



SUSTAINABILITY REPORT

FY 2024-25



TECH



R&D



GLOBAL



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About the Report

GSP Crop Science (also referred to as 'GSP,' 'GSP Crop Science' or 'the Company') is proud to share its Second Sustainability Report for the fiscal year 2024-25, demonstrating the Company's dedication to creating a more inclusive and environmentally sustainable world. The Report provides an in-depth examination of GSP's strategic priorities, business environment, policies and governance structures designed to promote sustainable performance across key areas of impact. The Report emphasises how sustainability considerations are woven into the Company's decision-making processes and day-to-day operations to generate lasting value across environmental, social and economic factors over various time horizons.

Reporting Framework and Principles

In preparing the Report, the Company followed the Global Reporting Initiative (GRI) 2021 Universal Standards and adhered to the National Guidelines on Responsible Business Conduct (NGRBC) principles. The Report also includes elements from the Business Responsibility and Sustainability Reporting (BRSR) framework mandated by India's Securities and Exchange Board, and alignment with the United Nations Sustainable Development Goals.

Reporting Period

The Report covers GSP's financial and non-financial achievements from April 1, 2024, through March 31, 2025, providing stakeholders with insights into the Company's key Environmental, Social and Governance (ESG) focus areas and progress.

Approach to Materiality

The Report focuses on ESG topics that matter most to GSP and its stakeholders. These priority areas were determined

through extensive engagement with both internal (senior management, employees) and external stakeholders (covering investors, shareholders, customers, suppliers, etc), followed by systematic ranking based on their significance and impact. The Company conducted an impact materiality assessment during this fiscal year, combining internal perspectives with external market trends, and integrated these findings into GSP's long-term strategic framework to ensure sustainable and responsible business growth.

Scope and Boundary

The Report covers GSP's sustainability performance across its four facilities located in Ahmedabad and Vadodara. All information relates specifically to GSP as a standalone entity unless otherwise noted.

Forward-Looking Statement

The Report offers both historical performance data and forward-looking insights based on anticipated outcomes and industry developments. The Company acknowledges that actual results may vary significantly from projections due to various influencing factors. GSP's strategic methods, risk management approaches and goals are included in these disclosures, with no restatements of previously reported information.

Feedback

With annual public disclosures, our sustainability reports for previous year can be accessed on our website. GSP welcomes feedback, suggestions and comments on this report to enhance future reporting quality and operational improvements. For questions about this report, stakeholders can reach out to Mehul Pandya at mehulpandya@gspcrop.in.

Chairman's Message



Dear Stakeholders,

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.

During the 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.

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 prioritise our sustainability efforts based on their significance to our business and stakeholders.

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 minimising waste production and emissions. Furthermore, our creation of environmentally friendly solutions like bio-pesticides demonstrates our dedication to enhancing crop protection while promoting ecological sustainability.

Our social responsibility extends throughout our entire organisation and into the broader communities we serve. We have established comprehensive training initiatives and safety

protocols that both develop 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 organisational success.

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.

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.

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.

With appreciation,

Bhavesh Shah
Chairman

Key Highlights

FY 2024-25

Net Worth
INR 421.87
Crore

Board Diversity
12.5%

Profit After Tax (PAT)
INR 76.03
Crore

Revenue from Operations
INR 1,408.69
Crore

Renewable Energy – Solar Plant (000' GJ)
6.45

Energy Consumption (within organisation) (GJ)
549.36

Independent Directors on Board
4

Scope 2 Emissions (tCO₂e)
16,788.13

Scope 1 Emissions (tCO₂e)
43,828.59

1st time DJSI Participation

Total Waste Generated (MT)
18,563.20



Total Workforce (Employee & Workers)
1,110

Total Water Consumption (000' KL)
121.86

Certifications
ISO 9001:2015
ISO 14001:2015
ISO 45001:2018

Responsible Care Certification
RC 14001: 2023

Customer Satisfaction Index
99.35%

CSR Beneficiaries
543

Patents Received in FY 2024-25
10

Laboratory Competence
ISO/IEC 17025

About the Company



GSP Crop Science Limited (GSP) has been a trusted name in agricultural science since its establishment in 1985. Over the years, the Company has built its reputation as a leader in innovation and sustainability, consistently delivering solutions that help farmers enhance productivity while preserving the environment. With its vision firmly rooted in transforming farming practices, GSP aligns its business goals with the broader global need for food security, resource efficiency, and ecological balance.

Central to GSP's philosophy is its **"Grow Beyond"** initiative, a long-term program designed to create value for all stakeholders—farmers, employees, investors and the wider community. This initiative is structured around four strategic pillars that guide GSP's actions and ensure the Company remains future ready.

Digital Transformation forms the first pillar. GSP recognises the profound impact of technology on agriculture and actively integrates digital tools to support modern farming. Precision farming techniques, artificial intelligence and data-driven analytics are embedded in its approach, helping farmers optimise inputs, reduce wastage and improve crop yields. By making agriculture smarter and more efficient, GSP contributes to building resilience in the sector.

The second pillar, **Collaboration and Partnerships**, reflects GSP's belief in the power of shared knowledge. The Company works closely with farmers, academic institutions, research organisations and industry peers to create a robust ecosystem for innovation. These partnerships not only generate fresh ideas but also translate into practical solutions that strengthen agricultural practices across diverse geographies.

Sustainability is the third and most integral pillar of GSP's business model. With a commitment to environmental stewardship, the Company strives to develop products and farming practices that minimise ecological impact while supporting long-term agricultural growth. By aligning profitability with responsibility, GSP ensures its operations contribute positively to the environment and society.

The fourth pillar, **Innovation**, drives GSP's continuous pursuit of excellence. The Company is dedicated to exploring innovative technologies, processes and product formulations that address the evolving needs of farmers. This forward-looking approach ensures GSP remains prepared to tackle future agricultural challenges while offering reliable and high-quality solutions today.

Through this structured approach, GSP goes beyond its role as a crop protection provider. It acts as a partner in progress, empowering farmers with the tools to succeed in a rapidly changing world. Anchored in sustainability, collaboration, digitalisation and innovation, GSP is committed to shaping a resilient and prosperous agricultural future for generations to come.





VISION

To become a leading Indian MNC spearheading agricultural solutions for the world.

To accelerate the world's agricultural productivity by providing innovative products & solutions.



MISSION



OUR PURPOSE

To improve the productivity of farmers, thereby meeting the food needs of the entire world.

At GSP, here are the five value codes we all abide by. These codes are the same for everyone sitting in a board room, in a lab, at the vendor's office or for those who are on the field.

TRANSPARENCY RESPECT & RELATION

INTEGRITY & HONESTY TRUST & OWNERSHIP

GROWTH FOR ALL



OUR VALUES

Key Business Segments

GSP Crop Science provides a comprehensive range of crop protection and agricultural solutions, designed to enhance farm productivity, protect natural resources and address the challenges of modern agriculture. Its product portfolio includes Herbicides, Insecticides, Fungicides, and Plant Growth Regulators, each contributing to improved crop health, food security, and farmer prosperity.

Herbicides:

GSP's herbicides play a critical role in weed management, ensuring crops are not deprived of nutrients, water, and sunlight. The portfolio includes contact, systemic, pre-emergent, and selective herbicides tailored for both agricultural and non-agricultural settings. Beyond protecting crop yields, herbicides also support landscape management, prevent the spread of invasive weeds, and contribute to maintaining ecological balance in fields, gardens, and urban spaces.

Insecticides:

GSP offers a wide spectrum of insecticides—biological, synthetic, and physical—designed to safeguard crops and livestock from pests and insect-borne diseases. These solutions not only improve agricultural productivity but also serve wider purposes such as protecting livestock health and supporting public health programs by controlling insect populations like mosquitoes or flies. In addition, GSP's insecticides are applied in forestry and urban environments, reducing the risks posed by insects in non-agricultural areas.

Fungicides:

Fungal infections are a major threat to agricultural productivity, and GSP addresses this through a diverse range of fungicides including contact, systemic, protectant, & broad-spectrum formulations. Applied to soil, foliage, or seeds, these fungicides ensure strong crop defence and are often integrated with herbicides and insecticides for holistic protection. By reducing crop losses and enhancing yields, they directly contribute to food security and farmer income stability.

Plant Growth Regulators:

GSP's growth regulators are designed to manage plant physiology, improving yield quality and consistency. These solutions regulate flowering, fruiting, and growth patterns, while also being used to inhibit the growth of unwanted weeds. In addition to improving productivity, growth regulators enhance the aesthetic and commercial value of crops by promoting desirable traits such as larger fruits, compact growth or better flowering.

Together, these business segments demonstrate GSP's role as a partner in progress—offering integrated, science-driven solutions that address agricultural challenges, improve yields, and support sustainability. By combining **crop protection with growth enhancement**, GSP helps farmers unlock long-term value while safeguarding ecosystems and food security.



Operations & Presence

Starting as a phosphate fertiliser manufacturer, GSP Crop Science has evolved into a leading provider of a comprehensive range of agricultural solutions. Today, the Company's diverse portfolio includes technical-grade ingredients for insecticides, fungicides, herbicides, intermediates, biopesticides, and seed-treatment chemicals. These offerings are designed to address the varied requirements of farmers while supporting the advancement of sustainable agriculture.

Headquartered in Ahmedabad, GSP's operations extend across India and reach global markets in **65 countries**, including Latin America, the USA, Australia, Africa, Asia, and the Middle East. This international presence underscores the Company's ability to serve critical agricultural regions with reliable and effective solutions.

GSP operates **five state-of-the-art manufacturing facilities** equipped to produce a wide assortment of high-quality agrochemicals. These facilities ensure consistent supply to meet both domestic and international demand. Automation and advanced technologies, such as a Distributed Control System (DCS) in the Pendimethalin plant, have been implemented to enhance efficiency, safety, and process reliability. Supporting its manufacturing backbone are **two advanced Research & Development centres**, dedicated to developing modern



technologies and formulations that address farmers' evolving needs while reducing environmental impact. The **Odhav R&D Centre** hosts a team of qualified professionals focused on continuous in-house product development using innovative methods and technologies. The **Kathwada R&D Centre** specialises in developing new formulations and improving product efficacy. Both centers carry out soil and water analyses, sharing insights with farmers to support better crop management. GSP also focuses on technology absorption, process improvements, and development of safer formulations, including solvent-free and advanced WG, SG, granule, and CS formulations.

Within India, GSP's strong market reach is reinforced through an extensive distribution network of over **5,820 dealers**, enabling the Company to deliver products effectively and efficiently to farming communities nationwide. This deep-rooted presence ensures timely availability of solutions and strengthens relationships with farmers across diverse geographies.

By combining manufacturing excellence, research-driven innovation, and robust distribution, GSP continues to expand its role as a key contributor to the agricultural sector. Its commitment to sustainability, customer-centricity, and continuous progress positions the Company as a trusted partner in building a resilient and productive agricultural future, both in India and worldwide.

Our Journey

1985
Inception of Success: Foundation of GSP Crop Science Limited. GSP Crop Science Limited (Earlier known as GSP Crop Science Private Ltd) known as "Gujarat Superphosphate Industries Private Limited", is founded in Ahmedabad.

1993
Diversification and Expansion: Formulation Plant in Kathwada. GSP Crop Science diversifies its operations by establishing a formulation plant in Kathwada, further expanding its product range.

2005
Industry First: Pioneer of Diafenthiuron in India. GSP Crop Science becomes the first manufacturer in India to produce Diafenthiuron.

2009
Expansion: GSP Crop Science expands its technical plant in Nandesari, enabling increased production capacity.

2011
Expansion: Our Company undertook the expansion of its Nandesari Plant.

2015
Expansion: Our Company established a formulation unit at Samba (Jammu & Kashmir) through its subsidiary, Rajdhani Petrochemicals Private Limited.

2017
Commissioned R&D Plant. Commissioned formulation research and development pilot plant at Odhav Facility.

2022
Global Expansion: Acquired subsidiary in Brazil to cater to Latin American markets.

2023
GSP Crop Science Subsidiary in Sykha, Gujarat. Setting up of intermediate manufacturing plant at Sykha (Dahej, Gujarat) under new subsidiary named GSP Intermediates Private Limited.

2024



Our Client Portfolio

GSP operates across the agricultural sector, primarily focusing on the manufacturing of pesticides, insecticides, herbicides, fungicides, and other crop protection chemicals. The Company serves a diverse and integrated client base that spans multiple levels of the agricultural supply chain.

- **Farmers and Growers:** The primary customers are farmers and growers, who rely on GSP's products to protect crops from pests, diseases, and weeds, thereby enhancing yield, quality, and overall farm productivity.
- **Distributors and Dealers:** GSP partners with a robust network of distributors and dealers who purchase products in bulk and supply them to local farmers, retailers, and agro shops, ensuring widespread availability and accessibility.
- **Agribusiness Companies:** Large-scale agribusinesses and corporate farms collaborate with GSP for consistent crop protection solutions to manage extensive farming operations efficiently.
- **Retailers and Agro-shops:** Small-scale retailers and agro-shops serving local farming communities are also key clients, stocking GSP products for individual sales.

- **Government and Institutional Buyers:** Government agricultural departments, research institutions, and organisations involved in agricultural initiatives or subsidy programs are served with solutions for large-scale pest management and crop protection programs.
- **Export Markets:** GSP extends its reach to international markets, supplying products to farmers and agricultural sectors in over 60 countries, including Latin America, the USA, Australia, Africa, Asia, and the Middle East.
- **Corporate Farms and Plantations:** The Company also caters to large plantations and corporate farms that require reliable and high-volume supply of crop protection chemicals to sustain large-scale agricultural operations.

