



GINNI FILAMENTS LTD.

GINNI FILAMENTS LIMITED

SUSTAINABILITY REPORT

Version: 3.0

Date: 14/11/2025

Reporting Period – F.Y. 2024-25

Message from the Desk of The Chairman & Managing Director

Sustainability Report 2024-2025

Chairman Statement

Company Profile

About the Report

Sustainability Journey

Economic

Governance

Environment

Labour & Human Rights

Health & Safety

Sustainable Procurement

“It is with great pride that I present our latest Sustainability Report, a testament to our unwavering commitment to optimizing sustainability and fostering an inclusive future. In today’s rapidly evolving world, the significance of environmental stewardship, social responsibility, and strong governance cannot be overstated. At GINNI FILAMENTS LIMITED, we recognize that our actions today shape the world we pass on to future generations. This report highlights our continuous efforts to integrate sustainable practices, drive innovation, and ensure that we inherit the Earth in a better condition for future generations.”

- **Shri Shishir Jaipuria**
Chairman and Managing Director
Ginni Filaments Limited



“Climate change has quickly emerged as the most fundamental challenge that any industry is facing today, which involves environmental protection as well as economic and social development.

Contributing to sustainable development is the only way we can counter rising temperatures, limited freshwater, and changing weather patterns. We understand that we cannot fight this alone, and collaboration is the best way forward.

To address this, we believed in shared value among the stakeholders. Sustainability forms the core of our business, and we will continue to invest proactively in our systems, processes, and technologies to enhance our sustainability performance. Our employees are enablers of our sustainable growth strategy. They are the foundation of our strategic execution plan to care for people the planet, and processes.

At **Ginni Filaments Limited**, we have a two-pronged approach to dealing with it as an organization, focusing on the issues that are material to our stakeholders and collaborating with our allies to amplify our outcomes.”

Message from the Desk of The Executive Director

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"At Ginni Filaments Ltd, sustainability is at the heart of our vision for the generations to come. Our leadership is dedicated to optimizing resources, enhancing operational efficiency, and fostering innovation to drive sustainable progress. Through our unwavering commitment to environmental responsibility, social well-being, and strong governance, we strive to create a greener planet and a healthier society for future generations. By integrating ethical practices, inclusive growth, and sustainable solutions, we are building a resilient business that balances progress with responsibility.

- **Shri Saket Jaipuria**
Executive Director
Ginni Filaments Limited

At **Ginni Filaments Limited**, we are committed to **environmental conservation**, integrating sustainable practices, reducing our carbon footprint, and supporting initiatives that protect natural ecosystems for future generations. We also strongly advocate for **women's empowerment**, fostering **equal opportunities**, leadership development, and economic independence to drive social and economic progress. Additionally, our dedication to serving vulnerable communities ensures access to education, healthcare, and essential resources, helping uplift those in need. Through these efforts, we strive to create a more sustainable, inclusive, and equitable future for all.

COMPANY PROFILE

GRI:102-2 Activities, brands, products, and services

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*35 years of manufacturing
Excellence Journey*

“The success story at Ginni Filaments Limited is the story of the evolution of single-minded devotion to sustainable quality.”

For more details, please visit our website at
<https://ginnifilaments.com/>

Intellectual Property of Ginni Filaments Ltd.



Late Dr Rajaram Jaipuria
Promoter of Ginni Filaments Limited

HISTORY – GINNI FILAMENTS LIMITED

Started in 1990 as 100% EOU for 100% combed cotton yarn. Since then, it has expanded into several divisions at different locations and products. Its three major verticals are-

1. Non-woven Fabric Roll Division at Panoli Gujarat – Grey & treated roll goods.
2. Consumer Product divisions at Panoli, Gujarat & Haridwar, Uttarakhand.

The market mix is 60% domestic within India and 40% export, with a presence in more than 35 countries. It has a skilled workforce of about 1500 employees and has a turnover of around 70 million USD.

COMPANY PROFILE

GRI,102-02,102-4,102-06,102-07

BUSINESS PORTFOLIO

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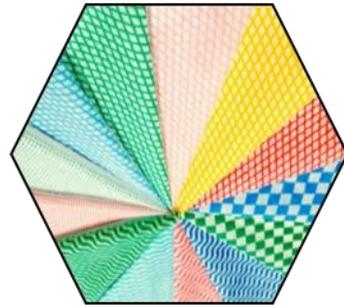
Health & Safety

