



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

FY 2024-25



TECH



R&D



GLOBAL

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GSP Crop Science

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING – 2024-25

Section A: General Disclosures			
I Details of the listed entity			
1.	Corporate Identity Number (CIN) of the listed entity	U24120GJ1985PLC007641	
2.	Name of the Listed Entity	GSP Crop Science Limited	
3.	Year of incorporation	1985	
4.	Registered office address	404, Lalita Complex, Rasala Road, Mithakhali Six Road, Navrangpura, Ahmedabad, Ahmedabad City, Gujarat, India, 380009	
5.	Corporate address	404, Lalita Complex, Rasala Road, Mithakhali Six Road, Navrangpura, Ahmedabad, Ahmedabad City, Gujarat, India, 380009	
6.	Email	cs@gspcrop.com	
7.	Telephone	+91 79 61915111	
8.	Website	https://www.gspcrop.in/	
9.	Financial year for which reporting is being done	1 st April 2024 to 31 st March 2025	
10.	Name of the Stock Exchange(s) where shares are listed	Not Applicable	
11.	Paid-up Capital (INR)	390,187,500	
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mehul Pandya Telephone - +91 79 61915111 Email – mehulpandya@gspcrop.in	
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone	
14.	Name of assurance provider	During the financial year, GSP does not fall under the category of carrying out assurance/assessment on its non-financial data. Hence, not applicable.	
15.	Type of assurance obtained		
II. Products or Services			
16. Details of business activities (accounting for 90% of the turnover):			
Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Insecticides	54.55%
2		Plasticizers	6.29%
3		Herbicides	15.36%
4		Fungicides	13.15%
17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
Sl. No	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of insecticides, rodenticides, fungicides, herbicides	20211	90%

III.	Operations					
18.	Number of locations where plants and/or operations/offices of the entity are situated:					
	Location	Number of Plants		Number of Offices		Total
	National	05		02		07
	International	00		01		01
19.	Markets served by the entity					
a.	No. of Location					
	Locations			Number		
	National (No. of States)			28		
	International (No. of Countries)			65		
b.	What is the contribution of exports as a percentage of the total turnover of the entity			9.60%		
c.	A brief on types of customers:					
	GSP CropScience Private Limited (GSP) operates in the agricultural sector, primarily focusing on the manufacturing of pesticides, insecticides, herbicides, fungicides, and other crop protection chemicals. The types of customers catered by GSP Private Limited typically include:					
	<ul style="list-style-type: none"> - Farmers and Growers: The primary customers are farmers and growers who use the products to protect their crops from pests, diseases, and weeds, thereby improving yield and quality. - Distributors and Dealers: The Company also works with a network of distributors and dealers who purchase the products in bulk and then sell them to local farmers and retailers. - Agribusiness Companies: Large agribusiness firms partner with GSP for their crop protection needs, especially if they are managing extensive agricultural operations. - Retailers and Agro-shops: Small-scale retailers and agro-shops that cater to the local farming community also purchase products from GSP to stock their shelves for individual sales. - Government and Institutional Buyers: Governmental agricultural departments and institutions involved in agricultural research or subsidy programs are also customers, especially for large-scale pest control initiatives. - Export Markets: GSP has customers in international markets where they export the products, catering to the needs of farmers and agricultural sectors in other countries. - Corporate Farms and Plantations: Large corporate farms and plantations that require consistent and large volumes of crop protection chemicals are also potential customers. 					
IV.	Employees					
20.	Details as at the end of Financial Year 2023-24					
a.	Employees and workers (including differently abled)					
Sl. No	Particulars	Total		Male		Female
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	658	631	96%	27	4%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Employees (D+E)	658	631	96%	27	4%
Workers						
4.	Permanent (F)	452	452	100%	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total Workers (F+G)	452	452	100%	0	0
b.	Differently abled employees and workers					
Sl. No	Particulars	Total		Male		Female
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Employees (D+E)	0	0	0	0	0
Differently abled Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0

6.	Total Employees (F+G)	0	0	0	0	0	0	0			
21.	Participation/Inclusion/Representation of Women										
			Total (A)		No. and percentage of females						
					No. (B)		% (B/A)				
Board of Directors		8		1		12.5%					
Key Management Personnel		5		0		0%					
22.	Turnover rate for permanent employees and workers										
			FY 2024-25			FY 2023-24			FY 2022-23		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent Employees		31%	19%	31%	15%	2%	15%	16%	21%	16%	
Permanent Workers		26%	---	26%	13%	25%	13%	14%	33%	14%	
V	Holding, Subsidiary and Associate Companies (including joint ventures)										
23.	Names of holding/subsidiary/associate companies/joint ventures										
Sl. No	Name of the holding/subsidiary/associate/companies/joint ventures (A)			Indicate whether holding/subsidiary/associate/joint venture		% of shares held by listed entity		Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity?			
1	Rajdhani Petrochemicals Private Limited			Wholly owned subsidiary		100		No			
2	GSP Intermediates Private Limited			Subsidiary		79		No			
3	GSP Agroquimica Do Brasil LTDA			Wholly owned subsidiary		100		No			
VI	CSR Details										
24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)							Yes			
	(ii) Turnover (in Rs. Lakh)							140,869.4			
	(iii) Net Worth (in Rs. Lakh)							42,187.1			
VII	Transparency and Disclosures Compliances										
25.	Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)										
Stakeholder group whom complaint is received		Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24					
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remark	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remark			
Communities		YES	0	0	NA	0	0				
Investors (other than shareholders)		YES	0	0	NA	0	0				
Shareholders		YES	0	0	NA	0	0				
Employees and workers		Yes	0	0	NA	0	0				
Customers		YES	0	0	NA	0	0				
Value Chain Partners		YES	0	0	NA	0	0				

