottemart (via J.S. Company) source Indian jute for distribution in international markets.

Non-Profit Organizations: Charitable and non-governmental organizations acquire jute products for their initiatives aimed at poverty alleviation, environmental protection, and supporting communities in need.

IV. Employees

20. 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)
EMPLOYEES						
1.	Permanent (D)	327	318	97.25%	9	2.75%
2.	Other than Permanent (E)	2	2	100.00%	0	0.00%
3.	Total employees (D + E)	329	320	97.26%	9	2.74%
WORKERS						
4.	Permanent (F)	3412	3401	99.68%	11	0.32%
5.	Other than Permanent (G)	303	303	100.00%	0	0.00%
6.	Total workers (F + G)	3715	3704	99.70%	11	0.30%

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0 %	0	0 %
2.	Other than Permanent (E)	0	0	0 %	0	0 %
3.	Total employees (D+E)	0	0	0 %	0	0 %
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	27	27	100%	0	0%
5.	Other than permanent (G)	1	1	100%	0	0%
6.	Total workers (F+G)	28	28	100%	0	0%

21. Participation/inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

	FY2024 -25 (Turnover rate in current FY)			FY2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.2%	0.0%	8.99%	6.3%	0.0%	6%	4%	0%	4%
Permanent Workers	5.8%	8.7%	5.7%	4.2%	29.6%	4.3%	6.7%	0%	6.7%

*The turnover rate for FY 2023-24 has been restated, as the total employee and workers count for the year was revisited to reflect accurate categorization of workforce data

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	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	Fort Gloster Industries Limited	Subsidiary	100	No
2	Gloster Nuvo Limited	Subsidiary	100	No
3	Network Industries Limited	Subsidiary	100	No
4	Gloster Lifestyle Limited	Subsidiary	100	No
5	Gloster Specialities Limited	Subsidiary	100	No



VI. CSR details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover: INR 62,668.27 lakhs (FY 2024-25)

(iii) Net worth: INR 1,16,930.59 lakhs (FY 2024-25)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investor (other than shareholders)		0	0	-	0	0	-
Shareholders		0	0	-	3	0	-
Employees and workers		-	-	-	-	-	-
Customers		3	0	-	2	0	-
Value chain partners		-	-	-	-	-	-

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

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

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 and energy management	Risk	The jute manufacturing industry is inherently energy-intensive, with significant consumption of electricity and fossil fuels during fibre processing, spinning, and weaving operations. Climate change has led to erratic rainfall patterns and increased temperature variability, which directly affect jute cultivation and raw material availability. Simultaneously, the industry faces increasing regulatory and market pressure to decarbonize operations and reduce its carbon footprint. These dynamics present both a risk to operational continuity and a strategic opportunity to invest in cleaner technologies and renewable energy sources.	Gloster Limited has implemented several key initiatives to mitigate climate-related risks and improve energy efficiency. These include transitioning to safer, hydrocarbon-free materials in production, ensuring product compliance with international safety standards, upgrading to energy-efficient equipment, and integrating renewable energy sources by replacing coal with solar power. Additionally, Gloster plans to conduct a comprehensive climate risk assessment to further strengthen its resilience and sustainability efforts.	Negative



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)
2.	Emission management	Risk	<p>The jute manufacturing process, particularly during fibre softening, drying, and boiler operations, contributes to air emissions, including particulate matter (PM), carbon dioxide (CO₂), and other greenhouse gases. Traditionally, the industry has relied heavily on coal and other fossil fuels, which are significant contributors to atmospheric pollution and climate change. With increasing regulatory scrutiny under national and international climate frameworks, as well as growing stakeholder demand for low-emission products, emissions management has become a critical focus area for us. Effective control of emissions is essential not only for regulatory compliance but also for ensuring a safe workplace and a cleaner local environment.</p>	<p>Gloster Limited is currently evaluating the feasibility of conducting an in-house emission baseline assessment to establish a comprehensive understanding of our current emissions profile. As part of this initiative, we are also in the process of identifying designated management personnel responsible for overseeing the reporting of emission-related parameters to the Board, ensuring accountability and governance. In alignment with our commitment to sustainable operations, we are actively working towards the implementation of targeted emission reduction projects, supported by the establishment of performance benchmarks at various operational levels. These benchmarks will enable us to monitor progress, identify opportunities for improvement, and assess training needs for employees engaged in emission management activities. Additionally, Gloster Limited is exploring the integration of an electric vehicle (EV) fleet to reduce transport-related emissions and further enhance our decarbonization strategy.</p>	Positive

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)
3.	Waste management and circular economy	Opportunity	<p>The jute manufacturing process generates substantial quantities of process waste, such as fibre dust, jute caddies, and sludge from effluent treatment. Gloster Limited has eliminated dependence on coal by recycling jute process waste (jute caddies) as a renewable fuel source. This transition significantly reduces greenhouse gas emissions, lowers air pollution, and addresses long-standing waste management challenges. By replacing coal with jute-based biomass, the company minimizes the carbon footprint associated with coal mining and transportation, supports a circular economy, reduces operational costs, and enhances overall energy efficiency.</p>	-	Positive



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)
4.	Water and effluent management	Risk	Water is a critical input in the jute manufacturing process, particularly for fibre softening, batching, and humidification. The industry also generates wastewater containing organic matter, oil residues, and suspended solids, which, if left untreated, can contaminate local water bodies and pose regulatory and reputational risks. With increasing water scarcity, tightening discharge regulations, and growing expectations from stakeholders for responsible water use, efficient water and effluent management is a material environmental priority for the business.	Gloster Limited is currently assessing the scope of water-related risks through a structured evaluation process and the establishment of a dedicated governance mechanism to monitor water performance regularly. This initiative is aimed at optimizing water usage, promoting conservation practices, enhancing rainwater harvesting systems, and transitioning all manufacturing units towards achieving Zero Liquid Discharge (ZLD) status . Additionally, treated effluent is being effectively utilized for combustion purposes in boilers , thereby reducing freshwater dependency and contributing to circular water usage within operations.	Positive
5.	Biodiversity	Risk	Industrial operations, including jute manufacturing, can directly or indirectly impact local biodiversity through land use changes, emissions, wastewater discharge, and waste disposal. As jute cultivation is dependent on healthy agro-ecosystems, maintaining biodiversity around operational sites is essential for long-term ecological balance and resource security. With increasing focus from regulatory bodies and stakeholders on nature-positive practices, biodiversity conservation has emerged as a material issue for sustainable operations.	Gloster Limited recognizes the importance of preserving biodiversity and minimizing the ecological footprint of its manufacturing activities. The company has adopted the following measures to support biodiversity protection by conducting plantation drives	Negative

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)
6.	Occupational health and safety	Risk	The jute manufacturing process involves the use of heavy machinery, exposure to dust, oils, and elevated noise levels, all of which pose health and safety risks to workers. Ensuring a safe and healthy work environment, including managing noise exposure, is critical to protecting employee wellbeing, reducing accident rates, and maintaining operational continuity. Compliance with regulatory OHS standards and growing stakeholder expectations further underline the importance of robust health and safety management as a material business concern.	Gloster Limited conducts thorough investigations of all safety incidents to identify root causes and implement corrective actions, with regular reviews by the Risk Management Committee and Board. The company has introduced multiple safety measures such as machine guards, proximity switches, safety bars, valves, and enclosures to protect workers. An on-site medical unit provides immediate care, with serious cases referred to specialized hospitals. Additionally, injured employees are supported through job transfers or reassignment to suitable roles, reflecting Gloster's commitment to maintaining a safe, healthy, and supportive work environment.	Negative
7.	Human rights	Risk	The absence of proper checks and balances on human rights issues, such as workplace harassment, child and forced labor, and poor working conditions, can lead to non-compliance, regulatory violations, and breaches of international standards. This poses significant reputational risks for the organization.	Gloster Limited assesses human rights requirements in alignment with the GOTS and SA 8000 frameworks. The company conducts regular training sessions for both internal employees and external stakeholders to ensure comprehensive awareness and understanding of human rights principles. To monitor the effectiveness of these trainings, a dedicated supervisor is appointed, who regularly evaluates progress and reports findings to management.	Positive
8.	Diversity and inclusion	Risk	The absence of adequate diversity and inclusion (D&I) targets, coupled with low female representation in the workforce, can adversely impact the organization's brand reputation.	To promote diversity and inclusion, Gloster Limited will: <ul style="list-style-type: none"> • Increase female and disabled person representation in the workforce • Build awareness on inclusivity and establish reporting mechanisms for any forms of discrimination or bias • Appoint a supervisor to monitor the acceptance of these initiatives and report the progress to management. • Install ramps, elevators, and specialized restrooms to ensure ease of movement and access for individuals with disabilities. 	Positive financial implications <ul style="list-style-type: none"> • Lower employee turnover rate • Improved competitive edge to attract skilled talent • Lower reputational risk