Sustainable Procurement

Wipes

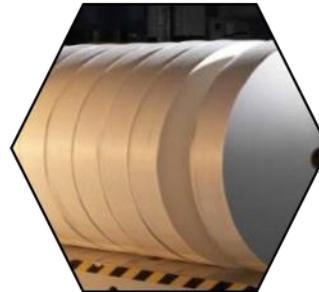


Kitchen Rolls



Printed & Coated Products

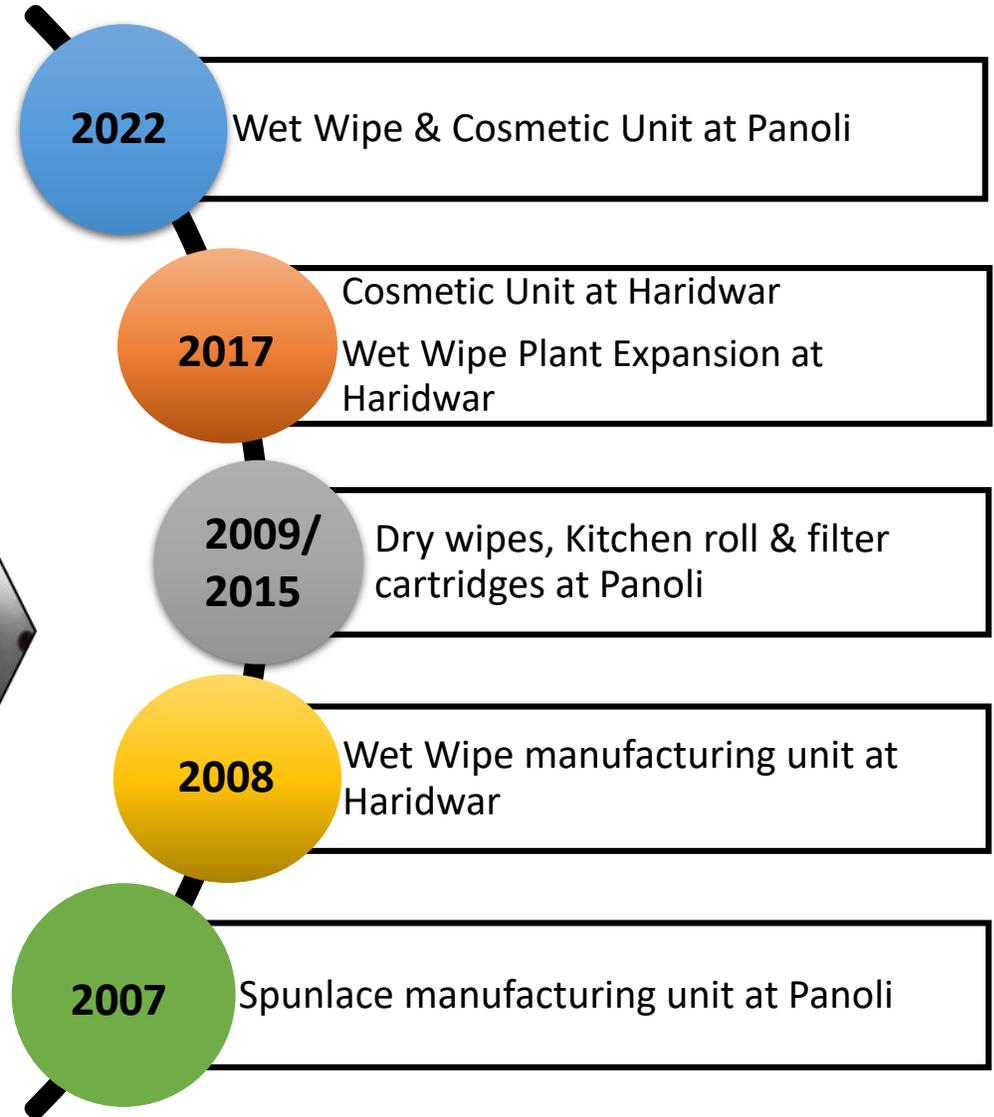
OUR PRODUCTS



Non-Woven



Filter Cartridges



COMPANY PROFILE

Vision

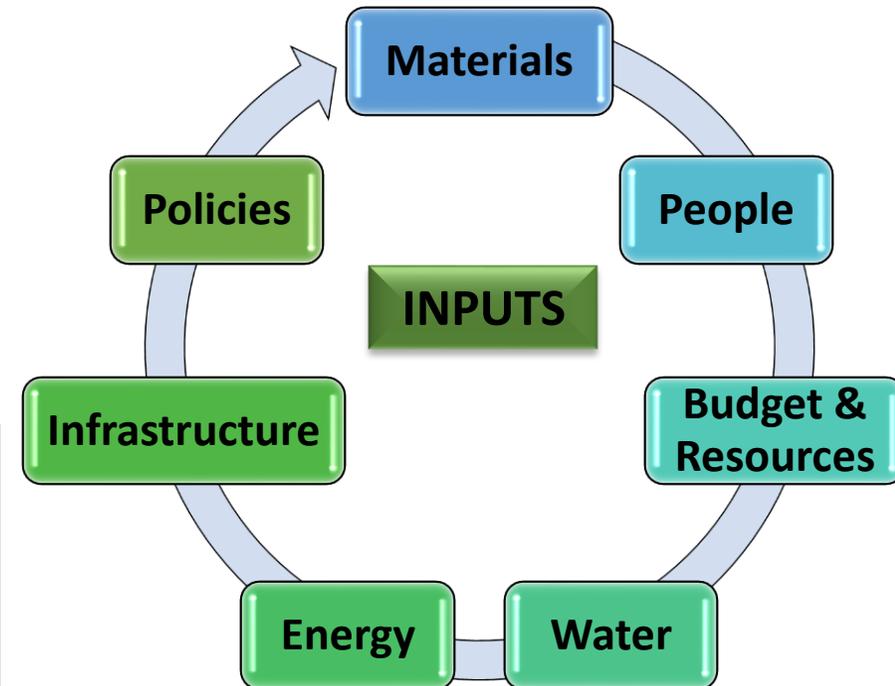
To drive sustainable manufacturing through resource efficiency, carbon neutrality, and circular economy principles, integrating ESG best practices to minimize environmental impact, ensure stakeholder well-being, and uphold ethical governance for long-term resilience & for the generations to come.

Mission

To implement advanced sustainable technologies, optimize energy and material efficiency, uphold environmental compliance, enhance workplace safety, and promote responsible governance, ensuring measurable ESG impact across operations and supply chains

Key Objectives

- Operational Excellence
- Carbon Neutrality
- Maximization of Energy Efficiency
- Enhance Diversity & Inclusion
- Talent Empowerment
- Governance and Compliance



About the Report

Scope & Boundary

“This is the 3rd Sustainability Report of Ginni Filaments Limited. The report primarily focuses on the environmental footprint of the company as a whole.

It aims to provide information on our structured approach towards sustainability and covers our sustainability performance for the financial year 2024–25.”

The first published report covered the period F.Y. 2017–2022.

This report pertains to the following facilities operated by Ginni Filaments Limited for F.Y. 2024–2025.

1.	Ginni Filaments Limited - Non-woven Division- Ankleshwar, Bharuch, Gujarat
2.	Ginni Filaments Limited - Consumer Product Division- Ankleshwar, Bharuch, Gujarat
3.	Ginni Filaments Limited - Consumer Product Division- Sidcul, Haridwar, Uttarakhand

Intellectual Property of Ginni Filaments Ltd.



“The performance has been laid out in conformity with Global Reporting standards and is aligned with Sustainability Development Goals (SDG’S -17 Goals) “

SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.



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ABOUT THE REPORT

GRI 102-46: Defining report content and topic boundaries

SCOPE AND BOUNDARY

This report covers the operations of the **Ginni Filaments Limited** Non-Woven Division Facility at Panoli (Gujarat), the Consumer Product Division Facility at Panoli (Gujarat), & Haridwar (Uttarakhand). The report includes the following disclosures and transparency on **Ginni Filaments-** plant's environmental, social, and governance issues for the period of April 1, 2024 to March 31, 2025 (one year as per the annual financial reporting cycle). The baseline of the report has been changed due to change in operational boundaries.

The report has been developed keeping in mind the GRI standards' principle for defining report content and quality. The data and information presented in the report have been collected and compiled by the individual departments through internal data management systems. This data has undergone appropriate internal reviews before the preparation of this report.



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SUSTAINABILITY JOURNEY

Sustainability And Ginni Filaments Limited

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At **Ginni Filaments Limited**, sustainability is more than an effective strategy for building competitive advantage. It is part of our routine process to deliver results and create new industry destinations.

We have initiated our journey to prepare the Sustainability Report (ESG – Environmental, Social, and Governance) for FY 2024–25. This will be our third Sustainability Report, which will be published on our website for our stakeholders.

Over the years, our sustainability initiatives have resulted in reduced CO2 greenhouse gas emissions through energy-saving initiatives, use of biofuels, tree planting and development of green spaces, etc.; use of freshwater through a wastewater treatment plant, a sewage treatment plant, rainwater collection, and use; and significant improvements in energy efficiency by implementing energy saver projects.



Intellectual Property of Ginni Filaments Ltd.



STEPS TOWARDS SUSTAINABLE FUTURE



SUSTAINABILITY JOURNEY

OUR SUSTAINABILITY POLICY

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SUSTAINABILITY POLICY

We, at Ginni Filaments Limited, are committed to integrate environmental, social and ethical principles for sustainable & responsible manufacturing of Nonwoven fabric & its Converted products, Dry & Wet Wipes, Liquid Cosmetics and Apparels & Garments. Ginni Filaments has always strived to reduce greenhouse gas emissions (GHGe) and enhance its environmental foot prints through Sustainable Development Goals (SDGs). We aspire to improve the quality of life of the communities in the value chain, protect our ecosystem and preserve natural resources for future generation.

We at "Ginni Filaments Limited" are committed to:

- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities
- Follow the highest standards of governance and transparency.
- Enhance health, safety, environmental and social impacts of products and services across their lifecycles.
- Provide employees and business associates with working conditions that are clean, safe, healthy and fair.
- Constitute a governance structure to oversee our sustainability commitments.
- Establishing sustainability report in line with global reporting standard frameworks.

We at "Ginni Filaments Limited" will achieve through:

- Compliance of all applicable legal and others requirements.
- Reducing CO₂ Emission Generation.
- Effective Utilization of all resources.
- Minimizing Wastage Generation of all possible area.
- Minimizing Air, Water and Land Pollution.
- Compliance of all applicable legal and others requirements.
- Zero Lost Time Injury & Fatality.
- Report Near-miss Unsafe Act & Condition.
- Providing Trainings for Personnel Competency Enhancement.
- Zero Deviation of Code of Conduct.
- Zero Corruption and Bribery Incident.
- Improve Gender Equality Ratio.
- Increase Employee Satisfaction Ratio.



(Shishir Jaipuria)

Date: June 10, 2022

Place: Noida U.P.

Chairman & Managing Director

Corporate Office: D-196, Sector-63, NH-24, NOIDA-201307, U.P. INDIA.
Website: www.ginnifilaments.com

Sustainability Report 2024-2025	Sustainability Objectives	UOM	Base Year Values	2024-2025 Avg.	Goals by 2027	Remarks	Link to priority SDG's goal		
Chairman Statement	GHG Emission Intensity (Scope 1 & 2)	Ton/Ton	0.60	0.29	0.24	Reduce by 60% from base year			
Company Profile	Water Consumption Intensity	KL/Ton	5.62	4.86	4.49	Reduce by 20% from base year			
About the Report	Specific Process Waste Generation	%	1.93%	0.98%	0.96%	Reduce by 50 % from base year			
Sustainability Journey	Specific Energy consumption	M kcal /Ton	1.72	1.53	1.29	Reduce by 25% from base year			
Economic	Training Man-hours	Man-Hours	8197	11784	12295	Increase by 50% from base year			
Governance	Improve Employee Satisfaction	%	85.7	86.7	91	Increase by 7% from base year			
Environment	Lost Time Injury	Nos.	0	0	0	Will be maintained through ongoing safety measures			
Labour & Human Rights	Gender Diversity	%	11%	13%	15%	Increase by 4% overall			
Health & Safety	Zero Breaching Code of Conduct	Nos	0	0	0	Will be Maintained through Grievance Mechanism			
Sustainable Procurement									

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Relevant interested party Engagement program



Our key stakeholders include our customers, shareholders, and employees. We pledge to uphold honesty and transparency in all work related activities.

We believe that ensuring stakeholder engagement is a wonderful opportunity to build trust with all stakeholders. It provides them the chance to participate in and influence the decision-making process, while it delivers us insights for ensuring business growth.



SUSTAINABILITY JOURNEY

Our Collaboration

“We collaboratively work with universities, technological partners, and industry associations in order to bring new approaches to sustainability.”



GINNI FILAMENTS LIMITED APPROACH

“Sustainability is an endless journey for us.

With a holistic approach to well-being and sustainability, we have expanded our concept through miscellaneous all-encompassing co-operations with technology and academies.”

Assessment from various Organizations



System Certifications from various Organizations



Particulars	Numerator	Denominator	For the year ended March 31, 2025	For the year ended March 31, 2024
Current Ratio	Current assets	Current liabilities	1.73	1.54
Debt- Equity Ratio	Total debt	Shareholder's equity	0.33	0.40
Debt Service Coverage Ratio	Earnings available for debt service	Debt service	1.98	1.56
Return on Equity	Net Profit after taxes	Avg. shareholder's equity	2.13%	-11.09%
Inventory Turnover Ratio	Revenue	Avg. Inventory	7.12	3.30
Trade receivable Turnover Ratio	Revenue	Avg. Trade receivables	6.23	4.57
Trade payable Turnover Ratio	Purchases	Avg. Trade payables	7.11	3.95
Net Capital Turnover ratio	Revenue	Avg. Working capital	5.51	5.13
Net Profit Ratio	Net profit after tax	Revenue	1.12%	-7.48%
Return on Capital employed	Earnings before interest and taxes	Capital employed	5.17%	2.85%
Return on Investment	Earnings before interest and taxes	Avg. Total assets	4.18%	1.65%

Governance

GRI 102-18 Governance Structure

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Governance Framework

GRI 102-19 Delegating Authorities

Our Corporate Governance Framework provides a mechanism for senior management, as well as those at the operational level, to have a clear understanding and oversight of each other's expectations, risk appetite, objectives, performance, and reporting requirements.



