

GPIL/2022-2023

June 19, 2023

The Manager
BSE Limited
Department of Corporate Affairs
Floor 25, P.J. Towers, Dalal Street
Mumbai – 400001
Scrip Code: 542857

The Manager
National Stock Exchange Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E),
Mumbai - 400001
Symbol – GREENPANEL

Dear Sir/Madam

Sub.: Business Responsibility and Sustainability Report (BRSR)

Pursuant to the notice no. 20220712-36 dated July 12, 2022 issued by BSE and Circular No.: NSE/CML/2022/34 dated July 8, 2022 issued by NSE, we enclosed a copy of the Business Responsibility and Sustainability Report (BRSR) of the company for the financial year 2022-23, which is part of annual report 2022-23 and has already been sent/uploaded on your portal.

Kindly take the same on record.

Thanking you,

Yours faithfully
For **Greenpanel Industries Limited**

(Lawkush Prasad)
Company Secretary and VP – Legal
ACS: 18675

Encl.: as above

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURE

Details

1	Corporate Identity Number (CIN) of the Listed Entity	L20100AS2017PLC018272
2	Name of the Listed Entity	Greenpanel Industries Limited
3	Year of incorporation	2017
4	Registered office address	Thapar House, 2 nd Floor, 163, S.P. Mukherjee Road, Kolkata-700026
5	Corporate address	Thapar House, 2 nd Floor, 163, S.P. Mukherjee Road, Kolkata-700026
6	Email	secretarial@greenpanel.com
7	Telephone	(033) 40840600
8	Website	www.greenpanel.com
9	Financial year for which reporting is being done	April 01, 2022, to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	1226.27 Lakhs INR.
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: Mr. Vishwanathan Venkatramani Designation: Chief Financial Officer Telephone Number: (033) 40840600 Email ID: v.venkat@greenpanel.com
13	Reporting boundary	Reporting on standalone basis

PRODUCT/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Manufacturing	Plywood, MDF and allied products	98.89%
2	Trading Goods	Plywood, MDF and allied products	1.11%

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

S. No.	Product/service	NIC Code	% Of total Turnover contributed
1	Medium Density Fibreboard	1621	86.28%
2	Plywood and allied products	1621	13.72%

I. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	3	20	23
International	0	2	2

17. Markets served by the entity:

a. number of locations

Locations	Number
National (No. of States and Union Territories)	22
International (No. of Countries)	12

**b. What is the contribution of exports as a percentage of the total turnover of the entity?: 14%****c. A brief on types of customers**

The Company has categorised its customers into three main groups:

- **End Customers:-** End Customers are individuals who directly purchase and use products for personal or household needs. The Company relies on online platforms, to engage and closely monitor customer engagement behaviour to assess customer preferences and feedbacks. The Company has a robust system to collect and analyse online feedbacks, this helps in curating product offerings and marketing strategies.
- **Influencers:** The Company actively collaborates with influencers in the MDF and Plywood industry such as architects, /designers, carpenters, and contractors who play an active role in shaping opinions, providing inspiration, and influencing the decision-making process of potential buyers. Regular Influencer meets and events are carried out throughout the year for gaining valuable feedback and insights. Greenpanel has implemented a Standard Operating Procedure (SOP) for carpenters and product installers which provides a set of standardised instructions and guidelines for installing a specific product in a consistent and efficient manner.
- **Trade customers:-** Trade customers are the dealers in the supply chain who have a crucial role in distributing products to end-users or consumers. The Company actively engages with trade customers through regular dealer meets, aimed at gaining a deeper understanding of their preferences, as well as educating and informing them about global furniture and building material trends.

Greenpanel deploys various strategies to engage with the customers, such as brand building by sponsoring popular sports events. Greenpanel has also improved signages and in-shop displays at outlets, with a focus on penetrating untapped tier 2 and 3 cities.

II. EMPLOYEES**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent	1411	1377	98%	34	2%
2.	Other than permanent	-	-		-	
3.	Total employees	1411	1377	98%	34	2%
Workers						
4.	Permanent	480	480	100%	0	-
5.	Other than permanent	750	750	100%	0	-
6.	Total workers	1230	1230	100%	0	-

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	0	0	-	0	-
2.	Other than permanent	0	0	-	0	-
3.	Total employees	0	0	-	0	-
Differently abled Workers						
4.	Permanent	0	0	-	0	-
5.	Other than permanent	0	0	-	0	-
6.	Total workers	0	0	0	0	0

Business Responsibility and Sustainability Report

19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	No. (C)
Board of Directors	6	1	17%
Key Management Personnel	2	0	0%

20. Turnover rate for permanent employees and workers:

Particulars	FY2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employee	19%	28%	19%	24%	40%	25%	NA	NA	NA
Permanent workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

NA=Not Available

III. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. 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.	Greenpanel Singapore Pte. Limited	Subsidiary	100%	No

IV. CSR DETAILS

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

(ii) Turnover - ₹1,77,855.03 lakhs

(iii) Net worth - ₹1,20,135.03 lakhs

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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 (Stakeholder Engagement Policy)	0	0	Nil	0	0	Nil
Investor (other than shareholders)	Yes (Stakeholder Engagement Policy)	0	0	Nil	0	0	Nil
Shareholders	Yes (Stakeholder Engagement Policy)	2	0	Nil	0	0	Nil
Employees and workers	Yes (Stakeholder Engagement Policy)	0	0	Nil	0	0	Nil
Customers	Yes (Customer Relations Policy)	0	0	Nil	0	0	Nil
Value chain partners- (Dealers, Distributors Suppliers etc.)	Yes (Stakeholder Engagement Policy)	0	0	Nil	0	0	Nil



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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change and Energy	Risk	<p>1.Implementation of emission tariffs and taxes leading to higher product cost such as CBAM, coal cess.</p> <p>2.Higher Fuel/energy costs due to enhanced regulatory stringency and fuel supply/demand imbalance such as increasing cost of electricity,</p> <p>3. Changes in regulations, laws and commitments of the Company's operating and exporting countries.</p> <p>3.Changes in precipitation patterns can affect the operations in water shortage regions- like Andhra Pradesh.</p>	<p>1.Greenpanel shall be establishing environment related targets such as electrification of processes, increased reliance from RE and other alternative forms of energy.</p> <p>2. Greenpanel will be procuring wood from sustainably managed forests. The wood used by Greenpanel meets the criteria for FSC® Controlled Wood. Moving ahead the Company is evaluating the scope of conducting life cycle assessments of all its products to transparently disclose the product's carbon footprint.</p> <p>3. To combat risks arising due to water shortages, Greenpanel will be taking appropriate measures such as conducting water risk assessments in water scarce areas, frequent monitoring of ground water levels in water scarce areas, implementing water conservation measures like ZLD and construction of rainwater harvesting structures.</p>	<p>Negative Financial Implication-</p> <p>1.To curb the dependency on fossil-based electricity sources, the Company runs a Biomass-based Energy plant which has led to substantial energy savings.</p> <p>2.Water harvesting structures will help the Company to achieve Water Positivity in operations as well as water charges.</p>