Others (please specify)	YES	0	0	NA	0	0	
26.	Overview of the entity's material responsible business conduct issues						
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity for your business, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:							
Sl. 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		
1	Energy and Emission Management	Risk	Risk: Addressing climate change, air quality, and sustainability requires the effective management and reduction of GHG emissions	- Transition towards greener options such as onsite solar and PPA's.	Negative Implications		
2	Water Management	Risk	Risk: Excessive water usage presents both operational and regulatory challenges, especially in regions facing water scarcity, and heightens susceptibility to physical climate-related risks.	- Adopting water-efficient technologies, creating recycling systems, and engaging in watershed restoration efforts can greatly decrease water usage and promote sustainable water security over the long term.	Negative Implications		
3	Waste Management	Risk	Risk: Improper disposal of both hazardous and non-hazardous waste results in serious regulatory, environmental, and social problems. If not addressed, it can pose risks to reputation and finances.	- GSP emphasizes recycling and co-processing to minimize the amount of waste sent to landfills.	Negative Implications		
4	Environmental Protection	Risk	Risk: Failure to reduce environmental footprint across operations (energy, water, waste, emissions) exposes the organization to regulatory non-compliance, increased operational costs, reputational damage, and long-term business viability threats from resource depletion and stakeholder backlash.	- Implement clean technologies including renewable energy systems, water recycling infrastructure, advanced waste treatment processes, and emission control mechanisms while establishing continuous monitoring systems and ensuring compliance with environmental regulations across all operational locations.	Negative Implications		
5	Human Capital Management	Risk and Opportunity	Risk:	- Update and comply with all human rights	Negative and Positive Implications		

			<ul style="list-style-type: none"> - Violations of human rights or failure to comply with statutory regulations can result in negative financial and reputational consequences. <p>Opportunity:</p> <ul style="list-style-type: none"> - Promoting a culture that embraces diversity, inclusion, employee well-being, and ongoing training and development will help attract and retain talent. 	systems and requirements	
6	Occupational Health and Safety	Risk	<p>Risk:</p> <ul style="list-style-type: none"> - A crucial factor in ensuring employee welfare is compliance with safety standards; failure to adhere to these standards can lead to a high rate of health and safety incidents. <p>Opportunity:</p> <ul style="list-style-type: none"> - Strong EHS management framework with effective hazard identification, an implication plan, and root cause analysis will demonstrate the Company's commitment to employee safety, as well as enhance productivity and motivation. 	<ul style="list-style-type: none"> - Implement a comprehensive EHS management system. - Conduct regular internal and external audits. - Provide training for all employees and workers on the safe working practices. - Investigate every reported or near-miss incident and develop a mitigation plan. 	Negative and Positive Implications
7	Product Stewardship	Opportunity	<p>Risk:</p> <ul style="list-style-type: none"> - Regulatory requirements on product sustainability <p>Opportunity:</p> <ul style="list-style-type: none"> - Demand for eco-friendly packaging - Stakeholder expectations for responsible production 	<ul style="list-style-type: none"> - Adopt sustainable raw materials - Promote green chemistry in product development - Obtain Environmental Product Declarations (EPDs) 	Negative and Positive Implications
8	Sustainable Supply Chain	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> - Sourcing from ethical and environmentally responsible suppliers helps reduce reputational, legal, and supply chain continuity risks 		Positive Implications
9	Customer Health and Safety	Risk	<p>Risk:</p> <ul style="list-style-type: none"> - Consumer safety is essential for building trust. Failure to comply with regulations related to product information, labelling, and marketing communication can lead to negative consequences. 	<ul style="list-style-type: none"> - Establish strong protocols for design, packaging, and consumer safety during the product development stages. Implement a Quality Management System (QMS) and ensure effective product recall management. 	Negative Implications
10	Corporate Governance	Risk	<p>Risk:</p> <ul style="list-style-type: none"> - Non-compliance risks - Expanding into under-served markets 	<ul style="list-style-type: none"> - Strengthening board oversight - Conduct ethics and compliance training 	Negative Implications

			<ul style="list-style-type: none"> - Government focus on public health 	<ul style="list-style-type: none"> - Regular internal audit and reviews - Whistleblower mechanism 	
11	Cybersecurity and Data Privacy	Risk	<p>Risk:</p> <ul style="list-style-type: none"> - Data breaches pose financial and reputational risks - Non-compliance with DDPR can result in penalties 	<ul style="list-style-type: none"> - Strengthening cybersecurity infrastructure - Conduct regular vulnerability assessments - Roll-out cyber awareness campaigns and training - Develop and test incident response and data recovery plans 	Negative Implications
12	Risk Management	Opportunity	<p>Opportunity:</p> <ul style="list-style-type: none"> - Strong risk management ensures resilience - Support operational continuity 		Positive Implications

Section B: Management and Process Disclosures										
This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements:										
Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.gspcrop.in/sustainability/esg-policies https://www.gspcrop.in/investors/policies								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes. Policies are developed considering relevant national acts like the Factories Act, 1948, the Companies Act 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, and we have RC-14001, ISO 9001, ISO 45001 Certified company and incorporate the NGRBC principles for organization.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Energy Management</p> <ul style="list-style-type: none"> Reduction of steam consumption by 5% per ton of products compared to last year (MT/MT) Reduction of electricity consumption by 2% per ton of products compared to last year (KWH/MT) <p>Water Use and Management</p> <ul style="list-style-type: none"> Reduction of Raw water consumption by 5% over last year (KL/MT) <p>Waste Management</p> <ul style="list-style-type: none"> Reduction of Effluent generation by 5% over last year (KL/MT), Reduction of hazardous waste generation by 5% over last year (MT/MT) <p>Sustainable Supply Chain Management</p> <ul style="list-style-type: none"> 25% of procurement (RM &PM) comes from RC/ISO/any Management system Certified/eco-friendly suppliers. 100% New Supplier and Top 30 supplier shall be signed supplier code of conduct. <p>Employee Engagement</p> <ul style="list-style-type: none"> Increase Health Awareness program by 10% as over last year Safety Awareness programmes and housekeeping related awareness programmes <p>Occupational Health and Safety</p> <ul style="list-style-type: none"> Accidents reduced by 20% over last year <p>Security Practices</p> <ul style="list-style-type: none"> Reduction in security breach cases by 10% over last year <p>Customer Health and Safety</p> <ul style="list-style-type: none"> Conduct EHS&S and Sustainability assessments for Top 30 suppliers and Top 15 Domestic-Brand, 								

		<p>Corporate (Institutional) and International Customer.</p> <ul style="list-style-type: none"> Promote safe product use across supply chain conduct 02 of product Stewardship training session for Customer/distributor. <p>Training and Development</p> <ul style="list-style-type: none"> 100% Training Participation as per Training Need Identification (TNI) <p>Operational Safety, Emergency Preparedness & Response</p> <ul style="list-style-type: none"> Incident shall be reduced by 20% over last year <p>Cybersecurity and Data Privacy</p> <ul style="list-style-type: none"> Cyber Security - Fulfillment of VAPT GAPS could cover (70%) Cyber security awareness Training session (90% & above Employee shall cover) <p>Management of the Legal & Regulatory Environment</p> <ul style="list-style-type: none"> Improve Identification/Monitoring of Compliance Management up to 90% of compliances by implementation of Software (Team lease)
6.	Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable, as we have undertaken specific ESG goals and targets for the Company during the financial year.