Ginni Filaments Limited has a unique governance body and monitoring mechanism, with based on the foundation of ethics, transparency, and integrity. This enables us to strengthen mutual trust between the stakeholders and the Employee.

Ginni Filaments Limited recognizes that product integrity, product quality, and being safe and environmentally responsible are the founding principles of product stewardship.

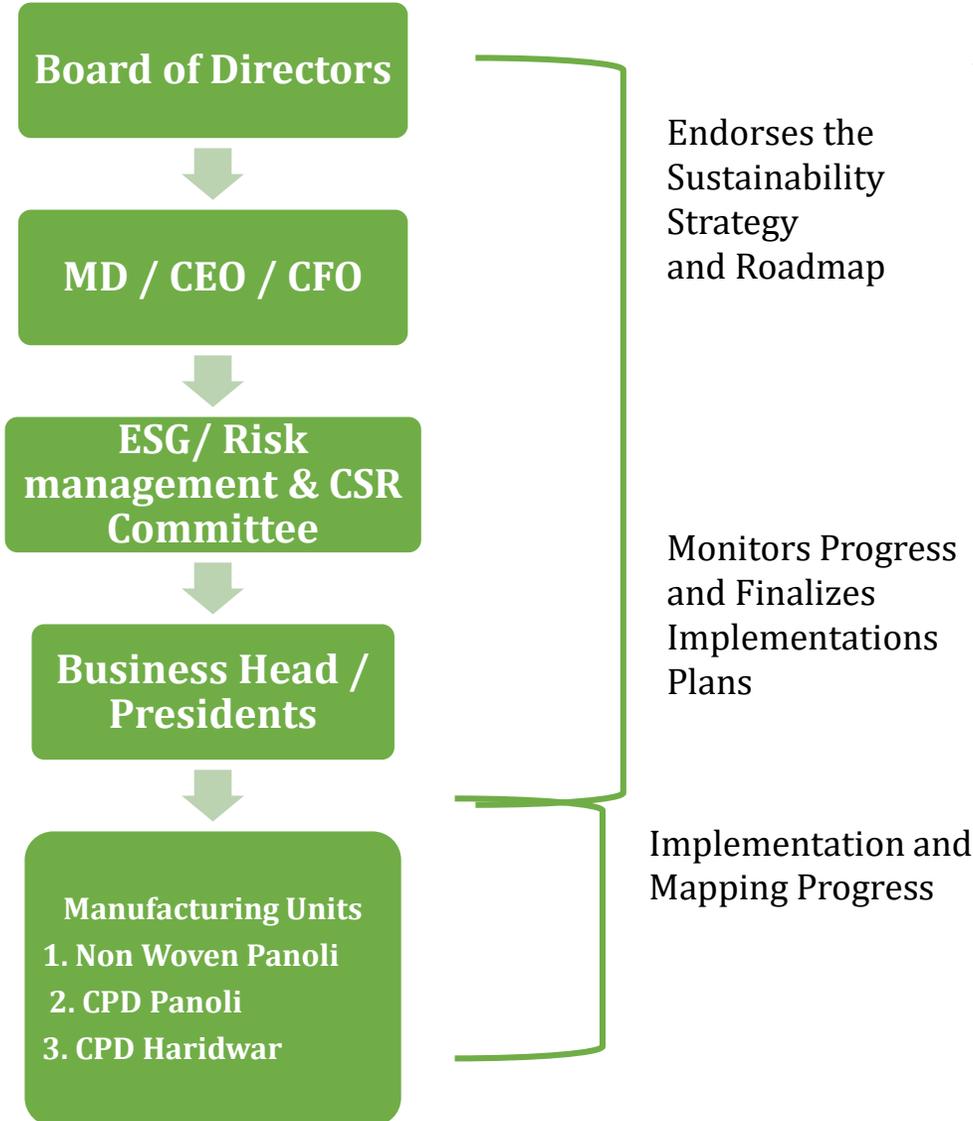


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Governance

GRI 102-20,29 Executive level Responsibilities

Governance - Responsibilities and Roles



Committees of the Company

The company has constituted various committees to ensure accountability and monitoring. These committees are responsible for carrying out specific functions assigned by the company. Meeting periodically during the year to supervise and review performance, these committees also make specific recommendations to the company on various matters whenever required.

Committees	
Audit Committee	ESG & CSR Committee
Nomination and Remuneration Committee	Stakeholders' Relationship, Share, Transfer and Investor Grievance Committee
Work Committee	Safety Committee
Risk Management Committee	Grievance Handling Committee
Canteen Committee	POSH Committee

Code of Conduct for the Directors

The Code of Conduct describes the operational standards that **Ginni Filaments Limited** follows. It also supports and lays down guidelines for an ethical approach towards governance and corporate responsibility. All the board members and senior management personnel affirm their commitment to the compliance requirements of the Code of Conduct each year.

Governance

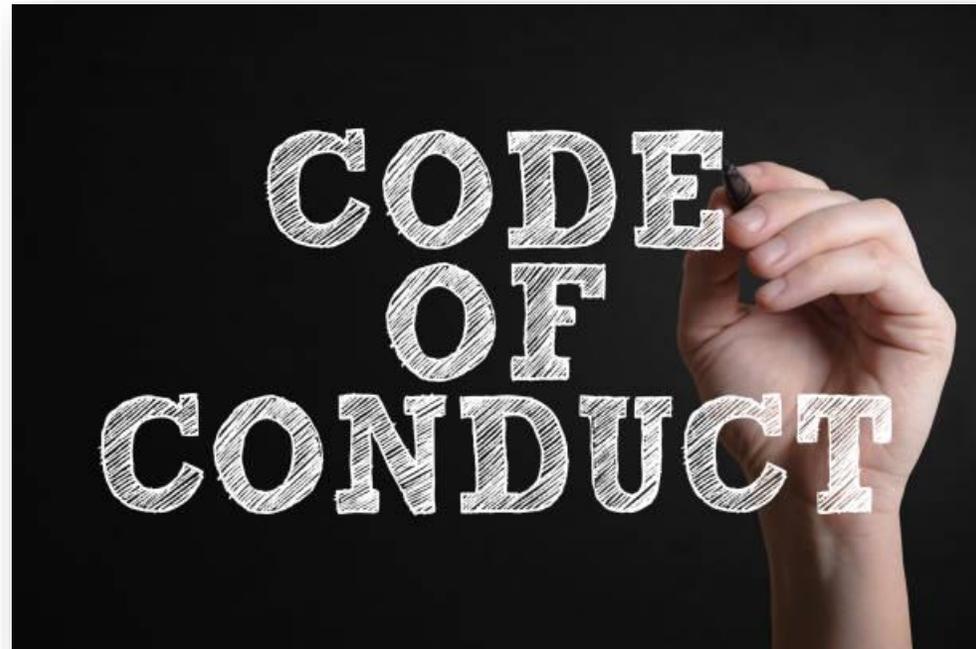
Code of Conduct

The code of ethics and business conduct of **Ginni Filaments Limited** serves as our ethical commitment and as a guide to proper business conduct for all of our stakeholders. We at **Ginni Filaments Limited** are committed to doing business legally, ethically, and in a transparent manner.

The success of our business is based on the trust we earn from our employees, customers, and shareholders. We gain credibility by adhering to our commitment to fairness and reaching our goals solely through ethical conduct. All staff are expected to adhere to this code in their professional as well as personal conduct and treat everyone with respect, honesty, and fairness.

The code of conduct is applicable to all employees of **Ginni Filaments Limited**. It is also applicable to all external providers of materials or services or those working with **Ginni Filaments Limited** for any specified period. In essence, anyone representing **Ginni Filaments Limited** or working on the company's behalf is expected to act consistently with the code.

Intellectual Property of Ginni Filaments Ltd.



We are committed to making efforts to apply our values and norms also throughout the entire value chain of our own suppliers, subcontractors, service providers, and business partners.

The purpose of this code of conduct is to formally put these corporate values of **Ginni Filaments Limited** into practice. The purpose of this code of conduct is to articulate the high standard of honesty, integrity, and ethical and law-abiding behavior expected from all employees while also meeting the requirements of external stakeholders and applicable laws.