Through this broad and diverse client network, GSP ensures its crop protection solutions effectively reach all levels of the agricultural ecosystem. By addressing the needs of individual farmers, institutional buyers, corporates, and international clients, GSP supports sustainable farming practices, enhances productivity, and contributes to the overall growth and resilience of the agricultural sector.

Our Value Chain

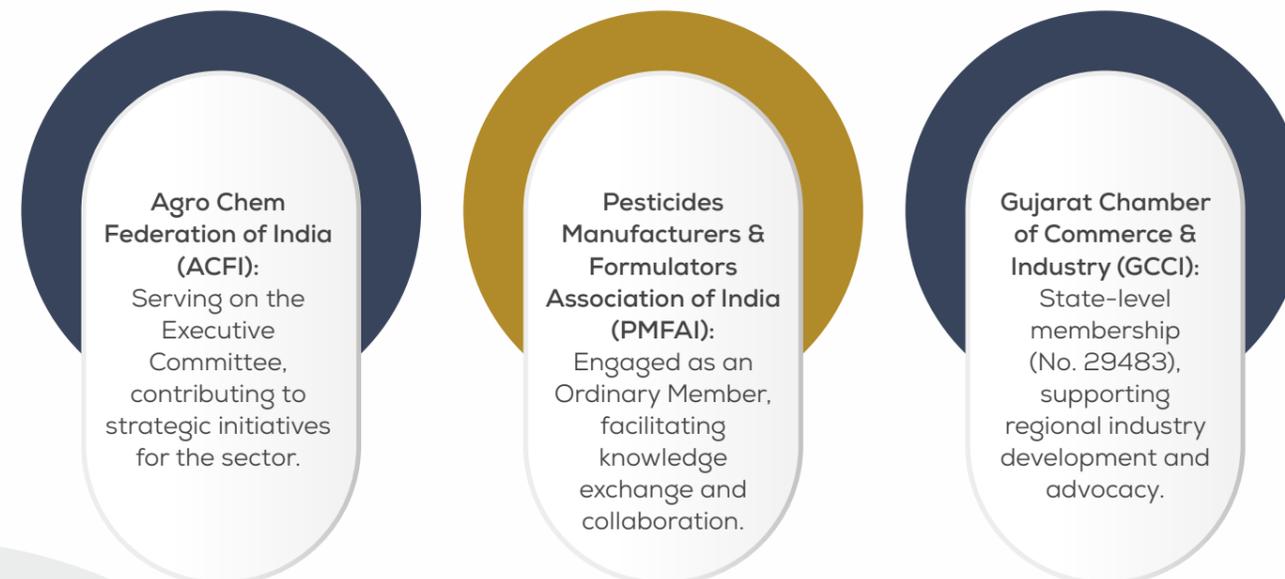
GSP Crop Science operates a robust value chain underpinned by a collaborative network of strategic partners, including raw material suppliers, research institutions, distributors, and dealers. These partnerships are critical to ensuring the consistent availability of high-quality inputs, driving innovation in product development, and delivering solutions effectively to the market.

By working closely with these stakeholders, GSP maintains excellence in manufacturing, optimises distribution, and provides comprehensive support to clients. This integrated approach strengthens operational efficiency, enhances product quality, and reinforces the Company's ability to meet the evolving needs of farmers and the agricultural sector.

Membership and Trade Associations

GSP Crop Science actively engages with industry member and trade associations, leveraging these platforms to stay informed on emerging trends, regulatory developments, and best practices in the agrochemical sector. Through collaboration with peers and industry experts, the Company strengthens its capacity to drive innovation, promote eco-friendly solutions, and continually refine its product offerings to meet evolving market needs.

GSP is an active participant in prominent trade and industry bodies, including:



The Company also values **collective bargaining** to amplify employee voices and ensure equitable workplace conditions. GSP fosters an environment of open communication and mutual respect, where negotiations serve both organisational goals and employee interests. This commitment underlines the Company's focus on building a cohesive and rewarding environment.

Economic Performance



At GSP, we strive to enhance our operational effectiveness, elevate our R&D capabilities, and drive innovation that benefits our stakeholders. Our success stems from disciplined economic management, an engaged team, pioneering crop solutions, and sound governance practices. Positioned at the forefront of the agricultural industry, we have skilfully managed market dynamics to achieve impressive

financial outcomes that underscore our pursuit of operational excellence and strategic expansion. We remain dedicated to building substantial cash flows and providing reliable returns to shareholders while maintaining consistent commitment to stakeholder welfare and comprehensive value creation.

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Net Worth	421.87	349.45	356.85
Revenue from Operations	1,499.17	1,439.67	1,534.69
Profit After Tax	76.31	46.03	8.23
EBITDA	151.63	98.58	64.68

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Direct Economic Value Generated			
Revenues from Operations	1,499.17	1,439.67	1,534.69
Economic value generated from investment and other sources	17.32	11.24	2.73
Total	1,516.49	1,450.90	1,537.42

Particulars	FY 2024-25	FY 2023-24	FY 2022-23
Economic Value Distributed			
Employee Wages and Benefits	94.18	80.77	63.95
Operating Costs	1,289.90	1,272.98	1,424.85
Interest payment to providers of credit	29.83	33.96	36.69
Dividend/Payout to shareholders	2.60	0.55	3.02
Community Investments	1.32	1.50	1.29
Payment to government	26.24	15.81	2.45
Total	1,444.07	1,405.56	1,532.26
Economic Value Retained	72.42	45.34	5.17



Tax

Our commitment to integrity, responsibility, and excellence drives our robust tax governance and strategic planning practices, ensuring full regulatory compliance worldwide. This framework builds stakeholder trust and advances our long-term business goals. By maintaining rigorous tax oversight, careful planning, and strict regulatory adherence across all operational regions, we cultivate stakeholder confidence. Tax details for previous fiscal years can be found in our Annual Report for FY 2024-25.



Integrating Sustainability into Financial Planning

At GSP, sustainability forms the cornerstone of our financial strategy, influencing our budgeting and investment approaches to harmonise economic progress with environmental responsibility. Our financial frameworks are carefully crafted to allocate resources toward initiatives that support our sustainability goals, with environmental spending receiving top priority. By embedding ESG considerations into our financial decision-making, we ensure our investments generate both financial returns and positive environmental and social

outcomes. The Board's consistent allocation of increased funding to sustainability programs demonstrates our ongoing commitment. We utilise an advanced ERP-based tracking system to monitor resource utilisation and assess the financial performance of sustainability projects against expected outcomes. Any deviations are swiftly addressed to ensure initiatives achieve their environmental targets. Project success is measured through specific KPIs tracking CO₂ emission reductions, energy and water usage optimisation, waste minimisation, and enhanced recycling performance.



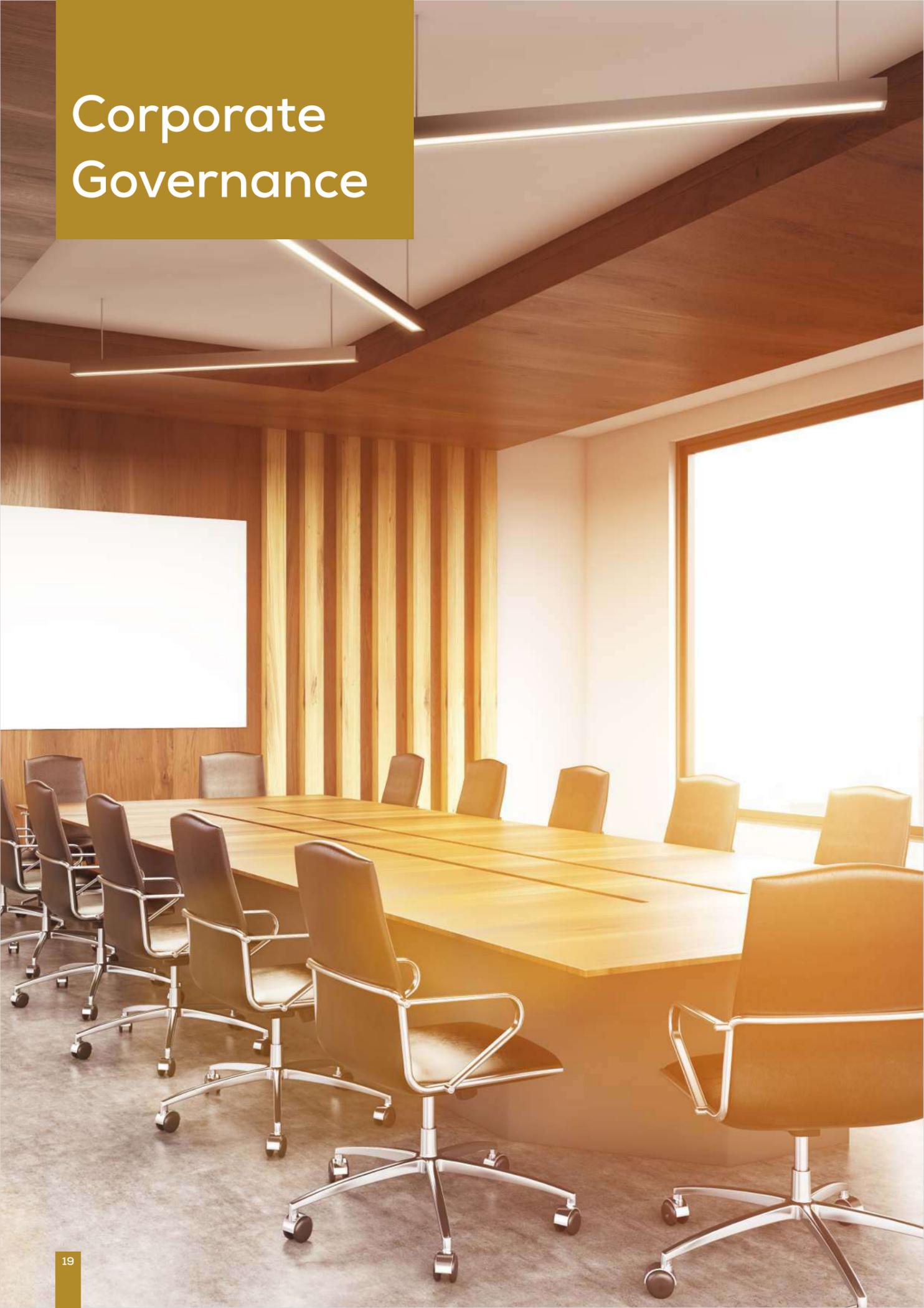
Research and Development

As agricultural practices transform, consumer expectations shift, and sustainability gains prominence, R&D continues to be fundamental to GSP's operations. Our innovative R&D centres in Odhav and Kathwada have earned recognition from the DSIR, Ministry of Science and Technology, New Delhi, affirming our commitment to innovation. R&D activities span multiple areas: identifying new synthetic routes, enhancing production methodologies, solving technical issues, boosting operational efficiency, and enabling product launches.

In FY 2024-25, the Company invested INR 0.277 Crores in capital and INR 5.85 Crores in revenue expenditure on R&D—equivalent to 0.43 percent of revenue—demonstrating R&D's strategic role in growth and innovation. These investments yielded 24 patents for formulations and processes during the period. No political contributions or bribery-related sponsorships were made during the fiscal year.



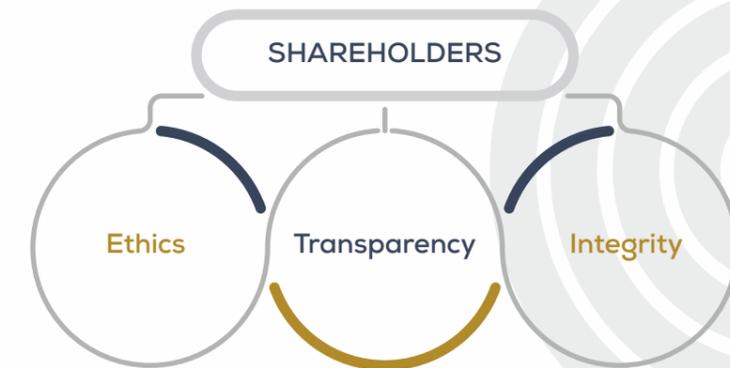
Corporate Governance



GSP demonstrates unwavering dedication to principled business practices through our comprehensive corporate governance structure. Our approach goes beyond simple regulatory adherence, embodying a profound commitment to continuously exceed standards while creating lasting value for shareholders. Built upon the pillars of ethics, transparency and integrity, our governance principles serve as the cornerstone for operational excellence and strategic leadership.

Our governance infrastructure empowers the Board and Management to lead with purpose and determination, consistently placing stakeholder interests at the

forefront. This resolute dedication solidifies GSP's position as an industry pioneer in agrochemicals and a champion of responsible business conduct.



GSP's Core Values

GSP operates on fundamental principles that drive excellence and advancement within the agricultural industry:

Innovation Leadership: Adopting innovative developments to maintain industry leadership while delivering advanced solutions and driving operational efficiency for customers.

Market Expansion: Concentrating on broadening distribution channels, penetrating emerging markets, and forming strategic alliances to achieve global product accessibility.

Manufacturing Excellence: Investing in infrastructure and implementing scalable technologies to strengthen production capacity and meet growing demand for premium products.

Technology Integration: Leveraging modern automation, data analytics, & technological solutions to streamline operations, increase productivity & drive innovation across all business functions.

Quality Commitment: Maintaining superior quality standards through rigorous quality control processes and consistently exceeding customer expectations.

Continuous Growth: Pursuing ongoing opportunities for innovation, expansion and development while adapting to market dynamics and maximising potential.

Operational Efficiency: Fostering efficiency and continuous improvement through process optimisation, technology utilisation and workforce development.