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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.	Biodiversity	Risk	1. Absence of Biodiversity assessments may lead to a lack of critical information needed to implement effective conservation measures or make sustainable land use decisions, negatively impacting indigenous flora and fauna.	1. Greenpanel will evaluate the scope of conducting biodiversity assessments in and around its operational areas, with help of tools such as B-INTACT (Biodiversity Integrated Assessment and Computation Tool) for quantifying the biodiversity impact and improvement area in the Company's value chain. The Company shall identify a dedicated expert to implement mitigation projects, monitor the same and report to the highest executive body.	Positive Financial Implication: - 1. Conservation of flora and fauna will increase soil quality and richness, water holding capacity of soil, aquifer recharging, and carbon sequestration.
3.	Sustainable Supply Chain	Risk	Absence of an established Supplier code Of Conduct and relevant procedures for responsible sourcing might lead to supply-chain disruptions leading to regulatory risk in value chain, financial risks in operation and reputational risks leading to customer dissatisfaction.	1. The company shall move towards subsequent integration of a Code of Conduct and assessing it's onboarded as well as new suppliers on ESG considerations within supplier evaluation criteria.	Positive Financial Implication: - This can result in cost savings in the long run, as suppliers who adhere to these standards are less likely to face legal fines, penalties, or reputational damages, which can impact their financial performance and in turn affect the financial stability of the companies they supply to.
4.	Corporate Governance	Opportunity	Efficient ESG management and compliance will help to promptly address any deviations from established systems to ensure effectiveness.		Negative Financial implication: - Consequences from regulators and legal authorities, as well as the potential negative effects on a company's reputation and trustworthiness.
5.	Economic Performance	Risk	1. Demand for MDF and plywood products can vary based on factors such as economic conditions, construction and housing markets, consumer preferences. 2. Since the Company engages in international trade, it may face risks associated with currency exchange rate fluctuations, which can impact cost of raw materials, export/import pricing, market access, affecting the company's profitability and competitiveness.	1. Implementing risk management strategies, staying compliant with regulations, diversifying markets, optimising operations, and staying vigilant to changes in the business environment.	Positive Financial implication: - The Company can penetrate newer markets and gain access to broader customer categories.



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	Opportunity	Creating a safe and conducive work environment to proactively prevent work-related injuries and illnesses. The Company has implemented 6S checklist to periodically assess the effectiveness of the health management system.		<p>Positive Financial Implication: -</p> <p>1. Decreased employee turnover and increased ability to attract and retain talent with proper SMS in place.</p> <p>2. Enhanced reputation and brand image.</p> <p>3. Curbing potential punitive actions by regulators.</p>
7.	Community Engagement	Opportunity	Establishing trust and fostering positive relationships with communities through initiatives that promote economic empowerment and social well-being is crucial for ensuring the continuous operation of a business.		<p>Positive Financial Implication: -</p> <p>Promoting community well-being, generating livelihood opportunities, providing quality education and higher Social Return on Investment.</p>
8.	Customer Centricity	Opportunity	Sustaining customer trust, promoting transparency, and ensuring customer satisfaction are essential factors for retaining and growing a loyal customer base.		<p>Positive Financial Implication: -</p> <p>Enhanced profitability and revenue can be achieved by increasing sales volume and expanding the market penetration by targeting new customer segments, improving, and enhancing existing customer relationships to drive repeat business.</p>
9.	Data Privacy and Security	Risk	Increase reliance on digital tools and applications can heighten the vulnerability of the business to cyber-attacks and other associated risks in the digital realm.	<p>1. Greenpanel will evaluate the scope of incorporating cybersecurity management system certified with ISO 27001 for demonstrating internationally recognised processes best practices to manage information security.</p> <p>2. Establishment of IT Security/Cybersecurity policies and procedures.</p> <p>3. Endpoint Detection and Response (EDR) based end-point security</p>	<p>Negative Financial Implication: -</p> <p>The consequences of personal and customer data loss and privacy will lead to reputational, financial, and regulatory implications</p>

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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)
10.	Human Rights	Risk	The absence of proper checks and balances for human rights assessment can lead to non-compliance, regulatory violations, international standard violations, and reputational risks for the company.	<p>1.Greenpanel will evaluate the scope of undergoing human rights assessments in adherence to the Human Rights Policy.</p> <p>2.The Company shall provide human rights training to employees and value chain partners.</p> <p>3. The Company shall identify a dedicated expert to implement mitigation measures, monitor the same and report to the highest executive body.</p>	<p>Negative Financial Implication: -</p> <p>1. Potential consequences of non-compliance include punitive measures from regulators</p> <p>2.Damage to the organisation's reputation or brand image.</p>
11.	Innovation and Sustainable Product design	Opportunity	Developing innovative MDF products to effectively address and mitigate negative environmental and social impacts within the community.		<p>Positive Financial Implication: -</p> <p>1. Gain a competitive advantage</p> <p>2. Create more revenues by introducing more innovative products in the market.</p>
12.	Regulatory and Statutory Compliance	Opportunity	The Company is ensuring effectiveness in managing compliances and addressing non-conformance to systems on a timely basis by implementing, evaluating, maintaining, an effective compliance management system within an organisation.		<p>Negative Financial Implication: -</p> <p>1.Regulators and legal authorities imposing punitive actions</p> <p>2.Rise in compliance costs in form of penalties/fines.</p>
13.	Sustainable Plantation Management	Risk	<p>1. Shortage of raw material during the rainy season</p> <p>2. Supply chain disruptions due to force majeure conditions.</p> <p>3. Sourcing of raw materials from illegal trafficking.</p>	<p>1.The Company shall undergo land assessment studies to identify the crop suitability. Next the Company shall take the conformance from farmers for their willingness to participate in the plantation management programmes.</p> <p>2.The Company shall undergo continuous R&D to for enhancing the crop quality.</p>	<p>Positive Financial Implication: -</p> <p>1.Conservation of biodiversity: Sustainable plantation management practices can help protect and preserve flora and fauna.</p> <p>2. Creation of livelihood opportunities for local communities and farmers.</p> <p>3. Sustainable plantation management can promote water conservation, reduce soil erosion, and protect water quality.</p>



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)
14	Waste Management and Circular Economy	Risk	Improper disposal of waste generated from business activities can harm the surrounding environment, affecting the health of the communities, nearby and damaging the company's reputation. Therefore, responsible disposal of waste needs to be done to prevent overall degradation.	<ol style="list-style-type: none"> 1. Proper segregation and disposal of waste should be done 2. Waste reutilisation should be done based on the 4R principles 	<p>Positive Financial Implication: -</p> <ol style="list-style-type: none"> 1.Reduces greenhouse gas emissions 2.Reduces operating costs 3.Punitive measures from regulatory bodies for non-compliance
15.	Water and Effluent management	Opportunity	<ol style="list-style-type: none"> 1.Managing water scarcity by utilising water resources wisely. 2.Identifying alternative water sources 3.Optimising water usage 4.Achieving zero liquid discharge status 5. Rainwater harvesting structures. 6.Utilisation of treated effluent for firing in boilers. 		<p>Positive Financial Implication: -</p> <ol style="list-style-type: none"> 1.Realisation of decreased water withdrawal costs, due to water conservation initiatives. 2.Utilisation of ETP sludge for firing in boilers, leading to decreased fuel costs.
16.	Employee and Labour Management	Risk	1.Absence of adequate D&I targets with lesser female representation in the workforce.	1.The Company will evaluate the scope of deploying a Special officer for undertaking initiatives to promote D&I in terms of female and disabled person representation in the workforce. Proper training along with employee well-being activities can help further accelerate D&I across the Company.	<p>Negative Financial Implication: -</p> <ol style="list-style-type: none"> 1. Lower employee retention rate, where D&I is not in place. 2.Punitive actions by regulators 3. Reputational / Brand Image