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Code of Conduct Includes

Open Door Communication

Fair competition and Business Conduct

Prohibition & Remediation of Child Labor

Security, Protection and proper use of Company assets

Forced Labour

Compliance with laws, regulations, policies and procedures

Discrimination and Harassment

Code of conduct towards Customers & Suppliers product stewardship

Privacy, personal Data Protection

Bribery & Corrupt Practices

Promoting fundamental Human Rights



Governance

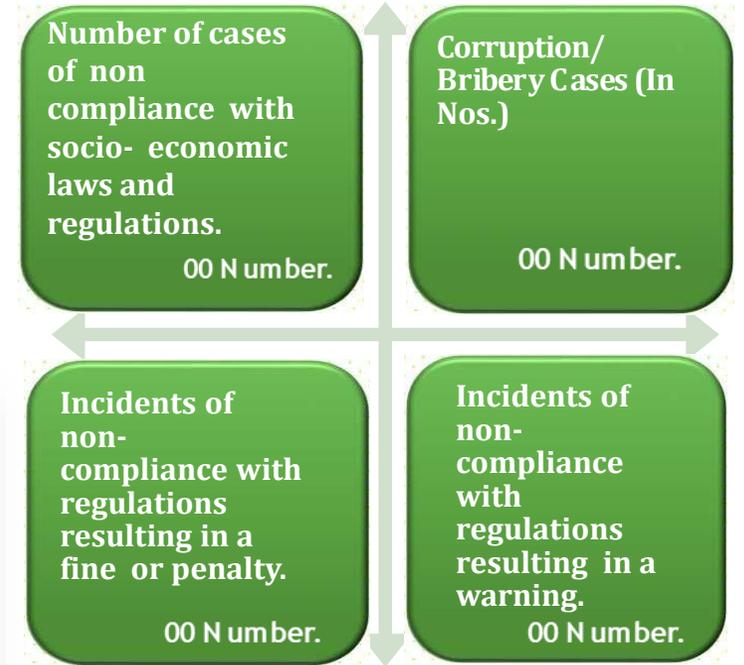
Governance Policies

Ginni Filaments Limited is consciously guided by the principles of good governance. **Ginni Filaments Limited** has adopted various codes and policies to establish best-in-class corporate governance practices. We also have a Code of Conduct for the directors and senior management at **Ginni Filaments Limited**.



Ginni Filaments Limited and its committees provide an ethical and strategic direction for the company, in line with its vision to be a benchmark for market growth, digitization, and product excellence. We have a robust governance mechanism at **Ginni Filaments Limited**, which is based on the foundation of ethics, transparency, and integrity. This enables us to strengthen mutual trust and responsibility with our stakeholders.

Intellectual Property of Ginni Filaments Ltd.



Our commitment to integrity begins with complying with laws, rules, and regulations. We understand and comply with the legal requirements and commercial practices of lawful business.

We are committed to adhering to every valid and binding contractual agreement that we conclude, and we do not abuse our rights. Our staff must follow applicable laws and regulations, including the code, at all times and must ensure compliant operation.

Ginni Filaments Limited is working continuously to improve and meet the environmental goals through management policies.

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Management Approaches

- GHG Emissions**
- Water Management**
- Energy**
- Hazardous waste Management**
- Climate Change**

Environment

GRI 305-1 Direct Scope-1 Emission, GRI:305-2 Energy Scope-2 Emission

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GHG Emission

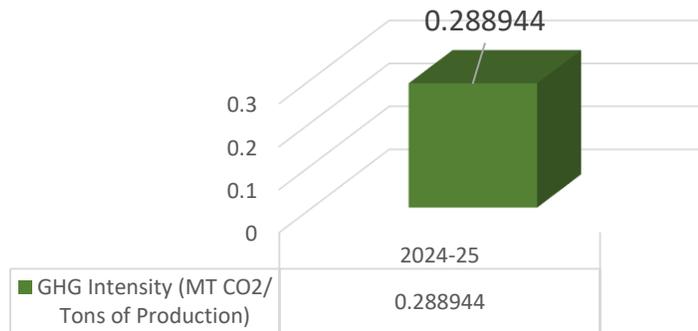
Ginni Filaments Limited has initiated various actions and initiatives to meet the global & country-specific net-zero goal. **Ginni Filaments** has collected, compiled, measured, and calculated the data from 1st April 2024 to 31st March 2025 and determined how much GHG emissions were generated & reduced during this period, considering scope-01 and -02. Accordingly, a 25% GHG emission reduction target has been set by 2027 (Scope 01 and 02).

GHG emission and decarbonization programs will be gradually executed based on SDG (Sustainability Development Goals) for the coming years, up to 2027. GHG emission reduction & decarbonization programs are data-driven, systematically and scientifically executed, and in line with SDGs. For that, **Ginni filaments** shall use the different kind of renewable energy source such as solar power.



Scope	Overall GHG Emission of GFL (MTCO2e)
Scope-1	2,753.53
Scope-2	11,281.19
Scope-3	*Data collection and GHG Emission Data Capturing is ongoing

GHG Intensity (MT CO₂/ Tons of Production)



Intellectual Property of Ginni Filaments Ltd.

Avg. 2024-2025

• **0.29 MT CO₂e**

Goal 2027

• **60 % Reduction from base year**

GREENHOUSE GAS REDUCTION INITIATIVES

- **Biomass Briquette Usage:**

In Financial Year 2024-25, **Ginni Filaments** replaced natural gas with biomass briquette as a renewable fuel and energy source. This eco-conscious shift resulted in a remarkable reduction of around **4651 tons of CO₂e** emissions, affirming **Ginni Filaments'** dedication to a cleaner, greener future.



- **Green Initiatives**

Through its green initiatives, **Ginni Filaments Ltd.** successfully reduced approximately **112.13 metric tons** of CO₂ emissions, reinforcing its commitment to sustainability and environmental responsibility.



ENVIRONMENT

GRI 303-3 Water Withdrawal/ Received

Water Resource Management

Water resource management is of the utmost importance for the sustenance of water-dependent ecosystems.

Water is at the core of sustainable development and is critical for socio-economic development, healthy ecosystems, and human survival itself.

Water management is the management of water resources within the framework of established policies and regulations. Water, once an abundant natural resource, is becoming a more precious commodity due to drought and overuse.



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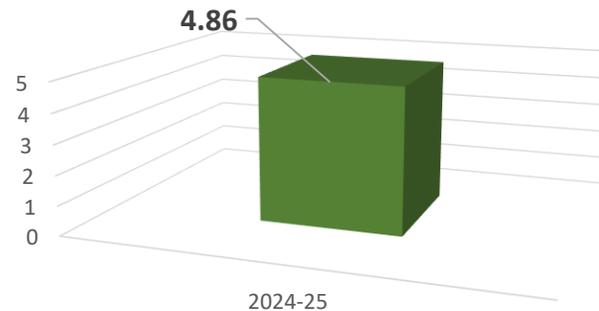
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Water Footprint (KL/Tons)



	2024-25
Water Footprint (KL/Tons)	4.86

Avg. 2024-2025

- **4.86 KL/Ton**

Goal 2027

- **20 % Reduction from base year**

ENVIRONMENT

GRI 303-4 Water Discharge

Water Management

ZLD project (Non-Woven at Panoli, Gujarat)

“Ginni Filaments Ltd—Panoli facility in Ankleshwar, Gujarat, has established a zero liquid facility to recycle 100% of wastewater.”

Waste Water Sent to Treatment Facility (CPD)

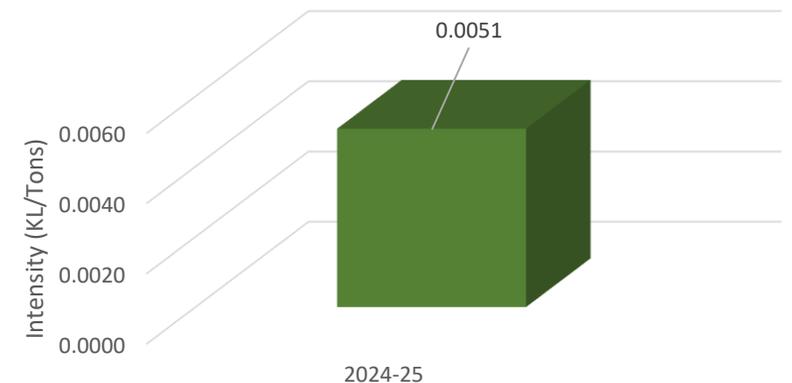
GRI 303-4 Water discharged

“Ginni Filaments Ltd. has set up a modern and efficient wastewater treatment plant. These facilities treat wastewater, which is then recycled or disposed of in accordance with regulatory approvals.”

Wastewater Discharge Intensity= **0.051 KL/Ton**



Water sent to Common Treatment Facility KL/Tons





At **Ginni Filaments Limited**, sustainability is at the core of our operations. We are committed to optimizing resource conservation through innovative solutions:

- ✓ **Rainwater Harvesting/Collection to Cut Down Freshwater Use:** By implementing a comprehensive **rainwater harvesting system**, **Ginni Filaments** has reduced its reliance on freshwater sources, collecting and storing **3,433 KL** of rainwater to meet operational needs.
- ✓ Variable Frequency Drive, working on a **pressure control system** was installed in the **air compressor** on **January 9, 2025**, operating **24 hours daily**, resulting in an energy saving of **5.53 kWh per hour** and contributing to overall **power efficiency** and **sustainability improvements**.
- ✓ An **ON-OFF controller** was installed in both **cooling tower fans**. Based on inlet water temperature, it is achieving an **energy saving of 1,050 kWh per year** through optimized operational efficiency.
- ✓ **Water-Efficient Fixtures:** Implemented **timer-based wash basins**, ensuring a fixed water discharge of **300 ml per use**, minimizing wastage.