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)
9.	Community impact	Opportunity	As a responsible corporate citizen, Gloster Limited recognizes the importance of contributing to the social and economic development of the communities surrounding its operations. Engaging with and supporting local communities helps build trust, improves livelihoods, and fosters long-term sustainable development, while also mitigating social risks.	-	Positive
10.	Supply chain management	Risk	Potential disruptions in the supply chain due to shortages of sustainable raw materials and pandemic-related challenges pose significant risks to Gloster Limited. These include regulatory risks within the value chain, financial risks affecting operational stability, and reputational risks that may lead to customer dissatisfaction. Such challenges emphasize the critical need for Gloster Limited to enhance the resilience of its supply chain through strategic planning, diversification of suppliers, and robust risk mitigation measures to ensure continuity and uphold stakeholder trust.	<p>Gloster Limited is in the process of identifying critical suppliers based on the value and nature of business relationships. As part of this initiative, a structured ESG assessment checklist is being developed, covering key parameters such as health and safety practices, working conditions, and regulatory compliance. This checklist will form an integral part of the supplier due diligence process, applied during onboarding of new suppliers and periodic reviews of existing ones. By integrating a Supplier Code of Conduct based on Environmental, Social, and Governance (ESG) considerations and conducting regular audits to assess supplier performance, supply chain transparency and responsible sourcing are enhanced.</p> <p>Additionally, assessment studies are being undertaken to determine crop suitability to mitigate risks of raw material shortages. Farmers may be engaged through plantation management programs focused on raising awareness of soil fertility and reducing chemical dependency, thereby supporting the production of sustainable finished products. These combined efforts strengthen supply chain resilience, align sourcing with sustainability principles, and ensure the long-term availability of sustainable raw materials.</p>	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management process									
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	https://www.glosterjute.com/policies								
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.	<p>Gloster Limited's manufacturing units are equipped with robust Environment, Health & Safety (EHS) and Quality Management Systems. We are committed to adhering to all applicable laws and regulations and have secured the following relevant certifications:</p> <p>ISO:9001 – Quality Management System ISO:14001 - Environment Management System ISO:45001 Occupational Health and Safety Management Systems+ NABL ISO/ICE 17025 FAIRTRADE Organic Jute Agricultural Production Certificate by IMO GOTS - Global Organic Textile Standard GRS – Global Recycled Standards (Unit – DTA) SA 8000 – Social Accountability (Ananya unit) Gloster Limited have also achieved IGBC membership (Indian Green Building Council)</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Gloster Limited has established clear environmental goals as part of its commitment to sustainable development. Our defined efforts and targets include:</p> <p>a) Transition to Renewable Energy: We have fully eliminated coal usage and aim to increase our reliance on renewable energy by expanding solar infrastructure in the coming years.</p> <p>b) Waste Management: Our target is to consistently increase the percentage of jute waste recycled annually.</p> <p>c) Water Conservation: We aim to reduce water consumption intensity through the continued use of rainwater harvesting and water recycling systems.</p> <p>d) External Collaboration: We actively collaborate with expert institutions to implement low-impact agricultural and manufacturing practices, with a goal to further strengthen our organic jute supply chain.</p> <p>e) Operational Efficiency: : We aim to reduce energy consumption per unit year-on-year by adopting advanced automation, energy-efficient machinery, and digital monitoring systems.</p> <p>These time-bound goals represent Gloster's structured approach to reducing environmental impact while supporting sustainable industrial development. Through these focused initiatives, Gloster is building an environmentally responsible and resilient business model.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the Specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Gloster Limited has made notable progress during the reporting period:</p> <ul style="list-style-type: none"> • Renewable Energy Adoption: Commissioned solar power systems, contributing to a reduction in Scope 2 GHG emissions. • Waste-to-Energy: Utilized jute waste as boiler fuel, reducing dependence on conventional energy and supporting circular economy practices. • Health & Safety: Achieved 100% coverage of basic safety training for all new employees, including unskilled labourers, within their first month. 								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>I am pleased to present the Business Responsibility and Sustainability Report (BRSR) of Gloster Limited as part of our Annual Report for FY 2024-25. This report reflects our commitment to responsible business practices, sustainable development, and value creation for all our stakeholders in the global jute industry.</p> <p>The jute industry stands at a critical juncture, undergoing significant transformation driven by the global shift toward sustainability. With consumers and businesses increasingly favouring biodegradable and eco-friendly alternatives over synthetic materials, the demand for jute products has seen robust growth. This evolving market landscape presents both immense opportunities and challenges, requiring strategic foresight and responsible stewardship.</p> <p>As one of India's leading jute manufacturers with a legacy spanning several decades, Gloster Limited is committed to being a catalyst for positive change. Our export-oriented operations cater to discerning international markets where compliance with Environmental, Social, and Governance (ESG) standards is not only an expectation but a prerequisite for sustained market access. Initiatives such as the European Union's Green Deal and stringent sustainability requirements from buyers have heightened the strategic importance of our ESG performance. We have made notable strides in reducing our environmental impact through sustainable manufacturing practices. By replacing coal with jute waste as an alternative fuel and commissioning a 1.4 MW rooftop solar power system at our Ananya unit, we have significantly lowered our greenhouse gas emissions. These initiatives not only support our shift toward renewable energy but also reinforce our commitment to circular economy principles, environmental responsibility, and continuous innovation.</p> <p>Our dedication extends beyond environmental management to the welfare of our workforce and the communities we serve. We maintain rigorous health and safety standards, offer comprehensive employee benefits, and invest in continuous skill development. Through targeted community engagement initiatives focused on education, healthcare, and infrastructure development, we strive to foster inclusive growth and shared prosperity.</p> <p>I take this opportunity to express my deepest appreciation to our employees, whose dedication and innovation drive our sustainability agenda forward. I also extend gratitude to our customers, who recognize and support the value of sustainable products, our suppliers who uphold responsible practices, and the local communities who partner with us in our social initiatives. Lastly, I thank our investors for their unwavering support of our long-term value creation strategy.</p> <p>Looking ahead, the leadership team and I remain committed to positioning Gloster Limited as a benchmark for sustainability in the global jute industry. We regard our ESG journey as a core business strategy—one that not only fulfils compliance requirements but also creates enduring value for all stakeholders while contributing meaningfully to global sustainability goals.</p> <p>Together, we will continue to weave sustainability into every fiber of our operations, ensuring that Gloster Limited remains a responsible corporate citizen and a preferred partner for conscious consumers worldwide.</p> <p>Hemant Bangur Executive Chairman Gloster Limited</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors, chaired by the Chairman & Managing Director, oversees the company's strategic direction to protect and enhance stakeholder value. As key custodians of the sustainability agenda, the Board ensures that the company's performance meets established sustainability goals and objectives. They are also responsible for defining clear and measurable targets that support the company's mission to deliver value to its stakeholders.								
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.	<p>The Corporate Social Responsibility (CSR) Committee of the Board plays a vital role in overseeing the company's sustainability efforts. This committee is responsible for monitoring progress and providing strategic guidance to achieve the milestones set within the Environmental, Social, and Governance (ESG) agenda. It also reviews the Business Responsibility and Sustainability Report and reports the findings to the Board.</p> <p>At the operational level, the Managing Director supervises the implementation of sustainability processes and initiatives, reports any deviations to the CSR Committee, and acts as a liaison to ensure effective execution of the Board-approved sustainability procedures and practices.</p> <p>This collaborative framework, combining the Board's strategic oversight with the Managing Director's operational supervision, ensures the smooth integration and delivery of the company's sustainability commitments.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action																			Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																			Annually
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.																			



