



SUSTAINABLE DEVELOPMENT GOALS

REPORT
2025-2026



PEOPLE
PLANET
PROSPERITY

A MORE INCLUSIVE, RESILIENT
AND SUSTAINABLE WORLD

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A CLEARER TOMORROW,
ONE STEP AT A TIME.

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PEOPLE
PLANET
PROGRESS

CULTIVATING
SOLUTIONS FOR A
SUSTAINABLE
TOMORROW



Overview

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

GSP recognizes 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 optimize inputs, reduce wastage and improve crop yields. By making agriculture smarter and more efficient, GSP contributes to building resilience in the sector.



COLLABORATION AND PARTNERSHIPS

GSP believes in the power of shared knowledge. The Company works closely with farmers, academic institutions, research organizations 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

With a commitment to environmental stewardship, GSP strives to develop products and farming practices that minimize ecological impact while supporting long-term agricultural growth. By aligning profitability with responsibility, GSP ensures its operations contribute positively to the environment and society.



INNOVATION

GSP 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, digitalization and innovation, GSP is committed to shaping a resilient and prosperous agricultural future for generations to come.

GROW^{BEYOND}

CULTIVATING
SOLUTIONS FOR
A SUSTAINABLE
TOMORROW

About This Report

In today's rapidly evolving business landscape, we have realized that innovation and responsible growth are not mutually exclusive but rather intertwined elements for building a sustainable future. By embracing innovation, we focused on unlocking new opportunities, drive sustainable growth, and simultaneously be responsible towards our mother nature. Our focus on customer centricity, and a sharper focus on sustainability, is expected to drive our strategic decisions going forward and help us transcend towards a sustainable tomorrow.

This is our First Sustainability Development Goal report with reference made to GRI Framework, 17 Sustainable development goals Of United Nations, BRSR Framework as per Security and Exchange board of India and 10 Principles of United Nations Global compact and Material Topics as determined through stake holders expectations and ESG Risk assessment of our business activities.

We report against our identified Material topics which are routed in our strategic approach for our ESG Compliance organization and work towards Net Zero Ambition of Government of India and contribute for our purpose for "**Driving Sustainable Growth**".

Staying ahead of the curve by focusing on our growth drivers

At GSP Crop Science Limited, we have identified **RISE** as our next strategic growth drivers that will help us capitalize on external opportunities and achieve our growth aspirations. Our upcoming capacity expansions, portfolio enhancements, digitalization efforts, customer-centric approach, and unwavering commitment to innovation form the foundation of our future growth plans. Throughout this journey, we remain dedicated to prioritizing environmental sustainability in all our endeavours.

The **RISE** framework underpins our business operations and strategic objectives:



RELIABILITY

Delivering high-quality, consistent, and reliable laboratory products and services.



INNOVATION

Driving advancements in laboratory equipment and consumables through research and development.



SUSTAINABILITY

Minimizing our environmental impact and promoting responsible laboratory practices.



EXCELLENCE

Pursuing operational excellence to exceed customer expectations.

Through the implementation of the RISE strategy, GSP Crop Science Limited is committed to contributing to a sustainable future while providing innovative solutions to the scientific community.





The Report is prepared annually with financial year **(April to March 2025-26)**.

Understanding the Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) represent a global blueprint for achieving a more sustainable and equitable future. These 17 interconnected goals, adopted by the United Nations in 2015, address critical challenges such as poverty, inequality, climate change, and environmental degradation.

Sustainability and corporate social responsibility (CSR) are integral to achieving the SDGs. Businesses are increasingly expected to operate in ways that protect the environment and contribute positively to society. By aligning their practices with the SDGs, companies can demonstrate their commitment to responsible business and create long-term value.



Why Sustainability is important:

Sustainability is crucial for safeguarding our planet and ensuring the well-being of future generations. By adopting sustainable practices, we can protect vital resources like water and air, mitigate pollution, and preserve delicate ecosystems. A sustainable future depends on our collective commitment to living in harmony with nature and conserving our planet's resources.



GSP Crop Science Limited Commitment towards SDGs:

GSP Crop Science Limited is committed to making a positive impact on society and the environment. We have aligned our business operations with the United Nations Sustainable Development Goals (SDGs) to demonstrate our dedication to sustainability.