ENVIRONMENT

Waste Management

GRI 306-3- Waste generated,
 GRI 306-4: Waste diverted from disposal
 GRI 306-5: Waste directed to disposal

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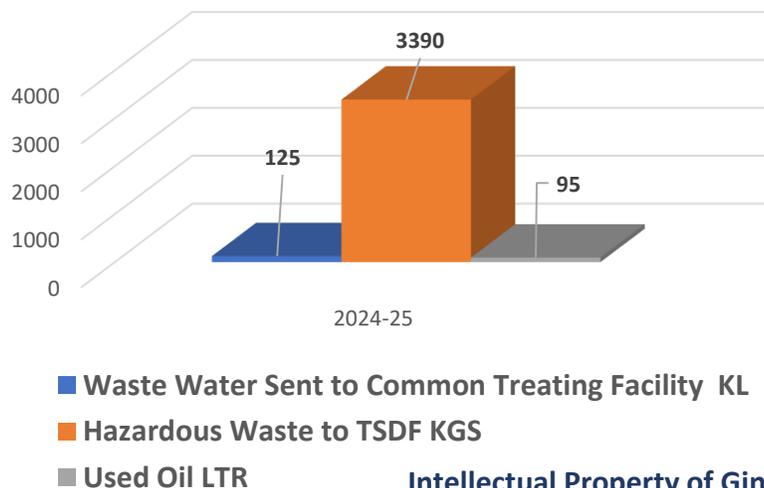
Sustainable Procurement

“Waste management system is the strategy an organization uses to process, reduce, reuse and prevent waste. Recycling, composting, incineration, land filling, bioremediation, waste recycling, and waste minimization are all potential disposal techniques. Waste management Life Cycle.”

Industrial Process Waste Disposal for the FY 2024-25

Wastewater was sent to the common treatment facility, hazardous waste was disposed of at TSDF, and used oil was handled through authorized recyclers, ensuring compliance with environmental regulations and promoting responsible waste management practices.

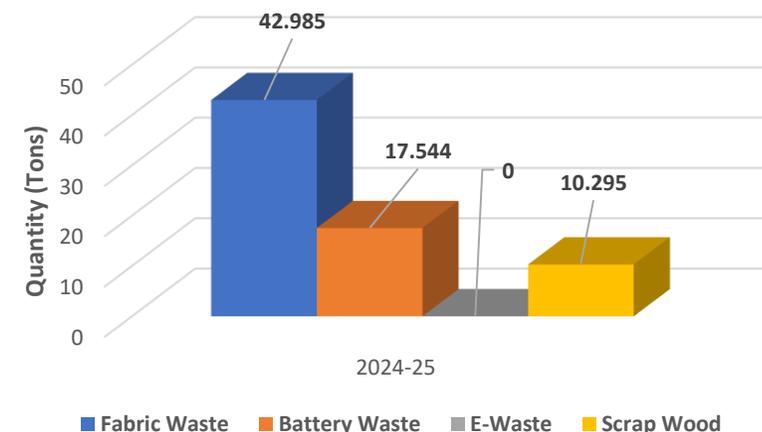
Industrial Process Waste



Other Wastes

Other wastes generated during the different operations are also responsibly segregated and managed. Fabric waste is recycled into reusable fiber, while battery waste and scrap wood are sent to certified recyclers for safe recovery. No e-waste was generated during the reporting period, reflecting efficient and sustainable resource utilization practices.

Other Waste Generated During FY - 2024-25



Waste Reduction Initiatives Program



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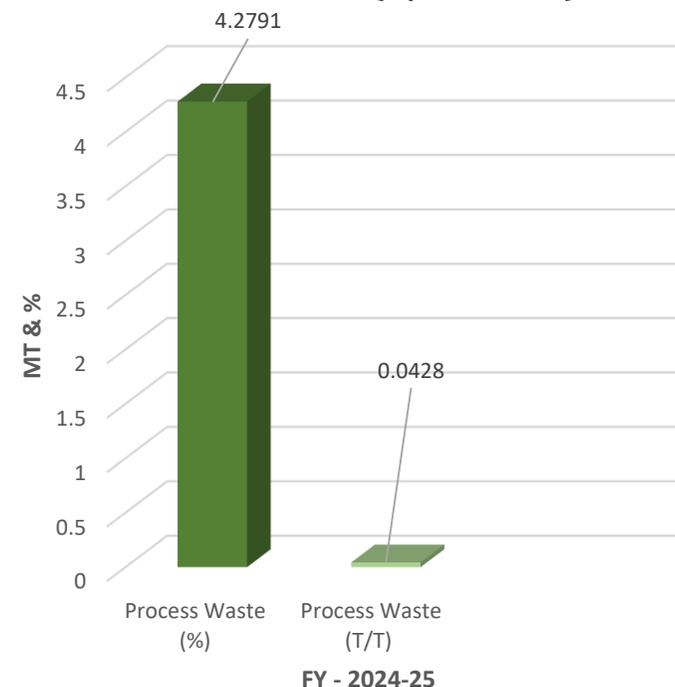
Sustainable Procurement

✓ **Recycled Polyester Usage:** In line with its commitment to circularity, **Ginni Filaments** has made significant strides in recycling. The company used a substantial amount of recycled polyester for a specific product range, saving an average of around **239.21 tons** of carbon emissions.

✓ **Carbon Reduction through Waste Reclamation:**

- **Ginni Filaments** has implemented innovative waste reclamation strategies, resulting in substantial carbon reductions of around **1921.15 tons**.

Process waste (T/T & in%)



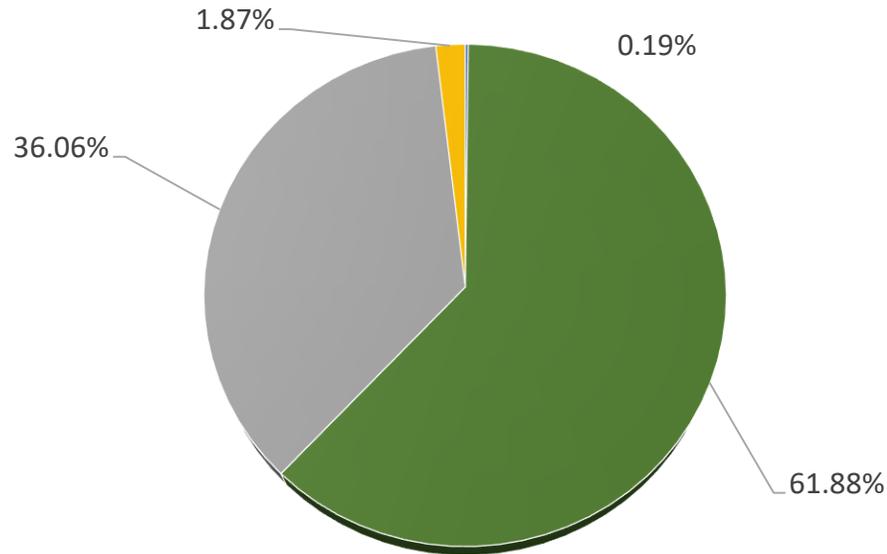


ENERGY **GRI 302-1 Energy Consumption within the Organization**

Ginni Filaments Limited has calculated specific energy consumption based on primary and secondary energy used in the organization, reviewing and monitoring energy consumption in million kcal of conversion.

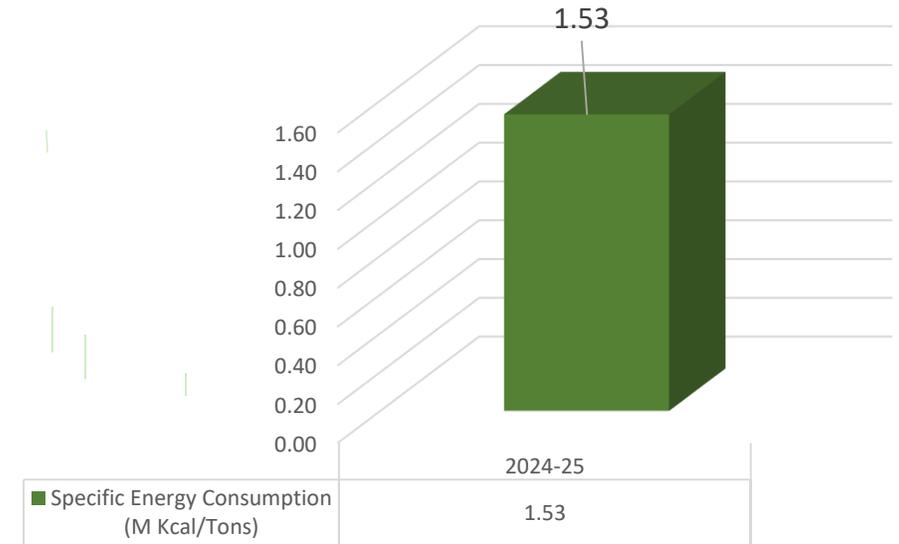
Ginni Filaments Limited consumed **61.88%** of Briquette energy, **36.06%** from Electrical Energy, **1.87%** of Natural gas energy & **0.19%** from Diesel Energy.