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	1	<ul style="list-style-type: none"> Sustainability initiatives of the Company Familiarization programmes for Independent Directors 	100%
Key Managerial Personnel	1	<ul style="list-style-type: none"> POSH Health awareness Cybersecurity Awareness on SEBI BRSR mandate 	100%
Employees other than BoD and KMPs	4	<ul style="list-style-type: none"> GOTS/GRS awareness training Health and safety SA 8000:2014 Internal management system 	20.18%
Workers	4	<ul style="list-style-type: none"> Training on IMS (QMS, EMS, OHSMS) Training on accidents/incidents investigation SA 8000: 2014 	40.77%

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

Monetary

	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	Not any	-	Nil	-	-
Settlement	Not any	-	Nil	-	-
Compounding fee	Not any	-	Nil	-	-

Non-monetary

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

Not applicable

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 Company has a comprehensive Anti-Corruption and Anti-Bribery clauses included within its Business Responsibility and Sustainability Reporting (BRSR) Policy under Principle 2. This framework underscores the Company's unwavering commitment to ethical conduct, transparency, and compliance with all applicable laws and regulations. The Company strictly prohibits engagement in corrupt, abusive, or anti-competitive practices across its operations.

To reinforce this commitment, the Company has implemented a robust Whistle Blower Policy and Vigil Mechanism. This policy outlines clear procedures for reporting unethical behaviour, including any suspected instances of bribery, corruption, or violations of the Company's Code of Conduct. It provides a secure and confidential channel for employees and Directors to raise concerns without fear of retaliation or unfair treatment. The mechanism includes adequate safeguards and allows direct access to the Chairman of the Audit Committee in exceptional cases.

All protected disclosures and investigation outcomes are reported to the Audit Committee by the Vigilance Officer, following which the Chairperson of the Audit Committee presents the findings to the Board of Directors for appropriate disciplinary action, as required.

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

No Directors/KMPs/employees/workers were involved in bribery/corruption both in FY2024-25 and FY2023-24. On above grounds, no action was taken by any law enforcement agency.

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

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

No complaints related to conflicts of interest were reported against Directors or Key Management Personnel during the fiscal year 2024-25 and FY2023-24.

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



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

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	11.48	10.61

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	50.66%	43.75%
	b. Number of trading houses where purchases are made from	491	381
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	25.31%	30.20%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	We do not have any dealers or distributors.	
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.088203	0.000204
	b. Sales (Sales to related parties / Total Sales)	0.006059	0.001041
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	1
	d. Investments (Investments in related parties / Total Investments made)	0.789141	0.630969

Leadership indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

At Gloster Limited, we have established a comprehensive Supplier Code of Conduct that includes key policies such as the Holistic Environmental Policy, Responsible Purchasing Policy, Social Justice and Workplace Standards Policy, and Ethics Compliance Policy. We require our suppliers to formally commit to these standards by acknowledging and aligning their practices with our policies through a documented commitment process. This ensures that our suppliers fully understand and adhere to our sustainability and ethical objectives.

To promote awareness, we conduct orientation and engagement programs for our value chain partners, where we clearly communicate and explain the principles and expectations outlined in the Supplier Code of Conduct. These sessions help ensure that our suppliers are well-informed and committed to effectively implementing these policies.

Currently, we are systematically capturing and consolidating data on the awareness programs conducted for our value chain partners during the financial year. This effort will enable us to provide more comprehensive reporting on supplier engagement and training related to Gloster’s sustainability and ethical standards.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, We have a robust process in place to manage conflicts of interest, as detailed in our Code of Conduct for Board Members and Senior Management Personnel. Every Director and Senior Management Personnel is expected to avoid situations where personal or financial interests' conflict, or appear to conflict, with the interests of the Company. Such situations must be promptly disclosed to the Managing Director or the Chairperson of the Audit Committee.

Directors are also required to inform the Company of their committee positions in other listed entities and update any changes as they occur. Senior Management must disclose to the Board any material, financial, or commercial transactions in which they have a personal interest that may conflict with the Company's interests.

Additionally, our Whistle Blower Policy provides a secure and confidential mechanism for reporting any unethical behaviour, including concerns related to conflict of interest, ensuring integrity and accountability in governance.



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 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.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	7.7%	0.01%	Investment in R&D results in the production of sustainable products that adhere to high-quality standards
Capex	1.28%	1.3%	Savings of purchased electricity, thereby reducing tCo2

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

Yes, Gloster Limited has comprehensive procedures in place for sustainable sourcing, guided by a formally established Sustainable Procurement Policy. This policy integrates environmental, social, economic, and technological criteria into procurement practices specific to the jute industry. It aims to ensure that the Company's sourcing processes align with its broader sustainability goals, focusing on minimizing environmental impact, promoting fair labour, supporting local communities, and encouraging innovation.

At the core of this approach is the Company's long-term commitment to responsible material management and the growing global demand for environmentally sustainable and organic products. In line with this, Gloster has adopted structured practices across its value chain to ensure traceability and sustainability of sourced materials.

Since 2013, Gloster has partnered with the Central Research Institute for Jute and Allied Fibres (CRIJAF) and the Institute of Marketecology (IMO) to achieve certification for organic jute under the National Programme for Organic Production (NPOP). In collaboration with the Society for Equitable Voluntary Actions (SEVA), the Company supports on-ground management of organic cultivation, extending technical and logistical assistance to farmers. This integrated sourcing model includes field inspections, land selection, capacity building for farmers, and rigorous certification processes. As of the reporting period, Gloster has a network of organically certified farmers under IMO's supervision.

The Company also holds globally recognized certifications such as NPOP (ORG/SC/1112/002572), Oeko-Tex Standard 100, and Global Organic Textile Standard (GOTS), affirming that its procurement and production processes meet international organic and safety standards.

In addition to agricultural sustainability, Gloster has taken a proactive step in material innovation by replacing Jute Batching Oil (JBO), which contains harmful poly-aromatic hydrocarbons, with Rice Bran Oil (RBO) in the emulsion process. This substitution not only eliminates the use of hazardous substances but also supports the production of hydrocarbon-free jute products, further reinforcing its commitment to clean and safe material use. These initiatives demonstrate that we have established and are continually strengthening procedures for sustainable sourcing across our operations.

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

100%

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.

The company prioritizes increasing its utilization of recycled materials year by year to reduce waste sent to landfills. We strictly adhere to ensuring that 100% of the raw materials procured as input are utilized either in the same process or alternative processes, minimizing resource wastage. Furthermore, fibres, yarns, fabrics obtained from our product waste undergo reutilization and reprocessing for production purposes. Jute caddies are utilized as boiler feed materials in place of fossil fuels.

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.

The company is currently evaluating the amount of plastic in its value chain. Based on this analysis, we intend to integrate an Extended Producer Responsibility (EPR) strategy into our waste collection and disposal approach going forward.