Dependability: Ensuring crop protection solution reliability through extensive research, expert partnerships, and thorough testing with emphasis on effectiveness and safety.

Ethical Standards: Maintaining unwavering commitment to integrity, transparency & corporate responsibility while achieving organisational mission & vision through principled practices.

Value Creation: Building stakeholder, partner, customer, and community value by delivering cost-efficient and eco-friendly products that transform agricultural practices.

Governance Structure

Our governance systems are thoughtfully designed considering key elements including management ownership, board diversity, effectiveness, structure, experience and expertise. The Board of Directors, serving as GSP's primary decision-making authority, operates with the goal of achieving sustainable and balanced growth. Our unified board structure, composed of individuals with extensive industry knowledge and specialised competencies, leads our organisational direction.



Tasked with strategic development and implementation oversight, our Board balances long-term vision with immediate goals while maintaining responsibility for generating sustainable shareholder value. Our comprehensive annual performance evaluation process, enhanced by Director insights and rigorous multi-criteria assessment, demonstrates our dedication to operational excellence and continuous enhancement.

Board Composition

GSP's Board consists of eight members, configured to facilitate effective and prudent decision-making. Four Independent Directors comprise the majority, strengthening our commitment to robust governance and impartial oversight. The Board includes specialists across diverse fields including management, accounting, finance, law, governance, and emerging technology, while embracing diversity regardless of gender, race, religion, or caste.



Mr. Bhavesh Shah
(Chairman and
Managing Director)



Mr. Tirth Shah
(Executive Director
- International)



Mr. Shail Shah
(Executive Director
- Finance & CFO)



Mr. Mehul Pandya
(Executive Director
- Operations)



Mr. Bharat Shah
(Independent
Director)



Mr. Ashish Mehta
(Independent
Director)



Mr. Nakul Sharedalal
(Independent
Director)



**Mrs. Apruva
Mashruwala**
(Independent
Director)

Director Tenure

As of March 31, 2025, the 8 Board members maintain an average tenure of 9.75 years and have established six specialised committees.



Throughout the fiscal year, the organisation recorded zero incidents of corruption, discrimination, conflicts of interest, data security breaches or insider trading violations.

Code of Conduct

GSP's Code of Conduct exemplifies our dedication to integrity, honesty and transparency principles. This comprehensive document outlines our values and establishes key guidelines including rigorous ethical standards, corporate responsibility, human rights protection and consistent professionalism and compliance across all business operations.

The Code establishes ethical and behavioural expectations for all GSP stakeholders, including employees, clients, community members, supply chain partners and investors, ensuring adherence to our standards. It provides guidance on critical issues such as labour practices, anti-corruption measures, data privacy, and conflict resolution, while extending to customer relationships, environmental stewardship and ethical supply chain management, demonstrating our commitment to responsible corporate behaviour.

The Code emphasises transparency by outlining misconduct reporting procedures and implementing measures to maintain a safe, respectful workplace free from discrimination or harassment. It includes essential contact information and company details, reinforcing our commitment to accountability and openness.

Our ethical dedication is reflected in strict Code compliance, supported by comprehensive internal controls and an effective system for prompt issue reporting and resolution. Our compliance framework meets all statutory, ISO, and contractual requirements. During the fiscal year, there were no environmental, socio-economic non-compliance, or corruption incidents. This robust governance structure builds trust and transparency while supporting business growth and stakeholder relationship strength.

Whistleblower Mechanism

Our Whistleblower System provides a secure and confidential platform for employees and stakeholders to report unethical behaviour or Code of Conduct violations. The mechanism ensures whistleblowers can raise concerns without fear of retaliation, promoting openness and accountability. All cases receive thorough investigation by our internal compliance team, with appropriate actions taken based on findings. This practice of encouraging open communication and addressing concerns promptly reinforces our commitment to ethical practices and strengthens our governance framework integrity.



Policies

At GSP Crop Science, our commitment to upholding exceptional ethical business standards extends far beyond mere regulatory compliance. We have developed a comprehensive policy suite ensuring thorough adherence to all relevant regulatory and legal requirements. These policies and related disclosures are accessible on our Company's website.



Risk Management

GSP's sustainable business approach is strengthened by a comprehensive risk management system that effectively minimises the impact of unfavourable internal and external circumstances while ensuring operational continuity across different economic conditions. We have designed and deployed an extensive Risk Management Framework that methodically recognises, assesses and addresses potential threats, guaranteeing proper risk evaluation and reduction measures are maintained. This system provides effective controls enabling swift responses to business environment changes. Through incorporating these risk management approaches into our strategic long-term planning; we seek to ensure uninterrupted business functionality and sustained value creation for all stakeholders.

We have established risk reduction strategies covering an extensive spectrum of potential threats, including compliance, environmental, operational, safety, and cybersecurity risks. We follow globally recognised risk management principles, including International Organisation for Standardisation (ISO) standards, maintaining a systematic and thorough approach to managing various identified and evolving risks.

Risk Governance

We have established a specialised Risk Management Team responsible for executing, overseeing and addressing identified and emerging threats that may affect the Company. Our risk governance architecture is further reinforced by an internal audit framework. The internal audit division examines procedures and systems, providing regular updates to the Board of Directors (BoD). Following comprehensive discussions informed by risk evaluation, management and Risk Management deliver guidance to department leaders, resulting in system modifications and risk reduction strategy implementation. The Risk Management team and BoD convene regularly to assess and examine identified risks on a quarterly basis.

Governance Structure for Risk Management



Risk Management Mechanism

We have implemented a rigorous procedure for recognising, addressing and overseeing risks on a regular basis. Our Risk Management Team guarantees the deployment of our risk evaluation system across all business

operations. We handle regulatory and compliance issues by recognising threats and establishing suitable control measures to effectively manage them.



Risk Culture

We have deployed multiple approaches to foster a robust risk-aware culture across the organisation. This encompasses comprehensive risk management education for the entire workforce, specialised training programs on risk management fundamentals for personnel across all organisational tiers and the incorporation of risk considerations into product

and service development workflows. Independent Directors receive necessary training and awareness programs as well. Through this emphasis on learning and development, GSP seeks to embed risk management as a core component of its operational framework and strategic decision-making processes.

Emerging Risks

The agrochemical production sector plays a critical role in securing food supplies for an expanding world population, operating within an environment characterised by geopolitical instabilities and increasing demand for environmentally responsible products. Therefore, it is essential for GSP to assess emerging threats and develop comprehensive mitigation approaches that enable us to adapt to these changing priorities. Through proactive management of these challenges, we can protect our business operations while also leading the development of sustainable innovations that address the changing needs of modern agriculture.

Risk Category	How it is applicable to GSP	Opportunities	Mitigation Measures
Regulatory Tightening & Sustainability Mandates: Significant legislative implementations anticipated in the future with wide-ranging impacts including bans, fines and cascading effects on operations. Industry facing sustainability mandates and regulatory changes.	<ul style="list-style-type: none"> Product bans and restricted approvals for existing chemical formulations Increased compliance costs and lengthy approval processes Supply chain disruptions due to changing regulations across regions 	<ul style="list-style-type: none"> Streamlined approval processes for biotech-enhanced solutions may cut market entry time by up to 30 percent First-mover advantage in developing sustainable alternatives Premium pricing for eco-friendly products meeting new standards 	<ul style="list-style-type: none"> Invest heavily in R&D for bio-based and sustainable formulations Establish robust regulatory affairs teams in key markets Build partnerships with regulatory bodies for early compliance guidance Diversify product portfolio to reduce dependence on at-risk chemicals
Climate Change – Induced Agricultural Volatility: Climate change introduces stresses like drought, heat, cold and salinity, threatening crop yields and creating unpredictable demand patterns for agrochemicals	<ul style="list-style-type: none"> Fluctuating demand for specific product categories based on weather patterns Geographic shifts in agricultural production affecting market dynamics Increased need for specialised products for climate-stressed crops 	<ul style="list-style-type: none"> Development of climate-resilient crop protection solutions Expansion into new geographic markets as agricultural zones shift Innovation in stress-tolerance enhancing chemicals and biologicals 	<ul style="list-style-type: none"> Develop climate-adaptive product portfolios Invest in predictive analytics for demand forecasting Create flexible supply chain networks Partner with agricultural research institutions for climate impact studies
Environmental & Health Liability Risks: Significant ecological and human health risks including soil and water contamination, biodiversity loss and chronic health problems in humans, leading to potential legal and reputational challenges.	<ul style="list-style-type: none"> Increased litigation risk and potential class-action lawsuits Higher insurance costs and potential coverage limitations Brand damage affecting market share and pricing power Investor and stakeholder pressure for ESG compliance 	<ul style="list-style-type: none"> Reduction in chemical pesticide usage by up to 40 percent through sustainable farming innovations Development of precision agriculture solutions reducing chemical usage Building trust through transparency and sustainable practices 	<ul style="list-style-type: none"> Implement comprehensive environmental monitoring systems Invest in safer chemistry and biological alternatives Establish robust product stewardship programs Maintain adequate insurance coverage and legal reserves Engage proactively with stakeholders on safety initiatives

Risk Category	How it is applicable to GSP	Opportunities	Mitigation Measures
Digital Transformation & Market Disruption: Industry disruption from AI-powered precision agriculture, biotechnology innovations and digital platforms reshaping traditional business models and customer relationships.	<ul style="list-style-type: none"> Traditional distribution channels being bypassed by digital platforms Need for significant IT infrastructure investments Risk of being outpaced by agtech startups and tech companies Customer expectations shifting toward integrated digital solutions 	<ul style="list-style-type: none"> AI-powered precision agriculture enabling more targeted and efficient product application Development of integrated digital platforms combining products and services Data monetisation through farm management insights Partnership opportunities with technology companies 	<ul style="list-style-type: none"> Establish digital innovation labs and partnerships with tech companies Acquire or invest in promising agtech startups Develop digital competencies within the organisation Create integrated product-service offerings combining chemicals with digital tools Build direct relationships with farmers through digital platforms



Information Technology Data Protection and Cybersecurity

GSP remains committed to safeguarding the security and confidentiality of its data resources, along with the personal information belonging to clients, staff members and stakeholders. The Company's Data Privacy and

Cybersecurity Policy is structured to address risks and secure confidential information while adhering to regulatory requirements for both internal and external parties.

Essential components of this policy encompass:

Information Protection: Confidential data is categorized and protected according to sensitivity levels, with restricted access granted only to approved personnel through access management systems and encryption protocols.

Vendor Security Management: External service providers must adhere to the Company's cybersecurity requirements, with comprehensive evaluation conducted to confirm their security protocols.

System Security: Staff members must utilise robust passwords and multi-factor verification for system entry, complemented by routine security evaluations and audits to detect and resolve potential weaknesses.

Staff Obligations: Personnel are required to comply with policy guidelines and communicate any security concerns to the security department.

Cybersecurity Standards: The organisation maintains current updates and security patches for equipment and platforms, conducts cybersecurity education programs for personnel, and implements anti-malware and intrusion monitoring/prevention technologies.

Policy Maintenance and Revisions: The policy undergoes regular assessment to ensure continued effectiveness, with modifications shared with all employees and stakeholders.

Security Incident Management: A structured incident response framework exists to address cybersecurity events effectively, including procedures for prompt notification to the security department.

Compliance with this policy is essential for GSP to secure its information assets and preserve stakeholder confidence. Throughout the reporting period, no data security incidents were documented.

Sustainability at GSP



Commitment to Sustainability: At GSP, sustainability is embedded in the core of our operations. Our mission to revolutionise agriculture is guided by responsible practices that balance growth with environmental stewardship, social responsibility and strong governance. We recognise that sustainable practices are not just operational necessities, but essential commitments to our employees, communities, customers and future generations.

Our journey in sustainability focuses on creating measurable impact across environmental, social and governance (ESG) dimensions. Over the years, we have strengthened our ESG framework by implementing policies, certifications, and programs that ensure compliance, operational excellence, and continuous improvement. Our FY 2024-25 roadmap further reinforces our commitment to integrating sustainability into every aspect of our business.

Environmental Stewardship

We are committed to reducing our environmental footprint while advancing agricultural innovation. Our initiatives include:

Energy Efficiency and Renewable Energy: Adoption of LED lighting, solar energy installations and other energy-efficient technologies across our operations to optimise energy consumption.

Governance and Compliance

Strong governance underpins all our sustainability efforts:

Certifications and Standards: We maintain internationally recognized certifications to ensure operational excellence, safety and quality management, including:

ISO
14001:2015
Environmental
Management
System

ISO
45001:2018
Occupational
Health & Safety
Management

ISO/IEC
17025
Laboratory
Competence

ISO
9001:2015
Quality
Management
System

RC 14001
Certification
Chemical
Industry's
management for
environmental,
health, safety
and security
performance.

Waste Management and Reduction: Comprehensive recycling programs and organic waste composting to minimise landfill contribution and promote circular practices.

Sustainable Sourcing: Partnering with suppliers who follow environmentally responsible practices, including the use of natural fertilisers and safe pesticides.

Employee Engagement: Promoting sustainable commuting practices such as public transport, cycling and walking, with initiatives to incentivise greener choices.

Social Responsibility

We prioritise the well-being, growth and engagement of our employees while supporting the broader community:

Employee Well-being: Providing opportunities for professional development, training and maintaining work-life balance to foster a positive workplace culture.

Community Engagement: Supporting local communities through CSR activities and volunteerism, ensuring our growth positively impacts society.