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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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.greenpanel.com/policies-of-the-company/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ol style="list-style-type: none"> 1. Certificate of Compliance for product's compliance with European Union (EU) health, safety, and environmental protection standards. 2. IGBC Green Factory Building Certification 3. ISO 14001 Environmental Management System 4. ISO 45001 Health Safety Management System 5. ISO 9001 Quality Management System 6. CARB Certification 7. BIS Certificate (Prelaminated) 8. BIS Certificate (Plain Interior and Exterior Grade) 9. Forest Stewardship Council (FSC)® 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Based on the materiality analysis, the identified material issues have been prioritised on their significance and potential impact on the Company's operations and stakeholders. The Company is under the process for setting specific commitments and targets to address these material issues as part of its sustainability strategy. These commitments and targets will serve as guiding principles for the Company's actions and initiatives related to sustainability, and they would align with the Company's overall goals and targets. The commitments and targets are set based on various factors, including industry best practices, relevant regulations, international standards, and stakeholder expectations. They are designed to ensure that the Company's sustainability efforts are aligned with established standards and expectations, and that the Company is working towards achieving meaningful and measurable progress on the identified material issues.</p>								
Principle	Targets						6. Performance of the entity against the Specific commitments, and targets along-with reasons in case the same are not met.		
Principle 1	The Company is in the process of establishing baselines against the targets and will be setting targets in accordance with the standards set by the Science Based Targets initiative (SBTi) soon.						Performance insights can be drawn once target years are identified		
Principle 2									
Principle 3									
Principle 4									
Principle 5									
Principle 6									
Principle 7									
Principle 8									
Principle 9									



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Governance, leadership, and oversight																		
6. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>“We are delighted to present our first Business Responsibility and Sustainable Report in compliance with SEBI guidelines, and in adherence to the core elements of NGRBC principles. We are thrilled to witness the remarkable growth of the global medium-density fibreboard (MDF) market, as highlighted by few latest research. In 2022, the global market size reached an impressive US\$ 24.0 Billion, with projected growth of US\$ 35.4 Billion by 2028, exhibiting a CAGR of 6.6% during the forecast period of 2023-2028.</p> <p>One of the key drivers of this market growth is the environment-friendly nature of MDF, as it is made from wood wastes or recycled wood. With the increasing number of green building initiatives and growing sustainability awareness, the demand for innovative MDF products such as fire retardant MDF(FRMDF), low-emission MDF etc. has been on the rise. Additionally, factors such as the growing global population, rapid urbanisation, and rising disposable incomes are further fuelling the demand for MDF in various applications. The market is also witnessing lucrative opportunities due to the escalating demand for ready-to-assemble (RTA) furniture, in line with the latest trends in the interior and furniture industry. Moreover, the implementation of stringent government regulations and guidelines aimed at reducing the use of traditional wood products has boosted the demand for eco-friendly wood alternatives like MDF.</p> <p>From a national perspective, the MDF market size in India is estimated to be 2.8 million cubic meters (CBM) or ₹3000 crores in 2021, with a projected CAGR of 15-20% to reach ₹6000 crores by 2026. This presents a significant growth potential for our company in the Indian market. Greenpanel’s endeavour to excel through continuous product and process innovation, sustainable resource optimisation and exceptional customer delivery places the Company in a favourable position to maintain our market leadership and capture any market impetus.</p> <p>Our company is currently in the process of adopting policies that prioritise environmental efficiency, employee well-being, product stewardship, adherence to human rights, and enhancing customer relations. We are creating a sustainable impact in our value chain by sourcing agroforestry-based raw materials. We have built resilience in our supply chain by establishing strategies for captive sourcing and building a robust supplier and dealer network. Our company is implementing various energy conservation initiatives to reduce emissions. Notably, our Andhra Pradesh plant has received the "IGBC Green factory Gold Certification" and derives steam energy from a biomass-based energy plant. We aim to generate environmental, social, and economic value through our initiatives to ensure the holistic development of communities through our impactful CSR activities in the areas of health and education, Agro-forestry, and skill-development.</p> <p>We strongly believe that we have the potential to shape a sustainable future and are uniquely positioned to make long-term investments, explore new areas of growth, and pursue promising prospects. We extend our gratitude to all our stakeholders for their steadfast backing and confidence in our endeavours. As we stride ahead, we solicit their unflinching support and insights to gauge our sustainability practices against the highest standards.”</p> <p>Regards, Mr. Shobhan Mittal</p>																	
7. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Implementation of policy - Mr. Vishwanathan Venkatramani (Chief Financial Officer) Oversee the implementation of policy –</p> <table border="1"> <thead> <tr> <th>DIN</th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>00347517</td> <td>Mr. Shobhan Mittal</td> <td>Managing Director and CEO</td> </tr> <tr> <td>00237242</td> <td>Mr. Shiv Prakash Mittal</td> <td>Executive Chairman</td> </tr> </tbody> </table>									DIN	Name	Designation	00347517	Mr. Shobhan Mittal	Managing Director and CEO	00237242	Mr. Shiv Prakash Mittal	Executive Chairman
DIN	Name	Designation																
00347517	Mr. Shobhan Mittal	Managing Director and CEO																
00237242	Mr. Shiv Prakash Mittal	Executive Chairman																
8. 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.	No.																	

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
9. 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	The policies for the current fiscal year have been formulated in consultation with the Company's management and are slated for implementation from the current FY onwards.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company upholds compliance with the statutory requirements recognising the relevance of the principles.									Annually								
10. Has the entity carried out independent? assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

11. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy,

reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business(Y/N)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles(Y/N)									
The entity does not have the financial/human/ technical resources available for the task (Y/N)									
It is planned to be done in the next financial year. (Y/N)									
Any other reason, please specify.									

Not Applicable

**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	% Of persons in respective category covered by the awareness programmes
Board of Directors	1	P1, P2, P3, P4, P5, P6, P7, P8, P9 With the implementation of proper checks and balances, the Board of Directors will be more aware and equipped to make effective decisions in overseeing the company's sustainability performance and meeting reporting obligations. This heightened awareness will enable them to stay informed about business opportunities from an ESG perspective, leading to an enhanced reputation, increased stakeholder trust, and ultimately contributing to the long-term success of the company.	100%
Key Managerial Personnel	1	P1, P2, P3, P4, P5, P6, P7, P8, P9 Through sensitisation, KMPs and Senior Management will be able to grasp the significance of sustainability-related risks and opportunities, such as environmental, social, and governance (ESG) factors that can impact the company's operations, reputation, and long-term success. They will be able to identify potential risks, such as regulatory changes, resource constraints, supply chain disruptions, financial implications, which can negatively affect the company's performance and take precautionary measures beforehand.	100%
Employees other than BoD and KMPs	1	P1, P2, P3, P4, P5, P6, P7, P8, P9 By sensitising employees to the 9 principles of the BRSR, they will gain a clearer understanding of how these principles apply to their individual functions and responsibilities. This will promote compliance with the principles, fostering a culture of responsible business practices throughout the organisation. As a result, employees will also develop a greater sense of purpose in their roles, which can positively impact their job satisfaction.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in FY 2022-23.

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	0	Not Applicable	Nil	Not Applicable	No
Settlement	0	Not Applicable	Nil	Not Applicable	No
Compounding Fee	0	Not Applicable	Nil	Not Applicable	No
Non-monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal Been preferred? (Yes/No)
Imprisonment	0	Not Applicable		Not Applicable	No
Punishment	0	Not Applicable		Not Applicable	No

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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.