Governance, Leadership, and Oversight

7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>Dear Stakeholders,</p> <p>I am delighted to share our Second Sustainability Report for FY 2024-25, which represents a crucial step in GSP's continuous path toward sustainable and ethical business operations.</p> <p>This fiscal year, GSP delivered outstanding financial performance with record sales of INR 1,408.69 Crores, reflecting strong 15 percent growth compared to the previous year. These remarkable achievements demonstrate our steadfast dedication to operational excellence and creating value in today's rapidly evolving marketplace.</p> <p>For GSP, sustainability forms the core of our business approach rather than being a secondary consideration. Our fundamental values are rooted in responsible development, where environmental protection, social responsibility, and effective governance unite to generate lasting value. We continuously integrate ESG principles throughout our operations, supply networks, and innovation initiatives, ensuring every action supports our mission of creating positive impact. During this financial year, we conducted a comprehensive impact materiality assessment to better understand and prioritize our sustainability efforts based on their significance to our business and stakeholders.</p> <p>We remain dedicated to reducing our environmental impact through practical and effective approaches. Our key focus has been shifting from solvent-based to water-based product formulations. We have embraced cutting-edge technologies to decrease energy and water consumption across our manufacturing facilities. Our waste management protocols meet industry benchmarks while minimizing waste production and emissions. Furthermore, our creation of environmentally friendly solutions like biopesticides demonstrates our dedication to enhancing crop protection while promoting ecological sustainability.</p> <p>Our social responsibility extends throughout our entire organization and into the broader communities we serve. We have established comprehensive training initiatives and safety protocols that both develop</p>
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		<p>our workforce's skills and ensure workplace safety. We maintain an unwavering commitment to creating a diverse and inclusive environment, supporting our team members' complete well-being through comprehensive benefits and wellness programs addressing their physical, financial, and mental health needs. We foster a culture of open communication and collaboration while providing extensive professional development opportunities to unlock employee potential and drive both individual and organizational success.</p> <p>Our CSR initiatives are structured to create positive change far beyond our core business activities. We actively participate in programs promoting community development, including educational initiatives, healthcare services, and environmental conservation. During FY 2024-25, our CSR programs benefited 543 people. Through close partnerships with community stakeholders, we have achieved meaningful improvements in many lives, strengthening our connection with the regions where we operate.</p> <p>GSP's foundation rests on unwavering transparency, accountability, and ethical conduct. Our governance framework is supported by robust internal controls and regular audit procedures that ensure compliance with all legal and regulatory requirements. We maintain open communication with stakeholders, allowing us to refine our governance approaches, align our business activities with shareholder interests, and build lasting trust. This philosophy reinforces our commitment to creating enduring value and maintaining ethical business practices.</p> <p>I sincerely thank our committed GSP team and all stakeholders for their continued support and valuable contributions. United, we will persist in advancing progress and innovation as we work toward a more sustainable and prosperous tomorrow.</p>																		
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mehul Pandya Executive Director - Operations																		
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Board has constituted the Environmental, Social and Governance Team (ESG Committee') to oversee the sustainability related issues																		
10	Details of Review of NGRBC 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	Y	Y	Y	Y	Y	Y	Y	Y	Y	All policies are reviewed periodically or on need basis from time to time and updates are made wherever required.										
Compliance with statutory requirement of relevance to the principles &	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A	A	

rectification of any non-compliances																			
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency		P1	P2	P3	P4	P5	P6	P7	P8	P9								
			N	N	N	N	N	N	N	N	N								
12.		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 (Yes/No)			NA – Not Applicable																
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																			
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																			
It is planned to be done in the next financial year (Yes/No)																			
Any other reason (please specify)																			

Section C: Principle Wise Performance Disclosure				
This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.				
PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable				
Essential Indicators				
1.	Percentage coverage by training and awareness programmes on any of the principles during the financial year			
Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	%age of people in respective category covered by the awareness programmes	
Board of Directors Key Managerial Personnel	2	Training on ESG and NGRBC principles Human Rights, POSH, etc.	23%	
Employees other than BoD and KMPs	67	Health and safety, Human Rights, Soft skills, Operations-related, POSH, Fire Mock Drills Emergency Preparedness, Health awareness on exercise & Nutrition etc.	42%	
Workers	70	Health and safety, Human Rights, Soft skills, Operations-related, POSH, Fire Mock Drills Emergency Preparedness Health awareness on exercise & Nutrition etc.	82%	
2.	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):			
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 Settlement Compounding Fee	Nil, there were no monetary fines/penalties/punishment/award/compounding fees/settlement amount during the financial year 2024-25			
Non-Monetary				
NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment Punishment	Nil, there were no non-monetary fines/penalties/punishment/award/compounding fees/settlement Punishment amount during the financial year 2024-25			
3.	Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.			
Case Details		Name of the regulatory/enforcement agencies/judicial institutions		
		Nill		
4.	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy			
Yes, The Anti-Bribery and Corruption policy outlines the expected ethical conduct for all executives, encompassing guidelines on Anti-Corruption and Anti-Bribery, specifically addressing the handling of gifts, bribes, or any form of corruption. This policy is accessible on the Company's website.				

5.	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:			
		FY 2024-25		FY 2023-24
	Directors	0		0
	KMPs	0		0
	Employees	0		0
	Workers	0		0
6.	Details of complaints about conflict of interest			
		FY 2024-25		FY 2023-24
		Number	Remarks	Number Remarks
	Number of complaints received in relation to issues of Conflict of Interest among the Directors	0	-	0 -
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0 -
7.	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.			
	NA			
8.	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:			
		FY 2024-25		FY 2023-24
	Number of days of accounts payable	143		91.93
9.	Open-ness of business			
	Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format			
	Parameters	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	10.03%	5.17%
	b.	Number of trading houses where purchases are made from	78	38
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	56%	73%
Concentration of Sales	a.	Sales to dealers/ distributors as % of total sales	44.65%	29.10%
	b.	Number of dealers/ distributors to whom sales are made	5820	5793
	c.	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	6.59%	7.85%
Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	15.46%	12.79%
	b.	Sales (Sales to related parties / Total Sales)	16.35%	4.85%
	c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	48.38%	68%
	d.	Investments (Investments in related parties/Total Investments made)	67.6%	1.41%
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 programmers	
			NA	
2.	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? If yes, provide details of the same.			