Leadership indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Yes, we have completed Life Cycle Assessments (LCA) for two key products. The assessments are currently in the final stage of documentation and validation, aimed at enhancing product sustainability across their life cycles.

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

In our ongoing Life Cycle Assessment (LCA) study, we have completed the evaluation of environmental and social impacts for two key products. The assessment is currently in the final stage of documentation, reaffirming our commitment to identifying key risks and sustainability concerns across the product life cycle.

3. **Percentage of recycled or reused input material to total material (by value) used in production.**

4%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2024-25 (MT)			FY 2023-24 (MT)		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastic waste	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste (Recycled jute waste)	-	-	-	-	-	-

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

Not applicable



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



Essential indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	318	318	100%	318	100%	-	-	-	-	-	-
Female	9	9	100%	9	100%	9	100%	-	-	-	-
Total	327	327	100%	327	100%	9	100%	-	-	-	-
Other than permanent employees											
Male	2	2	100%	2	100%	-	-	-	-	-	-
Female	0	0	-	0	-	-	-	-	-	-	-
Total	2	2	100%	2	100%	-	-	-	-	-	-

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	3,401	3,401	100%	3,401	100%	-	-	-	-	-	-
Female	11	11	100%	11	100%	11	100%	-	-	-	-
Total	3,412	3,412	100%	3,412	100%	11	100%	-	-	-	-
Other than permanent workers											
Male	303	303	100%	303	100%	-	-	-	-	-	-
Female	0	0	-	0	-	-	-	-	-	-	-
Total	303	303	100%	303	100%	-	-	-	-	-	-

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.30%	0.28%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	95.11%	92.06%	Yes	97.19%	97.68%	Yes
Gratuity	93.31%	88.75%	Yes	96.56%	99.97%	Yes
ESI	10.64%	100.00%	Yes	5.62%	100%	Yes
Others	-	-	-	-	-	-

Note: The count of workers in the above table does not include contractual workers

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, In alignment with the requirements of the Rights of Persons with Disabilities Act, 2016, Gloster Limited has ensured that most of its key premises, including offices and plant locations, are accessible to differently abled individuals. We have installed elevators, and widened doorways and corridors to support ease of mobility. Additionally, restrooms, workstations, and common areas have been equipped with necessary accommodations. These efforts reflect our commitment to fostering an inclusive, barrier-free workplace and upholding equal opportunity for all employees throughout their employment journey.

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, Gloster Limited upholds an equal opportunity framework as part of its broader commitment to Principle 3 under the BRSR policy. We respect the rights and responsibilities of all employees and are committed to ensuring equal opportunities during recruitment and throughout employment, irrespective of caste, creed, gender, race, religion, disability, or sexual orientation. The Company also fosters a safe, humane, and inclusive workplace environment, free from harassment, while enabling access to skill development and career growth on a non-discriminatory basis.

Link: <https://www.glosterjute.com/assets/pdf/policy/BusinessResponsibilityPolicy.pdf>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Particulars	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

None of the employees/workers have availed parental leave, hence return to work rate and retention rate are not applicable.



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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent employees	<p>Gloster Limited has implemented a structured grievance redressal and vigil mechanism that encourages transparency and ethical conduct across the organization. Employees are encouraged to report concerns or grievances to the Human Resource Manager, who evaluates each case, provides necessary guidance, and strives to resolve issues promptly and effectively.</p> <p>In addition, the Company has a well-defined Whistle Blower Policy in place, enabling employees and directors to confidentially report any suspected misconduct, fraud, or breach of the Code of Conduct. To protect the integrity of the process, whistle blowers are assured complete confidentiality and protection against retaliation. In critical cases, individuals also have the option to approach the Chairman of the Audit Committee directly. All reports are carefully documented and investigated either internally by the Audit Committee or, when required, by an independent external agency. This mechanism reflects Gloster Limited's strong commitment to ethical governance and accountability.</p>
Other than permanent employees	
Permanent workers	<p>All the workers are represented by workers' unions, which serve as the primary platform for addressing grievances. Individual concerns are raised collectively through the union, which consolidates these issues and formally presents them to the management through a charter of deputation. The grievance resolution process is carried out through structured meetings, counselling sessions, and negotiations between union representatives and the management, ensuring that all matters are resolved in a fair and constructive manner.</p>
Other than permanent workers	

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

Gloster Limited upholds the freedom of association for all plant workers and staff. There are five active trade unions that advocate for and protect the rights of workers and staff. These unions serve as mediators, representing the collective demands and interests of the workforce to the senior management.

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	318	32	10.06%	23	7.23%	329	18	5.47%	128	38.91%
Female	9	0	0%	0	0%	7	0	0%	0	0%
Total	327	32	9.79%	23	7.03%	336	18	5.36%	128	38.10%
Workers										
Male	3,401	833	24.49%	200	5.88%	3,596	390	10.85%	356	9.90%
Female	11	2	18.18%	1	9.09%	12	0	0%	0	0%
Total	3,412	835	24.47%	201	5.89%	3,608	390	10.81%	356	9.87%

*The training data for FY 2023-24 has been restated, as the total employee and workers count for the year was revisited to reflect accurate categorization of workforce data.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	318	318	100%	329	329	100%
Female	9	9	100%	7	7	100%
Total	327	327	100%	336	336	100%
Workers						
Male	3,401	3,401	100%	3,596	3,596	100%
Female	11	11	100%	12	12	100%
Total	3,412	3,412	100%	3,608	3,608	100%

*The career and development review for FY 2023-24 has been restated, as the total employee and workers count for the year was revisited to reflect accurate categorization of workforce data

10. Health & safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

At Gloster Limited, we have implemented a comprehensive Occupational Health and Safety (OHS) management system to proactively minimize workplace risks and safeguard the well-being of our employees and workers. Through regular safety reviews and performance evaluations conducted by our management, we strive to identify and address potential hazards before they escalate.

Our OHS framework covers all employees and workers, ensuring they receive regular training on safety protocols, task-specific procedures, and hazard identification. We reinforce safety awareness through routine emergency drills, the mandatory use of personal protective equipment (PPE), and ongoing education on best practices in workplace safety.

Reaffirming our commitment to global safety standards, our DTA and Ananya units have been certified under ISO 45001:2018. This achievement reflects our continuous efforts to cultivate a safe, secure, and health-conscious work environment for everyone at Gloster.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

We identify work-related hazards and assess risks through a structured process led by our dedicated on-site safety teams. These teams continuously monitor the workplace and record near-miss incidents, first-aid cases, and medical events to proactively flag potential hazards. We also recognize and assess situations that may lead to accidents and implement preventive measures to reduce their likelihood and severity.

Our management team reviews safety performance at intervals and engages in strategic discussions to enhance risk mitigation measures. Workers are actively involved in the evaluation and implementation of safety practices. Through regular training sessions, they are empowered to identify high-risk situations and near-miss events and are encouraged to

contribute ideas for improving operational safety. All reported incidents undergo detailed root cause analysis, with findings shared monthly with the Risk Management Committee and quarterly with the Board to ensure continuous improvement in our health and safety standards.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes. Gloster Limited has instituted clear and accessible mechanisms for workers to report work-related hazards. Workers are encouraged to report any observed hazards or unsafe conditions directly to the HRD cell, which is responsible for evaluating and investigating such reports. These complaints are addressed through appropriate mitigation measures to ensure a safe and healthy workplace. In parallel, on-site safety teams continuously monitor and document near-miss incidents and injuries, strengthening the preventive framework.

Moreover, the company promotes a culture of active worker participation in the occupational health and safety management system. Employees are involved in safety evaluations and are encouraged to propose practical suggestions to improve workplace safety. Although the report does not explicitly state whether workers can formally remove themselves from dangerous situations, the structure of hazard reporting, regular training, and corrective measures imply that workers' concerns are taken seriously, and appropriate actions are undertaken to eliminate risk exposures proactively.

d. Do the employees have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, We ensure that our employees and workers have access to essential non-occupational healthcare services as part of our commitment to their overall well-being. On-site medical units across our locations are equipped with a doctor, nurse, and ambulance to address health concerns promptly. Minor medical cases are treated within our facilities, while more serious conditions are referred to nearby government hospitals under the ESIC framework.