Nil

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. (<https://www.greenpanel.com/policies-of-the-company/>)

The Company has incorporated an Anti-Corruption and Anti-Bribery Policy that aligns with the highest ethical standards, in compliance with the UK Bribery Act 2010 (UKBA), the US Foreign Corrupt Practices Act 1977 (FCPA), and other relevant local anti-bribery laws. The Policy recognises that any involvement in bribery at a corporate level by the Company, its employees, representatives, suppliers/vendors, or business partners would result in both tangible and intangible losses, including reputational damage.

The company believes in conducting the business in a transparent manner and does not indulge in bribery or corruption. The company understands that any involvement in unethical practices will not only lead to financial risks but also reputational risks.

The Company's policy covers all the stakeholders including the value chain partners to notice such violations and report them. With the company's Vigil Mechanism, the concerned policy stakeholders are given the authority to report any unethical, unlawful behaviour, and/or misconduct.

Any breach of this Policy, may result in disciplinary action, including the termination of an employee and the immediate termination of any contracts with vendors or business partners.

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

Particulars	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NA	NA	NA	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NA	NA	NA	NA

NA -Not applicable

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.

None



Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	P1, P2, P3, P4, P5, P6, P7, P8, P9 The Value Chain partners have been sensitised on the 9 BRSR principles and Greenpanel's commitment on same. This has enabled, the value chain partners to understand the BRSR principles and integrate the requirements into their own business operations which will ensure that the entire value chain of Greenpanel is aligned with the company's sustainability goals.	100%

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

Yes. The Code of Conduct establishes clear guidelines for Directors and KMPs, including the provision of "Conflict of Interest." It outlines the expectation that Directors and Senior Management Officers will diligently fulfil their responsibilities and take measures to prevent any conflicts of interest that may compromise their ability to perform their duties objectively and efficiently in the best interests of the Company. In case of any queries or interpretations needed regarding the Code of Conduct, the Board or a Committee authorised by the Board will review and address them. This ensures that any questions or clarifications related to the Code of Conduct are promptly and thoroughly addressed, promoting transparency and accountability in the Company's governance practices. The Code of Conduct serves as a valuable reference for Directors and Senior Management Officers, guiding their actions and decisions to uphold the highest standards of ethical conduct and prevent any conflicts of interest that may arise during their roles and responsibilities.

The code of conduct can be accessed at:- <https://www.greenpanel.com/wp-content/uploads/2020/05/Code-of-Conduct-of-BOD-Senior-Mngt-Personnel.pdf>

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

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	Not Applicable
Capex	0	0	Not Applicable

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

Yes. The Company's focus on local procurement aligns with its commitment to sustainable and responsible business practices, as has been outlined in the "Product Stewardship Policy".

By sourcing primary raw materials such as wood, resin, formaldehyde etc. locally, the Company benefits from reduced transportation costs, shorter lead times, better availability of materials. This not only helps in optimising costs but also enables the Company to respond more quickly to market demands and ensure a resilient supply chain. Additionally, sourcing locally supports the local economy and community by fostering partnerships with local vendors and promoting regional economic development.

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

100% from Agro-forestry plantations.

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 has an integrated waste management system for safe disposal of all the plastics, e-waste, and hazardous waste: -

- **Plastic Waste:** - The Plastic waste generated from the packaging and sale of products such as Surface protection films, are quantified and disposed through authorised vendors.
- **E-Waste:** - The E-waste generated by office operations is disposed of safely through authorised vendors from all locations of the Company. All the associated e-waste forms are duly submitted with the regulatory authorities.
- **Hazardous Waste:** - For all the hazardous waste generated such as but not limited to used Oil, empty barrels of oil, discarded resin bags across the Company’s facilities, is disposed through authorised waste vendors with proper maintenance of the waste quantities. The associated forms are duly filled and submitted with the pollution control boards. The fly ash generated from boilers is sent off to cement plants to be utilised in fly ash-based bricks.
- **Other Waste:** - The wood-based wastes such as rejected wood chip particles and chemical waste is recycled through the internal ETP and disposed of safely to authorised vendors.

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 procures resin and other chemicals in plastic bags as well as uses Surface protection Film for packaging its finished products, which makes it subject to Extended Producer Responsibility (EPR) regulations. The company ensures proper disposal of all plastic waste by registering with authorised vendors and submits the relevant documentation to the Pollution Control Board in compliance with applicable regulations.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products?

NIC Code	Name of Product / Service	% of total Turnover contributed	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company has not carried out Life Cycle assessment studies yet				

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.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023	FY 2021- 2022
Wood logs, Wax, Resins, Biomass, Resin Paper, Laminates, Chemicals, Foam	9%	7%



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 2022-23			FY 2021-22		
Reused	Recycled	Safely disposal	Reused	Recycled	Safely disposal
Not Applicable					

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective 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	Total A	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Parental 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	1377	1377	100%	1377	100%	0	Not Applicable	1377	100%	-	-
Female	34	34	100%	34	100%	34	100%	0	Not Applicable	-	-
Total	1411	1411	100%	1411	100%	34	100%	1377	100%	-	-
Other than permanent employees											
Male											
Female											
Total											

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

Category	Total A	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Parental 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	480	480	100%	480	100%	-	-	480	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	480	480	100%	480	100%	-	-	480	100%	-	-
Other than permanent workers											
Male	750	750	100%	750	100%	-	-	750	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	750	750	100%	750	100%	-	-	750	100%	-	-

All the permanent workers are male, and they are on the payroll of the Company and are being provided ESI, PF and other benefits as applicable.

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

Benefits	Current financial year			Previous financial year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others- Leave Encashment	100%	100%	Y	100%	100%	Y
Others- Post Retiral Medical Benefits	100%	100%	Y	100%	100%	Y

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, most of the company's key establishments including offices and plant sites are accessible to the differently abled. The "Employee Welfare Policy" adopted by the Company, entails the provisions for creating accessible infrastructures for differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

The Company has taken several measures to create an inclusive environment such as installing ramps, handrails, and elevators for ease of movement of people with locomotive disability. The Company provides reserved parking spaces for differently abled employees, ensuring that doorways and corridors are wide enough for wheelchair users, and placing tactile markers and Braille signage for individuals with visual impairments. Additionally, the Company has made the restrooms, workstations, and common areas accessible and equipped with necessary accommodations.

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.