Yes, the company has established a comprehensive Code of Conduct that covers issues related to integrity, gifts and business Hospitality, respect for individuals, honesty, integrity, and ethics. This code is accessible to all employees on the company's Intranet. Annually, the senior management and Board of Directors members affirm their adherence to this code. The Code of Conduct emphasizes that Designated Persons, whether acting in their personal capacity or official capacity, are expected to avoid any actions, positions, investments, or other matters that would conflict with the interests of the Company or pose a threat to their ability to carry out their duties. Additionally, the company implements processes to avoid and manage potential conflicts of interest involving Board members. It has established a comprehensive Code of Conduct policy specifically for Board members, which directly addresses any potential conflicts of interest.

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 products and processes to total R&D and capex investments made by the entity, respectively.						
		FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts			
R&D		6.14%	3.54%				
Capex		36%	47%				
2.	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)						
	Yes						
	b. If yes, what percentage of inputs were sourced sustainably?						
	We have started Sustainable procurement activities focusing on procuring chromo labels from suppliers using FSC certified Paper. Majorly focusing on Avery Dennison as they are focusing on Film made from renewable alternatives and paper certified by the FSC® or other organizations. We are committed to using Avery Dennison Papers and films for labelling on our bottle products. Further making the policies to push RM suppliers to focus on sustainable sourcing.						
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						
	We make responsible efforts to keep track of all the products used and have implemented a robust waste management system of collection, segregation, storage and disposal. We have process for the waste generated from our activities recycled through authorized recyclers and 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 to address the same						
	Yes, Extended Producer Responsibility (EPR) is applicable to the company.						
Leadership Indicators							
1.	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?						
NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link		
	GSP is working continuously on screening our production processes to deliver positive impact on environment in alignment to this we undertook internal study to assess the environmental impact into various stages of product i.e. procurement, manufacturing, transportation of raw materials.						
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			
	NA						
3.	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).						
	Indicate input material	Recycled or re-used input material to total material					
		FY 2024-25		FY 2023-24			
		88.02%		84.57%			
4.	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:						
		FY 2024-25			FY 2023-24		
		Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
	Plastics (including packaging)	-	-	-	-	-	-
	E-Waste	-	-	-	-	-	-
	Hazardous Waste	-	-	-	-	-	-
	Other Waste	-	-	-	-	-	-

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	
	Nil	

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

Essential Indicator

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	631	627	99%	631	100%	0	0%	631	100%	0	0
Female	27	27	100%	27	100%	27	100%	0	0%	0	0
Total	658	654	99%	658	2	27	1	631	1	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	452	286	63%	452	100%	452	100%	452	100%	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	452	286	63%	452	100%	452	100%	452	100%	0	0
Other than Permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	6.6%	6.4%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	Deducted and deposited with 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 authority. (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

The company is working on road maps in accordance with guidelines and space standards.

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

	Yes, we provide equal opportunity for all employees and we have fair, clear and transparent policies which promote diversity, inclusive & equality in accordance with the applicable law and other provisions. Employee Code of conduct Policy is available on company website.										
5.	Return to work and Retention rates of permanent employees and workers that took parental leave										
	Permanent Employees			Permanent Workers							
Gender	Return to work rate		Retention Rate	Return to work rate		Retention Rate					
Male	100%		36%	100%		72%					
Female	100%		-	0		0					
Total	100%		36%	100%		72%					
6.	Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.										
	Yes/No (If yes, then give details of the mechanism in brief)										
Permanent Workers	Yes, we have key modes through which employee can rise grievances an in in house online portal, emails.										
Other than Permanent Workers											
Permanent Employees											
Other than Permanent Employees											
7.	Membership of employees and workers in association(s) or Unions recognised by the listed entity:										
	FY 2024-25			FY 2023-24							
Category	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 categories who are part of association(s) or Union (D)	% (D/C)					
Total Permanent Employees	658	0	0	636	0	0					
- Male	631	0	0	611	0	0					
- Female	27	0	0	25	0	0					
Total Permanent Workers	452	0	0	453	0	0					
- Male	452	0	0	451	0	0					
- Female	0	0	0	2	0	0					
8.	Details of training given to employees and workers:										
	FY 2024-25					FY 2023-24					
Category	Total (A)	On Health and Safety measures			On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (E)		% (E/D)	No. (F)	% (F/D)	
Employees											
Male	631	89	14%	197	31%	611	141	23%	190	31%	
Female	27	1	4%	7	26%	25	4	16%	05	20%	
Total	658	90	14%	204	31%	636	145	23%	195	31%	
Workers											
Male	452	77	17%	417	92%	451	120	26%	87	19%	
Female	0	0	-	0	-	2	01	09%	0	0	
Total	452	77	17%	417	92%	453	121	13%	87	19%	
9.	Details of performance and career development reviews of employees and worker										
	FY 2024-25			FY 2023-24							
Category	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)					
Employees											
Male	631	510	80.8%	611	483	79.1%					
Female	27	22	81.5%	25	19	76%					

Total	658	532	80.9%	636	502	79%
Workers						
Male	452	279	61.7%	451	0	0
Female	0	0	-	2	0	0
Total	452	279	61.7%	453	0	0
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, is the coverage such system?					
Yes, GSP has a comprehensive occupational health & safety management system covering all operations health & Safety committee are established at central level & strict policies are in place to ensure a safe workplace's has various policies and manual. Regular training and awareness programs are conducted to ensure safety. OHS Policy						
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?					
GSP recognizes and records highest priority to safety and well-being of its employees and other stakeholders to identify work-related hazards GSP has implemented a robust hazard identification and risk assessment system (HIRA) to undertake safety audits and identify work related hazards in our operation. Monthly review conducted for the health & safety performance by management to ensure compliance with audit findings, progress on EHS goals and incident investigation findings. GSP has developed a risk matrix to evaluate incident severity. Identifies work related hazards and implements corrective actions based on the assessment.						
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)					
Yes, GSP has implemented procedure that allows its workers to report work-related hazards and be cautious of potential risk. workers & employees can utilize the available channels to report any work-related hazards.in-house reporting app, emails, etc.						
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)					
Yes,						
11.	Details of safety related incidents, in the following format					
Safety Incident/Number		Category	FY 2024-25		FY 2023-24	
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)		Employees	0.6	0		
		Workers	0	0		
Total recordable work-related injuries		Employees	2	0		
		Workers	0	0		
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		
<i>*Including in the contract workforce</i>						
12.	Describe the measures taken by the entity to ensure a safe and healthy workplace					
In line with the company's EHS&S Policy there are various measures taken to ensure access to safe and healthy workplaces for all employees and workers. The company invests in technologies and processes to avoid and minimize the hazards. The company ensures that all statutorily required norms are compiled with and get third party safety audits done for validation. GSP performs various internal and external studies like HIRA, HAZOP, Chemical Risk Assessment fire risk Assessment quantitative risk assessment for chemical storage and survey relating to structural stability, noise survey, illumination survey, etc.to identify safety hazard & control.						
13.	Number of Complaints on the following made by employees and workers					
		FY 2024-25			FY 2023-24	
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year
						Remarks
Working Conditions		0	0	NA	0	0
Health & Safety		0	0	NA	0	0
14.	Assessment for the year:					
				% of your plants and offices that were assessed (by entity or statutory authorities or third parties)		
Health and safety practices				100%		