We also conduct regular health camps and awareness programs to promote preventive care, including routine check-ups covering vision, respiratory health, dermatology, and audiometry. Financial assistance is extended in the event of medical emergencies.

Our workforce is covered through multiple layers of health protection: workers and their families benefit from the Employee State Insurance Scheme (ESIC), while permanent

and administrative staff are supported by company-sponsored health and accident insurance policies. In the event of a fatality, the Employees' Deposit Linked Insurance (EDLI) scheme ensures financial support to the worker's family. These measures reflect our commitment to providing comprehensive medical care and security beyond workplace requirements.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	16.78	16.93
Total recordable work-related injuries	Employees	0	0
	Workers	252	272
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	103	119

* Data for FY 2023–24 has been restated to reflect improved categorization and reporting accuracy.

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

We have established a structured health and safety management framework aimed at safeguarding the well-being of our employees and workers. Our approach is guided by a formal health and safety policy and implemented through dedicated on-site safety teams, routine training, and active worker engagement.

To ensure workplace safety, we conduct regular training sessions on occupational health and safety standards, environmental management systems, fire safety, and the proper use of personal protective equipment (PPE). Mock evacuation drills are also carried out to strengthen emergency preparedness. Workers operating high-risk machinery receive specialized training to mitigate associated risks.

Our safety teams are responsible for monitoring daily operations, identifying potential hazards, and documenting any incidents, including near-misses and first-aid cases. Medical bays are maintained on-site to provide immediate assistance, reinforcing our readiness to manage health emergencies.

A key part of our strategy involves fostering a safety-conscious culture. We actively engage workers in the evaluation and continuous improvement of our occupational health and safety system. Their feedback is integral to developing practical solutions and action plans to enhance workplace safety across our operations.

Through consistent training, preventive measures, and a collaborative safety framework, we remain committed to maintaining a safe, healthy, and responsive work environment for all.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health and safety	0	0	None	0	0	None

14. Assessment of the year

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

We undertake detailed investigations of all safety-related incidents within our operational premises to identify root causes and implement targeted corrective actions. The outcomes of these investigations are regularly reviewed by our Risk Management Committee and the Board to ensure accountability and drive continuous improvement.

As part of our commitment to preventing the recurrence of such incidents, we have introduced a range of technical and procedural safety interventions, including:

- Installation of guards on moving machine parts to prevent direct contact and accidental injuries.
- Deployment of proximity switches during machine cleaning to enhance operator safety.
- Integration of safety bars on sizing machines to maintain a safe distance between the operator and moving beams.
- Installation of safety valves on sizing machines to automatically release steam pressure during abnormal conditions.
- Enclosure of rotating blades on root cutting machines to eliminate exposure risks.
- Locking of drive-side doors on spinning machines to prevent unauthorized access during operation.

In addition to these engineering controls, we operate an on-site medical unit staffed with a dedicated medical officer to respond promptly to health emergencies. While minor injuries are treated in-house, more serious cases are referred to nearby ESIC-registered hospitals for specialized care.

These ongoing corrective measures and investments in our workplace safety infrastructure underscore our proactive approach to minimizing occupational risks and fostering a safe, healthy, and secure environment for all our employees.

Leadership indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes

We engage with our value chain partners through periodic review meetings to monitor their compliance with applicable statutory obligations. These interactions provide an opportunity to discuss performance, clarify expectations, and encourage adherence to legal and regulatory requirements, including the deduction and deposit of statutory dues.

During these engagements, we offer guidance where necessary and promote responsible business conduct within the supply chain. Our approach focuses on building awareness and strengthening accountability, enabling partners to align more closely with compliance standards.

Through ongoing communication and performance evaluations, we aim to support our partners in maintaining transparency and contributing to a responsible and compliant value chain.



2. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	103	119*	103	119*

* Data for FY 2023–24 has been restated to reflect improved categorization and reporting accuracy.

3. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes. Gloster Limited offers transition assistance support to retired employees and workers to enhance their employability by rehiring them. While these individuals are eligible for medical benefits at the company level, they are not entitled to receive pension benefits.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practice	<p>We are in the process of identifying our critical suppliers based on the value and nature of our business relationships. As part of this initiative, we are developing a structured ESG assessment checklist that includes key parameters such as health and safety practices, working conditions, and regulatory compliance.</p> <p>This checklist will form an integral part of our supplier due diligence process—applied both during the onboarding of new suppliers and in the periodic review of existing ones. Through this approach, we aim to enhance transparency, align our supply chain with responsible sourcing principles, and support the adoption of sustainable practices across our value chain.</p>
Working conditions	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Gloster Limited onboards vendors by mandating them to sign a Supplier Code of Conduct. This code outlines the minimum standards and requirements that vendors must adhere to, including:

- Certifications related to responsible business conduct, such as compliance with applicable laws and regulations
- Adherence to human rights principles and policies
- Implementation of a robust health and safety management system to protect the well-being of employees
- Ensuring employee welfare and well-being through appropriate policies and practices

By mandating the signing of this Supplier Code of Conduct, Gloster Limited ensures that its vendors and suppliers operate in alignment with the company's principles of ethical, responsible, and sustainable business practices. This collaborative approach helps to integrate sustainability and social responsibility across Gloster Limited's value chain.

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



Essential Indicators

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

At Gloster Limited, we follow a structured and inclusive approach to identifying our key stakeholder groups. Our process is guided by a thorough assessment of factors such as dependency, spontaneity, responsibility, vulnerability, and influence.

We recognize both external and internal stakeholders who have a direct or indirect impact on our business operations. Our key external stakeholders include investors, customers, regulatory bodies, suppliers, communities, and employees—each playing a critical role in shaping our business environment. In addition, we consider our internal stakeholders, such as senior leadership, who are deeply involved in and affected by our strategic decisions and day-to-day operations.

By continuously engaging with these stakeholders, we ensure that our actions are aligned with their expectations and that we remain accountable, transparent, and responsive in all aspects of our business.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and workers	No	Employee grievance mechanism, Interactions for celebrating important events which may be both individual and organizational	Ongoing	<ul style="list-style-type: none"> Learning and development Career growth opportunities Rewards and recognition Facilities and well-being Health and safety at workplace Respecting Human Rights
Customers	No	Surveys and Feedback forms	Ongoing	<ul style="list-style-type: none"> Affordability of products and flexibility in processes Effective grievance resolution mechanism
Suppliers	No	Assessment audits and interactions	Need Basis	<ul style="list-style-type: none"> Skill development Regulatory adherence
Local communities	Yes	Community meetings and beneficiary perception survey	Need Basis	<ul style="list-style-type: none"> Improved access to education, sanitation, and overall environmental and social well-being Improved educational opportunities
Investors and shareholders	No	Annual General Meeting	Yearly	Profitability and increased dividend yield
Regulatory bodies	No	Periodic public advocacy	Need basis	Ensuring compliance with environmental, social, and economic standards



1. Provide the process for consultation between stakeholders and the Board on environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At Gloster Limited, senior management actively interacts with stakeholders to gather and integrate their feedback and concerns to enhance our business performance. To facilitate this engagement, we have established a structured stakeholder engagement mechanism, comprising the following elements:

- Identification and analysis of stakeholders
- Management oversight
- Reporting processes
- Grievance handling
- Stakeholder consultations on business, community, regulatory, and ESG matters
- Transparency through information disclosure

This comprehensive approach to stakeholder engagement underscores our commitment to incorporating diverse perspectives and fostering meaningful dialogue to drive continuous improvement and sustainable business practices at Gloster Limited.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the management representatives at Gloster Limited analyze the impact of the identified material topics and how they affect the company's day-to-day business and operations. Considering Gloster Limited's sustainability objectives, business strategies, company policies, and global market trends, the responses and feedback gathered during stakeholder consultations are thoroughly reviewed by the top management team. This enables them to understand the external stakeholders' perspectives.