The Employee Welfare Policy ensures that the needs of differently abled employees and workers are met in accordance with the Rights of Persons with Disabilities Act, 2016, by providing provisions for accessible facilities. <https://www.greenpanel.com/policies-of-the-company/>

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	20	100%	0	-
Female	1	100%	0	-
Total	21	100%	0	-

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	Yes, based on the Human Resource Policy Manual, the Company has incorporated a grievance cell within the HR department, where employees can submit their grievances related to existing policy anomalies, suggested changes, or even propose new policies. Employees are encouraged to share their inputs, thoughts, and suggestions via email to hr@greenpanel.com .
Other than permanent employees	
Permanent workers	NA
Other than permanent workers	NA



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

Category	Current financial year			Previous financial year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	Not Applicable			Not Applicable		
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	Current financial year 2022-23					Previous financial year 2021-22				
	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)	No. (B)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1377	1377	100%	1377	100%	1415	1415	100%	1415	100%
Female	34	34	100%	34	100%	35	35	100%	35	100%
Total	1411	1411	100%	1411	100%	1450	1450	100%	1450	100%
Workers										
Male	1230	0	0%	0	0%	1140	0	0%	0	0%
Female	-	-	-	-	-	-	-	-	-	-
Total	1230	0	0%	0	0%	1140	0	0%	0	0%

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

Category	Current financial year			Previous financial year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1377	1377	100%	1415	1415	100%
Female	34	34	100%	35	35	100%
Total	1411	1411	100%	1450	1450	100%

10. Health and safety management system

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

The Company has implemented ISO 45001 Occupational Health and Safety Management System covering 100% of its operations. The Company recognises that providing a safe and healthy workplace is essential for the wellbeing of its employees and believes that adhering to best practices in occupational health and safety directly impacts its overall success. To promote the highest standards of health and safety, the Company has incorporated the concept of '6S (Sort, Set in Order, Shine, Standardise, Sustain, Safety)' in its guidelines and shares modules and training with workers. The 6S checklist covers aspects such as cleanliness, organisation, standardisation, and emphasises teaching 6S to new employees

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The Company's health and safety initiatives include:

- Induction and awareness programs on electrical safety, permit to work, and first-aid safety.
- Daily Toolbox Talks to foster a positive safety culture and reduce workplace incidents. These talks provide practical tips and guidance on behavioural safety, safe work practices, emergency preparedness procedures, and hazard identification and risk assessment.
- Preparation of incident/accident preliminary reports within 24 hours of an incident, with detailed reports within 7 days of the incident. Corrective actions are monitored as part of audits.
- Conducting 6S internal audits and recognising departments for their performance in health and safety measures, which serves as validation for their efforts.
- Preparation of a 6S auditing checklist by the Company to ensure organised, efficient, and safe workplace. Following the checklist guidelines, the Company ensures a productive and safe work environment. The benefits of implementing 6S in the workplace includes a decrease in material handling costs, ease of access to tools and instruments, organised storage areas, increased productivity, improved product quality, reduced risk of worker injuries, enhanced internal communication among staff, a safe environment for workers, reduced manufacturing costs, improved workplace safety, increased work speed, reduced wastage, minimised risk of tool and equipment failures, and overall increased workplace efficiency.
- The Company also provides safety fire drill training to prepare for emergencies and ensure effective handling of emergency situations. Safety product exhibitions are held within the plant to showcase the appropriate usage of safety equipment such as PPE Kits, allowing workers to learn about them.

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

The Incident Investigation Report helps in identification of work-related hazards and assess risks on a routine and non-routine basis.

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

Yes, The Company has a 6S group formed in WhatsApp where regular observations are recorded and shared by the team.

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

Access to in-house medical facility 24*7 which is staffed by qualified medical professionals who are trained to provide prompt and appropriate medical care in case of first aid cases. The Company has also partnered with local hospitals in the vicinity of its manufacturing facilities to ensure immediate treatments in case of accidents, fractures, sprains, strains, burns, concussions, dislocations, amputations, severe contusions, and other work-related injuries or illnesses that require medical attention leading to lost time. The employees receive timely and appropriate treatment from qualified medical personnel at the partnering hospitals. Along with this the Company provides medical insurance, to its employees for demonstrating its commitment to safeguard the health and wellbeing of its employees.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.40	0.92
	Worker	0.69	2.09
Total recordable work-related injuries	Employees	11	11
	Worker	24	24
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company have taken the following initiatives in the reporting period:

- Hazard Identification and Risk Assessment to identify and mitigate potential hazards,
- Providing Workplace Safety Trainings to educate employees on safe work practices,
- Provisions of Personal Protective Equipment (PPE) to ensure that employees have the necessary protective gear,
- Conducting routine Safety Committee Meetings to review safety measures and address concerns,
- Implementation of a Work Permit System to control hazardous activities and conducting Health Check-ups to monitor employee health and wellbeing
- Conducting Safety Mock Drills to prepare for emergency situations.
- Internal 6S Audits with a defined Audit checklist.

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

Category	FY 2022-23			FY 2021-22		
	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	-	0	0	-
Health and safety	0	0	-	0	0	-

14. Assessments for the year:

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

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 and safety practices and working conditions.

None

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

Yes

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

Not Any

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

None

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

No.

5. 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 practices	Supplier Due diligence mechanism establishment is currently under progress
Working conditions	

6. 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- Nil

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.

The Company's unwavering commitment to meet the needs of its stakeholders is of utmost importance. When identifying key stakeholder groups, the Company considers various factors such as dependency, immediacy, responsibility, vulnerability, and influence as part of its "Stakeholder Engagement Strategy". At Greenpanel, customer centricity is a core component of the Company's growth philosophy, reflecting a steadfast dedication to serving customers. The Company acknowledges that its employees play a critical role in creating value for both clients and the organisation and strives to provide them with fulfilling career opportunities.

Greenpanel stakeholders encompass shareholders, customers, employees, government/regulatory bodies, influencers, and dealers. The company recognises the importance of engaging with these stakeholder groups and endeavours to meet their needs in a responsible and sustainable manner.

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 and Marginalised 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
Investors	No	<ul style="list-style-type: none"> Annual General Meeting Annual Reports Grievances through Registrar and Share Transfer Agent Call for Quarterly results Regular interaction with institutional investors Periodic press release 	<ul style="list-style-type: none"> Annually Quarterly 	<ul style="list-style-type: none"> Improved profitability and earnings per share Dividend pay-out Transparent disclosure Improvements in ESG Disclosure
Lenders	No	<ul style="list-style-type: none"> Periodic meetings 		
Regulatory bodies	No	<ul style="list-style-type: none"> Periodic public advocacy Periodical statutory reportings Regular liasioning 		



Stakeholder Group	Whether identified as Vulnerable and Marginalised 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
Customer-End Customers, Influencers, Trade Partners	No	<ul style="list-style-type: none"> Customer perception monitoring Influencers connect programmes Dealer Connect Initiative- “UDAAN” Regular customer awareness Ongoing complaint redressal system 	<ul style="list-style-type: none"> Ongoing activities 	<ul style="list-style-type: none"> Strong customer network and loyal customer base Continuous product development based on customer feedback for better product positioning
Employees	No	<ul style="list-style-type: none"> Employee grievance redressal mechanism Regular interactions for celebrating days of individual, organisational, national, and international significance 	<ul style="list-style-type: none"> Weekly Annually Ongoing Need basis 	<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
Suppliers	No	<ul style="list-style-type: none"> Vendors meet Regular vendor audit Periodic vendor interactions for sampling and grievance redressal 	<ul style="list-style-type: none"> Need basis 	<ul style="list-style-type: none"> Payment cycle Business opportunities Capacity building of suppliers on improvements in environmental and social performance
Media	No	<ul style="list-style-type: none"> One on one interactions Periodic press release and press conference 	<ul style="list-style-type: none"> Ongoing Need basis 	<ul style="list-style-type: none"> Transparent and accurate disclosure Brand reputation

Leadership Indicators

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

The responsibility for implementing the Company's ESG strategy and monitoring progress towards the company's vision rests with the Executive Chairman, the Managing Directors Chief Financial Officer. The Managing Director, who also serve as representative of the Board, keep the Board members informed about the company's ESG plans, targets, and performance. The Board convenes quarterly to assess performance, offer strategic guidance, and enforce policies, targets, and strategies. This information is communicated to stakeholders through various channels, including public forums, websites, and report communications.

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.