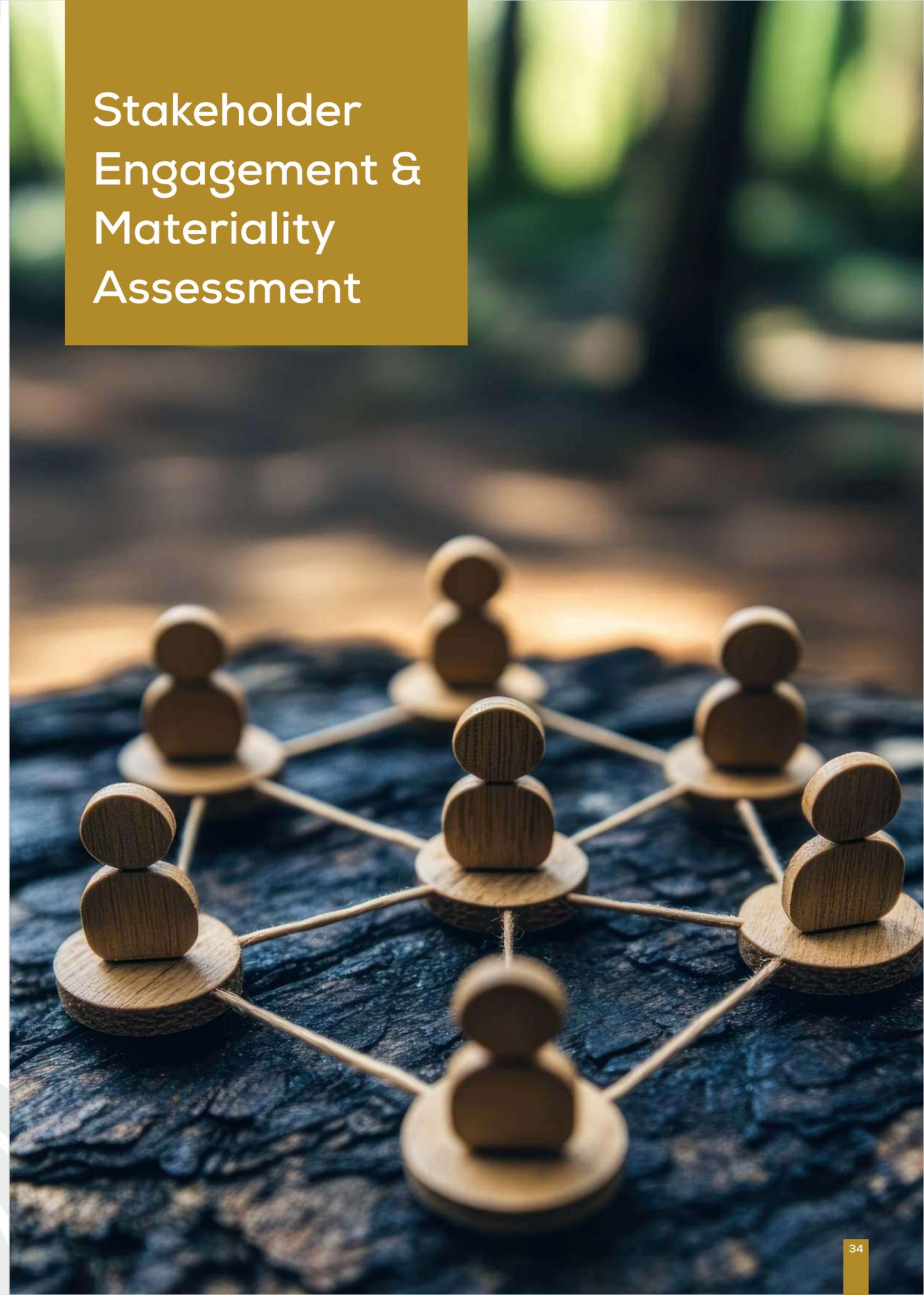


Stakeholder Engagement & Materiality Assessment

ESG Policies: Well-defined ESG policies guide decision-making, ensure accountability and embed sustainability across business operations.

Innovation and Growth: Innovation is central to our sustainability agenda. GSP Crop Science has applied for over 160 patents, with more than 60 patents granted, reflecting our dedication to developing agricultural technologies that are both effective and environmentally responsible.

As we progress through FY 2024-25, GSP Crop Science remains committed to enhancing our ESG performance. By aligning our operations with recognised sustainability frameworks, setting measurable goals and promoting a culture of accountability, we aim to create lasting value for stakeholders and contribute to a sustainable future for agriculture, society and the environment.



During FY 2024-25, GSP undertook a comprehensive Stakeholder Engagement and Materiality Assessment, aligned with the Global Reporting Initiative (GRI) Standards 2021. This assessment is a key component of our sustainability strategy, enabling us to respond

Stakeholder Engagement

At GSP Crop Science, we are committed to engaging with our stakeholders transparently, clearly, consistently and routinely. We believe that fostering open dialogue is critical to achieving our business objectives, strengthening relationships and generating mutual value.

Regular interactions with our stakeholders enable us to align our operations and strategies with their expectations while ensuring that our sustainability initiatives address the concerns and aspirations of those we impact. Our stakeholder engagement process is inclusive and structured to capture diverse perspectives from a wide range of stakeholders, including employees, customers, suppliers, regulators, local communities, investors and industry partners. We employ multiple communication channels—from in-person meetings and workshops to surveys, digital platforms, webinars and social media—to facilitate a transparent, two-way dialogue that is responsive and meaningful.

Through these engagements, we gather valuable insights that inform our sustainability initiatives, strategic decision-making, and operational improvements. This process ensures that our priorities reflect not only the needs of our business but also the expectations of our stakeholders and the broader societal and environmental context in which we operate.

effectively to the evolving expectations and concerns of our stakeholders, while identifying and prioritizing sustainability issues that hold material significance for both the Company and its stakeholders.

Our stakeholder engagement follows a structured four-step approach:

Stakeholder Identification and Prioritisation: Creating a list of stakeholders across the value chain and classifying them internally and externally.

Developing an all-inclusive list of key topics: Prioritising the stakeholders and identifying select groups for engagement.

Engagement with the stakeholders: Formulating questionnaires for the identified stakeholder groups.

Collation and analysis of feedback: Understanding the priorities and concerns of stakeholders and incorporating their suggestions in our materiality assessment.

Inclusive and Impact-Oriented: This process considers the varied impacts of our operations on stakeholders, enabling us to create a collaborative and responsive engagement framework. The feedback received helps refine our sustainability initiatives, enhances transparency and ensures accountability. By integrating stakeholder perspectives into our decision-making, we not only strengthen trust but also enhance the relevance and effectiveness of our ESG strategy.

Stakeholder Group	Channel of Communication	Frequency of Engagement	Key Expectations
Customers	<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	<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
NGOs	<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 & grievance mechanisms 	<ul style="list-style-type: none"> As per social contribution and CSR activities 	<ul style="list-style-type: none"> Proactive involvement Community development
Employees	<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 & professional growth Learning and development Work-life balance and career progression Transparency and involvement in the Company's strategies

Stakeholder Group	Channel of Communication	Frequency of Engagement	Key Expectations
Suppliers/ Lenders	<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	<ul style="list-style-type: none"> Written communication Interviews & Forums Meetings 	<ul style="list-style-type: none"> Quarterly, Half-yearly Annually As needed for forums & meetings 	<ul style="list-style-type: none"> Credible information on progress to stakeholders about the products & services
Industry Associations/ Regulators	<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



Materiality Assessment

At GSP Crop Science, the Materiality Assessment is a critical tool that helps us identify and evaluate the relative significance of Environmental, Social And Governance (ESG) topics for both our stakeholders and our business operations. In FY 2024-25, we further

refined our approach by conducting a comprehensive impact materiality assessment, aligned with the Global Reporting Initiative (GRI) Standards 2021, to ensure that our sustainability reporting reflects the most relevant and meaningful topics.

Approach to Impact Materiality

Our materiality assessment involved a rigorous multi-step process:

Identification of Material Topics

We reassessed topics identified in previous reporting periods to determine their ongoing relevance and potential impacts on the economy, society, the environment and human rights. We also incorporated emerging topics based on sectoral trends, peer benchmarking and stakeholder feedback.

Assessment of Impacts

For each identified topic, we evaluated both actual and potential impacts, considering positive and negative effects. The significance of these impacts was measured using criteria such as:

Severity: The magnitude of the impact on stakeholders or the environment

Likelihood: The probability of occurrence of the impact

Prioritisation of impacts

Impacts were ranked based on their significance to the organization and stakeholders. A threshold was applied to determine which topics should be considered material. Related impacts were grouped into topics, enabling the definition of relevant Key Performance Indicators (KPIs) in alignment with GRI guidelines.

Disclosure and Reporting

For each material topic, we reported on management practices, performance, and outcomes, benchmarking against industry standards and stakeholder expectations. GRI indicators were used to ensure transparency and comparability in our disclosures.

The materiality assessment at GSP is a dynamic and iterative process. We remain committed to revisiting our strategies and reassessing material topics regularly to capture evolving sustainability risks, opportunities and stakeholder priorities. By integrating stakeholder insights and sectoral developments, we ensure that our sustainability reporting remains relevant,

actionable and aligned with our commitment to responsible growth and innovation. Each material topic is evaluated in terms of its associated impacts, which may be positive or negative and actual or potential. This approach ensures that we not only manage risks but also identify opportunities to create meaningful value for our stakeholders and the communities we serve.

Prioritised List of Material Topics

Material Topic	Impact	Positive/ Negative	Actual/ Potential
Energy & Emissions Management	Reduced dependency on fossil fuels due to renewable energy consumption	Positive	Actual
	Cost incurred due to inefficient Energy Management	Negative	Actual
	Emissions from biofuel combustion impacting local air quality	Positive	Actual
Water Management	Water pollution from industrial discharge affecting local ecosystems	Negative	Actual
	Minimizing freshwater consumption through water recycling initiatives and improving water efficiency	Negative	Actual
Water Management	Segregation and handling challenges of multilayer packaging waste	Negative	Actual
Environmental Protection	Reduced environmental footprint across all operations (e.g., energy, water, waste, emissions)	Positive	Actual
Human Capital Management	Increased Employee Satisfaction and Productivity	Positive	Actual
	Value creation and open communication through long-term relationships	Positive	Potential
	Higher productivity due to employee training and skill development	Positive	Actual
	Improved leadership pipeline through structured development programs	Positive	Actual

Material Topic	Impact	Positive/ Negative	Actual/ Potential
Occupational Health & Safety	Improved workplace health & safety reducing incidents and fatalities	Positive	Actual
	Occupational exposure to hazardous chemicals leading to health issues	Negative	Actual
Product Stewardship	Reduction in environmental impacts	Positive	Actual
	Increased cost incurred due to Product Safety and Innovation	Negative	Actual
Sustainable Supply Chain	Strengthened supplier partnerships, enhancing resilience and ethical practices	Negative	Potential
Customer Health and Safety	Safer bio-based chemicals reducing health risks for consumers	Positive	Actual
Corporate Governance	Business growth led by a strong & diverse leadership	Positive	Actual
	Increased Scurtyny from Regulators and Auditors	Negative	Actual
Cybersecurity and Data Privacy	Protection of sensitive stakeholder data strengthening trust	Positive	Actual
	Increased costs associated with maintaining & upgrading IT security infrastructure	Negative	Actual
Risk Management	Maintained Regulatory Compliance and Avoidance of Legal Penalties	Positive	Actual
	Business continuity ensured through effective risk management strategies	Positive	Actual
	Operational Disruptions and Extended Downtime Post-Incident	Negative	Actual



Environmental Stewardship



At GSP Crop Science, we recognise that ecological responsibility is a core aspect of corporate accountability. While agro chemicals play a pivotal role in supporting global agriculture by providing essential inputs such as fertilisers and pesticides, this influential position comes with the responsibility to address environmental challenges, including resource overuse, management of hazardous waste, greenhouse gas emissions, and waterway contamination. We continually invest in energy-efficient technologies, including LED lighting and solar power systems and are expanding the adoption of renewable energy sources such as solar and wind, thereby reducing our carbon footprint and dependence on fossil fuels.

Our approach to sustainability extends beyond energy management to include comprehensive waste reduction, recycling and composting initiatives, as well as sourcing raw materials from suppliers who follow environmentally responsible practices, including the use of natural fertilizers, safe pesticides and biodiversity conservation. In addition, we actively engage employees, customers and local communities to promote awareness and adoption of sustainable practices. Through these integrated efforts, GSP aims to mitigate environmental impacts, enhance operational efficiency, and foster long-term sustainability, while building trust and creating lasting value for all stakeholders.

At GSP, sustainability is embedded in our core operations, reflecting our commitment to eco-friendly agricultural practices while meeting global and local standards. We continue to invest in innovative technologies and process optimisations that enhance operational efficiency and reduce environmental impact, supporting the evolving expectations of our consumers. Our group-wide EHS Policy drives excellence in environmental management, health and safety, focusing on pollution prevention, energy optimization, natural resource conservation and continuous

improvement of our Environmental Management System (EMS). These efforts are recognised through **ISO 14001:2015**, **ISO 45001:2018**, and **RC 14001 (Responsible Care)** certifications, while our laboratory upholds quality standards with **NABL (ISO/IEC 17025) accreditation**.

GSP maintains stringent practices for managing waste and effluents, ensuring all hazardous and non-hazardous wastes are tracked, segregated, and disposed according to GPCB-authorized practices. We actively minimize waste generation at the source through process optimisation, green chemistry, and by-product recovery, while treated effluents are reused in cooling towers and gardening or discharged in compliance with regulatory norms. Water efficiency is further strengthened through plant-wise water meters, leak detection, condensate recovery and process water reuse, supported by regular employee training and awareness programs.