After the review and assessment of the material topics, the management team validates the prioritized material topics. Strategies are then formulated to effectively incorporate these material topics within the company's operations. This collaborative approach ensures that Gloster Limited's business decisions and practices are aligned with the needs and concerns of its diverse stakeholder groups.

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

At Gloster Limited, we are deeply committed to supporting the development of local communities as an integral part of our corporate strategy. Our social development initiatives are designed to create meaningful and lasting impact, both for our stakeholders and for the broader economic development of the regions in which we operate.

Our Corporate Social Responsibility (CSR) efforts are firmly rooted in our vision and mission, which guide our approach to improving the quality of life for communities within our sphere of influence. These guiding principles form the foundation of all our CSR interventions, helping us to understand, prioritize, and respond effectively to the evolving social needs of our surrounding communities.

Our CSR Committee has carefully designed programs based on thorough assessments and identification of priority intervention areas. These programs are centered around three key focus areas:

- Education (Vidya Prachar): We promote inclusive education by supporting general and special education initiatives, as well as vocational training programs that enhance employment opportunities.
- Healthcare (Aarogya Jeevan): We strengthen healthcare access by promoting preventive healthcare, improving sanitation facilities, and supporting health awareness initiatives.
- Biodiversity (SwacchaVatavaran): We are committed to preserving the environment through activities that promote ecological balance, protect local flora and fauna, and conserve natural resources.

By aligning our CSR initiatives with the real needs of our local communities, we reaffirm our dedication to driving positive social impact and contributing to the sustainable development of the areas where we live and work.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	327	11	3.36%	336	0	0%
Other than permanent	2	0	0.00%	3	0	0%
Total employees	329	11	3.34%	339	0	0%
Workers						
Permanent	3412	355	10.40%	3,608	438	12.13%
Other than permanent	303	0	0.00%	475	0	0
Total workers	3,715	355	9.56%	4,083	438	10.72%

* The human rights training data for FY 2023-24 has been restated, as the total employee and workers count for the year was revisited to reflect accurate categorization of workforce data

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	327	0	0%	327	100%	336	0	0%	336	100%
Male	318	0	0%	318	100%	329	0	0%	329	100%
Female	9	0	0%	9	100%	7	0	0%	7	100%
Other than permanent	2	0	0%	2	100%	3	0	0%	3	100%
Male	2	0	0%	2	100%	3	0	0%	3	100%
Female	0	0	0%	0	100%	0	0	0%	0	0%
Workers										
Permanent	3,412	0	0%	3,412	100%	3,608	0	0%	3,608	100%
Male	3,401	0	0%	3,401	100%	3,596	0	0%	3,596	100%
Female	11	0	0%	11	100%	12	0	0%	12	100%
Other than permanent	303	0	0%	303	100%	475	0	0%	475	100%
Male	303	0	0%	303	100%	475	0	0%	475	100%
Female	0	0	0%	0	100%	0	0	0%	0	0%

*The minimum wages for FY 2023-24 has been restated to include other than permanent workers, who were previously not accounted for. This revision was undertaken to ensure more accurate and transparent categorization of the workforce.



3.a. 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*	1	11,00,000	0	0
Key managerial personnel**	2	2,37,500	0	0
Employees other than BoD and KMP	299	31,450	5	15,450
Workers	3286	13,440	11	15,031

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wage	0.65	0.71

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. At Gloster Limited, our commitment to upholding human rights is guided by our Business Responsibility and Sustainability Policy, which ensures fair, inclusive, and ethical practices across our operations. Oversight for addressing human rights concerns rests with our Human Resources Department, supported by senior management, which monitors compliance, handles grievances, and promotes awareness among employees.

We strictly prohibit discrimination, forced labour, and child labour, and extend these standards to our suppliers and partners through binding contractual obligations. We only engage with those who align with our values and regulatory expectations.

To support employee rights and representation, all workers are part of recognized workers’ unions, which operate as voluntary bodies to safeguard their interests. A Tripartite agreement involving union representatives, company management, and relevant authorities strengthens collective bargaining and provides a structured mechanism for resolving grievances. The HR team works closely with union bodies to address concerns, with regular reporting to higher management to ensure accountability.

Through this integrated approach—combining policy, oversight, and dialogue—we aim to embed human rights into our everyday business practices and create a safe, respectful, and responsible workplace.

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

Gloster Limited has established an open platform for employees and workers to express their concerns and complaints. Employees are encouraged to report any Code of Conduct or human rights violations without hesitation through email or a complaint box. Workers have the freedom to associate with trade unions, which submit deputations regarding labour grievances to senior management. The complaints are documented in a formal register for future reference.

In recent years, Gloster Limited has transitioned to a digital platform, utilizing software named ‘Soft Web’, to manage grievance-related case details. The HRD department reviews all complaints and provides counselling to concerned members, aiming to resolve issues in real-time.

The workers’ union plays a crucial role in protecting workers’ rights and promoting their interests. The union representative collects grievances from individual workers and discusses them with the HRD manager and senior officials to find a solution that satisfies the needs and requirements of the affected workers. This collaborative approach ensures that workers’ concerns are addressed in a timely and effective manner.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child labour	0	0	None	0	0	None
Forced labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

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

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

The Company is deeply committed to fostering and nurturing an inclusive workplace culture. In pursuit of this objective, the Company has developed robust BRSR and Equal Employment Opportunity policies, which delineate guidelines for cultivating an inclusive work environment free from discrimination based on race, colour, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.

Furthermore, the Company has implemented a comprehensive grievance mechanism designed to collect, organize, and address cases related to discrimination and harassment effectively. Regular internal sessions are conducted to educate and raise awareness among employees regarding the importance of upholding these policies and fostering an environment of respect and inclusivity.

9. Do human rights requirements form part of your business agreements and contracts?

We are evaluating the scope of including human rights assessment requirement to be a part of the Company's business agreements and contracts.

10. Assessment of the Year

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



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

Not applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

As human rights complaint was not reported in FY 2024-25, hence not applicable.

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

Gloster Limited's Ananya Unit has been awarded the SA 8000:2014 certification by Social Accountability International (SAI) for its efforts in advancing human rights in the workplace.

The SA 8000 standard is a leading social certification program that provides a framework for organizations to develop, maintain, and apply socially acceptable practices in the workplace. By achieving this certification, Gloster Limited's Ananya Unit has demonstrated its commitment to upholding the highest standards of human rights, labour practices, and social responsibility.

This recognition from Social Accountability International underscores Gloster Limited's dedication to creating a work environment that respects the dignity and well-being of its employees, and its ongoing efforts to integrate ethical and socially responsible practices throughout its operations.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Gloster Limited has ensured that most of its key establishments, including offices and plant sites, are accessible to people with disabilities. The company has taken several measures to create an inclusive environment:

- Installation of ramps and elevators to facilitate easy movement for individuals with locomotive disabilities
- Ensuring that doorways and corridors are wide enough to accommodate wheelchair users
- Making restrooms, workstations, and common areas accessible and equipped with necessary accommodations

These initiatives demonstrate Gloster Limited's commitment to providing an inclusive and barrier-free work environment for its differently abled employees and visitors. By prioritizing accessibility, the company is fostering a culture of diversity, equity, and equal opportunities for all.

4. Details on assessment of value chain partners

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – Please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable.