As the Company delves into the realms of environmental, social, and governance (ESG), it consistently prioritises the most crucial matters and has initiated consultations with identified stakeholders. The Company is also in the process of developing policies, including Stakeholder Engagement Policy which mandates to integrate stakeholder engagement into governance and relevant decision-making processes that contributes to developing or improving organisational strategy starting from this fiscal year.

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

Greenpanel's commitment of being a positive catalyst for the community aligns with its CSR policy, which involves a systematic process of assessing community needs and implementing programs based on strategic CSR pillars of Health, Education and Plantation Programmes. The stakeholder engagement approach for these CSR programs includes identifying vulnerable groups and conducting need assessments to understand the health, hygiene, sanitation, educational, and economic requirements of local communities. To evaluate the impact and social value of the projects, the Company conducts feedback surveys for further improvement.

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PRINCIPLE 5 Businesses should respect and promote human right

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	Current financial year			Previous financial year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1411	1411	100%	1450	0	0%
Other than permanent	0	0	100%	0	0	0%
Total employees	1411	1411	100%	1450	0	0%
Workers						
Permanent	480	0	0%	460	0	0%
Other than permanent	750	0	0%	680	0	0%
Total employees	1230	0	0%	1140	0	0%

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

Category	FY 2022-23					FY 2021-22				
	Total A	Equal to minimum wage		More than minimum wage		Total D	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent employees										
Permanent	1411	0	0	1411	100%	1450	0	0	1450	100%
Male	1377	0	0	1377	100%	1415	0	0	1415	100%
Female	34	0	0	34	100%	35	0	0	35	100%
Other than permanent	Not Applicable									
Male	Not Applicable									
Female	Not Applicable									

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

Category	Male		Female	
	Number	Median remuneration / salary/ wages of respective category	Number	Median remuneration / salary/ wages of respective category
Board of Directors	5	₹16.50 Lakhs	1	₹12.70 Lakhs
Key managerial personnel	2	₹102.14 Lakhs	0	0
Employees other than BoD and KMP	1373	₹3.90 Lakhs	34	₹3.98 Lakhs

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

Yes, the Human Resource Department of the Company is responsible for addressing human rights impacts or issues.

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

The Company has established internal mechanisms to address grievances related to human rights issues. This includes the implementation of a Vigil mechanism policy and Prevention of Sexual Harassment (POSH) at Work Policy. These policies



outline the procedures and channels through which employees or stakeholders can report any grievances or concerns related to human rights violations. The Company ensures that these mechanisms are easily accessible, confidential, and transparent, allowing for prompt and impartial resolution of grievances. Additionally, the Company also conducts awareness programs, training, and regular reviews of these policies to ensure their effectiveness and compliance with relevant laws and regulations.

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

Category	FY 2022-23			FY 2021-22		
	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	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child labour	0	0	0	0	0	0
Forced labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

The company is deeply committed to create an inclusive and non-discriminatory workplace environment. To uphold this commitment, Greenpanel has developed a comprehensive "Human Rights Policy" that provides clear guidelines to ensure equitable and respectful treatment of all employees. The Company's "POSH Policy" specifically addresses cases of sexual abuse, harassment, and outlines procedures for appropriate action. Moreover, the company has established a Human Resources Manual for addressing and resolving grievances related to discrimination and harassment. Additionally, the Company has established a grievance redressal mechanism to effectively collect, organise, document, and report any incidents of in a fair and transparent manner.

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

Yes

9. Assessment of the Year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Human Rights assessments shall begin from next financial year onwards
Forced labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – Please specify	

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

No such cases were reported; therefore, no corrective actions were required to be taken.

Leadership Indicators

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

The company has implemented a comprehensive "Human Rights Policy" that applies to all situations involving both employees and value chain partners, including interactions with colleagues, business partners, and the public. This policy reflects Greenpanel's unwavering commitment to uphold human rights in all aspects of its operations. Any violation of this policy by an employee may result in appropriate disciplinary action.

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

The Company is actively exploring the possibility of implementation of human rights due diligence in accordance with international human rights standards and national regulatory requirements, starting from the next fiscal year. This approach aims to integrate human rights considerations into the company's policies and practices, enabling the Company to fulfil its responsibilities in promoting and protecting human rights.

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

Yes, the Company's key establishments, including offices and plant sites, are designed to be accessible to differently abled individuals. The "Employee Welfare Policy" adopted by the Company includes provisions for creating accessible infrastructures for employees and workers with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016.

The Company has implemented various measures to foster an inclusive environment, such as installing ramps, handrails, and elevators for ease of movement, providing reserved parking spaces for differently abled employees, ensuring doorways and corridors are wide enough for wheelchair users, and incorporating tactile markers and Braille signage for individuals with visual impairments. Additionally, the Company has made restrooms, workstations, and common areas accessible and equipped with necessary accommodations. The Company's commitment to accessibility goes beyond physical infrastructure, as it also provides reasonable accommodations, such as flexible work hours, assistive technologies, and training programs to support the needs of employees and workers with disabilities.

4. Details on assessment of value chain partners:

	% Of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child labour	The company is yet to conduct third-party assessment of suppliers on human rights.
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 2022-23	FY 2021-22
Total electricity consumption (A)	4,81,897.46 GJ	4,78,920.23 GJ
Total fuel consumption (B)	20,61,576.98 GJ	18,93,531.40 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	25,43,474.44 GJ	23,72,451.63 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	14.26 GJ/INR Lakhs	14.60 GJ/INR Lakhs
Energy intensity (optional) – the relevant metric may be selected by the entity	4.68 GJ/CBM	4.53 GJ/CBM

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

The Company has conducted ISO 14001 independent assessment by "DBS Certification" to evaluate the conformance of Greenpanel's EMS significant environmental aspects, which included energy consumption, as part of the Company's EMS implementation. Regular internal audits are also conducted to ensure the effectiveness of the EMS, such as reviewing energy consumption data and identifying opportunities for achieving energy efficiency.

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?

Greenpanel's business does not fall among the 11 energy-intensive sectors in India, to which PAT Targets are applicable.

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.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT	190.14	198.36
SOx	MT	304.71	401.10
Particulate matter (PM)	MT	189.19	263.52
Persistent organic pollutants (POP)	MT	Not Monitored	Not monitored
Volatile organic compounds (VOC)	MT	Not Monitored	Not monitored
Hazardous air pollutants (HAP)	MT	Not Monitored	Not monitored
Others – please specify	MT	Not Monitored	Not monitored

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

Stack emission monitoring for Particulate Matter, SOx, NOx emissions is conducted at regular intervals in compliance with legal mandates by the NABL-accredited Star Analytics Centre.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ e	2,81,022.83	2,66,475.45
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ e	1,05,749.72	1,05,096.38
Total Scope 1 and Scope 2 emissions per Lakh rupee of Turnover	Metric tonnes of CO ₂ e per INR Lakhs	2.17	2.29
Total Scope 1 and Scope 2 emission intensity(optional)	Metric tonnes of CO ₂ e per CBM	0.71	0.71

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency.

Not Applicable

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

Yes, The Company has considered taking several energy efficiency measures for optimising electricity consumption and reducing its Scope 1 and 2 GHG emissions.