Compliance with environmental laws is ensured through digital monitoring platforms, real-time systems such as OCEMS, VOC meters, and pH meters and timely submission of statutory reports to authorities. Continuous improvement is driven by measurable environmental KPIs, periodic assessments and digital tools enabling data-driven decision-making and enhancing resource management. We also prioritize circularity in materials, leveraging recycled inputs, closed-loop recycling, and strategies that maximise resource utilisation while reducing environmental impact.

By embedding sustainability into our core business, GSP sets benchmarks for environmental excellence in the agrochemical sector. Through our initiatives in waste management, water efficiency, compliance and green chemistry, we ensure that our operations generate positive impacts for both the planet and society.

Energy Management

At GSP, energy management is a key priority in our sustainability journey. We focus on strategies that not only conserve energy but also integrate cleaner and alternative sources to reduce greenhouse gas emissions. Energy use across our manufacturing units and offices are closely monitored, ensuring that every measure we implement contributes to higher efficiency and reduced environmental impact.

During the reporting period, our total energy consumption was **542.916 (000') GJ**, with electricity consumption, from both grid and renewable sources, at **89.58 (000') GJ**. Renewable energy sourced from solar contributed **6.45 (000') GJ**, representing **7.2%** of our total electricity use. Our energy intensity stood at **0.0000389 GJ/INR**, reflecting our progress in optimising resource utilisation.

Particulars	UoM	FY 2024-25	FY 2023-24	FY 2022-23	FY 2021-22
Non- Renewable Energy Consumption					
Fuel Consumption					
High Speed Diesel (HSD)	000' GJ	3.58	2.40	2.46	3.29
Liquified Petroleum Gas (LPG)	000' GJ	0.03	0.53	0.02	0.32
Coal	000' GJ	456.17	298.27	304.31	407.82
Total Fuel Consumption	000' GJ	459.78	301.20	306.79	411.43
Non-RE Electricity Consumption	000' GJ	83.13	129.83	81.26	40.13
Total Non-Renewable Energy Consumption	000' GJ	542.91	431.03	388.05	451.56
Renewable Energy Consumption					
Solar - Electricity	000' GJ	6.45	4.45	-	-
Total Electricity Consumption	000' GJ	89.58	134.28	81.26	40.13
Total Energy Consumption	000' GJ	549.36	435.48	388.05	451.46

Guided by our commitment to environmental stewardship and responsible resource management, we have implemented a range of initiatives to reduce energy consumption across our operations. By leveraging advanced technologies and optimising processes, we have significantly improved energy efficiency, resulting in lower overall consumption and a measurable reduction in greenhouse gas (GHG) emissions.

Key energy efficiency projects undertaken during the reporting period are highlighted below:

- **Steam condensate recovery and reuse:** At our P1 and P2 plants, we installed condensers to cool steam condensate and repurpose it in cooling towers across P1, P2, MEE-1 and MEE-3 units. Previously, this water was discharged to the Effluent Treatment Plant (ETP). The new system not only reduces the energy demand of cooling operations but also conserves an average of 35 kilolitres of water per day, setting a benchmark for integrated energy-water efficiency within the industry.
- **Automated cooling tower systems:** To further optimize cooling operations, temperature controllers were introduced for all cooling tower fans. These controllers automatically switch off fans once the desired temperature is achieved, ensuring precise operational control while eliminating unnecessary electricity consumption.
- **Efficient refrigeration upgrade:** A brine chiller with a screw compressor was installed to replace the older reciprocating compressor. This transition has enhanced the efficiency and reliability of our cooling processes, delivering measurable energy savings and reduced maintenance requirements.

Emissions Management

As part of our commitment to addressing climate change, we continue to undertake targeted initiatives to reduce greenhouse gas (GHG) emissions across our operations. Our emissions primarily arise from the consumption of grid electricity and combustion of fossil fuels. To mitigate this, we are progressively shifting towards cleaner energy alternatives, including renewable sources such as solar and wind, while also implementing energy-efficient technologies across our facilities. These efforts have contributed to improved performance, reflected in a steady reduction of overall emissions in recent years.

Beyond technology upgrades, we focused on strengthening operational performance and building a culture of efficiency:

- **Efficient refrigeration upgrade:** A brine chiller with a screw compressor was installed to replace the older reciprocating compressor. This transition has enhanced the efficiency and reliability of our cooling processes, delivering measurable energy savings and reduced maintenance requirements.
- **Process optimization and green chemistry** to reduce energy intensity.
- **Preventive maintenance and by-product recovery** for reuse, reducing energy and resource inputs.
- **Employee training and awareness programs** on energy and water efficiency.
- **Real-time monitoring systems** such as **OCEMS** and the **digital Portal** to track consumption, benchmark KPIs, and drive continuous improvement.

Together, these targeted measures have strengthened our energy management practices, enabling us to lower energy intensity and support our broader decarbonization goals.

During FY 2024-25, our Scope 1 emissions, which include direct emissions from fuel consumption, amounted to **43,828.59 tCO₂e**. This comprises emissions from high-speed diesel (266.35 tCO₂e), liquified petroleum gas (1.87 tCO₂e), and coal (43,560.36 tCO₂e). Our Scope 2 emissions, arising from grid electricity consumption, stood at **16,788.13 tCO₂e**. Together, the total Scope 1 and 2 emissions for the year were **60,616.72 tCO₂e**, compared to 54,823.98 tCO₂e in FY 2023-24 and 47,840.60 tCO₂e in FY 2022-23.

Emissions are calculated in accordance with the GHG Protocol developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), with emission factors aligned to the

IPCC Fifth Assessment Report. Our combined GHG emission intensity (Scope 1 + 2) for FY 2024-25 was 0.0000043 tCO₂e/INR, underscoring our ongoing efforts to decouple business growth from emissions.

Particulars	UoM	FY 2024-25	FY 2023-24	FY 2022-23	FY 2021-22
Scope 1 Emissions					
High Speed Diesel (HSD)	tCO ₂ e	266.35	178.73	183.28	0.24
Liquified Petroleum Gas (LPG)	tCO ₂ e	1.87	33.26	1.25	0.01
Coal	tCO ₂ e	43,560.36	28,790.49	29,373.52	39,243.85
Total Scope 1 Emissions	tCO₂e	43,828.59	29,002.48	29,558.05	39,244.10
Scope 2 Emissions					
Grid Electricity	tCO ₂ e	16,788.13	25,821.50	18,282.55	8,806.46
Total Scope 2 Emissions	tCO₂e	60,616.72	54,823.98	47,840.60	48,050.56

GSP employs a Continuous Emissions Monitoring System (CEMS) to track key pollutants such as sulphur oxides (SO_x), nitrogen oxides (NO_x), and particulate matter (PM) from facility stacks. The system provides real-time data transmission to the Central Pollution Control Board (CPCB), ensuring compliance with regulatory requirements and enabling proactive management of air quality.

To align with the National Ambient Air Quality Standards (NAAQS, 2009), our sites are also equipped with Ambient Air Quality Monitoring Systems (AAQMS) at critical locations, which provide continuous monitoring and assurance that emissions remain within permissible levels. Further, we have upgraded the infrastructure of our in-house testing laboratories, strengthening our ability to conduct advanced assessments and maintain a clean and safe air environment across operations.

Particulars	UoM	FY 2024-25	FY 2023-24	FY 2022-23
SO _x Emissions	MT	10.78	1.27	1.58
NO _x Emissions	MT	5.68	0.37	1.05
Particular Matter (PM)	MT	0.89	0.07	1.15

Material Management

GSP is committed to responsible resource management, which forms the cornerstone of our operations. We focus on the efficient and sustainable use of raw materials, water, waste and energy, ensuring operational needs are met while minimizing environmental impact. This approach underpins our long-term viability and supports a sustainable future for both the Company and the environment.

Sustainability is embedded in all aspects of our business, from product development to daily operational practices, influencing our stakeholders and broader value chain. Our

sustainability policy guides responsible care initiatives and drives the overall sustainability strategy, with adherence to global best practices that go beyond regulatory compliance.

In line with this commitment, GSP ensures that no substances listed in Annex XVII of the REACH Regulation are used in our operations, thereby minimising exposure of harmful chemicals to the environment. This reflects our dedication to maintaining high standards of environmental stewardship and operational excellence.

Particulars	UoM	FY 2024-25	FY 2023-24	FY 2022-23
Packaging Materials	MT	777	502	398

Water Management

GSP recognises water as a precious and shared resource, and we implement prudent management practices to ensure its sustainable use. Across all production sites, we focus on improving freshwater efficiency through recycling and reusing treated process water in cooling towers, gardening and other non-potable applications. Water-efficient technologies, such as low-flow fixtures and plant-wise water meters, are employed to monitor and minimise consumption while promptly addressing leaks or inefficiencies.

During the reporting period, GSP drew **2,05,141.99 kilolitres of freshwater**, achieving a usage intensity of **0.0000086 kL/INR**, reflecting a slight increase due to higher production volumes. The majority of our water was sourced from third-party suppliers (≈100%), with the remainder from ground water. Notably, none of our operational sites fall within water-stressed areas as defined by GPCB guidelines, and no water-related incidents were reported over the past four fiscal years.

To enhance water stewardship, we have implemented continuous improvement mechanisms including the use of digital platforms and real-time monitoring dashboards such as OCEMS. These tools support the identification of efficiency opportunities, tracking of sustainability KPIs, and informed decision-making. Additionally, GSP's environmental management systems certified under **ISO 14001:2013 and RC 14001:2023** ensure systematic compliance with all applicable regulations while promoting sustainable water management practices.

Our initiatives also extend to closed-loop water recycling and process intensification, such as condensate recovery, reuse of process water streams, counter-current washing, and adoption of less water-intensive reactions. Employee awareness programs further reinforce best practices, ensuring water conservation remains integral to our operations and sustainability goals.

Particulars	UoM	FY 2024-25	FY 2023-24	FY 2022-23	FY 2021-22
Surface Water	000' KL	0.00	0.00	0.00	0.00
Ground Water	000' KL	0.00	0.00	1.56	1.58
Third party Water	000' KL	205.14	208.28	211.13	179.96
Sea Water/ Desalinated Water	000' KL	0.00	0.00	0.00	0.00
Others	000' KL	0.00	2.06	0.00	0.00
Total Water Withdrawal	000' KL	205.14	210.34	212.69	181.54
Total Water Consumption	000' KL	121.86	134.84	134.87	109.42
Total Water Discharged	000' KL	83.27	75.50	77.81	72.12

Waste Management

GSP is committed to minimizing waste generation and promoting the reuse and recycling of materials, reflecting our dedication to a circular economy. Our systematic waste management program ensures safe handling, storage and disposal of all wastes in compliance with regulatory standards, including the Hazardous Waste (Management, Handling and Transboundary Movement) Rules, 2016. Each plant tracks and audits its waste streams, properly labels containers, and schedules periodic pick-ups to prevent stockpiling. Wastes are disposed of only through GPCB-authorized practices and end users, and by-products such as HBr, KBr and NaBr are recycled wherever possible.

We maintain an 800 MT solid waste storage area to prevent contamination and a 110 KLD spray dryer to treat liquid toxic effluent.

Additionally, GSP adheres to Extended Producer Responsibility (EPR) obligations under the CPCB's Plastic Waste Management rules, ensuring responsible recycling of packaging plastics.

Minimising waste at the source is central to our operations. We optimise reactions to improve efficiency, adopt cleaner production and green chemistry principles, use high-purity or alternative feedstocks, and implement preventive maintenance to reduce spills and off-spec products. By-products, solvents, acids and catalysts are recovered and reused within the same or other processes, supporting industrial symbiosis and resource efficiency.

Material Management

Hazardous Waste										
Category	UoM	Waste Generated			Waste Disposed			Waste Diverted from Landfill (Recycled)		
		FY 2024-25	FY 2023-24	FY 2022-23	FY 2024-25	FY 2023-24	FY 2022-23	FY 2024-25	FY 2023-24	FY 2022-23
Used / Spent Oil	MT	0.44	374.10	1,095.33	-	-	-	0.27	-	-
ETP Sludge / Mee Salt	MT	6,540.46	6,480.46	6,058.31	6,778.01	6,455.41	5,697.67	-	-	-
NaBr	MT	1,680.60	1,551.56	790.00	-	-	-	1,709.99	1,547.21	670.69
(HBr, KBr, K2CO3, K2SO4)	MT	351.25	296.00	291.78	-	-	-	329.70	220.80	188.37
Discarded drums (HDPE)	MT	161.23	70.18	194.00	-	-	-	173.02	73.62	172.97
Discarded Drums (MS)	MT	-	101.88	-	-	-	-	-	94.87	-
Spent H2SO4	MT	2,541.01	1,797.25	1,782.84	-	-	-	2,430.19	1,794.79	1,776.80
Distillation Residue	MT	599.55	505.52	348.46	-	-	-	605.18	514.43	344.09
Residue Containing Toxic Metals Organic Process Waste	MT	-	485.60	584.08	-	-	-	-	465.52	578.20
Spent Catalyst	MT	64.29	51.48	-	-	-	-	54.31	53.83	-
Liquified Residue	MT	-	276.53	975.27	-	-	-	-	247.50	-
Empty Drums	MT	2,081.84	2,422.00	5,592.00	-	2,277.00	-	1,709.57	-	5,519.00
Process Waste	MT	4,542.53	2,806.70	4,406.31	-	2,845.51	-	4,552.01	-	4,432.49
Total	MT	18,563.20	17,219.33	22,118.38	6,778.01	11,577.92	5,697.67	11,564.22	5,012.56	13,682.60

Non-Hazardous Waste										
Category	UoM	FY 2024-25	FY 2023-24	FY 2022-23	FY 2024-25	FY 2023-24	FY 2022-23	FY 2024-25	FY 2023-24	FY 2022-23
Linear Bag	MT	0	68.56	104.82	0	146	-	0	-	100.62
E-Waste	MT	108	64.00	-	146	225	-	0	74.47	-
Total	MT	108	132.56	104.82	146	371	-	0	74.47	100.62

Environmental Compliance and Biodiversity

GSP strictly adheres to all environmental laws and regulations across its operational sites. During FY 2024-25, the Company incurred no fines or penalties related to environmental compliance. Dedicated environmental managers at each unit oversee adherence to statutory requirements, supported by digital monitoring platforms and real-time systems such as OCEMS, VOC meters and pH meters. Regulatory submissions, including Monthly Patrak, Form IV & V and EC compliance, are regularly filed with authorities such as the GPCB and MoEFCC through online portals, ensuring continuous compliance.