Our Commitment:



Environmental Stewardship

We are committed to minimizing our environmental footprint through sustainable practices in manufacturing, energy consumption, and waste management.



Social Responsibility

We prioritize the well-being of our employees, foster diversity and inclusion, and contribute to the development of our communities.



Ethical Conduct

We adhere to the highest ethical standards in all business operations, ensuring transparency and accountability.



Supplier Sustainability

We collaborate with suppliers to promote sustainable practices throughout our supply chain.

Words From The Chairman's Desk

Dear Stakeholders,

Our performance during the year reflects our commitment to delivering tangible results in terms of sustainability. This accomplishment results from our strategic product shift and superior customer focus. These strategic measures have allowed us to successfully shift towards value-added solutions, bolstering our portfolio and enhancing our relevance within the evolving customer ecosystem in India and international markets. Our solution-focused portfolio, underpinned by our growing global presence, has enabled us to create a brand name for ourselves and play an instrumental role in optimizing our customers' transformation journey.

Our performance during the year reflects our commitment to delivering tangible results in terms of sustainability. This accomplishment results from our strategic product shift and superior customer focus.

Bhavesh Shah

Chairman & Managing Director
GSP Crop Science Limited

“
A more sustainable tomorrow, grows from today's actions.”



Building on our values

STRONGER VALUES. A SUSTAINABLE TOMORROW.

At GSP Crop Science Limited, our values guide every decision we make. They are the foundation of our business, helping us create long-term value for our stakeholders while contributing to a more sustainable and resilient future.



Safety and integrity

Integrity is our principal value, and as cited last year, the administration at our Company underlined the pressing need for a significant enhancement in both integrity and performance. Over the past years, we have conceived a specific growth strategy, submitting our enterprising vision of a brighter tomorrow. Accordingly, we have initiated deploying of the diverse strategies outlined in this vision. We aim to transform digitally, integrating our organization and providing reliable data to all stakeholders, reinforcing our goodwill.

Likewise, we have unfailingly prioritized the safety of our employees throughout our operational facilities by introducing multiple initiatives. While we acknowledge the significance of staying attentive and evading complacency, we are delighted to report a considerable decline in machine-related incidents (resulting from machine failures or accidents) without any fatalities or near-fatal occurrences. This achievement has fortified our resolution to recognize and mitigate risks continuously, as we remain dedicated to additional improvements in the well-being of our people.



Sustainability

Sustainability is at the core of our operations, guiding our management in every significant decision we make. We are proud to have implemented several ground-breaking initiatives to promote sustainability. Looking ahead, we have set ambitious plans to reduce our carbon footprint further while also prioritizing the expansion of wallet share for our existing client base and the acquisition of new customers. This strategic approach ensures not only business growth but also a sustainable future, environmental, social and governance issues.



Innovation

A keen emphasis on innovation is the hallmark of our operational excellence. This philosophy allows us to adapt to the changing goalposts of the industry. We continually invest in emerging technologies to escalate product development, accelerate the implementation of new processes, and expedite our digital transformation journey.

Our management has earmarked substantial capital for the current year towards these digitization initiatives, including executing state-of-the-art sorting installations, automating our packaging line, and various other projects.



Customer Focus

As their trusted business partner, we have been there for them throughout this challenging period, offering innovative products and essential services. To enhance the customer experience, we have improved our range of offerings. As part of our long-term sustainability strategy, we continue to focus on understanding the specific requirements of customers across different industries. This strategy allows us to realign our portfolio to focus more on value-added and solution-concentrated products. Additionally, we plan to establish dedicated channels to connect with our customers and actively listen to their evolving needs and concerns. We seek strategic partnerships with renowned global players to serve our international clientele better. These partnerships will help us expand our knowledge, portfolio, and customer service capabilities.



Accountability

Accountability encompasses fulfilling our obligations with utmost honesty. In the current year, we achieved our targets by attaining the projected growth in profitability, margins, and returns. Furthermore, we have unfailingly repaid loans, strengthening our standing and credibility in the market. Our uncompromising adherence to sustaining robust governance practices has nurtured our brand image as a thoroughly responsible corporate among all our stakeholders.