- IGBC Green Factory Building Certification: -The Company has been awarded the IGBC Green Factory Building Certification for implementing effective measures such as soil erosion prevention, proper management of irrigation system, biomass-based energy plant. The Company's goal is to utilise the Certification as a roadmap to effectively implement sustainable practices aimed at reducing GHG emissions.
- Biomass-based Energy Plant: -Process waste like bark and rejected chips are utilised as fuel in the energy plant which is a sustainable alternative to traditional fossil fuels used for firing such as coal or natural gas, leading to significantly lesser CO₂ emissions.
- The outdoor lighting is equipped with timers to reduce power consumption, and pit pumps are equipped with float switches to optimise power usage.
- The introduction of Dynasteam system in the Press has increased production capacity by 15-30% and reduced Press belt power consumption by 25-30% as well as resin consumption.



- Standard line profile and thickness sensors have been used in the Sanding machine to reduce electricity consumption and cost.
- Upgrades such as installation of VFD in prelamination paper room AHU, LED lights in admin building and control rooms, and changing starters from star delta to VFD for Thermic fluid pumps 1, 2 and 3 have resulted in reduced power usage. Automation has been implemented in AHU for improved energy management.

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

Parameter	FY 2022-23	FY 2021-22
Total waste generated (In metric tonnes)		
Plastic waste (A)	4.24 MT	4.01 MT
E-waste (B)	0.00012 MT	0.01 MT
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)-(Fly Ash, Used Oil, ETP Sludge, Oil filters, Cotton Waste)	1,690.40 MT	1,637.12 MT
	Fly Ash from boiler- 1682.63 MT	Fly Ash from boiler- 1628.98 MT
	Used Oil- 5.44 MT	Used Oil- 6.37 MT
	ETP sludge- 2.04 MT	ETP sludge- 1.71 MT
	Used Air/Oil Filters- 0.15 MT	Used Air/Oil Filters- 0.02 MT
	Cotton waste- 0.13 MT	Cotton waste- 0.04 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	420.28 MT	581.21 MT
	Metal Scrap- 74.30 MT	Metal Scrap- 35.82 MT
	Wood Scrap- 345.98 MT	Wood Scrap- 545.39 MT
Total (A+B + C + D + E + F + G + H)	2,110.68 MT	2,218.34 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled-Plastic Waste	NA	15MT
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	0.442MT
Total		

Note: The company has recycled 15 MTs plastic waste, and safely disposed 442 kg e-waste through authorised vendors in FY 2020-21.

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If any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency.

Not Applicable

9. 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.

Waste Management Strategy: - Greenpanel has implemented 6S training for all its employees to improve housekeeping practices, following the principles of Sort out, Set in Order, Shine, Standardise, and Sustain. These 5S initiatives are sustained through regular audits, training, competitions, rewards, and recognition. Separate bins have been installed at Greenpanel's manufacturing facility for the collection of different types of waste generated during the manufacturing processes. The waste is then sent for recycling, reprocessing, and proper disposal through registered vendors.

Waste Management Practices - The waste generated mainly consists of wood waste and chemical waste, which are recycled internally through the Effluent Treatment Plant (ETP) to minimise harm to the environment. The source of waste is the production process, and it is responsibly disposed of post-ETP process to ensure minimal environmental impact. The solid waste from ETP treatment is used as fuel, and treated water is reused in the manufacturing process. The Company has established partnerships with brick manufacturers for the utilisation of fly ash generated from the boilers in energy plant. The Company disposes of packaging materials and waste oil through authorised agencies, issuing Form 10 against the disposed material, which is then submitted to the Pollution Board.

Chemical Management: - The Company has installed a Wax Emulsion system for reducing wax consumption and ensuring uniform distribution of wax across the fibre during the manufacturing processes. The management of chemicals at Greenpanel's manufacturing plant is handled by a dedicated team that is trained to manage the usage and discharge of chemicals. The Company is also exploring the possibility of using PMDI resin for E0 products as part of its ongoing efforts to enhance environmental sustainability.

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

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

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

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

12. 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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
0			NA	NA



Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	20,59,928 GJ	18,92,158.50 GJ
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	20,59,928.39 GJ	18,92,158.50 GJ
From non-renewable sources		
Total electricity consumption (D)	4,81,897.46 GJ	4,78,920.23GJ
Total fuel consumption (E)	1,648.58 GJ	1,372.89 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,83,546.04 GJ	4,80,293.12 GJ

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

The Company has conducted ISO 14001 independent assessment by "DBS Certification" to evaluate the conformance of Greenpanel's EMS significant environmental aspects, which included energy consumption, as part of the Company's EMS implementation. Regular internal audits are also conducted to ensure the effectiveness of the EMS, such as reviewing energy consumption data and identifying opportunities for achieving energy efficiency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
No treatment	-	-
with treatment – please specify level of treatment	-	-
(ii) To Groundwater	Not Applicable	Not Applicable
No treatment	-	-
with treatment – please specify level of treatment	-	-
(iii) To Seawater	Not Applicable	Not Applicable
No treatment	-	-
with treatment – please specify level of treatment	-	-
(iv) Sent to third parties	Not Applicable	Not Applicable
No treatment	-	-
with treatment – please specify level of treatment	17,779KL	17,198 KL
(v) Others	Not Applicable	Not Applicable
No treatment	-	-
with treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	17,779KL	17,198 KL

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

The Company has undergone an independent ISO 14001 assessment by "DBS Certification" to evaluate the conformance of Greenpanel's EMS significant environmental aspects, which includes water consumption, as part of the Company's EMS implementation. Regular internal audits are also conducted to ensure the effectiveness of the EMS, such as reviewing water consumption data and identifying opportunities for achieving water productivity.

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3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area – Not Applicable
- (ii) Nature of operations -Not Applicable
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(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 (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
No treatment		
with treatment – please specify level of treatment		
(ii) To Groundwater		
No treatment		
with treatment – please specify level of treatment		
(iii) To Seawater		
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?

No

If yes, name of the external agency.

Not Applicable

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	As an environmentally responsible company, Greenpanel understands that it is crucial to comprehensively evaluate and manage the entire carbon footprint value chain, including Scope 3 emissions for proper assessment of its environmental impact. Owing to the vastness of its supply chain, the Company is currently under progress to establish Scope 3 emission monitoring and accounting system.	
Total Scope 3 emissions per rupee of Turnover			
Total Scope 3 emission intensity(optional) – the relevant metric may be selected by the entity			

If any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency.

Not Applicable



5. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Based on the Company's operations and office locations, Question 10 is not applicable as Greenpanel does not have presence in or around ecologically sensitive areas or protected forests. Therefore, the entity does not have any significant direct or indirect impact on biodiversity in such areas.

6. **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.	Paper Room AHU with VFD	VFD has been installed in the prelamination paper room AHU in place of a DOL. As a result, we can alter the required RPM of the motor and reduction in power usage.	Energy savings/ year= 8672.4 KWh
2.	Upgradation to LED Lights	Metal halide lamps, high mast tower lights have been upgraded with LEDs. In addition to this, a timer is used to switch ON and OFF the illumination in plant premises. As a result, there has been a reduction in the use of electricity.	20 KW savings in power consumption from 500W LED Lights as compared to 400W flood lights
3.	Compressor no. 4 running continuously on VFD. As a result, it altered the required RPM of the motor depending on the air pressure and reduce power usage.	As a result, it altered the required RPM of the motor depending on the air pressure and reduce power usage.	Energy savings/ year= 6,12,586.8 KWh
4.	The press hydraulic pump is kept on standby;	Earlier the Company used to run 4 pumps, and now instead of 4, it runs 3 pumps, which saves power.	Energy savings/ year=264960.8 KWh
5.	VFD has been installed in the packing machine in place of DOL	The Company can alter the required RPM of the motor and reduce power usage.	Energy savings/ year=9723.6 KWh
6.	Wax Emulsion System	The wax consumption (required for MDF manufacturing) has been reduced by 30% by installation of wax emulsion system	30% reduction in wax consumption from previous FY.

