



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
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ESG RISK ASSESSMENT REPORT

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Registered office		
Head Office	:	404, Lalita Complex, 352/3 Rasala Road, Near Jain Temple, Navrangpura, Ahmedabad-380 009, Gujarat, India.
Manufacturing Sites		
GSP Crop Science Ltd. Unit- 1	:	100-103, G V M M, Abhinandan Estate, Odhav Industrial Estate, Odhav, Ahmadabad-382415, Gujarat, India
GSP Crop Science Ltd. Unit- 2	:	Plot No. 551, Phase – II, GIDC Kathwada, Ahmedabad- 382 430, Gujarat, India
GSP Crop Science Ltd. Unit- 3	:	Plot No. 1, 2, 15 and 16, GIDC Estate, Nandesari, District: Vadodara-391 340, Gujarat, India.
	Prepared By	Approved By
Name	Mr. Paresh Hirani	Mr. Satyendra Singh Kushwah
Designation	Sr. Manager - Safety	GM- Corporate Safety and Sustainability.
Signature		



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ESG RISK ASSESSMENT REPORT

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Brief about the Company

GSP Crop Science Ltd. is promoted by Late **Mr. Vrajmohan R. Shah** in 1985, as a manufacturer of Single Super Phosphate in the fertilizers industry. Today, it manufactures technical grade ingredients and formulates insecticides, fungicides, herbicides, Growth Regulator, Intermediates, biopesticides, seed-treatment chemicals and public health products.

A team of more than 1000 experienced employees working at all sites, Head office at Ahmedabad and Manufacturing site at different locations Ahmedabad, Vadodara, Dahej and Jammu. The Following site is under the scope of RC:14001-2023.

Head Office functions like Top management, Corporate HR, Logistics, Marketing, Sales, IT and supply chain located at: 404, Lalita Complex, Opp. HDFC Bank, Mithakali six Road, Navrangpura, and Ahmedabad – 380009, Gujarat, India

Manufacturing located at the following Location:

GSP Crop Science Ltd. Unit- 1: 100-103, G V M M, Abhinandan Estate, Odhav Industrial Estate, Odhav, Ahmadabad-382415, Gujarat, India.

GSP Crop Science Ltd. Unit- 2: Plot 551, Phase – II, GIDC Kathwada, Ahemedabad–382 430, Gujarat, India

GSP Crop Science Ltd. Unit- 3: Plot No. → 1,2,15 and 16, GIDC Estate, Nandesari, District: Vadodara–391 340, Gujarat, India.

Marketing, Sales and Registration team for export office at Mumbai.

Product Registration Team at New Delhi.

To enhance business capabilities and effective Internal controls, the Company has invested in modern ERP System – SAP which supports real-time operations and better intelligence on data analysis for efficient and effective business decision making.

More than 250 Sales Professionals and 150 Field Representatives demonstrate Product Field Trials for effective penetration of its products to the Indian market with technical support.

Management of the Company further ensures strict adherence of Safety norms in all production sites and regular health checkup of their workers in factories.

Company has implemented various health and safety measures to further enhance the safety measures and absorb it in the culture of the Organization by regularly reviewing and monitoring the work permit systems, accident investigations, training, induction training to new employees etc.

The company has implemented security management system to address all challenges and issues in physical security, information technology, cyber and chemical security through security vulnerability assessment.

Grow Beyond

The story of impacting global productivity begins with one simple word, growth. Growth of crops. Growth of people. Growth of the industry. Growth of employees and Growth of our organization. We, at GSP, are propagating this simple philosophy of being the enablers of growth which is beyond expectations. We, as a brand, promise to uplift, inspire and protect every farmer's ambition for growth and provide them with the most efficient, safe and reliable crop protection.



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

We believe that there is a better way to feed the world while protecting and encouraging resources. This means investing in farmers' lives and capabilities and even out the deep imbalances in opportunity and control of resources. With modern agriculture needs modern technology and modern tools, GSP enables protecting harvests on farms across the world. Our business strategy and value system keep farmers at the core and empowers them with knowledge about best practices, superior crop yield and new ways to augment their income. For the past three decades, we have been meeting their composite needs across the lifecycle of crops. As more and more farmers come under the GSP umbrella of innovative agri-inputs and continuous learning, we continue to drive farm prosperity and maximize value creation. With this approach of 'Grow Beyond', GSP stands to support farmers and the future of food.

Vision and Mission: To uplift, inspire & protect every farmer's ambition for growth

- GSP's success in the agriculture industry is attributed to their well-defined vision and mission statements.
- GSP has already established these statements as a crop protection solution provider, which has inspired them to set new benchmarks in the agriculture industry.