TOTAL ENERGY CONSUMPTION IN MILLION KCAL (%) 2024-25



- Diesel Consumption M Kcal
- Briquette Consumption M KCal
- Power Con. M Kcal
- Natural Gas M KCal

Specific Energy Consumption (M Kcal/Tons)



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ENERGY

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GRI 302-4 Reduction of Energy Consumption

Initiatives and Impacts

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“Energy management, which regulates an organization's energy consumption to lessen dependency on limited resources like fossil fuels, is an important factor of carbon management. The various measures are being taken across all units to conserve energy.”

Some of the energy conservation measures have already been taken:

- **11800 kWh** of electricity was saved by implementing various energy conservation schemes across the site operations in 2024-25. which have reduced **8.449 MT CO₂e**.



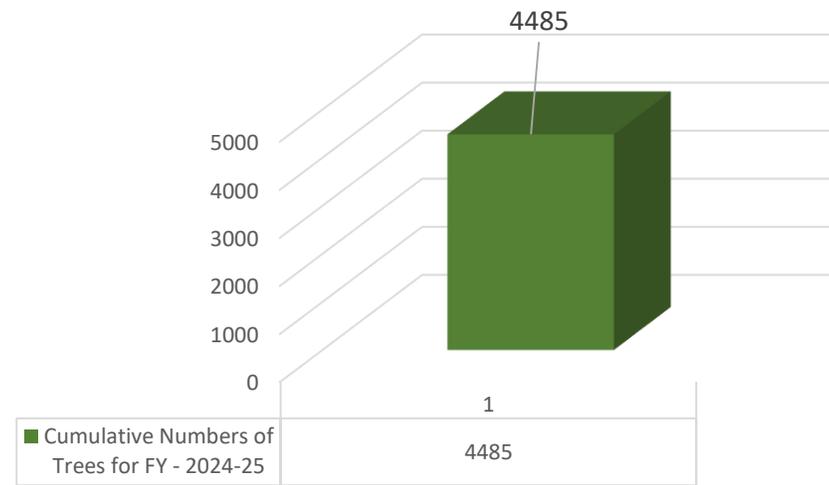
Initiative of GHG Sink

Climate Change

The footprint of climate change can already be seen in every corner of the planet. Erratic weather patterns, rising sea levels, and melting glaciers due to climate change are reshaping societies across the globe. We, as Ginni Filaments Limited, have taken various initiatives to achieve net zero emissions.

-112.13 mt of CO₂e reduced by tree plantation within the premises of all plants.

Cumulative Numbers of Trees for FY - 2024-25



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TREE PLANTATION INITIATIVES

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CSR **GRI 413-1: Operations with Local Community**

At **Ginni Filaments Limited**, contributing towards the upliftment of communities across society has always been an integral part of our business strategy. We realise the importance of co-creating a holistic society along with propelling the company's financial performance to ensure sustainable growth. We continued to enhance efforts towards our key CSR focus areas during the pandemic as well as establish a structured course of action for the post-pandemic period.

In FY 2024–25, the company contributed INR 4.2 lakh towards the development of a green belt around the Panoli Unit. The initiative is aimed at enhancing local biodiversity, improving air quality, and supporting carbon reduction efforts. This contribution underscores the company's commitment to environmental sustainability and its dedication to fostering a greener and healthier environment for the surrounding communities.

Total CSR expenditure

4.2 Lacs INR

Intellectual Property of Ginni Filaments Ltd.



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'Namami Gange Program'

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Since 2007 established as a wet wipe converter. Our forte is in contract manufacturing. Ginni offers full turnkey manufacturing, packaging and assembly services. State-of-the-art manufacturing facility and utilities and fully automated, hand free machines skilled & trained workforce for handling advance technologies ISO 9001:2008 & ISO 22716 in house design & developments capability.

We at Haridwar unit participate in sustainable social activities aimed at wellbeing of common people and while we support initiatives that help people with holistic wellbeing of community and the environment.

Ginni Filaments Limited was awarded as COVID 19 warrior to honor contribution of Ginni Filaments Limited in spreading awareness by organizing numerous IEC activities, camps for distribution of ration to daily wage earning individuals adversely affected by the pandemic followed by lockdown. This event was organized by Dainik Bhaskar for recognizing the social support extended to the beneficiaries of collaborative relief work conducted by staff and management of Haridwar unit. All employees of Ginni Filaments Limited donated their one day basic salary to Regional Manager SIDCUL, Haridwar contributed to CM Relief Fund.



Post first wave of (COVID 19) there was long waiting for vaccination; Ginni Filaments Limited, Haridwar collaborated with Government Hospital, Haridwar district and organized vaccination camp for underprivileged workmen working in factories of SIDCUL, Haridwar.



During the mass gathering at Maha Kumbh mela a dedicated team of Ginni Filaments Ltd distributed masks and sanitizers to the visiting pilgrims. Our teams spread across the different ghats (river banks) and distributed masks, hand sanitizers and food packets to the visiting pilgrims.

Haridwar received more than three million devotees reached the holy city to participate the religious ceremonies. To insure safety from the spread of COVID 19 pandemic of the huge crowds gathered to participate in Kumbh Mela Festival we initiated mass distribution of safety equipment's and educated the masses about social distancing.

Our management is committed to support and play their role in the restoring and maintaining the integrity of the Ganga river ecosystem at Haridwar, Uttarakhand.

At Govind Ghat, Haridwar team of Ganga Vichar Manch along with participants of Ginni Filaments Limited, Haridwar unit, representatives of Industrial Development Corporation Uttarakhand Limited Association participated in cleaning river Ganges.





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Glimpse of Company's Co-curricular activities

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*Conducted on 29/01/2025 by
Dr. A.G. Borasia*



LABOUR & HUMAN RIGHTS

GRI 404-1 Average Training, 403-1: Occupational health & Safety Management

Training and Education

First Aid Training Program



Road Safety Week celebration



Safety Training Program



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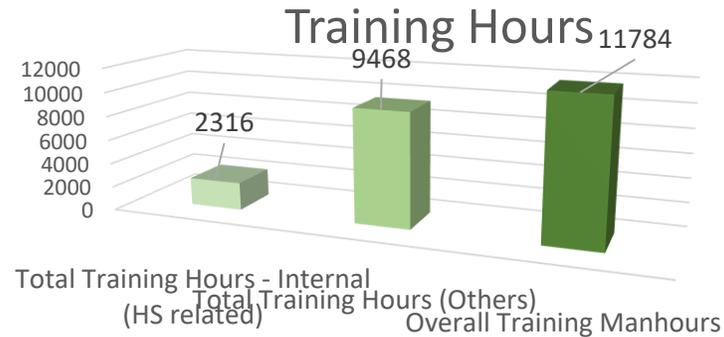
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	Total Training Hours - Internal (HS related)	Total Training Hours (Others)	Overall Training Manhours
2024-25	2316	9468	11784



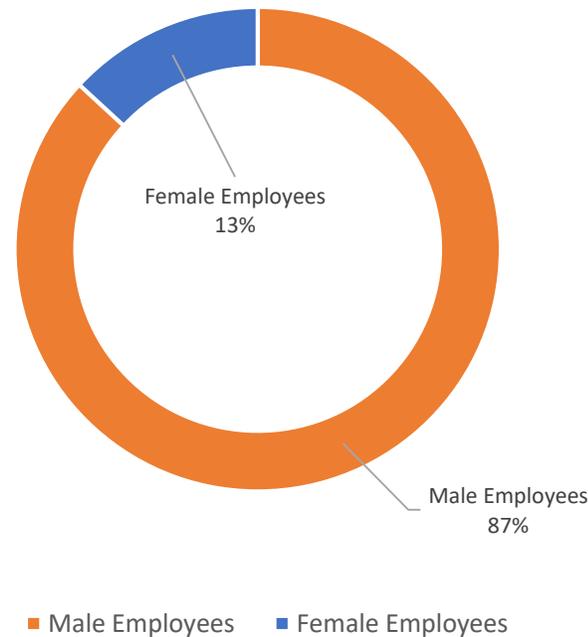
Diversity

GRI 405-1: Diversity governance bodies and employees and equal opportunity



DIVERSITY • INCLUSIVENESS • EQUALITY

Gender Diversity



Code of Conduct for caring of our people

- Open Door Communication

- Prohibition & Remediation of child labor

- Forced labor

- Human rights

- Privacy, personal Data Protection

- Discrimination and Harassment

GRI 408-1, 409-1: Child and Forced Labour Prevention

DISCRIMINATION AND HARASSMENT

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We, at Ginni Filaments Limited, provide equal opportunity in employment, and we prohibit any discrimination, harassment, or any type of abuse.

No direct or indirect discrimination shall take place based on any professionally nonrelevant trait or circumstance like gender, marital status, age, national or social or ethnic origin, color, religion, political opinion, disability, sexual orientation, employee representation, property, birth, or other status. Any kind of discriminatory behavior, harassment, bullying, or victimization is prohibited.

Social Governance	2024-25
Harassment & Discrimination Cases -- In Nos.	0





We, at **Ginni Filaments Ltd**, strictly prohibit the employment of child labor in our operations and offices. All employees at Ginni Filaments Limited responsible for the hiring of staff are required to ensure that this principle is upheld.

Ginni Filaments Limited does not and will not recruit or engage workers through coercion or other similar means.