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

The Company has developed a comprehensive Business Continuity/Disaster Management Plan with the aim of ensuring the safety of employees, protecting its assets, maintaining business operations, and minimising potential environmental impact. This plan includes conducting a thorough risk assessment, establishment of an Emergency Response Team (ERT) with clear roles and responsibilities, developing a Business Continuity Plan (BCP) with alternative strategies for continuity, implementing data backup and recovery procedures, maintaining strong supply chain management practices, prioritising employee safety and welfare, mitigating environmental impact, conducting regular testing and review, and establishing clear communication and coordination protocols among stakeholders. The plan will be periodically reviewed and updated to ensure its effectiveness in mitigating the impact of potential disasters or emergencies of our operations.

8. **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.**

None.

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

The Company is in the process of conducting assessments to identify potential environmental risks and vulnerabilities within its value chain. This will involve evaluating the environmental preparedness and resilience of suppliers, customers, and other stakeholders to various environmental hazards, such as natural disasters, pollution incidents, and other environmental emergencies, the data for which shall be available from next FY onwards.

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

Essential Indicators

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

S. No.	Name of the trade and industry chambers/ Associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indian Chamber of Commerce	National
2.	Federation of Indian Plywood and Panel Industries	National

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

Name of authority	Brief of case	Corrective action taken
None	NA	NA

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether Information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
			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 Corporate Social Responsibility committee performs internal assessment of its initiatives on frequent intervals for the effectiveness of the CSR projects. Social Impact Assessment will be conducted by the company in the next financial year for the plantation programme in Chittoor.

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

Not applicable.

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

The Company engages with the local communities through their CSR activities. The Company has a CSR committee in place which is responsible for identifying, evaluating, and recommending CSR projects based on the inputs received from the plant. The CSR committee along with the CSR project manager and supervisor regularly conducts reviews through surveys and focused group meetings to address the needs and grievances of the communities. These efforts ensure that the CSR projects are aligned with the community's requirements and contribute to their overall development.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	1.97%	0.12%
Sourced directly from within the district and neighbouring districts	29.76%	32.36%

**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.

Nil

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

The company has incorporated a preferential procurement policy as part of its commitment to BRSR Principle 8, which focuses on promoting inclusive growth and equity. This policy emphasises the company's focus to engage with vulnerable and marginalised groups while procuring input materials, with the goal of contributing to the economic upliftment of all sectors of society.

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

At present, the company does not procure input materials from vulnerable and marginalised groups. However, Greenpanel is actively working towards promoting inclusivity and equity through its plantation program by distributing saplings to farmers near the operational areas, with the intention of establishing long-term partnerships with them for the supply of raw materials to Greenpanel in the future.

c) What percentage of total procurement (by value) does it constitute?**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.**

S No.	Intellectual Property Based on Traditional Knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of Calculating Benefit
Not Available				

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

Name of authority	Brief of the Case	Corrective action taken	Remarks
The Registrar of Trademarks, Kolkata	M/s. Gupta plywood of 98/4, Surendra Nath Banerjee Road, Kolkata - 700014, West Bengal applied for registration of trademark identical to the company's registered trademark, under class 19 and 35.	Notice of opposition was duly filed against both the applications.	The hearing is under process.

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
Plantation Programme	838	100%
Healthcare	3925	100%
Education	106	100%

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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.

For the end consumers, the Company offers multiple channels for customer complaints registration, primarily by lodging the grievances through authorised dealers or directly to the company by calling on the toll-free number, dropping mails at info@greenpanel or registering their complaints via provision of “Enquire Now” tab on the website: - <https://www.greenpanel.com/about/>. The Company actively monitors these platforms through its customer grievance redressal forum, for ensuring prompt and effective resolution of grievances and complaints.

For influencers such as architects, designers, carpenters, and contractors, the Company engages via regular meets to gather their valuable inputs and feedback. Additionally, influencers can also register any complaints or queries via provision of “Enquire Now” tab on the website: - <https://www.greenpanel.com/about/>.

Furthermore, for the trade partners, the Company organises dealer meets through an initiative” UDAAN - Nayi Disha Nayi Soch”, to seek dealer inputs and feedback. Similarly, Greenpanel’s mobile application plays a pivotal role in seamlessly communicating and engaging with trade partners and carpenters.

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	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

*NA=Not Applicable

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0



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

Yes, The Company's Customer Relations Policy includes clauses that emphasise the importance of safeguarding the privacy of customers' private and confidential data throughout their business operations. The policy highlights that the Company adheres to relevant data protection laws and regulations and implements industry-standard security practices and technologies to safeguard customer data. The Company also restricts access to customer data to only authorised employees who require it for legitimate business purposes. This policy reflects the Company's commitment to protect the sensitive information of its customers and ensure that it is handled with utmost sensitivity and security.

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.

The Company has not received any consumer complaints related to data privacy or cybersecurity, and it does not provide any essential services that would require corrective actions to be taken in these areas.

Leadership Indicators

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

A.) Website- <https://www.greenpanel.com/>

B.) E-Commerce Channels - NA

C.) Annual Reports - <https://www.greenpanel.com/annual-report/>

D.) Social Media Advertisements -

(i) <https://www.facebook.com/officialgreenpanel/>

(ii) <https://www.instagram.com/greenpanelofficial/?hl=en>

(iii) <https://in.linkedin.com/company/greenpanel-industries-limited>

E.) Branding advertisements in sports events -<https://www.youtube.com/@greenpanelindustrieslimite6993/videos>

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

The Company's marketing approach, known as "EIDA," is geared towards educating consumers, providing them with information on safe and responsible usage, and demonstrating the superiority of Greenpanel MDF. Furthermore, the Company has established a dealer connect initiative called "UDAAN - Nayi Disha Nayi Soch," to educate and inform trade partners about global furniture and building material trends highlighting how Greenpanel's advanced manufacturing facilities and diversified product portfolio deliver superior value. Greenpanel ensures that its products comply with all the expected standards for VOCs, formaldehyde, and other emissions. The certification labels are displayed on the products to empower customers to make informed decisions. Moreover, this information is also disclosed on the Company's website in form of product brochures. Moreover, the Company conducts comprehensive engagement programs with influencers, such as architect meets, contractor meets, and carpenter meets, where product details and relevant information are shared to demonstrate the safe and effective usage of products.

Business Responsibility and Sustainability Report

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

The Company's operations and products/services do not qualify under essential services - hence this is not applicable for the Company.

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.

Yes, the Company displays relevant technical standards, emission class with formaldehyde content and adherence to ISO 9001:2015, ISO 14001:2015, OSHA 18001: 2007, FSC®, CARB, EPA of each product in the product brochures as per local laws.

Did your entity carry out any survey about 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)

The Company prioritises diligent evaluation of customer feedback to gain valuable insights and make prompt improvements in the value chain to ensure customer by monitoring customer reviews collected from online and offline modes for proactive assessment of feedbacks.

5. a. Number of instances of data breaches along-with impact: During the fiscal year 2023, no valid complaints were received from external parties or regulatory authorities regarding breaches of customer privacy.

b. Percentage of data breaches involving personally identifiable information of Customers: 0%