Vision

To Accelerate the world's agricultural productivity by providing cutting-edge products & solutions

- We envisage becoming one of the most desired companies across the globe delivering cost effect and eco-friendly crop protection products that result in most astonishing and result driven concept of agriculture.
- Bringing pride and developing value for our stakeholder, Partners, Customers and other engaged community at are also a apart of our vision

Mission

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

- Our entrepreneurial cultural ambiance helps us deliver world-class products
- The management capability is a great blend of efficient technological processes deliver agro products complying with global standards
- The team of GSP boasts of young minds, inspired by hard work discipline
- Our adherence to the Global standard of Health & Safety and Environmental care is our top priory.
- We strive to accomplish our mission and visions through fair means, honest approach and fulfilling our corporate responsibilities.



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

Message from the Management

At **GSP Crop Science Ltd**, our people are the heart of our mission to revolutionize agriculture and support farmers around the world. Every solution we develop, every farmer we serve, and every field that benefits from our work is a result of the effort, expertise, and commitment of our employees.

We believe that when our employees grow, GSP Crop Science grows. Your ideas, energy, and dedication shape our culture, drive innovation in crop protection, and strengthen our reputation in the agro-chemical industry. We invest in your development because we see you as long-term partners in building a sustainable, prosperous future for agriculture—not just as individuals who complete tasks.

In the agro-chemical sector, quality, safety, and trust are everything. Each role—whether in R&D, manufacturing, quality control, sales, supply chain, or support—directly impacts farmers’ livelihoods and the sustainability of our food systems. You add value by:

1. Delivering high-quality, safe, and effective crop protection solutions that help farmers maximize productivity while protecting the environment.
2. Upholding our core values in everything you do:
 - *Transparency* in how we communicate and make decisions
 - *Respect and relation* in how we treat colleagues, partners, and farmers
 - *Integrity and honesty* in our business practices and commitments
 - *Trust and ownership* in taking responsibility and doing the right thing, even when no one is watching
 - *Growth for all* by ensuring that our success creates opportunities for employees, farmers, and communities
3. Bringing fresh perspectives and innovative ideas that improve our formulations, processes, and ways of working.
4. Supporting your teammates, creating a collaborative environment where everyone can perform at their best.
5. Representing GSP Crop Science professionally and ethically with customers, regulators, suppliers, and the wider agricultural ecosystem.

On behalf of the entire leadership team, I am delighted to welcome you to **GSP Crop Science Ltd**.

We encourage you to speak up, share your ideas, and take ownership—your voice matters, and it aligns with our value of *trust and ownership*.

As you go through this employee manual, you will find important information about our policies, benefits, safety practices, and ways of working. Use it as a guide but also remember that the spirit of GSP Crop Science is about more than rules: it is about people working together toward a shared purpose - *growth for all*.

We look forward to achieving great things together, for our people, our farmers, and our planet.

We believe your employment with **GSP Crop Science Ltd** will be challenging, enjoyable and rewarding.



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

I N D E X

Sr No	Table of Content	Page No.
1.	Executive summary	06
2.	Purpose	06
3.	Scope	07
4.	Methodology and Interpretation	07
--	Risk identification	07
--	Risk Analysis	08
--	Risk Evolution	09
--	Risk Strategy	09
--	Risk Mitigation/Control Hierarchy	09
--	Risk Matrix	10
--	Safeguard's Approach	12
--	Industry History Approach	13
5.	ESG Risk Assessment Work sheet	14
5.1	Customer Health & Safety Risk Assessment	14
5.2	Physical Climate Risk Assessment	16
5.3	Water Basin Risk Assessment	18
5.4	Employee Health & Safety Risk Assessment	21
5.5	Information Technology & Physical Security	26
5.6	Supply Chain Risk Assessment	27
5.7	Corruption Risk Assessment	29
5.8	Business Ethics Risk Assessment	31
5.9	Product Toxicological Risk Assessment	33
6	Roles, Review and Assurance	36
7	Conclusion	36



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

1. Executive summary

The report provides a broad risk inventory across customer health and safety, operational EHS&S, information technology and physical security, supply chain, corruption, business ethics, and product toxicology. It identifies important exposure pathways associated with agrochemical selection and use, chemical handling and transfer, manufacturing and packing, storage and logistics, maintenance and emergency scenarios, supplier conduct, and the life cycle of pesticide products.

The most urgent explicit source-register signal is the presence of Risk Category D entries in the supply-chain section, including supplier chemical handling/storage, inbound unloading, supplier energy/GHG performance, supplier waste management, labour/human-rights risk, supplier occupational health and safety, anti-bribery/business conduct, statutory approvals and supplier monitoring. The workbook's Significance sheet states that D/E risks are significant and that Category D, likelihood 5, or severity 5 activities are to be stopped until controls reduce risk to ALARP. These rules should be operationalized through a formal action tracker and escalation process.