Social Governance	2024-25
Child labour & young Workers --In Nos.	0
Forced Labour & Human Trafficking Cases --In Nos.	0



EMPLOYEE SATISFACTION

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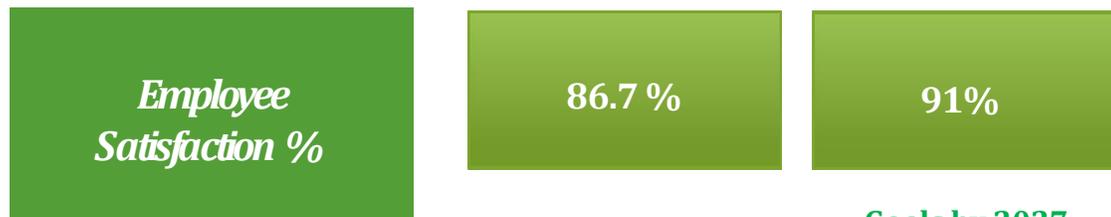
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At **Ginni Filaments Limited**, we employ a myriad of tools and platforms to connect with employees of all cadres. We consistently strive to foster an open work environment for the discussion of ideas, opinions, and enhanced collaboration among our employees. Additionally, our HR connect and redressal platforms enable us to always be connected with our employees and address their queries and challenges in a seamless manner.



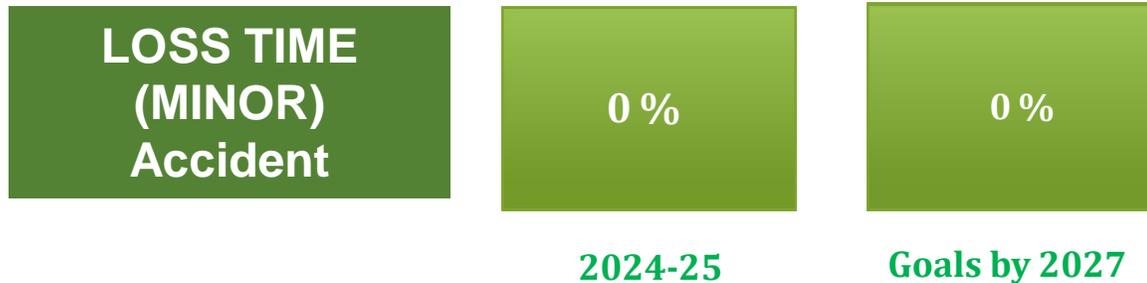
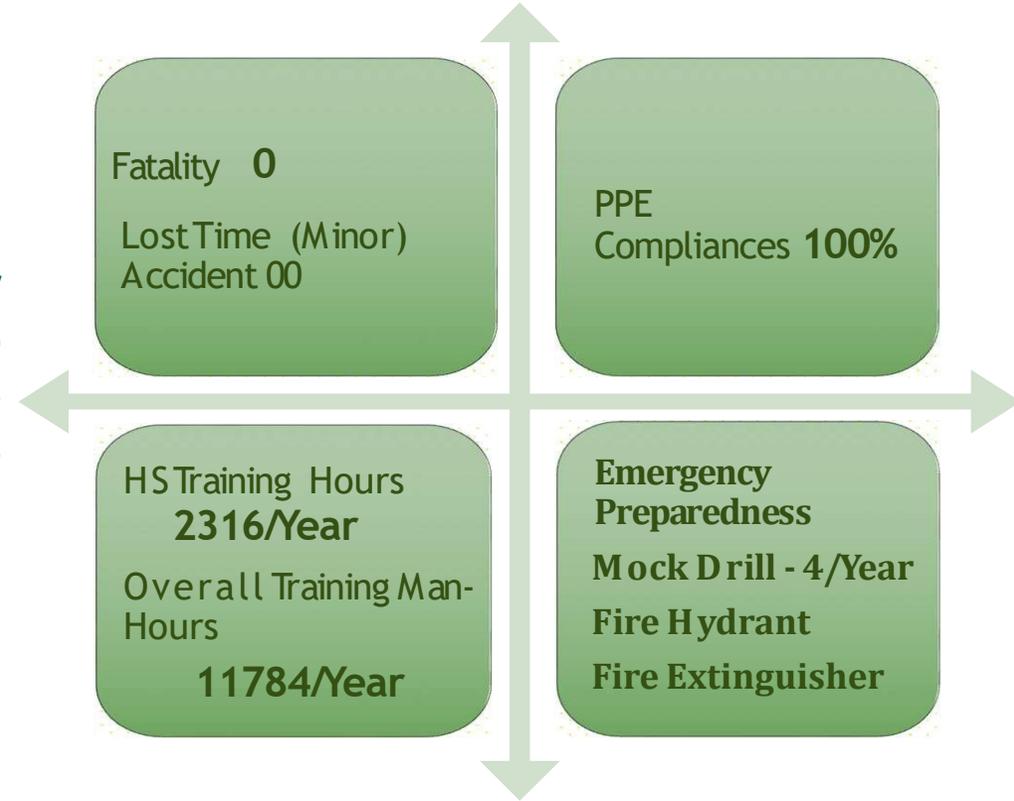
2024-25 **Goals by 2027**
Intellectual Property of Ginni Filaments Ltd.

HEALTH & SAFETY

GRI 404-1 Average Training, 403-1: Occupational health & Safety Management

Overall HS Performance

At **Ginni Filaments Limited**, we consistently monitor and review our best practices. An essential component of Health and Safety is Monitoring and Review, allowing us to accurately assess existing controls alongside risks to develop an effective plan of action. With this in mind, the purpose of this report is to provide a concise rundown on how Health and Safety is monitored and reviewed.



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SUSTAINABLE PROCUREMENT

Sustainable Purchasing and Contracting

Sustainable Procurement

The selection of a supplier or subcontractor of goods or services must be carried out according to exclusively objective criteria and with transparency. It will ensure equal treatment of suppliers invited to offer to tender and make sure they all receive the same information, which is correct and not misleading. Favoritism based on family or friendship relationships, race, religion, or any other form is not allowed whatsoever. Our Ginni Filaments Limited is Forest Stewardship Council FSC & PEFC Certified Facility.





SUSTAINABLE PROCUREMENT

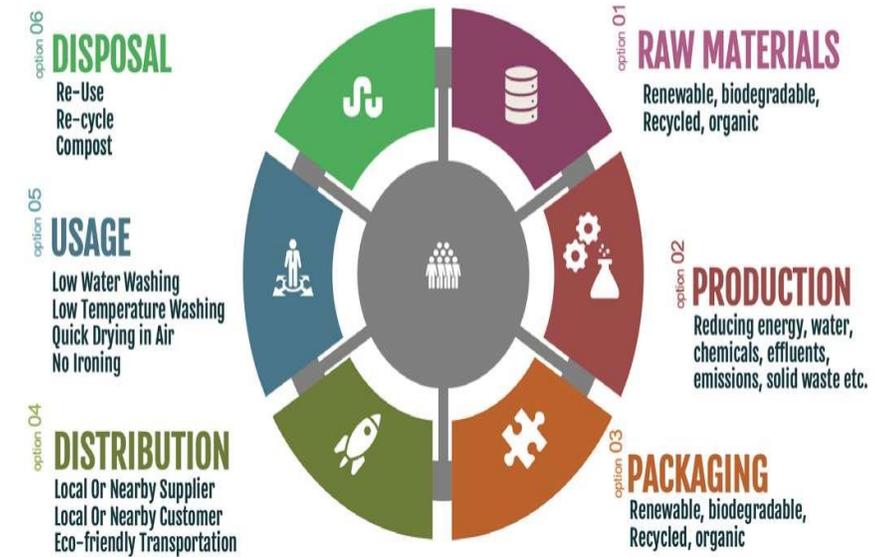
Code of Ethics Policy

Ginni Filaments Limited employees should avoid any possible conflict of interest between their private interests and the interests of the **Ginni Filaments Limited**. A conflict of interest may exist, for example, in the event of direct or indirect involvement or management in business activities of suppliers or sub-contractors to the **Ginni Filaments Limited** that have a business relationship with the **Ginni Filaments Limited**.

Acceptance of gifts or personal benefits of commercial value is not allowed, be the money, goods, services, entertainment, travel, dinning or any other form of gift, from a supplier, or anyone attempting to develop a business relationship with the **Ginni Filaments Limited**.



“To meet the global climate challenge, we need to drive transformational changes and not just incremental changes. By changing procurement policies to prioritize sustainability we believe companies can accelerate improvement in sustainable business practices and become more competitive.”



In Ginni Filaments Limited supply chain process we have addressed sustainable procurement to realize the focus area for the transparency of business activities and avoid conflict of interest with stakeholders.