Working conditions		100%		
15.	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions			
	The GSP continuously monitors and assesses its health and safety practices and working conditions. All safety incidents and near-misses are investigated, and risk mitigation is done through the incident classification, reporting & investigation safety standards.			
Leadership Indicator				
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).			
	Employee: Yes Worker: Yes			
2.	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners			
	We ensure compliance with PF and ESCL regulations, we verify that contractors and vendors are making timely payment by requiring proof of compliance before releasing payment to them.			
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			
	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0
4.	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)			
	Our learning platform encourages all associates to upskill, reskill and grow their skill			
5.	Details on assessment of value chain partners: GSP has identified Top 100 Value chain partners through an initial screening, and an assessment was subsequently conducted covering key aspect of their facility & services focusing on areas such as environment performance, labor practices ethical conducted and supply chain transparency.			
	% of value chain partners (by value of business done with such partners) that were assessed			
Health and Safety Practices		13%		
Working Conditions		13%		
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.			
	NA			

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

At GSP Crop Science, key stakeholder groups are identified and prioritized through a structured, four-step process. We begin by mapping stakeholders across our value chain and classifying them as internal or external. Based on their level of influence and impact, we prioritize key groups such as employees, customers, suppliers, regulators, local communities, investors, and industry partners. We then engage these stakeholders through diverse channels including meetings, surveys, workshops, and digital platforms to understand their expectations and concerns. The feedback collected is analysed and integrated into our materiality assessment and sustainability strategy, ensuring our initiatives remain responsive, inclusive, and aligned with stakeholder priorities.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Financial results declaration (quarterly); Annual General Meetings 	<ul style="list-style-type: none"> Regularly on a need basis 	<ul style="list-style-type: none"> Reliable supply of best-in-class products and services; Easy access to products and services
Investors/Shareholders	No	<ul style="list-style-type: none"> Annual General Meeting; Annual Report; Investors/analysts meet 	<ul style="list-style-type: none"> Annually, quarterly 	<ul style="list-style-type: none"> Information on the Company's financial and non-financial performance; Transparent disclosures; Good governance practices
Community/NGOs	Yes	<ul style="list-style-type: none"> Contribution towards various social initiatives; Contribution towards various initiatives in fighting COVID-19; Social contribution/CSR activities; Community impact assessment surveys; Complaints and grievance mechanisms 	<ul style="list-style-type: none"> As for social contribution and CSR activities 	<ul style="list-style-type: none"> Proactive involvement; Community development
Employees	No	<ul style="list-style-type: none"> Feedback and surveys; Performance updates; Learning and development programs; Employee engagement programs; Internal publications and circulars 	<ul style="list-style-type: none"> Learning and development programs; Employee engagement programs; Internal publications and circulars 	<ul style="list-style-type: none"> Health and safety; Opportunities for personal and professional growth; Learning and development; Work-life balance and career progression;

				Transparency and involvement in the Company's strategies
Suppliers/Lenders	No	<ul style="list-style-type: none"> Meetings; Conferences and workshops; Communication via telephone, email, etc. 	<ul style="list-style-type: none"> Regularly on a need basis 	<ul style="list-style-type: none"> Long-term relationship; Quick response to queries; Service support and timely deliveries
Business Consultants	No	<ul style="list-style-type: none"> Written communication; Interviews and Forums; Meetings 	<ul style="list-style-type: none"> Quarterly, Half-yearly; Annually As needed for forums and meetings 	<ul style="list-style-type: none"> Credible information on progress to stakeholders about the products and services
Industry Associations/Regulators	No	<ul style="list-style-type: none"> Meetings; Representation through various trade bodies; Workshops; Written communications 	<ul style="list-style-type: none"> Quarterly, Half-yearly; Annually 	<ul style="list-style-type: none"> Compliance with rules and regulations; Timely reporting through various compliance-based forms

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.
	<p>The Company has established procedures to ensure compliance with all relevant regulations and to facilitate regular consultation between stakeholders, senior management, and the Board on economic, environmental, and social topics. The compliance report, which includes updates under the Code of Conduct (CoC), is periodically reviewed by the senior management group. This review process captures feedback and insights from stakeholder engagements related to Environmental, Health and Safety (EHS), Corporate Social Responsibility (CSR), Sustainability, and other ESG-related matters.</p> <p>The senior management consolidates and evaluates this feedback to identify emerging risks, opportunities, and stakeholder concerns, and presents the findings and recommendations to the Board. This structured process ensures that the Board remains informed and actively involved in guiding the Company's sustainability direction, policy formulation, and overall ESG performance.</p>
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 input received from stakeholders on these topics was incorporated into policies and activities of the entity.
	<p>Yes.</p> <p>The Company continues to use stakeholder consultation as a key mechanism to identify and manage its environmental and social topics. During the year, GSP Crop Science undertook an Impact Materiality Assessment in consultation with its key stakeholder groups, both internal and external. Stakeholders—including employees, customers, suppliers, investors, regulators, and local communities—were engaged through surveys to understand their expectations and perspectives on GSP's environmental and social impacts.</p> <p>The insights gathered from these consultations helped the Company identify and prioritize topics of high significance, such as Operational Eco-Efficiency and Resource Optimisation, Human Capital Management, Occupational Health and Safety, Product Stewardship, Sustainable Supply Chain, Customer Health and Safety, Corporate Governance, Cybersecurity and Data Privacy, Risk Management. These inputs were incorporated into GSP's sustainability strategy and policy frameworks, guiding the enhancement of its environmental management practices, CSR initiatives, and overall ESG roadmap.</p>
3.	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

GSP Crop Science remains committed to supporting and empowering marginalized and vulnerable stakeholder groups through targeted engagement and inclusive initiatives. During the year, the Company continued its outreach to small and marginal farmers by conducting on-ground training and awareness programs focused on sustainable crop management practices, safe and efficient use of agrochemicals, and methods to enhance soil health and productivity. These initiatives help improve livelihoods while promoting environmentally responsible farming.