In addition, GSP is committed to biodiversity conservation. All operational activities are designed to avoid adverse impacts on local ecosystems and IUCN Red List species.

Environmental Impact Assessments (EIAs) are conducted for expansions and new projects to ensure minimal ecological disruption. Through these measures, GSP demonstrates its ongoing dedication to maintaining the highest standards of environmental compliance while protecting the natural habitats surrounding its operations.



Social Leadership



Our employees are the cornerstone of GSP's success, driving innovation, quality, and sustainability in the agrochemical industry. As we adapt to evolving market dynamics, we remain committed to creating a workplace culture built on motivation, respect and loyalty, while actively promoting employee well-being, diversity and inclusion.

This commitment is underpinned by our Code of Conduct (CoC) and reinforced through our role as a signatory to the UN Global Compact (UNGC). The CoC serves as a comprehensive framework to uphold integrity and ethical practices across the organization. It ensures a

Our Workforce

Our success is fundamentally driven by our dedicated employees, who bring a diverse range of skills to every aspect of our operations. With a dedicated team of 1,110 permanent employees and workers, we remain committed to building a workforce that reflects our organisational values and fosters inclusivity.

We recognise the challenges faced by the agrochemical industry in attracting women into manufacturing roles, yet we continue to strengthen our focus on improving gender diversity. During the reporting period, women

safe, healthy, and inclusive work environment, while embedding our principles as an equal opportunity employer that respects human rights and dignity.

The CoC outlines clear expectations on critical issues such as anti-bribery and anti-corruption, freedom of association and data privacy, along with strict prohibitions on illicit substances. It also establishes transparent procedures for addressing conflicts of interest. Through these measures, GSP safeguards its workforce and continues to demonstrate its leadership in ethical, responsible and compliant business practices.

represented 4.10 percent of our total employees, while women in management positions across junior, middle and senior levels accounted for 3.75 percent of total management roles.

Further, our age-wise distribution reflects a balanced mix of experience and new perspectives, supporting innovation, collaboration, and resilience across teams. Through these efforts, GSP continues to build a workplace culture rooted in diversity, equity and opportunity for all.

Parameter	Male	Female	Total
Employees			
Permanent Employees	631	27	658
Other Than Permanent Employees	0	0	0
Total Employees	631	27	658
Workers			
Permanent workers	452	0	452
Other Than Permanent Employees	0	0	0
Total Workers	452	0	452
Total Workforce	1,080	27	1,110

Workforce details – Age wise bifurcation

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
<30 Years	412	400	346
30-50 Years	625	622	647
>50 Years	73	67	69
Total	1,110	1,089	1,062

Workforce details – Employee Category wise bifurcation

Parameter	FY 2024-25		
	Male	Female	Total
Senior Management	26	1	27
Middle Management	136	8	144
Junior Management	377	12	389
Workers (Permanent)	452	0	452
Non-Supervisors If Any	92	6	98
Total	1,083	27	1,110

Hiring and Turnover

In FY 2024-25, GSP Crop Science continued to strengthen its workforce by welcoming 341 new hires, comprising 334 men and 7 women. Recruitment remained focused on merit, transparency, and equal opportunity, with no discrimination based on age, gender, race, disability, or any other protected status. Women represented 2 percent of total new hires, reflecting industry-wide challenges in attracting women to manufacturing roles, yet

underlining the need for sustained efforts to improve gender representation.

Our structured onboarding process helps new employees integrate seamlessly into our culture, fostering engagement and a sense of belonging from the outset. To attract emerging talent, we actively collaborate with universities through networking events and student engagement initiatives.

Details of New Hires for the Year 2024-25

Category	Gender-wise Break-up		Age-wise Break-up			Total
	Male	Female	<30 Years	30-50 Years	>50 Years	
Senior Management	3	0	0	2	1	3
Middle Management	34	1	1	34	0	35
Junior Management	145	4	73	76	0	149
Workers (Permanent)	134	0	124	10	0	134
Non Supervisors If Any	18	2	17	3	0	20
Total	334	7	215	125	1	341

During the reporting period, 317 employees exited the organization, including 310 men & 7 women, resulting in an overall turnover rate of 29 percent, broadly in line with previous years

(28 percent in FY 2023-24 and 30 percent in FY 2022-23). Turnover was most prominent at the junior management and worker levels.

To address attrition, GSP continues to refine its employee retention strategy, with a focus on:

Flexible work arrangements to enhance work-life balance.

Competitive compensation packages to attract and retain talent.

Professional development opportunities to support career growth.

Open communication & feedback mechanisms, including structured exit interviews, to identify & address root causes of turnover.

Through these measures, GSP is working to build a more resilient workforce while continuing to improve diversity and inclusivity in its hiring and retention practices.

Workforce turnover (Including VRS, Retirement and Death) FY 2024-25

Category	Gender-wise Break-up		Age-wise Break-up			Total
	Male	Female	<30 Years	30-50 Years	>50 Years	
Senior Management	4	0	0	3	1	4
Middle Management	23	2	1	17	7	25
Junior Management	151	1	46	103	3	152
Workers (Permanent)	117	2	96	22	1	119
Non Supervisors If Any	15	2	10	5	2	17
Total	310	7	153	150	14	317

Workforce turnover (Including VRS, Retirement and Death) Y-o-Y

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	4	0	4	3	0	3	3	0	3
Middle Management	23	2	25	31	0	31	34	3	37
Junior Management	151	1	152	129	1	130	135	4	139
Workers (Permanent)	117	2	119	118	1	119	117	1	118
Non Supervisors If Any	15	2	17	18	0	18	18	0	18
Total	310	7	317	299	2	301	307	8	315
Total	29%	26%	29%	28%	8%	28%	30%	38%	30%

Diversity and Inclusion

At GSP, we continue to champion diversity and inclusion by recognising the value that different perspectives, experiences, and backgrounds bring to our organisation. We are committed to building a workplace where every individual feels respected, supported, and empowered to thrive. Our diversity efforts extend across gender, age, differently abled individuals, and varied professional experiences, reflecting our belief that inclusive practices strengthen innovation and collaboration.

In FY 2024-25, GSP's workforce comprised 1,110 employees, including 27 women, accounting for 2.4 percent of the total workforce. Female representation was highest in middle management roles (8 women), while women continue to hold an important presence across junior and senior levels. Although women are not yet represented in our permanent worker category, we remain committed to driving greater participation in manufacturing and operational roles.

Encouragingly, women's participation in STEM-related roles has shown steady progress, increasing from 0.8 percent in FY 2020-21 to 2.3 percent in FY 2024-25, with 16 women now employed in STEM functions compared to only six in FY 2022-23. Similarly, women's presence in revenue-generating positions has grown to 1.5 percent in FY 2024-25 (5 women), compared to just one in FY 2022-23, reflecting gradual but meaningful improvement.

We also welcomed 31 trainees (all male) during the year as part of our talent development initiatives, and we will continue to expand efforts to encourage women and underrepresented groups to join future trainee and development programs.

Workforce details – Employee Category wise bifurcation

Parameter	FY 2024-25		
	Male	Female	Total
Senior Management	26	1	27
Middle Management	136	8	144
Junior Management	377	12	389
Workers (Permanent)	452	0	452
Non-Supervisors If Any	92	6	98
Total	1,083	27	1,110

Workforce details – Position wise bifurcation

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
	STEM- Related Positions		
Male	664	617	585
Female	16	11	6
Total	680	628	591
Revenue Generating Positions			
Male	323	326	300
Female	5	4	1
Total	328	330	301
Trainees			
Male	31	0	0
Female	0	0	0
Total	31	0	0

Employee Wellbeing

At GSP, our corporate culture is anchored in ethical conduct, integrity and continuous leadership development. We expect all employees to uphold the highest standards of professionalism and our leadership programs are designed to nurture responsible and effective leaders who can drive sustainable growth. By fostering a culture of trust, respect and inclusivity, we create a positive workplace where employees feel valued, supported and motivated to excel.

Our dedication to employee well-being is reflected in our recognition as a “Great Place to Work” in the mid-size organization category. We provide comprehensive benefits, including health and dental insurance, Group Personnel Accident Policy, Group Health Insurance Policy, Life Insurance, and Medical Reimbursement for Newborns (MNO). Our family-friendly policies—such as maternity and paternity

leave—underscore our commitment to supporting employees both at work and in their personal lives.

In FY 2024–25, 27 women and 631 men were entitled to parental leave. During the reporting period, 2 women and 11 men availed parental leave, all of whom returned to work. Importantly, 100 percent of women and 91 percent of men who returned remained employed 12 months after resuming work, reflecting the effectiveness of our supportive policies in ensuring work-life balance and long-term retention.

Through transparent leave policies, robust grievance redressal mechanisms, and comprehensive welfare benefits, we continue to prioritize the well-being of our workforce while strengthening organizational resilience.

Parameter	Unit	Male	Female
Total number of employees who were entitled for parental leave	Nos	631	27
Total number of employees who took parental leave	Nos	11	2
Total number of employees that returned to work in the reporting period after parental leave ended	Nos	11	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Nos	10	2

Compensation and Benefits

At GSP, our compensation and benefits framework are designed to attract, retain, and motivate top talent while ensuring fairness and transparency. We offer competitive compensation that reflects employee skills, experience and contributions. Our incentive programs are closely aligned with both individual and organisational performance, fostering a culture of accountability and high achievement.

We are committed to providing a comprehensive benefits package that supports the overall well-being of employees and their families. This includes equitable access to

health insurance, retirement benefits, and other welfare measures that enhance security and quality of life. Importantly, our compensation practices are free from gender bias. Appraisals, promotions, and bonuses are strictly performance-based, ensuring fairness across all levels of the organization.

In FY 2024–25, gross wages paid to female employees constituted 3.06 percent of total wages, reflecting our ongoing efforts to strengthen diversity and ensure equitable compensation practices across the workforce.

Human Capital Management

At GSP Crop Science, we believe in learning while earning and remain committed to nurturing the professional growth of our employees through comprehensive training and development programs. These initiatives are tailored to enhance technical expertise, leadership skills, and industry knowledge, ensuring that our workforce is equipped to meet current and future business needs.

In FY 2024-25, we conducted a total of 8,536 training hours across all employee levels. This included 18 hours for senior management, 404 hours for middle management, 2,942 hours for junior management and 5,173 hours for non-management staff. On average, this translated to 7.69 training hours per full-time equivalent (FTE) employee with an investment of INR 4,805 per FTE in training and capability building, underscoring our commitment to continuous learning.

Our training programs cover a wide spectrum of topics, including health and safety, human rights, operations-related skills, POSH, fire mock drills, soft skills, and anti-corruption practices. These initiatives not only support capability building but also foster a workplace culture centered on ethical conduct, compliance and professional development.

Further, regular performance and career development reviews form an integral part of our employee growth strategy. In FY 2024-25, 80.9 Percent of employees received such reviews, with 81.5 Percent of women employees being covered, underscoring our commitment to gender inclusivity in development processes. Among workers, 61.7 Percent underwent career development reviews, ensuring that career growth opportunities extend across all levels of the organisation. These reviews help monitor skill sets, identify development needs and enhance employee satisfaction, thereby directly contributing to improved organisational performance.

8000+	7.69	INR 4,805
Total Training Hours	Training Hours per FTE	Training cost per FTE

Total Training Hours						
Category	Gender-Wise Break-up		Age-Wise Break-up			Total
	Male	Female	<30 Years	30-50 Years	>50 Years	
Senior Management	18	00	00	00	18	18
Middle Management	404	00	00	331	73	404
Junior Management	2,865	81	1,479	1,196	153	2,942
Workers (Permanent)	5,389	44	1,712	3,023	698	5,433
Total	8,412	124	3,391	4,550	942	317

Category	FY 2024-25				
	Total (A)	On Health & Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Male	631	89	14%	197	31%
Female	27	1	4%	7	26%
Total	658	90	14%	204	31%
Workers					
Male	452	77	17%	417	92%
Female	0	0	-	-	-
Total	452	77	0	417	92%

Employee Engagement

Employee engagement is a key focus area, as we believe it plays a critical role in enhancing employee productivity, motivation, and commitment. To strengthen this, we conduct regular engagement surveys to gather feedback and better understand employee needs and concerns. Our grievance handling

and redressal mechanisms are designed to address issues promptly and effectively, supported by anonymous reporting channels. We also ensure that employees are well-informed about these procedures and feel confident in seeking redressal whenever required.