The source also marks certain customer/product environmental or statutory aspects as significant. Because not all rows have complete recommended-control and residual-risk data, the current register should be treated as a baseline inventory requiring validation rather than proof that risks are adequately controlled.

Principal management priorities

- Validate and formally approve the master aspect/risk register, including missing activities, malformed cells, hazard categories, legal applicability and scoring.
- Create a Significant Aspect / Risk Register for every D/E risk and every statutory or regulatory obligation, with named owners, deadlines, evidence and residual-risk acceptance.
- Strengthen chemical/process safety: compatibility and segregation, closed transfer where feasible, ventilation, machine guarding, permit-to-work, isolation/LOTO, confined-space controls, spill response, fire protection and emergency drills.
- Improve product stewardship: label/SDS accuracy, packaging integrity, safe-use communication, transport controls, customer training, pre-harvest and re-entry instructions, and disposal/empty-container guidance.
- Implement risk-based supplier ESG due diligence covering permits, worker safety, human rights, environmental performance, waste, emissions, ethics and corrective action closure.
- Strengthen governance controls: conflict-of-interest declarations, gifts/hospitality thresholds, third-party due diligence, anti-bribery controls, protected grievance/whistleblowing channels, and periodic testing of financial and procurement controls.
- Verify IT/security safeguards through access reviews, backup restoration tests, endpoint/network protection, incident response and physical access controls.
- Define ESG performance indicators and review them quarterly at management level.

2. Purpose

The purpose of ESG risk assessment for GSP Crop Science Limited, taking into account the risks typically associated with the crop protection and agrochemical industry, including the manufacture, formulation, storage, distribution and use of agricultural chemical products.



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

3. Scope

The assessment covers the nine areas:

1. Customer health and safety risk assessment.
2. Physical climate risk assessment.
3. Water basin risk assessment.
4. Employee health and safety risk assessment.
5. Assessment of adverse sustainability impacts in the supply chain, including work instructions, internal assessment records and supplier sustainability assessment documents.
6. IT security risk assessment.
7. Corruption risk assessment.
8. Business ethics risk assessment.
9. Product toxicological risk assessment.

4. Methodology and Interpretation

There are no fixed rules about how the risk assessment should be undertaken. However below are few principles which should always be borne in mind when carrying out risk assessment:

- ✓ To structure the assessment to ensure that all relevant hazards and risks are addressed.
- ✓ When the risk is identified, the first question should be, can be risk be eliminated.
- ✓ If risk is considered unacceptable or cannot be eliminated, the assessment will identify measures, precautions or controls that will reduce the risks to acceptable levels i.e. As low as reasonably practicable. (ALARP)

Risk Assessment is a process to identify the potential hazards arising from a work activity and the likelihood of harm resulting from those hazards, then putting the two together to estimate the risk involved in the activity.

Risk identification

- Steps to Risk assessment
 - a. The first step in the risk assessment process is the identification of workplace hazards. This means looking for those things at the workplace that have the potential to cause harm.
 - b. To begin identifying hazards, simply ask the question, 'Does this task/activity/situation/ condition has the potential to harm a person, property, environment, and or system?
 - c. Risk identification is the process of identifying risk / key risks or hazards in the processes, procedures, activities, tasks, jobs, operations etc. performed day to day.



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

- Risk identification involves thinking or brainstorming activity:
 - a. To identify the sources of risk or hazard.
 - b. To identify situation/condition that can cause the risk to occur?
 - c. To identify Inherent hazards than can be a cause of risk.
- The key questions which can be asked to identify risk while performing risk assessment are:
 - a. What can happen? (or What can go wrong)
 - b. How can it happen?
 - c. Why can it happen?
 - d. When can it happen?
 - e. Where can it happen?
- Risk or hazard can be identified by following :
 - a. Individual/group brain storming or thinking.
 - b. Personal Experience.
 - c. Expert judgment.
 - d. Focus group discussions.
 - e. Insurance claims reports.
 - f. Post event reports. Or incident reports.
 - g. Results and reports from audits, inspections and site visits.
 - h. Check manufacturers' instructions for equipment.
 - i. Review of documents like SOP
 - j. From MSDS for chemicals.
 - k. Other sources.
- It is essential that people involved in identifying risks are knowledgeable about the detailed aspects of the risk study being undertaken. Identifying risks may also require imaginative thinking and appropriate experience.