LINKAGE WITH SDGs GOALS

	SDG's 17 GOALS	SUAINABILITY INITIATIVES	CORRESPONDING SUBJECTS
Chairman Statement		<ol style="list-style-type: none"> 1. Women empowerment and helping them in income generation. 2. Ginni Filaments Limited allocates 90% of its CSR funding for better education and future of the students in schools and colleges. 	Social Sustainability & Us Sustainable Procurement
Company Profile		<ol style="list-style-type: none"> 1. Use of FSC & PEFC certified sustainable viscose fiber. 2. GFL organized numerous IEC activities, camps for distribution of ration to daily wage-earning individuals adversely affected by the pandemic followed by lockdown 	Social Sustainable Procurement
About the Report		<ol style="list-style-type: none"> 1. GFL is organizing and executing medical health check-up and blood donation camp to enhance curative and preventive medical treatments in rural India. 2. We take proactive measures to provide employees a safe work environment by continually supporting their productivity and well-being programmes. 	Social Health & Safety
Sustainability Journey		<ol style="list-style-type: none"> 1. GFL allocates 90% of its CSR funding for better education & future of the students. 2. GFL facilitates the students for easy traveling by providing means of transportation like buses, etc. 3. GFL facilitates for better digital education by providing computers. 	Social
Economic		GFL promotes gender diversity through a number of programs and adherence to the laws that encourage women's empowerment	Social
Governance		GFL have established ETPs for effluent treatment and reuse of treated water at Ankleshwar Non-woven Unit. GFL has initiated collection and usage of rain water to reduce fresh water consumption by utilization of rain water.	Environment
Environment			
Labour & Human Rights			
Health & Safety			
Sustainable Procurement			

SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.

LINKAGE WITH SDGs GOALS

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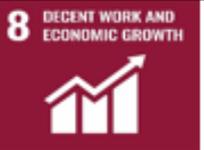
Governance

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SDG's 17 GOALS	SUATAINABILITY INITIATIVES	CORRESPONDING SUBJECTS
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<ol style="list-style-type: none"> We are working towards increasing ratio of renewable energy in our operations. We use alternate fuels (bio briquettes) for power and steam generation. 	Environment
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ol style="list-style-type: none"> Implementation of health and safety training, skill development training, technological innovation and upgradation, equal pay for equal work, policy against forced labor, child labor, human rights policy and Zero Accident Policy. 	Social Labour & Human Rights
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ol style="list-style-type: none"> GFL has established fit for purpose infrastructure across all sites through continual improvement plans & technological machines upgradation 	Company Profile
 <p>10 REDUCED INEQUALITIES</p>	<ol style="list-style-type: none"> GFL Promoted gender diversity in operations. By fostering continuous income growth, we want to achieve the social, economic, and political inclusion of all people, regardless of their age, gender, disability, race, ethnicity, place of birth, religion, or economic or other status. 	Social Labour & Human Rights
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	Participated in cleaning river Ganges - Debris and contaminants such as single use plastic bags, rubbish was removed from Ganga river bed. GFL committed to support and play their role in restoring and maintaining the integrity of the Ganga river ecosystem at Haridwar, Uttarakhand.	Social Environment
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Reduce: Ensuring the responsible use of raw materials while propagating the ideology of 'waste is wealth across our business activities Recycle: Encouraging the recycling of packaging waste. Reuse: Prolonging the Lifecycle of equipment and products and reusing the process waste- by opening the fabric into fiber. Reprocess: Reclamation of waste in inhouse or outhouse facility.	Environment

SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.

Intellectual Property of Ginni Filaments Ltd.

LINKAGE WITH SDGs GOALS

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SDG's 17 GOALS	SUATAINABILITY INITIATIVES	CORRESPONDING SUBJECTS
 <p>13 CLIMATE ACTION</p>	<ol style="list-style-type: none"> We have implemented ERM (Enterprise Risk Module) to determine, control, and mitigate risk. GFL has taken initiatives and set targets for the reduction of GHG emissions. 	<ul style="list-style-type: none"> - Governance - Environment
 <p>14 LIFE BELOW WATER</p>	<ol style="list-style-type: none"> Procurement of FSC & PEFC certified sustainable viscose fiber. 	<ul style="list-style-type: none"> - Social - Sustainable Procurement
 <p>15 LIFE ON LAND</p>	<ol style="list-style-type: none"> GFL promotes biodiversity and concentrates on planting trees in and around operations while educating the local population about their significance. GFL has conducted tree plantations year on year to improve local biodiversity. Safety & hygiene are an integral part of our work culture. 	<ul style="list-style-type: none"> - Social - Health & Safety
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<ol style="list-style-type: none"> GFL allocates 90% of its CSR funding for the better future and education of students. GFL facilitates better digital education by providing computers. 	<ul style="list-style-type: none"> - Social
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<ol style="list-style-type: none"> To build long-term value through cutting-edge technologies, we interact internationally with technological companies & organizations. GFL has businesses with renowned international and national groups like Johnson & Johnson, Mothercare, Future Group, Colorbar, Faces, Reckitt Benckiser, Unicharm (Mamy Poko), Chicco, First Cry, Piramal Healthcare, NUBY, ITC, Kaya Skin Care. 	<ul style="list-style-type: none"> - Our Collaborations

SASB MAPPING & Safety

Sustainability Accounting Standard Board (SASB) Index Mapping

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Disclosure	Page Number
Greenhouse Gas Emissions	21
Gross Scope 1 & Scope 2 emissions	
GHG emission reduction targets	
Water Management	23-24
Total water utilization	
Amount of waste generated	
Waste Management	26
Amount of waste hazardous waste and non-hazardous waste generated	
Energy Management	28-29
Percentage Grid Electricity	
Total Energy Consumed	
Workforce Health & Safety	36-37
Total recordable incident rate (TRIR)	
Severity and Frequency rate	

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GRI Standard	Disclosure Number	Disclosure Description	Remarks
GRI 101: Foundation			
General Discloser			
GRI 102: General Disclosures	Organizational Profile		
	102-01	Name of the organization	
	102-02	Activities, brands, products, and services	
	102-03	Location of headquarters	Noida - UP
	102-04	Location of operations	04 Nos.
	102-06	Markets served	
	102-07	Scale of the organization	
	102-09	Supply chain	
	102-11	Precautionary principle or approach	
	102-12	External initiatives	
	102-13	Membership of associations	
	Strategy		
	102-14	Statement from senior-decision maker	
	102-15	Key impacts, risks, and opportunities	
	102-03		
	Ethics & Integrity		
	102-16	Values, principles, standards, and norms of behaviour	
	Governance		
	102-18	Governance structure	
	102-19	Delegating authority	
	102-20	Executive-level responsibility for economic, environmental, and social topics	
102-21	Consulting stakeholders on economic, environmental, and social topics		

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GRI Standard	Disclosure	Disclosure Description
GRI 102: General Disclosures	Governance	
	102-29	Identifying and managing economic, environmental, and social impacts
	102-31	Review of economic, environmental, and social topics
	102-33	Communicating critical concerns
	102-38	Annual total compensation ratio
	Stakeholder Engagement	
	102-40	List of stakeholder groups
	102-41	Collective bargaining agreements
	102-42	Identifying and selecting stakeholders
	102-43	Approach to stakeholder engagement
	102-44	Key topics and concerns raised
	Reporting Practice	
	102-45	Entities included in the consolidated financial statements
	102-46	Defining report content and topic boundaries
	102-47	List of material topics
	102-48	Restatements of information
	102-50	Reporting period
	102-52	Reporting cycle
	102-53	Contact point for questions regarding the report
	102-54	Claims of reporting in accordance with the GRI Standards
102-55	GRI content index	

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GRI Standard	Disclosure Number	Disclosure Description
MATERIAL TOPICS		
GRI 200: ECONOMIC		
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed
	201-2	Financial implications and other risks and opportunities due to climate change
	201-4	Financial assistance received from government
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported
	203-2	Significant indirect economic impacts
GRI 300: ENVIRONMENT		
GRI 103: Management		
GRI 301	301-2	Recycled input materials used
GRI 302: Energy	302-1	Energy consumption within the organization
	302-4	Reduction of energy consumption
	303-1	Interactions with water as a shared resource
GRI 303: Water & Effluents	303-3	Water withdrawal/ received
	303-4	Water discharge
	303-5	Water consumption
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
	304-2	Significant impacts of activities, products, and services
	304-3	Habitats protected or restored
	304-4	"IUCN Red List species and national conservation list species with habitats in areas affected by operations"
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions
	305-2	Energy indirect (Scope 2) GHG emissions
	305-7	NOx, SOx, and other significant air emissions by type weight
GRI 306: Waste	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal

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GRI Standard Disclosure	Disclosure Number	Disclosure Description
GRI 403: Occupational & Health and safety	403-1	Occupational health and safety management system
		Worker participation, consultation, and communication on occupational health and safety
		Worker training on occupational health and safety
		Promotion of worker health
		Workers covered by an occupational health and safety management system
		Work related injuries
GRI 404: Training & Education	404-1	Average hours of training per year per employee
	404-2	Programs for upgrading employee skills and transition assistance programs
	404-3	Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity	405-1	Diversity of governance bodies and employee and Equal Opportunity
GRI 406: Non	406-1	Incidents of discrimination and corrective actions taken discrimination
GRI 407: Freedom Association and collective bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective
GRI 408: Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour and measures taken to contribute to the effective abolition of child bargaining may be at risk Collective Bargaining
GRI 409: Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour and measures taken to Contribute to the elimination of all forms of forced or compulsory labour.
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies and procedures
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments
	412-2	Employee training on human rights policies or procedures
GRI 413: Local Communities	413-1	Operations with local community engagement, impact, assessments and development programs
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria
	414-2	Negative social impacts in the supply chain and actions taken
GRI 415: Public Policy	415-1	Political Contributions