In addition, we organise various engagement initiatives such as leader-led sessions, focused group discussions, townhalls, and employee gatherings. These platforms provide employees with deeper insights into our culture, values and

Human Rights

At GSP, we are committed to upholding the highest standards of human rights and fair labour practices, guided by both national laws and international conventions. Our Human Rights Policy ensures that every employee is treated with dignity and respect and serves as a clear declaration of our dedication to ethical labour practices. To effectively address potential human rights impacts arising from our operations, responsibilities have been defined at the Board and management levels, supported by formal procedures. Regular assessments and due diligence processes are undertaken to monitor compliance, while an anonymous grievance mechanism ensures employees and workers can report concerns safely. A well-defined system with clear timelines for grievance redressal, along with our active Workers Committee, reinforces accountability and responsiveness.

Our commitment extends across our value chain, with strict expectations placed on suppliers through our Supplier Code of Conduct. We mandate adherence to fair labour

strategic outlook, while also serving as an effective channel for two-way communication. They allow us to collect feedback, address concerns and foster a sense of belonging and inclusivity across the workforce.

standards and discontinue relationships with suppliers found in violation of human rights, thereby fostering a culture of fairness and responsibility beyond our internal operations.

We have also established a strong framework for workplace safety and respect through our Prevention of Sexual Harassment (POSH) Policy, which applies to employees, contractors, and vendors. The policy is supported by a dedicated Internal Complaints Committee, mandatory trainings, and prompt investigation procedures. We are pleased to report that there were no incidents of sexual harassment during the reporting period.

GSP strongly champions labour rights by supporting freedom of association, unionisation, and collective bargaining. All our workers are represented by independent trade unions, with 100 percent coverage under collective agreements. These agreements include provisions for consultations and notice periods, demonstrating our commitment to transparent, fair and collaborative labour relations.

Occupational Health and Safety

At GSP, as an agrochemical manufacturing company, we place paramount importance on the occupational health and safety of our employees and workers. Safeguarding their well-being while fostering sustainable business growth remains one of our core priorities.

We have implemented a robust OHS framework aligned with international standards such as ISO 45001, OSHA 3132, and ISO 31000 ensuring a systematic approach to risk management and workplace safety across

all our plants and offices. Our strategy encompasses regular risk assessments, ongoing safety awareness and training programs, the provision of appropriate personal protective equipment (PPE) and the adoption of advanced safety tools and analysis methods.

Through these initiatives, we strive to build a culture of safety that empowers every employee to take responsibility for their well-being and contribute to a safe, healthy and productive work environment.

Occupational Health & Safety Management System (OHSMS)

At GSP Crop Science, we place the health, safety, and well-being of our employees, workers, contractors and stakeholders at the core of our operations. Recognising the inherent risks associated with agrochemical manufacturing, we have developed a comprehensive Occupational Health and Safety Management System (OHSMS) that ensures proactive risk prevention, regulatory compliance and continuous improvement across all our operations.

Our OHSMS is certified to ISO 45001 by ISOQAR and is aligned with recognised international frameworks such as OSHA 3132 (Process Safety Management), ISO 31000 (Risk Management), and CFR 1910.119 guidelines. This integrated framework provides a uniform structure for identifying hazards, managing occupational risks, monitoring compliance and driving systematic improvements across all our plants, R&D facilities, and offices.

The system mandates regular hazard identification and risk assessments (HIRA), periodic safety audits, and continuous monitoring of workplace conditions. Safety protocols are embedded within operational processes, supported by documented procedures, internal inspections and third-party audits to ensure compliance. All employees, workers, contractors, and suppliers operating within our sites are governed by these protocols, making the OHSMS a cornerstone of both internal and external operations.

To strengthen accountability, we maintain a clear governance structure within the OHSMS, with defined responsibilities assigned to leadership teams, safety officers and worker representatives. The system emphasises incident reporting, root cause analysis and corrective and preventive action (CAPA) management, with all records maintained digitally through platforms such as COMAT. Regular reviews of safety performance indicators, including Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Case Frequency Rate (TRCFR), are conducted at the management level, ensuring informed decision-making and targeted interventions.

The OHSMS also incorporates worker participation through dedicated Safety Committees that enable collaboration between management and employees, reinforcing a culture of shared responsibility. Continuous improvement is an essential principle of the system, driven by findings from audits, inspections, and incident investigations. This commitment to improvement has contributed to significant achievements, including zero fatalities and zero cases of occupational ill health over the last four years, demonstrating the effectiveness of the system in safeguarding our workforce.

By embedding occupational health and safety into our organisational framework through a robust management system, GSP continues to ensure that business growth is achieved responsibly, with the protection of people as a top priority.

OHS Monitoring and Management

GSP Crop Science is committed to the continuous improvement of occupational health and safety (OHS) through proactive monitoring and structured management practices. At the core of this framework is the deployment of Plant Safety Management (PSM) Representatives, who act as safety custodians across our facilities. They ensure compliance with safety standards and foster a strong culture of safety within the organisation.

We regularly identify high-risk areas and update action plans to minimize potential hazards. Safety and PSM committee meetings provide open communication channels with employees and ensure that departmental Hazard Identification and Risk Assessment (HIRA) registers are reviewed in a timely manner, with corrective actions implemented as required. Our systematic approach enables us to identify and mitigate both current and foreseeable risks effectively.



Key OHS management initiatives undertaken include:

- Risk-mitigating infrastructure systems** Safe handling procedures and continuous monitoring are reinforced through the provision of personal protective equipment and adherence to safety regulations. Workplace fire risks are mitigated with firefighting systems, while additional safety enhancements such as convex mirrors, emergency evacuation plans, siren code boards, toxic gas detectors, and rooftop fall protection at our Nandesari plant further strengthen workplace safety.
- Training** Competency-based safety training is conducted regularly, covering workplace safety, hazard identification, emergency response, and proper use of protective equipment.
- Emergency preparedness** Dedicated emergency response teams are supported by extensive training programs and regular mock drills, ensuring readiness to respond effectively to various emergency scenarios.
- Hazard Identification and Risk Assessment (HIRA)** We maintain an open and structured dialogue with employees through regular safety committee and PSM committee meetings, where departmental Hazard Identification and Risk Assessment (HIRA) registers are reviewed, and timely action plans are initiated.
- Process safety management** Physical barrier assessments, process safety evaluations, and regular safety audits are carried out across all plants. These measures ensure that hazards associated with critical reactions and operations are effectively controlled and continuously monitored.

Incident Reporting

Our digitalised incident reporting system, enhanced through the COMAT platform, ensures timely recording, tracking, and management of all workplace incidents, injuries, near-misses and fatalities across all locations. Incidents are systematically classified and documented, covering first-aid cases, medical treatment, lost-time injuries, dangerous occurrences and near-misses. Each reportable event undergoes thorough root cause analysis (RCA) using tools such as Why-Why Analysis and Fishbone Diagrams, allowing us to implement robust corrective and preventive actions (CAPA). These actions are tracked through the COMAT platform to prevent recurrence and ensure accountability.

During FY 2024-25, GSP maintained its strong safety record with zero work-related fatalities and no reported cases of work-related ill health, reflecting the effectiveness of our OHS management system. Regular monitoring,

monthly and quarterly reviews by Safety Committees and management, and proactive trend analysis of key performance indicators such as Total Recordable Case Frequency Rate (TRCFR), Lost Time Injury Frequency Rate (LTIFR), and near-miss reporting index, have contributed to continuous improvement.

Our emphasis on a collaborative safety culture has led to a notable increase in near-miss reporting, driven by active engagement from senior management and a reward and recognition program that encourages vigilance. Worker participation in safety committees, hazard identification and incident reporting is strongly promoted, ensuring that all personnel are actively involved in maintaining and improving workplace safety. Key learnings from incidents and near-misses are communicated across all units through toolbox talks, safety circulars and targeted training programs, reinforcing a culture of learning, prevention, and continuous improvement.

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

*Including in the contract workforce

Employee Safety and Well-being Measures

GSP is committed to fostering a safe and healthy work environment through well-defined Environment, Health, and Safety (EHS) policies and protocols. We continuously invest in advanced safety technologies and conduct regular safety inspections and corporate audits

to proactively identify and mitigate potential hazards across all our facilities. To promote both the physical and mental well-being of our employees, we maintain a hygienic workplace, conduct regular health screenings and implement preventive wellness initiatives.

In addition, GSP implements extensive occupational health surveillance through pre-employment and periodic medical examinations, audiometry, spirometry and other health monitoring programs to detect early signs of occupational illnesses. Our wellness and preventive health initiatives include general health check-ups, vaccination drives, yoga and fitness sessions, and stress management workshops to support employee well-being.

Comprehensive Training and Awareness

GSP places a strong emphasis on continuous training and awareness programs to maintain high standards of Occupational Health and Safety (OHS) across all its plants and offices. Specific training on process safety management is provided to personnel directly involved in critical operations, while general safety management training is mandated for all employees, contract workers and relevant

To ensure readiness for emergencies, we conduct fire drills, mock exercises and evacuation drills, while training specialised emergency response teams. We also implement strict permit-to-work systems for hazardous jobs, reinforced with continuous monitoring and awareness programs. Programs on ergonomics and workplace safety focus on workstation design and prevention of musculoskeletal disorders, while Behaviour-Based Safety (BBS) initiatives encourage safe behaviour through observation, feedback, and motivation-based interventions.

staff at every facility. All new employees and contractors undergo OHS induction training, which covers company policies, workplace hazards, safe work practices, emergency procedures, and incident reporting mechanisms. Refresher courses are conducted annually or whenever new regulations or safety protocols are introduced.



To ensure job-specific risk awareness, employees receive targeted training tailored to their roles, including safe handling of machinery, chemical safety, work at height, confined space hazards, PPE usage, emergency preparedness and good housekeeping practices. Regular toolbox talks, departmental safety briefings, and awareness campaigns reinforce these learnings and provide updates on emerging risks or changes in processes. Risk assessments and permit-to-work systems are also communicated to employees prior to performing tasks, ensuring they understand the hazards and associated controls.

We actively engage employees through safety committee meetings, departmental HIRA register reviews and continuous feedback mechanisms, fostering a culture of proactive safety participation. Safety signage, Standard Operating Procedures (SOPs), and visual displays of EHS policies are strategically placed throughout facilities for ongoing cognitive reinforcement. Visitors are also made aware of safety practices through clear signage and pre-visit briefings.

Emergency preparedness is reinforced through fire drills, evacuation exercises, mock incident scenarios and incident investigation training, ensuring employees are equipped to respond effectively in any situation. In addition, participation in near-miss reporting and root-cause analysis encourages employees to contribute to a culture of continuous improvement.

Inclusive OHS Management

At GSP, employees and workers are central to the effective management of OHS. Their active participation in safety committees, training programs, risk assessments, and incident reporting ensures that safety measures are practical and consistently enforced. Workers are engaged in hazard identification and risk evaluation using structured tools such as Job Safety Analysis (JSA), Hazard and Operability Studies (HAZOP), and Pre-Startup Safety Reviews (PSSR), fostering a collaborative approach to mitigating workplace risks.

To strengthen the organisational safety culture, leadership and supervisory personnel undergo specialised training on safety management system audits, while weekly safety meetings

review ongoing safety performance, emerging hazards and corrective actions. This participatory framework ensures that employees at all levels are empowered to contribute to OHS improvements, while management remains closely aligned with operational realities.

GSP's commitment to occupational health and safety is further demonstrated through strict adherence to local and international regulations, maintaining a clean record of no legal actions or fines related to OHS during the reporting period. This approach underscores our dedication to creating a safe, compliant, and proactive workplace environment.



Community Development

GSP remains committed to creating meaningful impact for stakeholders, the wider community, and the environment. Our CSR initiatives reflect our purpose to foster collective growth, promote inclusive development, and contribute positively to society. Through our collaboration with the Shri Sadguru Vallabhacharya Trust, we drive social initiatives that address critical community needs, particularly in education, health and wellness, and support for marginalised communities.

Our CSR efforts are guided by a robust CSR Policy aligned with regulatory requirements, which defines the vision, principles and strategic objectives for our social responsibility programs. The CSR Committee oversees the implementation, monitoring and evaluation of all projects, ensuring that each initiative aligns with the intended impact, planned outcomes and evolving needs of the community.

To maximise the effectiveness of our CSR programs, we focus on specific areas including education, healthcare, animal welfare, support for old age homes, and livelihood support for marginalised communities. Initiatives are designed with a clear objective, need-based planning, and prioritisation based on engagement and feedback from local communities. We actively gather community input through surveys, on-site visits, and interactions with beneficiaries to ensure relevance and effectiveness.

In FY 2024-25, our CSR programs include initiatives such as food distribution, medical aid, support for old age homes, animal shelters and related resources, and financial support to backward communities and families, with a total contribution of INR 129.15 lakh. The effectiveness of these programs is continuously monitored through community feedback and engagement, ensuring that our efforts remain impactful and equitable.

Through these initiatives, we not only address immediate social needs but also contribute to long-term socio-economic development, creating opportunities for education, skill development, and local employment. Our CSR activities are conducted with careful oversight to ensure no adverse impact on the community or environment.

Additionally, we actively communicate the outcomes and impact of our CSR initiatives through annual reports and our corporate website, promoting transparency and accountability. By integrating social responsibility into our core business ethos, GSP fosters a culture of sustainability, inclusivity, and community well-being, reinforcing the link between corporate success and societal prosperity.

543	INR 129.15 Lakh	
No. of Beneficiaries	Spent on CSR Initiatives	
Description of Corporate Social Responsibility (CSR) Project	Total No. of Beneficiaries of CSR Projects	No. of Beneficiaries of CSR Projects from Vulnerable & Marginalised groups
Promoting Education	50	50
Promoting Health Care	44	44
Eradicating hunger, poverty & malnutrition	300	300
Setting up old age homes	75	75
Social inequalities (promoting gender equality)	74	74

Supply Chain Management



GSP operates within a complex nationwide supply chain network, sourcing materials and services across diverse geographies. These supply chains face multiple challenges, particularly in the agrochemical sector, where operations often involve hazardous conditions, long working hours, exposure to chemicals, heavy machinery, and varying climate conditions. While we implement advanced health, safety and environmental prevention practices, we recognise that adverse impacts on human health, safety, and the environment may still occur. Supply chain operations also represent a significant portion of GSP's overall carbon footprint, highlighting the importance of responsible management.