In addition, GSP extended support to local community members through skill development and livelihood enhancement programs, particularly focusing on women and youth in rural areas. The Company also maintained its practice of giving preference to suppliers and vendors from marginalized groups, thereby strengthening their participation in the supply chain.

Through these engagements, GSP has been able to address key concerns such as access to knowledge, economic inclusion, and livelihood resilience, ensuring that its growth contributes to broader social well-being and inclusive development.

Principle 5: Businesses should respect and promote human rights										
Essential Indicator										
1.	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:									
Category	FY 2024-25			FY 2023-24						
	Total (A)	No. of employees/workers (B)	% (B/A)	Total (C)	No. of employees/workers (D)	% (D/C)				
Employees										
Permanent	658	34	5%	636	180	28%				
Other than Permanent	0	0	0	0	0	0				
Total Employees	658	34	5%	636	180	28%				
Workers										
Permanent	452	121	27%	453	62	14%				
Other than Permanent	0	0	0	0	0	0				
Total Workers	452	121	27%	453	62	14%				
2.	Details of minimum wages paid to employees and workers, in the following format									
Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	658	0	0	658	100%	636	0	0	636	100%
Male	631	0	0	631	100%	611	0	0	611	100%
Female	27	0	0	27	100%	25	0	0	25	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	452	7	1.5%	445	98.5%	453	29	6%	424	94%
Male	452	7	1.5%	445	98.5%	451	29	6%	422	94%
Female	0	0	0	0	-	2	0	0	2	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
3.	Details of remunerations/salary/wages									
	a. Median remuneration/wages									
	Male					Female				
	Number	Median remuneration/salary/wages of respective category			Number	Median remuneration/salary/wages of respective category				
Board of Directors (BoD)	8	432238			0	-				
Key Managerial Personnel	5	357518			0	-				
Employees other than BoD and KMP	622	344204			27	330649				
Workers	452	342868			0	0				

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:						
		FY 2024-25			FY 2023-24	
Gross wages paid to females as % of total wages		3.06%			2.48%	
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)					
	The GSP has human Right Policy however all our human resource policy & initiatives directly or indirectly promote preservation and promotion of human right & GSP has provide training awareness program to educate employee and associate individuals about human right principle, employee associated individuals to comply the human right policy and report any human rights concerns or violations they encounter.					
5.	Describe the internal mechanisms in place to redress grievances related to human rights issues.					
	An Employee or individual may report a concern in writing or orally by communicating it to Human Resource department.					
6.	Number of Complaints on the following made by employees and workers:					
Category	FY 2024-25			2023-24		
	Filed during the year	Pending resolution at the end of year	Remark	Filed during the year	Pending resolution at the end of year	Remark
Sexual Harassment	0	0	NA	0	0	0
Discrimination at workplace	0	0	NA	0	0	0
Child Labour	0	0	NA	0	0	0
Forced Labour/Involuntary Labour	0	0	NA	0	0	0
Wages	0	0	NA	0	0	0
Other human rights related issues	0	0	NA	0	0	0
7.	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:					
				FY 2024-25		FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)				0		0
Complaints on POSH as a % of female employees / workers				0		0
Complaints on POSH upheld				0		0
8.	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.					
	To ensure a safe and equitable workplace, the company has put in place strong measures to protect individuals who report any incident of discrimination or harassment. These measures ensure that any complainant approaching the Internal Complaints Committee (ICC) in good faith will not face any kind of retaliation or discrimination. The ICC is responsible for ensuring that no victimization happens to any complainant or witness. Any such retaliatory action will lead to strict disciplinary action, including possible termination. This protection also extends to any individual who assists in the investigation process.					
9.	Do human rights requirements form part of your business agreements and contracts? (Yes/No)					
	Yes					
10.	Assessments for the year:					
				% of your plants and offices that were assessed (by entity or statutory authorities or third parties)		
Child Labour				100%		
Forced/Involuntary Labour				100%		
Sexual Harassment				100%		
Discrimination at workplace				100%		
Wages				100%		
All the locations under the entity are assessed on the above parameter, complying with the requirements of the factories act at plants and R&D centers.						

11.	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.
	Our systems and controls are such that anyone below 18 years can't be on boarded on manpower's system. We have tight gate control that anyone below 18 years is not given gate pass. wages are paid with adherence to statutory compliance.
Leadership Indicators	
1.	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints GSP CropScience has a Human Rights commitment Policy available on their website.
2.	Details of the scope and coverage of any Human rights due diligence conducted The Scope & coverage of human rights due diligence extends to own operations including manufacturing locations, offices and value chain partners.
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 administrative blocks and areas limited to general visitors are equipped to handle differently abled persons.
4.	Details on assessment of value chain partners:
	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	13%
Forced/Involuntary Labour	13%
Sexual Harassment	13%
Discrimination at workplace	13%
Wages	0%
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.
	NA

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	Unit	FY 2024-25	FY 2023-24
For Renewable Sources			
Total Electricity Consumption (A)	000' GJ	6.45	4.92
Total Fuel Consumption (B)	000' GJ	0.00	0.00
Energy Consumption through other sources (C)	000' GJ	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	000' GJ	6.45	4.92
For Non-Renewable Sources			
Total Electricity Consumption (D)	000' GJ	83.13	129.83
Total Fuel Consumption (E)	000' GJ	459.783	301.20
Energy Consumption through other sources (F)	000' GJ	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	000' GJ	542.916	431.03
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	GJ/INR	0.0000389	0.000035
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/USD	0.000805	0.0053
Energy intensity in terms of physical output			--
Energy intensity (optional) – the relevant metric may be selected by the entity			--
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			
No			
2.	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.		
	GSP does not have sites/facilities identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.		
3.	Provide details of the following disclosures related to water, in the following format		
Parameter	Unit	FY 2024-25	FY 2023-24
Water Withdrawal by source (in kiloliters)			
(i) Surface Water	kL	0.00	0.00
(ii) Ground Water	kL	0.00	0.00
(iii) Third party Water	kL	205,141.99	208,282.48
(iv) Sea Water/ Desalinated Water	kL	0.00	0.00
(v) Others	kL	0.00	2,061.39
Total volume of water withdrawal (in kiloliters) (i+ ii+ iii+ iv+ v)	kL	205,141.99	210,343.87
Total volume of water consumption (in kiloliters)	kL	121,865.46	134,839.69
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	kL/INR	0.000008651	0.000011

Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	kL/USD	0.00017	0.00025
Water intensity in terms of physical output			
Water intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			
No			
4.	Provide the following details related to water discharged:		
Parameter	Unit	FY 2024-25	FY 2023-24
Water discharged by destination and level of treatment (in kiloliters)			
(i) Surface Water		0.00	0.00
- No treatment		0.00	0.00
- With treatment – please specify level of treatment		0.00	0.00
(ii) Ground Water		0.00	0.00
- No treatment		0.00	0.00
- With treatment – please specify level of treatment		0.00	0.00
(iii) Third party Water		83,276.53	75,504.18
- No treatment		0.00	0.00
- With treatment – please specify level of treatment (Primary Treatment)		83,276.53	75,504.18
(iv) Sea Water/ Desalinated Water		0.00	0.00
- No treatment		0.00	0.00
- With treatment – please specify level of treatment		0.00	0.00
(v) Others		0.00	0.00
- No treatment		0.00	0.00
- With treatment – please specify level of treatment		0.00	0.00
Total water discharged (in kiloliters)		83,276.53	75,504.18
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			
No			
5.	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.		
	We have total five manufacturing units; our Formulation unit is working on zero liquid discharge principles, and our planning is to implement zero liquid discharge in all our manufacturing units.		
6.	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:		
Parameter	Unit	FY 2024-25	FY 2023-24
NOx	Tons	5.68	0.37
SOx	Tons	10.78	1.27
Particulate Matter	Tons	0.891	0.07
Persistent Organic Pollutants (POP)	Tons	0.00	0.00
Volatile Organic Compounds (VOC)	Tons	0.00	0.00
Hazardous Air Pollutants (HAP)	Tons	0.00	0.00
Other – please specify	Tons	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			
No			
7.	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:		
Parameter	Unit	FY 2024-25	FY 2023-24

Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	43,828.59	29,002.48		
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	16,788.13	25,821.50		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO2e/INR	0.0000043	0.0000044		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO2e/USD	0.0000889	0.000435		
Total Scope 1 and Scope 2 emission intensity in terms of physical output			--		
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity					
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.					
No					
8.	Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details				
	The Company, as part of continuous contribution/effort towards sustainable operation, has taken specific initiatives in energy conservation, usage of alternate/renewable resources, green energy, optimizing power consumption, etc.				
9.	Provide details related to waste management by the entity, in the following format				
Parameter	Unit	FY 2024-25	FY 2023-24		
Total Waste generated (in metric tonnes)					
Plastics (A)	MT	0.361	68.56		
E-Waste (B)	MT	108	64.00		
Bio-Medical Waste (C)	MT	0	0		
Construction and Demolition Waste (D)	MT	0	0		
Battery Waste (E)	MT	0	0		
Radioactive Waste (F)	MT	0	0		
Other Hazardous waste. Please specify, if any. (G)	MT	18,563.20	17,219.33		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	0	0		
Total (A+B + C + D + E + F + G + H)	MT	18,671.56	17,351.89		
Waste intensity per rupee of turnover (Total waste consumed/Revenue from operations)	MT/INR	0.0000013	0.00000141		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste consumed/Revenue from operations adjusted for PPP)	MT/USD	0.00002738	0.00003214		
Waste intensity in terms of physical output					
Waste intensity (optional) – the relevant metric may be selected by the entity					
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)					
Sl.No.	Parameter	Waste Recycled	Waste Reused	Other Recovery	Total Recovered

1	Plastic waste (A)	0	0	0	0
2	E-waste (B)	0	0	0	0
3	Bio-medical waste (C)	0	0	0	0
4	Construction and demolition waste (D)	0	0	0	0
5	Battery waste (E)	0	0	0	0
6	Radioactive waste (F)	0	0	0	0
7	Other Hazardous waste. Please specify if any (G)	11,564.22	0	0	11,564.22
8	Other Non-hazardous waste generated (H). Please specify, if any.	0	0	0	0
9	Total Waste Recovered (A+B + C + D + E + F + G + H)	11,564.22	0	0	11,564.22

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

S.No.	Parameter	Waste Incinerated	Waste in landfill	Other disposal	Total disposed
1	Plastic waste (A)	0	0	0	0
2	E-waste (B)	0	146	0	146
3	Bio-medical waste (C)	0	0	0	0
4	Construction and demolition waste (D)	0	0	0	0
5	Battery waste (E)	0	0	0	0
6	Radioactive waste (F)	0	0	0	0
7	Other Hazardous waste. Please specify if any (G)	0	0	6,778	6,778
8	Other Non-hazardous waste generated (H). Please specify, if any.	0	0	0	0
9	Total Waste Disposed (A+B + C + D + E + F + G + H)	0	146	6,778	6,924

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

No

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

The Company is committed to regularly improving its waste management initiatives at all its facilities. All plants dispose of waste in compliance with operating permits and hazardous waste authorization. The Company engages with waste disposal facilities/waste recyclers/cement companies after due validation of the vendors. As per the Company's strategic drive to divert hazardous waste away from landfill and incineration, several recycling options have been explored and implemented across organization level.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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	NA					
12.	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:					
	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	NA					
13.	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:					
Sl. 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	
During the reporting period, there were no cases of non-compliance to applicable laws, regulations, guidelines in India. The Company is complying with all applicable environmental law/regulations/guidelines in India such as Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder.						
Leadership Indicators						
1.	Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):					
	For each facility / plant located in areas of water stress, provide the following information:					
	(i) Name of the area	NA – Not Applicable				
	(ii) Nature of operations					
	(iii) Water withdrawal, consumption and discharge in the following format:					
Parameter	Unit	FY 2024-25	FY 2023-24			
Water Withdrawal by source (in kiloliters)						
(vi) Surface Water			NA – Not Applicable			
(vii) Ground Water						
(viii) Third party Water						
(ix) Sea Water/ Desalinated Water						
(x) Others						
Total volume of water withdrawal (in kiloliters) (i+ ii+ iii+ iv+ v)						
Total volume of water consumption (in kiloliters)			NA – Not Applicable			
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)						
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)						
Water intensity in terms of physical output						
Water intensity (optional) – the relevant metric may be selected by the entity						
Water discharge by destination and level of treatment (in kiloliters)						
(vi) Surface Water			NA – Not Applicable			
- No treatment						
- With treatment – please specify level of treatment						

(vii)	Ground Water	
-	No treatment	
-	With treatment – please specify level of treatment	
(viii)	Third party Water	
-	No treatment	
-	With treatment – please specify level of treatment	
(ix)	Sea Water/ Desalinated Water	
-	No treatment	
-	With treatment – please specify level of treatment	
(x)	Others	
-	No treatment	
-	With treatment – please specify level of treatment	
Total water discharged (in kiloliters)		

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

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 3 emission intensity per rupee of turnover			NA – Not Available
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

NA

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
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NA

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

GSP has Emergency Preparedness & Disaster management plan in place the plan includes the possible emergency scenarios, risks and required mitigation plan including the existing control to handle any emergency situations periodic drills are conducted to check their effectiveness.