Togetherness

To accomplish our objectives and uphold our values, we must collaborate as a cohesive team and foster an environment marked by respect and diversity. Through our sustainability initiative, we remain committed to encouraging multiplicity and inclusion, aiming to improve the share of women employees within our organisation and realise our collective dreams.

Stakeholder Engagement

STRONGER DIALOGUES. A MORE SUSTAINABLE TOMORROW.

Approach to meaningful stakeholder engagement

Listening to our stakeholders is a core element of our sustainability management practice. Their feedback helps us understand how they are affected by our business activities and their expectations, helping to prevent or mitigate potential negative impacts. Meaningful stakeholder engagement also contributes to the development of our overall sustainability approach. We gather the views of our stakeholders by inviting them to discuss critical issues and strategic priorities. We create dialogue groups to understand how our business affects stakeholders and to determine the most significant impacts to be managed.

The topics that have been defined as material based on their most significant impacts on the economy, environment, and people, including their human rights, are presented to stakeholders to allow them to confirm which they see as the most important topics, and to indicate which they would like to discuss or know more about. The process gives stakeholders a genuine role in setting the direction of our sustainability approach and prioritizing issues.

Ultimately, through stakeholder dialogue, we seek to identify opportunities to improve management and our relationships, and to create projects for our mutual benefit. This allows us to focus our drive for greater sustainability in those areas that are most important to our key stakeholders. GSP CROP SCIENCE LIMITED has many channels for engaging in stakeholder dialogue spread across different departments and teams; this also includes the information and feedback we receive during the ordinary course of business.

Identifying and Selecting Stakeholders

Working systematically with interested parties and evaluating their perspectives on economic, social, environmental, ethical, human rights and governance impacts helps us strengthen dialogue. It allows us to better address their concerns and manage the direct or indirect impact on GSP CROP SCIENCE LIMITED. This approach can be used as a strategic management tool: it helps build stronger and lasting relationships with key stakeholders, prevent or mitigate our negative impacts and it allows us to manage our business successfully. Furthermore, it lays out the basis for our materiality assessment.

We carried out a wide- ranging assessment of our stakeholders to determine who had the greatest impact on us and on whom we had the most effect. We identified seven key stakeholder groups for our organization:



Customers



Suppliers



Investors
and shareholders



Public and
regulatory agencies



Local
communities



Employees



Innovators
and Partners

PEOPLE
PLANET
PROGRESS

“
Different
Perspectives.
A Stronger
Tomorrow.”



CULTIVATING
SOLUTIONS FOR
A SUSTAINABLE
TOMORROW

The engagement channels as well as key topics and concerns raised per stakeholder group

The engagement channels as well as key topics and concerns raised per Stakeholder group are listed in the following, which are collected through the Board director meeting, annual meeting with shareholders, communication from regulatory bodies, Customer audits, customer feedback, customer Sustainability initiative questionnaire, Interaction by Key customer manager with customers, Interaction with suppliers by buyers, through our CSR Activities etc.