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 2024-25	FY 2023-24
From renewable sources (TJ)		
Total electricity consumption (A)	5.50	-
Total fuel consumption (B)	41.90	56.91
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	47.40	56.91
From non-renewable sources (TJ)		
Total electricity consumption (D)	88.20	93.44
Total fuel consumption (E)	14.11	12.57
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	102.30	106.01
Total energy consumed (A+B+C+D+E+F)	149.71	162.92
Energy intensity per rupee of turnover (Total energy consumed in TJ / Revenue from operations in INR)	0.00000023	0.00000025
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000049	0.0000058
Energy intensity in terms of physical output (Total production in MT)	0.0025	0.0027

Note: We are in the process of monitoring water-related metrics and have initiated the installation of meters.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, we have carried out independent assessment by TUV SUD.

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.

Gloster Limited is not classified among the 13 sectors designated as consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.



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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(I) Surface water	-	-
(II) Ground water	-	-
(III) Third party water	-	-
(IV) Seawater / desalinated water	-	-
(V) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	-	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	-	-
(Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(I) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(II) To Ground water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(III) To Sea water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(IV) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(V) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

If any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency

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

We have not yet implemented a Zero Liquid Discharge (ZLD) mechanism at Gloster Limited. However, we are actively exploring plans to develop ZLD systems for both our DTA and Ananya units as part of our commitment to becoming water positive. As an initial step, we have installed water meters at the Ananya and DTA unit and have begun measuring water withdrawal to better manage our water usage.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Nox	Tonnes	11.39	37.14
Sox	Tonnes	0.13	0.15
Particulate matter (PM)	Tonnes	42.78	135.84
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, we have carried out independent assessment by TUV SUD.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total scope 1 emission	Metric tonnes of CO2 equivalent	5,151.14	6,528.74
Total scope 2 emission	Metric tonnes of CO2 equivalent	17,810.82	18,584.50
Total scope 1 & 2 emission	Metric tonnes of CO2 equivalent	22,961.95	25,113.2
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (Total emissions in tCO2e / Revenue from operations in INR)		0.0000036	0.0000039
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions in tCO2e / Revenue		0.000076	0.000089
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total production in MT)		0.39	0.42

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, we have carried out independent assessment by TUV SUD.

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

At Gloster Limited, managing greenhouse gas (GHG) emissions is a key priority, supported by an effective environmental management system and the adoption of innovative technologies. Our goal is to reduce our carbon footprint and progress toward carbon neutrality by consistently monitoring significant GHG emissions and exceeding regulatory requirements.

As part of our efforts, we have transitioned to LPG-fired boilers, successfully installing them at the Ananya unit to lower emissions and improve energy efficiency. Additionally, we have eliminated our dependence on coal by recycling jute process waste (jute caddies) as a renewable energy source. This not only reduces greenhouse gas emissions and air pollution but also addresses waste management challenges. By replacing coal with jute waste fuel, we minimize the carbon footprint associated with coal mining and transportation, support a circular economy, reduce operational costs, and enhance energy efficiency.

Further reinforcing our commitment to sustainability, we have installed a 1.4 MW rooftop solar power system at the Ananya unit. Together, these initiatives underscore our dedication to environmental stewardship and sustainable development.



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

Parameter	FY 2024-25	FY 2023-24
Total waste generated (MT)		
Plastic waste (Empty dye packet)	0.108	0.10
E-waste	-	-
Bio-medical waste	0.0195	0.0225
C&D waste	0	-
Battery waste	1.12	1.80
Radioactive waste	0	-
Other hazardous waste. Please specify if any	14.82	14.25
Other Non-hazardous waste generated (H). Please specify, if any.	861.54	792.63
Total waste generated	877.60	808.81
Waste intensity per rupee of turnover (Total waste generated in MT / Revenue from operations in INR)	0.00000014	0.000000125
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in MT / Revenue from operations adjusted for PPP)	0.000002893	0.000002862
Waste intensity in terms of physical output (Total production in MT)	0.014985	0.01366
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
Category of waste		
Recycled	-	-
Reused	-	-
Other recovery option	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
Incineration	-	-
Landfilling	-	-
Other disposal options	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, we have carried out independent assessment by TUV SUD.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

At Gloster Limited, we have implemented comprehensive waste management practices focused on minimizing environmental impact and ensuring safety. A key aspect of our strategy to reduce the use of hazardous and toxic chemicals involves substituting harmful substances with environmentally friendly alternatives. For instance, we have replaced Jute Batching Oil (JBO), which contained harmful poly-aromatic hydrocarbons (PAHs), with Rice Bran Oil (RBO) in the jute emulsion process. This transition enables us to produce “hydrocarbon-free” jute products, including food-grade jute bags used for packaging commodities such as cocoa, coffee, tea, and rice.

Our food-grade packaging products comply with the IJO Standard 98-01 (2005) and the German Regulation on AZO dyes, ensuring they are free from harmful substances and carcinogenic chemicals. Additionally, we ensure the proper disposal of any hazardous waste generated during our operations by engaging authorized recyclers, thereby maintaining adherence to environmental and safety standards. Through these measures, we demonstrate our commitment to sustainable production and responsible waste management.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

None of our operations are located in/around ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not applicable

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

Gloster Limited adheres to all relevant environmental laws, regulations, and guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
We do not operate in areas of water stress.
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	20,086.63	18,101.59
Total Scope 3 emissions per rupee of turnover	(tCO2/INR)	0.0000031	0.000028*
Total Scope 3 intensity per unit of production (optional)	(tCO2/MT)	0.34	0.31
Note: The above figure includes emissions from Category 1, 2, 3, 5, 9			

*Data for FY 2023-24 has been restated

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Gloster Limited does not operate in ecologically sensitive areas; therefore, there are no significant direct or indirect impacts on biodiversity in such regions. However, we are actively engaged in plantation programmes aimed at enhancing biodiversity within and around our operational premises. These initiatives contribute to the preservation and enrichment of the local ecosystem, reflecting our commitment to environmental protection and sustainable development.



4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of energy-efficient water chiller	Installed 1 no. 2000 liters/hour energy-efficient water chiller, replacing 6 nos. 380 liters/hour old cooler machines for providing cold drinking water to workmen.	Improved energy efficiency and reduced electricity consumption for drinking water cooling. Enhanced worker comfort.
2	Upgradation of drive system in Jigger machine	Replaced old driving system with PLC-controlled AC variable drive in 1 no. Jigger machine.	Improved energy efficiency, smoother operations, and enhanced process control.
3	LED tube light installation	Installed 200 nos. LED tube lights at Spinning & Drawing departments.	Reduced lighting energy consumption and improved illumination quality.
4	LED High Bay light installation	Installed 20 nos. 140-watt LED High Bay lights at Bale Godown, Process House, S4, Finishing, and Boiler departments.	Enhanced lighting efficiency and reduced power usage in high-ceiling areas.
5	Replacement of flat belt drives	Replaced 6 nos. flat belt drives with direct drive systems equipped with electronic (AC variable) controllers on spinning machines.	Reduced energy losses, improved transmission efficiency, and better speed control.
6	Installation of energy-efficient spinning machines	Installed 16 nos. energy-efficient spinning machines equipped with IE4 motors.	Achieved higher productivity with lower energy consumption.
7	HVLS fans installation	Installed 2 nos. High Volume Low Speed (HVLS) fans at Finishing department.	Improved air circulation and workplace comfort with minimal energy usage.
8	Installation of Eco-air exhaust fans	Installed 7 nos. Eco-air exhaust fans at Ring Spinning & Sale Yarn departments to facilitate cross ventilation.	Maintained healthy working environment with reduced dependency on energy-intensive ventilation systems.
9	Installation of high-efficiency NSC Drawing machines	Installed 15 nos. high-efficiency, high-speed NSC Drawing machines at Ring Spinning department.	Enhanced productivity and reduced energy consumption per unit of output.
10	Energy-efficient sewing machines	Installed 200 nos. energy-efficient JUKI sewing machines at Ananya.	Improved energy savings and machine reliability with consistent performance.
11	Variable frequency drives (VFDs) installation	Installed 21 nos. Variable Frequency Drives (VFDs) across various machines.	Achieved optimized motor speed control, leading to energy savings and reduced mechanical stress.
12	Installation of rooftop solar panels at Ananya unit	The company has installed 1.4 MW rooftop solar panels at its Ananya manufacturing unit to support its shift toward renewable energy and reduce dependency on fossil fuels.	The initiative has helped lower carbon emissions, improved energy efficiency, and contributed to cost savings at the unit.