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

Our company has Responsible care 14001 standards that focusing on fair treatment, environmental conservation, health & safety, security and good labour practices

7.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
	Out of 100 Tier-1 suppliers, the top 30% suppliers were prioritized for engagement and development initiatives and assessed on ESG parameters including Energy, Emissions, health and safety, sustainable procurement, human rights, cybersecurity and compliance.

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

Essential Indicator

1.	a. Number of affiliations with trade and industry chambers/ associations
	03
	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.

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Agro Chem Federation of India (ACFI)	Executive Committee
2	Pesticides Manufacturers & Formulators Association of India (PMFAI)	Ordinary Member
3	Gujarat Chamber of Commerce & Industry	State (Membership Number: 29483)

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable since there were no cases of anti-competitive conduct by GSP CropScience in FY 2024-25.		

Leadership Indicators

1. Details of public policy positions advocated by the entity

Sl. No	Public policy advocated	Method resorted by 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
NA – Not Applicable					

Principle 8: Businesses should promote inclusive growth and equitable development						
Essential Indicator						
1.	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year					
Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-Link	
NA						
2.	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is undertaken by your entity, in the following format					
Sl. No	Name of Project for which R&R is ongoing	State	District	Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
p	NA					
3.	Describe the mechanisms to receive and redress grievances of the community					
	NA					
4.	Percentage of input material (inputs to total inputs by value) sourced from suppliers					
		FY 2024-25		FY 2023-24		
	Directly sourced from MSMEs/small producers	6.80%		8.16%		
	Directly from within India*	68%		74.17%		
*The calculation is based on the procurement of materials from the respective classification of supplier; however, the supplier is not reassessed for their source (local or imported) of procurement on the materials sold to GSP.						
5.	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost					
	Location	FY 2024-25		FY 2023-24		
	Rural	44.59%		25.6%		
	Semi-urban	-		-		
	Urban	55.40%		74.4%		
	Metropolitan	-		-		
<i>(Place to be categorized as per RBI Classification System – Rural, Semi-urban, Urban, and Metropolitan)</i>						
Leadership Indicators						
1.	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above:					
	Details of negative social impact identified			Corrective action taken		
	NA			NA		
2.	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:					
Sl. No	State	Aspirational District		Amount Spent (In INR)		
1	NA					
3.	a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)					
	GSP gives equal opportunity to all suppliers based on merit and does not have preferential procurement policy.					
	b. From which marginalized /vulnerable groups do you procure?					
	GSP has a focus on procuring goods and services from local manufacturers & community around the company location.					
	c. What percentage of total procurement (by value) does it constitute?					

	NA – No preferential procurement policy available.			
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:			
Sl. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	NA			
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 actions taken	
	NA			
6.	Details of beneficiaries of CSR Project			
Sl. No	CSR Project	No. of persons benefitted from CSR Project	% of beneficiaries from vulnerable and marginalized groups	
	Promoting Education	50	100%	
	Promoting Health Care	44	100%	
	Eradicating hunger, poverty and malnutrition	300	100%	
	Setting up old age homes	75	100%	
	Animal welfare and ensuring environmental sustainability	-	-	
	Social inequalities (promoting gender equality)	74	74	

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicator

1.	Describe the mechanisms in place to receive and respond to consumer complaints and feedback. Complaints that are received verbally or written from the customer are attended by Customer Care executive (CCE). Complaint is analyzed for nature of complaint likes Delay in delivery and related to Document, product quality, packing materials and other Quality related etc. After receipt of market complaint Lock the market complaint within 24hrs, and perform the risk assessment based on type of complaint, Investigation performed as per procedure "Investigation Procedure: Following tools are used for investigation find out the root cause, Affinity diagram, Brainstorming, Control chart, Process capability Check sheet, Flow charts, Histograms, Fishbone Diagram and 5-Why's. Find out the root cause and take Effective CAPA. Market complaint duration closed within 30 working days or depends on investigation then extended and taken extension.
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2.	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: Environmental and social parameters relevant to the product Safe and responsible usage Recycling and/or safe disposal	Not Determined Currently. GSP is currently working on identifying this information.
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3.	Number of consumer complaints in respect of the following:					
	FY 2024-25		Remarks	FY 2023-24		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
	Advertising	0	0	NA	0	0
	Cyber-security	0	0	NA	0	0
	Delivery of essential services	0	0	NA	0	0
	Restrictive Trade Practices	0	0	NA	0	0
	Unfair Trade Practices	0	0	NA	0	0
	Other	0	0	NA	0	0

4.	Details of instances of product recalls on account of safety issues:		
		Number	Reasons for recall
	Voluntary recalls	0	
	Forced recalls	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, https://www.gspcrop.in/sustainability/esg-policies
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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. No regulatory action is taken by any regulatory authority related to the above-mentioned parameter.
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7.	Provide the following information relating to data breaches	
	a. Number of instances of data breaches	0
	b. Percentage of data breaches involving personally identifiable information of customers	0
	c. Impact, if any, of the data breaches	0

Leadership Indicators

1.	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). Our website: GSP Crop Science: Innovating Agriculture with Cutting-Edge Solutions
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

	GSP display product information on the product label over and above what is mandated as per local law. GSP has set up experience centers at various locations and conducts meetings and training to its dealers, distributors and consumers about product and all products MSDS are available on company websites for the transparency of product information.
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
	The sales and marketing teams and supply chain management teams are constantly in touch with their counterparts in our customer organizations and the dealership networks.
4.	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
	GSP displays product information up and over mandate requirements in form of labeling where applicable and also chemical properties are also provided to customers for information on the product.

GSP CROP SCIENCE LIMITED

Corporate Identification Number (CIN: U24120GJ1985PLC007641)

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