 Stakeholders	 Why We Engage	 How We Engage	 Key Topics and Concerns Discussed
 Customers	Strong engagement with our customers enables us to understand their needs and anticipate market trends. Through preference discovery platforms and consumer insight programmes, we are able to understand and anticipate customer preferences.	- Customer sustainability requests - Customer audits - Customer conferences and training - Key customer manager relationships – ongoing dialogue - Vendor registration questionnaires from customers - Customer feedback	- Climate change - Consumer health & wellbeing - Governance & business conduct / ethics / transparency - Innovation capabilities & management - Responsible consumption of natural resources - Product quality & safety - Responsible sourcing & traceability - Circular economy
 Suppliers	Our suppliers are genuine partners, and we work with them towards mutual value creation. Open dialogue secures a pipeline of technological innovation through supplier-enabled innovations. Supplier engagement and collaboration ensure our suppliers have high standards in business ethics and respect for people and the environment.	- Assessments - Supplier audits - Collaborations to improve performance - Multi-stakeholder groups - Supplier events: capacity building and discussion sessions - Direct engagement with supplier relationship managers	- Climate change - Responsible consumption of natural resources - Human rights - Innovation capabilities & management - Raw material availability - Compliance with sustainable procurement practices - Circular economy
 Employees	We engage with our people to foster an environment of open dialogue to mutually resolve conflicts, identify development initiatives, and develop innovative ideas that will help drive our business. We cannot achieve our goals without a true sense of unity and a workplace where we all love to be and grow.	- Works committee consultations - Employee engagement surveys - Annual performance dialogue - Talent management processes - Learning and development opportunities - Ongoing dialogue with sustainability and HR department	- Climate change - Responsible consumption of natural resources - Diversity, inclusion & people development - Employee health, safety & wellness - Governance & business conduct / ethics / transparency - Human rights - Innovation capabilities & management
 Investors and Shareholders	Our active dialogue with the capital market ensures transparency and helps us improve our reporting practices. Our relationship with debt investors, banks and credit rating agencies ensures we have funding for investment opportunities.	- Annual General Meeting - Briefings with analysts - Conferences, including ESG-focused ones with investors and other financial stakeholders	- Climate change - Human rights - Innovation capabilities & management - Responsible consumption of natural resources - Circular economy - Diversity, inclusion & people development - Governance & business conduct / ethics / transparency
 Local Communities	Open dialogue fosters good relations and enables us to work together with communities and neighbourhoods on projects and causes that benefit local communities, help protect local ecosystems and support livelihoods.	- Ongoing dialogue with local authorities and community organizations - Employees engaged in social activities within the communities in which we operate - Local partners (NGOs or cooperatives) acting	- Biodiversity - Climate change - Responsible consumption of natural resources - Diversity, inclusion & people development - Governance & business conduct / ethics / transparency - Human rights - Local community development - Product / ingredient environmental & social performance - Responsible sourcing & traceability - Circular economy
 Public, Private and Regulatory Agencies	Engagement and collective action with external partners are essential in order to inspire and lead by example as a responsible business. Only collective action can influence decisions. We engage with local governments and regulators to understand both the changes and their concerns, and find mutually beneficial solutions.	- Local government pollution control boards and Department of industrial safety and Health - Policy discussions and consultations - Participation in industry associations and regulatory forums	- Climate change - ESG topics (Environmental, Social & Governance) - Responsible consumption of natural resources - Governance & business conduct / ethics / transparency - Human rights - Product quality & safety - Responsible sourcing & traceability - Circular economy
 Innovators and Partners	We engage in innovative partnerships to go beyond our own internal capabilities and seek out the extended possibilities and opportunities that collaboration can bring. This allows us to access the latest trends in innovation, to extend our innovation ecosystem to the global level and to accelerate our efforts in this domain.	- Feedback from our R & D team - Customer requirements - Suppliers input - Joint research and development projects - Collaboration with academic institutions and technology partners	- Climate change - Responsible consumption of natural resources - Consumer health & wellbeing - Innovation capabilities & management - Product quality & safety - Circular economy

The Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) adopted by the United Nations provide a shared blueprint for peace, prosperity and a more sustainable world. At GSP, we align our actions and initiatives with these global goals to contribute to a healthier planet and stronger communities.

The short titles of the 17 SDGs are:

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 
6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 
11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 			

PERFORMANCE ON
SUSTAINABLE DEVELOPMENT GOAL
IN YEAR 2025 - 26

Energy and Emission Management

GRI 302 – Energy
GRI 305 – GHG emission



**Energy Consumption:
Idle Equipment &
Standby Loss Reduction**



ESG GOAL –

Reduction in specific energy consumption by 5% year-on-year till FY 2035 compared to FY 2025



Action Plan :

- Direct Mounting of Motors and replacing belt & Gear Driven with IE3 Motors.
- Pressure reducing valve replacing with the Micro-turbine.
- optimizing motor systems with VFDs
- Process Optimization and Heat Recovery
- Steam System Optimization: Regularly audit and repair steam traps (maintain failure rate below 5%) and improve insulation on piping and tanks.
- Membrane Technology: Replace older energy-intensive distillation methods with membrane-based separation where applicable.
- ISO 50001 Framework: Implement an Energy Management System (EnMS) to track, report, and continuously improve energy performance.

GRI 302: Energy
GRI 305: Emissions (Scope 1 & 2)



ESG GOAL –

Increase to 100% renewable electricity in the total energy mix by FY 2040



Action Plan :

- On-site Solar : Install rooftop and Ground Solar PV to directly supply power to the plant.
- Biomass-based steam generation.