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

Gloster Limited is currently improving its existing Emergency Action Plan to addresses potential risks unique to the jute industry, such as supply chain interruptions, machinery breakdowns, or natural calamities that could impact crop production. We are in the process of developing a comprehensive strategy that includes data backup systems, alternative sourcing options, and emergency response protocols to maintain production and delivery schedules. By prioritizing employee safety, safeguarding assets, and establishing clear communication channels, we aim to minimize downtime and financial losses, thereby maintaining customer trust and long-term sustainability even in the face of adversity.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Gloster Limited does not engage in any activities that could potentially harm the environment through its supply chain.

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

We are in the process of identifying critical suppliers based on the value and nature of our business relationships. As part of this initiative, we are developing a comprehensive ESG assessment checklist. This checklist will be integrated into our supplier due diligence process and applied during both the onboarding of new suppliers and the periodic review of existing partners. Additionally, all our suppliers are required to comply with the company's Supplier Code of Conduct, which mandates adherence to applicable socio-environmental regulations. These steps reflect our commitment to improving transparency, responsible sourcing, and sustainable practices throughout our value chain.

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



1.a. Number of 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.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce	National
2	Indian Jute Mills Association (IJMA)	National
3	Indian Jute Industries Research Association	National
4	Federation of Indian Exporters Organisation	National
5	The South India Textile Research Association (SITRA)	National
6	The Bengal Chamber of Commerce & Industry	National
7	Confederation of Indian Industry (CII)	National
8	Indo German Chamber of Commerce	National
9	Indo American Chamber of Commerce	National
10	Export Promotion Council for Handicrafts (EPCH)	National
11	Jute Products Development and Export Council (JPDEC)	National

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

Gloster Limited has not engaged in any anti-competitive conduct.

Leadership Indicators

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

None



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.

The CSR Committee regularly undertakes internal evaluations to assess the impact and effectiveness of ongoing CSR initiatives.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Not applicable, as Gloster Limited has not undertaken any recent land acquisitions. All ongoing expansion projects at the main unit in Bauria are being carried out exclusively on land that is already owned or previously acquired by the company.

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

At Gloster Limited, our Corporate Social Responsibility (CSR) initiatives are closely aligned with our vision and mission to improve the quality of life for communities around our operational areas. We are committed to building transparent and reliable relationships with local communities, placing their well-being at the core of our efforts.

Our CSR programmes focus on key areas such as education, healthcare, and social welfare. We actively engage with community members to understand their needs and incorporate their feedback into our initiatives, aiming to uplift living standards in the surrounding regions.

The CSR Committee plays a central role in ensuring that all projects are implemented effectively and deliver tangible benefits to society. As part of our community-centric approach, we have established a grievance redressal mechanism. Through this system, CSR committee representatives interact directly with local residents to identify and address any concerns. Based on these discussions, appropriate solutions and support measures are provided to resolve issues and promote sustainable community development.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	14.48%	4.06%
Sourced directly from within India	92.15%	88.23%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2024-25	FY 2023-24
Rural	92%	91.6 %
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	8%	8.4%

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

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

Not Applicable

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes. Gloster Limited has implemented a preferential procurement policy in alignment with Business Responsibility and Sustainability Reporting (BRSR) Principle 8, which

emphasizes inclusive growth and equity. This policy reflects our commitment to supporting economic empowerment by prioritizing suppliers from vulnerable and marginalized groups in our procurement processes

- b) From which marginalised/vulnerable groups do you procure?

Gloster Limited offers assistance to registered farmers in cultivating organic jute and obtaining certification from the National Programme for Organic Production (NPOP). The involvement of IMO organic raw jute farmers has risen from 110 in 2013 to around 461 in 2024, with 352 of them being certified by IMO.

- a) What percentage of total procurement (by value) does it constitute?

At present, procurement of organic jute accounts for less than 1% of Gloster Limited's total input raw materials by value.

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

Sr. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	Not applicable			

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

Not applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR projects	Nos. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Plantation Programme	4,278	-
2	Vidya Prachar	155	100%
3	Aarogya Jeevan	4,224	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.

We at Gloster Limited follow a structured approach to manage consumer complaints and feedback. Consumers can share their concerns via email with the respective department. Upon receiving a complaint, our department heads from Procurement, Production, and Sales & Marketing evaluate its validity and initiate an investigation if necessary. Any issues that remain unresolved are escalated to our leadership team for further review and resolution.

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

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

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	0	0	0	-
Advertising	0	0	0	0	0	-
Cyber-security	0	0	0	0	0	-
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	0	0	0	0	-
Unfair Trade Practices	0	0	0	0	0	-
Other	3	0	Damp packing sheet of bale, broken bale hoop and excess moisture content – weight complaint.	2	0	Incorrect product labelling & Cloth length reconciliation issue

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

	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	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.

As part of our ongoing efforts to enhance operational efficiency, we at Gloster Limited are evaluating the digitalization of our customer and back-office processes. To address previous data integrity issues, we have upgraded our ERP system from Software Technologies Ltd. to SAP B1. All internal documents are now securely managed and limited to internal circulation. Guided by the results of our risk assessment, we are also developing a comprehensive framework to address cybersecurity and data privacy risks.

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

Not applicable

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches - 0**
- b. **Percentage of data breaches involving personally identifiable information of customers – Nil**
- c. **Impact, if any, of the data breaches – Not applicable**

Leadership indicators

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

Information about company products can be found on the company websites and in the Sustainability Report. Gloster Limited actively participates in exhibitions and international trade shows to present its products on B2B platforms and promote awareness about the use of jute products, emphasizing their biodegradable nature and minimal environmental impact.

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

Our finished products are crafted from jute, a natural and biodegradable material. As such, we advocate for establishing an environmentally sustainable end-to-end value chain for our stakeholders. Additionally, we educate consumers about the eco-friendly advantages of jute bags, including their biodegradability, durability, affordability, and strength, through connections with wholesalers and trade partners.

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

Gloster Limited operates as a vertically integrated company, experiencing infrequent disruptions in its manufacturing process. Export orders are accepted only after thorough capacity evaluations, mitigating risks associated with low production levels. Given that the company's operations and products/services do not meet the criteria for essential services, this aspect is not applicable to Gloster Limited.

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)

Marks are usually made as per requirement of the buyer and/or as per importing country's requirement. Basic details displayed such as - product name, weight, country of origin, bale no. etc. We take annual feedback from some of our customers regarding their satisfaction, as a part of our activity of QMS as per ISO 9001:2015.

Jute, being a natural fiber, doesn't necessitate product labelling. However, products exported to developed countries adhere to geographically mandated quality standards. Our R&D team consistently updates our food-grade jute bags to comply with evolving requirements outlined in the IJO 98/01 standard, the primary standard for food-grade packaging in India. There have been no instances of non-compliance with product and service information labelling during the reporting period, reflecting our commitment to product responsibility.

Gloster Limited places a high priority on carefully evaluating customer feedback to gain valuable insights into customer preferences and perceptions. Prompt improvement initiatives are implemented throughout the value chain based on customer reviews collected from online and offline channels annually, illustrating our proactive approach to assessing customer feedback.