Sustainability in our Supply Chains

GSP has embedded sustainability into its supplier management systems to ensure that all business practices align with environmental, social, and ethical standards. Through responsible collaboration with our suppliers, we aim to identify and mitigate potential risks, fostering stable and long-term partnerships that are essential for maintaining competitiveness and securing a consistent supply of materials and services. In line with this, we consider not only economic criteria but also ESG factors when selecting new suppliers and managing existing relationships. Supplier screening is carried out against ESG

Supplier Compliance and Performance Monitoring

All suppliers are required to comply with GSP's Group Regulations and Supplier Code of Conduct. Our supplier relationship management approach focuses on key relationships to enhance value, mitigate supply chain risks, and promote open communication. Employees involved in supplier management are trained on ethical procurement practices, due diligence, and risk management to ensure continuous improvement.

Supplier performance is monitored through audits and assessments, conducted either by GSP teams or in collaboration with third parties. Where deficiencies are identified, we support suppliers in implementing corrective measures and improving practices. New suppliers or renewed contracts undergo

To address these challenges, we align our procurement and supplier management processes with stringent ethical, social and environmental standards. We expect all suppliers to adhere to these principles and provide guidance and support to help them comply effectively. This structured approach allows us to enhance sustainability performance across our supply chains, ensuring that labour practices are fair, working conditions are safe, and environmental standards are upheld.

Through this commitment, GSP fosters a responsible and resilient supply chain, reducing risk, promoting social accountability and contributing to our broader sustainability goals.

parameters in alignment with GSP's Supplier Code of Conduct.

We are committed to ethical business conduct throughout our supply chains, emphasising fairness, integrity and transparency at all stages of procurement. This includes fair treatment of suppliers, compliance with legal and regulatory requirements, avoidance of conflicts of interest and responsible sourcing of materials and services. Upholding these principles helps build trust, mitigate risks, and contributes to global sustainability goals.

evaluation for sustainability risks by reviewing policies, management systems and performance in health, safety, environment (HSE) and fair labour practices.

During FY 2024-25, GSP implemented supplier development programs focused on ESG parameters, targeting the most significant suppliers. Out of 100 Tier-1 suppliers, the top 30 suppliers, with total annual spend of INR 323.43 Crore, were prioritized for engagement and development initiatives to enhance sustainability compliance.

This structured approach ensures that GSP maintains a responsible, resilient, and ethically managed supply chain, contributing positively to long-term sustainable development.

Supplier Assessments

	FY 2024-25
Total number of Tier 1 suppliers	100
Total Number of Significant suppliers in tier 1	30
% of total spend on significant in tier 1	27.71%
Total Number of Significant suppliers in non-tier 1	500
Total number of significant in tier 1 and tier 2	30

Human Rights in Supply Chain

Respecting human rights across the supply chain is a cornerstone of GSP's sustainability strategy. Our procurement processes play a pivotal role in ensuring that suppliers adhere to labour rights, safe working conditions and health and safety standards. To achieve this, we implement a supplier self-assessment checklist and enforce compliance with the Supplier Code of Conduct, which specifically addresses human rights and fair labour practices. These measures are designed to mitigate risks of exploitation and ensure ethical and responsible operations throughout our supply chain.

Supplier Diversity

GSP Crop Science actively promotes supplier diversity and local sourcing to foster inclusive economic growth and support community development. We encourage the development of local suppliers, which contributes to cost efficiency, strengthens regional supply chains and creates positive social and economic impact. In addition, we prioritise sustainable and environmentally responsible materials over unsustainable alternatives wherever possible. By integrating these practices, we maintain a diverse, resilient and sustainable supplier base, supporting our broader ESG objectives and sustainability goals.

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	6.80%	8.16%
Directly from within India*	68.00%	74.17%



Customer Engagement

Customer engagement is central to GSP's operations, with our teams conducting specialised workshops and collaborative sessions for farmers and channel partners. Participation in agricultural fairs, supported by both public and private sectors, underscores our commitment to community education, knowledge transfer and responsible product usage. We educate our customers on the effective and safe use of our products through diverse channels, including live demonstrations in agricultural fields, digital platforms, and targeted media campaigns. Customer testimonials and case studies further illustrate the positive agricultural outcomes achieved through proper application of our products. Our field-based sales and marketing teams receive continuous training on product knowledge, sustainability practices and regulatory compliance. Working closely with

local experts, they facilitate knowledge transfer, guide farmers, and provide advisory support. Insights gained from customer interactions are critical in shaping new product development, marketing strategies, and sustainable business practices, ensuring that our offerings are aligned with real-world agricultural challenges.

Recognising the need for systematic engagement and feedback collection, we conduct regular meetings at local and regional levels under the guidance of corporate leadership. These sessions focus on evaluating business performance, addressing operational challenges and identifying opportunities for sustainable growth. Continuous review and refinement of engagement processes allow us to align customer collaboration with our sustainability objectives.

Loyalty Programs and Incentives

At the distributor level, we implement loyalty programs and incentive schemes to encourage sustainable business practices and strengthen long-term partnerships. These initiatives are supported by data-driven analysis of distributor performance and feedback, fostering mutual value and trust.

At the farmer level, experimental loyalty programs are complemented by product demonstrations, large-scale farmer meetings and community events, often including product launches and educational sessions. These

initiatives promote awareness, build loyalty and encourage responsible and efficient use of GSP's products, reinforcing our commitment to sustainable agricultural practices. To gauge the effectiveness of our loyalty programs and overall customer engagement, we track a Customer Satisfaction Index, which reached 99.35 in FY 2024-25, reflecting feedback on product quality, service responsiveness and support and guiding initiatives to enhance customer experience.

Quality Assurance and Customer Expectations

GSP Crop Science recognises that customer engagement and satisfaction are integral to our sustainability strategy. Our approach goes beyond routine service delivery, focusing on actively integrating customer feedback into our operations to enhance product quality, safety, and sustainability outcomes.

Our NABL-accredited laboratories (ISO/IEC 17025) exemplify our commitment to providing accurate, reliable, and high-quality testing services, ensuring that products meet both regulatory standards and customer expectations. We systematically assess customer needs and expectations through surveys, focus group discussions, field interactions and social media analytics. These insights enable us to align our sustainability initiatives with customer priorities, ensuring that our products and services contribute to a shared vision of responsible and sustainable agriculture.

Partnering with Customers for Sustainability

At GSP Crop Science, sustainability is a shared responsibility, and our journey is strengthened through active collaboration with our customers. By engaging meaningfully with farmers, distributors and channel partners, we foster a community committed to sustainable agricultural practices and positive environmental impact.

We continuously listen to customer insights, learn from their experiences, and incorporate their feedback into our product development,

To facilitate continuous support and engagement, we have launched the GSP Riddhi Plus application, enabling customers to connect with local representatives for rapid resolution of queries, real-time updates and ongoing communication. This data-driven platform enhances transparency, ensures accessibility of information, and streamlines field operations, reinforcing GSP's commitment to service excellence and customer trust.

Through these efforts, GSP continuously strengthens customer confidence in our products, promotes sustainable agricultural practices, and integrates feedback to drive innovation, ensuring that our business operations remain responsive to evolving customer and societal expectations.

service delivery, and sustainability initiatives. This collaborative approach ensures that our strategies are practical, relevant, and impactful, enabling both GSP and our customers to advance toward a more sustainable future. Through ongoing dialogue, knowledge sharing, and joint initiatives, we aim to build a resilient and informed customer network, committed to reducing environmental footprints, promoting safe and responsible practices, and collectively contributing to the broader goals of sustainable development.

Annexure: GRI Content Index

Gri Standard/Reference	Indicator Details	Disclosure Details	Chapter/Section Name/Statements	Page No.
GRI 2: General Disclosures 2021	The organization and its reporting practices			
	2-1	Organizational details	About GSP	07-12
	2-2	Entities included in the organization's sustainability reporting	About the Report	02
	2-3	Reporting period, frequency and contact point	About the Report	02
	2-4	Restatements of information	About the Report	02
	2-5	External assurance	About the Report	02
	Activities and workers			
	2-6	Activities, value chain, and other business relationships	About GSP	07-12
	2-7	Employees	Our Workforce	51-55
	2-8	Workers who are not employees	BRSR	
	Governance			
	2-9	Governance structure and composition	Corporate Governance	19-22
	2-10	Nomination and selection of the highest governance body	Corporate Governance	19-22
	2-11	Chair of the highest governance body	Corporate Governance	19-22
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	19-22
	2-13	Delegation of responsibility for managing impacts	Corporate Governance	19-22
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance	19-22
	2-15	Conflicts of interest	Corporate Governance	19-22
	2-16	Communication of critical concerns	Corporate Governance	19-22
	2-17	Collective knowledge of the highest governance body	Corporate Governance	19-22
	2-18	Evaluation of the performance of the highest governance body	Annual Report: Report On Corporate Governance	
	2-19	Remuneration policies	Annual Report: Board's Report	
	2-20	Process to determine remuneration	Annual Report: Report On Corporate Governance	
	2-20	Process to determine remuneration	Annual Report: Report On Corporate Governance	
	2-21	Annual total compensation ratio	Annual Report: Particulars of Employees	
	Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	Chairman's Message	03-04	
2-23	Policy commitments	Corporate Governance	19-22	
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2-25	Processes to remediate negative impacts	Stakeholder Engagement & Materiality Assessment	34-40	
2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement & Materiality Assessment	34-40	

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	Stakeholder Engagement			
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GRI 3: Material Topics 2021	2-30	Collective bargaining agreements	Our Workforce	51-55
	3-1	Process to determine material topics	Stakeholder Engagement & Materiality Assessment	34-40
	3-2	List of material topics	Stakeholder Engagement & Materiality Assessment	34-40
3-3	Management of material topics	Stakeholder Engagement & Materiality Assessment	34-40	
GRI 200: Economic Performance				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Performance	16-18
	201-3	Defined benefit plan obligations and other retirement plans	Our Workforce	51-55
	201-4	Financial assistance received from government	Economic Performance	16-18
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Community Development	65
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Management	67-68
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Risk Management	26-29
	205-2	Communication and training about anti-corruption policies and procedures	BRSR	
	205-3	Confirmed incidents of corruption and actions taken	BRSR	
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	BRSR	
GRI 300: Environment				
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Environmental Stewardship	41-49
	301-2	Recycled input materials used	Environmental Stewardship	41-49
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental Stewardship	41-49
	302-2	Energy consumption outside the organisation	Environmental Stewardship	41-49
	302-3	Energy intensity	Environmental Stewardship	41-49
	302-4	Reduction of energy consumption	Environmental Stewardship	41-49
	302-5	Reductions in energy requirements of products and services	Omitted - Scope 3: Sold Products energy consumption and emissions are not computed. Going forward, GSP would compute the reductions in energy requirements of products and services.	

Gri Standard/Reference	Indicator Details	Disclosure Details	Chapter/Section Name/Statements	Page No.
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	303-2	Management of water discharge -related impacts	Environmental Stewardship	41-49
	303-3	Water withdrawal	Environmental Stewardship	41-49
	303-4	Water discharge	Environmental Stewardship	41-49
	303-5	Water consumption	Environmental Stewardship	41-49
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Stewardship	41-49
	304-2	Significant impacts of activities, products and services on biodiversity	Environmental Stewardship	41-49
	304-3	Habitats protected or restored	Environmental Stewardship	41-49
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environmental Stewardship	41-49
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental Stewardship	41-49
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	305-3	Other indirect (Scope 3) GHG Emissions	Environmental Stewardship	41-49
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	305-5	Reduction of GHG emissions	Environmental Stewardship	41-49
	305-6	Emissions of Ozone-Depleting Substances (ODS)	Environmental Stewardship	41-49
	305-7	Nitrogen oxides (Nox), sulphur oxides (Sox), and other significant air emissions	Environmental Stewardship	41-49
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Environmental Stewardship	41-49
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	306-3	Waste generated	Environmental Stewardship	41-49
	306-4	Waste diverted from disposal	Environmental Stewardship	41-49
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GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	67-68
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GRI 400: Social				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Our Workforce	51-57
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	401-3	Parental leave	Our Workforce	51-57
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Our Workforce	51-57

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	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	60-64
	403-3	Occupational health services	Occupational Health and Safety	60-64
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	60-64
	403-5	Worker training on occupational health and safety	Occupational Health and Safety	60-64
	403-6	Promotion of worker health	Occupational Health and Safety	60-64
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	60-64
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	60-64
	403-9	Work-related injuries	Occupational Health and Safety	60-64
	403-10	Work-related ill health	Occupational Health and Safety	60-64
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Our Workforce	57-59
	404-2	Programs for upgrading employee skills and transition assistance programs	Our Workforce	57-59
	404-3	Percentage of employees receiving regular performance and career development reviews	Our Workforce	57-59
GRI 405: Diversity & Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Our Workforce	51-59
	405-2	Ratio of basic salary and remuneration of women to men	Our Workforce	51-59
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Our Workforce	51-59
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GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Our Workforce	51-59
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Development	65
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GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Management	67-68
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GRI 416: Customer Health and Safety 2016	416-1	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Engagement	69-70
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GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labeling	Customer Engagement	69-70
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