GRI 305: Emissions (Scope 1 & 2)



ESG GOAL –

Aspire to achieve carbon neutrality (scope 1 and 2) by FY 2040



Action Plan :

- Minimize the Blowdown Frequency of Boiler by TDS based Auto blowdown system for better & consistent recovery of energy from boiler blowdown.

Water Management

GRI 303: Water & Effluents
GRI 306: Effluent & Waste

6

CLEAN WATER
AND SANITATION



14

LIFE
BELOW WATER





ESG GOAL –
“Achieve 50% Water Recycling/Reuse by 2040”



Action Plan :



Install HPTR (High Pressure Plate type Reverse Osmosis) is used for the Tertiary treatment.



Install LTE (Low Temperature Evaporation System) for saving Steam & pure Condensate Polisher for Reuse.



PAQUES UASB for the MEE condensate & other organic effluent for Biogas generation and final permit for Reuse.

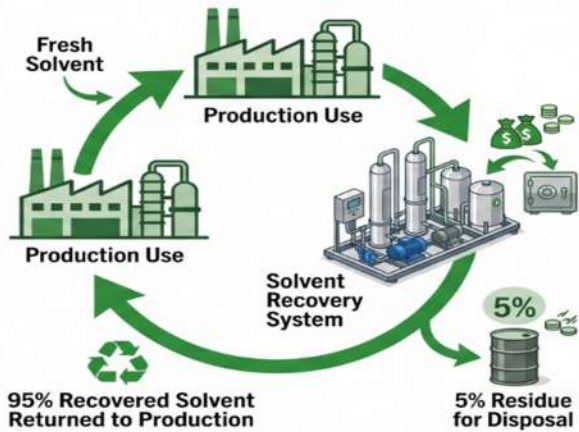
Effluent & Waste Management

GRI 306: Effluent & Waste

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RESPONSIBLE
CONSUMPTION
AND PRODUCTION





ESG GOAL –
Achieve 97% of Solvent Recovery through a circular approach by 2030.



Action Plan :



Adopt Membrane Technology / Pervaporation: For mixtures difficult to separate by distillation (e.g., water-solvent azeotropes), utilize membrane separation (nanofiltration, pervaporation) to remove contaminants at molecular levels, providing high-purity recovery.



Implement high-vacuum distillation to lower operating temperatures, which protects heat-sensitive compounds and significantly reduces thermal degradation and energy consumption.



For volatile solvent recovery from gas streams, use cryogenic condensation with nitrogen cooling, which can achieve near-total condensation, boosting recovery rates.



Segregation at Source: Implement strict waste segregation, separating washing solvents from process solvents to prevent complex, difficult-to-separate mixtures.



Optimize Process Conditions: Maintain constant, optimized, and automated control of pressure, temperature, and flow rates to ensure stable vapor-liquid equilibrium.



CIP Cycles: Schedule regular Clean in Place (CIP) cycles to prevent fouling in heat exchangers and distillation columns, as fouling is a primary cause of reduced recovery efficiency.



Preventive Maintenance: Monitor and replace gaskets and seals to prevent fugitive emissions (leaks) of volatile organic compounds (VOCs).



Occupational Health & Safety

GRI 403: Occupational Health & Safety
GRI 401: Employment

3 GOOD HEALTH
AND WELL-BEING



OCCUPATIONAL HEALTH



ESG GOAL -

Ensure zero harm to life at work always.



Action Plan :



Implement & Strengthen EHS management system.



Implementation of BBS in all GSP sites.



Strengthen of Process safety Management System for all GSP sites.



Implement Responsible Care management system (RC-14001).



Implementation of ISO 45001 :2028 for all GSP site.



MEDICAL CHECKUP & YOGA DAY



SPORTS ACTIVITIES





Human Capital Development

GRI 405: Diversity and Equal Opportunity

GRI 406: Non-discrimination



DIVERSE
PEOPLE
STRONGER
TOMORROW

Percentage of Women in Whole Organization: 2.5%

Total Employee	Male Employee	Female Employee
1142	1114	28

Percentage of Women in top management: 33%

Total Employee	Male Employee	Female Senior Management
1142	1114	1

Percentage of Women within the Organization Board: 12.5%

Total Employee	Male Employee	Female Employee
8	7	1

Total Disable employees

Total Employee	Male Employee	Female Employee
00	00	00



ESG GOAL –

Increase women representation to 10% by FY 2035



Action Plan :

- To be a "Preferred Place to Work for Females" and Increase women representation to 10% for GSP Crop science by FY 2035.



GRI 401: Employment

GRI 404: Training & Education



TRAINING PROGRAMS



Classroom Training



On-site Safety Training



Security & Discipline Training



Technical Training



Team Engagement



Fire Safety Drill



ESG GOAL –

Ensure 16 hours of minimum training hours related to all employees per year.



Action Plan :

- Establish Baseline & Performance**
Establish FY 2025-26 training hours per employee as the organizational baseline, providing the foundation for future target-setting, benchmarking, and development.
- Strengthen Learning Operations & Data Governance**
Implement a centralized framework for training planning, delivery, tracking, and reporting across locations.
- Establish Training Governance**
Consolidate all learning interventions under following strategic pillars
 - Environment; Environment & Energy.
 - Technical Training/Functional Training
 - Social: HR, Health Safety-related training
 - Governance: Ethical conduct, operational risk management and compliance-related trainings to enable a unified enterprise-wide training framework.



Sustainable Supply Chain

GRI 102: Stakeholder Engagement
GRI 103: Management Approach
GRI 308/414: Supplier Environmental / Social Assessment

17 PARTNERSHIPS
FOR THE GOALS



ESG GOAL –

100% critical suppliers to be screened on ESG criteria by 2035.



Action Plan :



By using the Breath ESG software and through Product stewardship team we will evaluate all supplier.



Community Development

GRI 413 – Local Communities
GRI 201 (Economic Performance)
GRI 203 (Indirect Economic Impacts)

11 SUSTAINABLE CITIES
AND COMMUNITIES



ESG GOAL –

GSP will ensure to fulfil the CSR obligation with the same financial year’.



Action Plan :



CSR committee will ensure that the company will spend CSR activities at least two per cent of the average net profits of the company during the three immediately preceding financial years in compliance with Section 135 of the Companies Act, 2013.



Customer Health and Safety

GRI 416: Customer Health & Safety

3 GOOD HEALTH
AND WELL-BEING



**SAFE CUSTOMERS.
STRONGER COMMUNITIES.**



ESG GOAL –

Zero cases on customer health and safety.



Action Plan :



The responsibility for customer health & safety rests with the respective Function Heads.



Under Responsible Care initiative, the accountability for Health and Safety training of customers, including distributors, dealers, and farmers—lies with the Product Stewardship.



This process is integrated with the Riddhi app to enable data retrieval and digitalization.



Corporate Governance

GRI 405: Diversity & Equal Opportunity

GRI 406: Non-Discrimination

GRI 401: Employment

5 GENDER
EQUALITY



10 REDUCED
INEQUALITIES



**EQUAL
OPPORTUNITIES
STRONGER
GOVERNANCE**



ESG GOAL –

1. Continue to ensure zero instances of human rights violation.
2. Ensure and maintain zero instances of non-compliance with regulatory requirement year-on-year.
3. Increase women's representation in the Company's Board of Directors to 25%.



Action Plan :



Continue to ensure zero instances of human rights violation.



Ensure and maintain zero instances of non-compliance with regulatory requirement year-on-year.



Increase women's representation in the Company's Board of Directors to 25%.- GSP is statutorily required to keep only 1 woman director and present composition of woman presentation on Board is 12.5%



Cybersecurity and Data Privacy

GRI 418 – Customer Privacy



ESG GOAL –

Zero cases of data and cybersecurity breaches through timely resolution of identified cyber incidents.



Action Plan :



Integrate SIEM with OT

Integrate Security Information and Event Management (SIEM) tools with Operational Technology (OT) to trigger automatic isolation of affected machines within seconds of detecting suspicious activity.



Employee Training & Culture

Conduct regular phishing simulations and training to ensure employees can recognize social engineering tactics.



Vendor and Supply Chain Risk Management

Evaluate third-party vendor security, ensuring they meet rigorous, documented security standards before accessing the network.



Board-Level Oversight

Ensure board members are briefed quarterly on OT cybersecurity risks using metrics that demonstrate operational resilience, not just IT technicalities.



ISO 27001 Certification

Implementation of Information technology management system.

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PROSPERITY