Risk Analysis

- Risk analysis is about developing an understanding of the risk on following basis:
 - a. Can a particular event occur?
 - b. Who /what (People/ equipment /environment) can be harmed if the event occurs?
 - c. What is the likelihood of occurrence of the event?
 - d. What is the magnitude of the consequences if the event occurs?
 - e. What are the existing controls that would not let the event occur?
 - f. Are the existing controls effective?



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

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Date	30.04.2025

- Risk analysis provides an input to decisions on :
 - a. Whether risks need to be treated OR
 - b. Existing Control are adequate.
- Factors that affect consequences and likelihood may be identified. Risk is analyzed by combining consequences and their likelihood taking into consideration of existing controls.

Risk Evolution

- The purpose of risk evaluation is to make/take decisions, based on the outcomes of risk analysis. Decision may include:
 - a. Whether a risk needs treatment.
 - b. Whether an activity should be undertaken.
 - c. Priorities for treatment.
- For detail Quantitative risk evaluation “Risk Matrix” should be referred.(from Risk Matrix SOP)
- Risk evaluation involves comparing the level of risk found during the analysis process with risk criteria established in Risk Matrix.

Risk Strategy

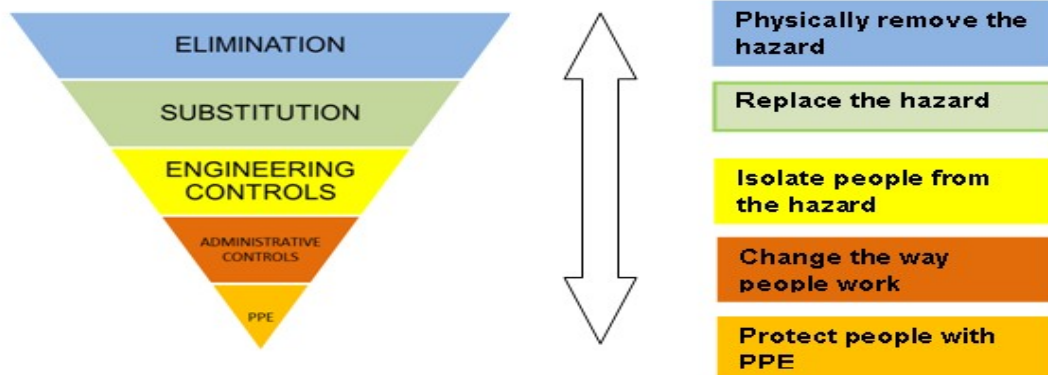
- Risk strategy i.e. how to manage the risk is determined. That is whether to
 - a. Avoid the risk
 - b. Eliminate the risk.
 - c. Risk control /Risk reduction
 - d. Retain the risk /Risk monitor.
- The risk score/ranking shall help decision making and in deciding what action to take in view of the overall risk.
- Risk matrix can be used to decide the strategy depending upon the overall risk rating.

Risk Mitigation/Control Hierarchy

- Risk that is not adequately controlled, an action plan to eliminate or reduce the risk is planned & implemented.
- Risk matrix can be used to decide the treatment to be given to a particular risk.

The hierarchy of risk control shall be as follows:

Most Effective



ELIMINATION	Eliminate the hazard if possible.
SUBSTITUTION	Substituting the hazard may not remove all of the hazards associated with the process or activity and may introduce different hazards but the overall harm or health effects will be lessened.
ENGINEERING CONTROL	Engineering Controls involve redesigning a process to place a BARRIER between the person and the hazard or remove the hazard from the person.
ADMINISTRATIVE CONTROL	Administrative controls include adopting standard operating procedures or safe work practices or providing appropriate training, instruction or information to reduce the potential for harm and/or adverse health effects to person(s). Isolation and permit to work procedures are examples of administrative controls.
PERSONAL PROTECTIVE EQUIPMENT	Personal protective equipment (PPE) include gloves, glasses, earmuffs, aprons, safety footwear, dust masks which are designed to reduce exposure to the hazard. PPE is usually seen as the last line of defense and is usually used in conjunction with one or more of the other control measures.

Risk Matrix

- 5X5 Risk Matrix (shown below) shall be used to quantify a particular risk.
- Likelihood/Probability will be derived on expertise knowledge & actual past experience or perceptions considering below table.
- The likelihood /probability of a particular risk will be considered after evaluating effectiveness of existing controls.
- The severity will be evaluated for Human Injury, Property Damage and Loss of Revenue, Environmental Impairment etc.
- Risk level will be derived by multiplying the likelihood & largest severity of the particular risk. i.e. $R = L \times S$
- For example- If the likelihood of any event is 3 and the severity is three then the Risk level = $3 \times 3 = 9$ [Yellow zone]



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ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

Industry History Approach	Safeguards Approach	Risk Matrix						
Similar incident happened once in the duration of one month at same site	No Safeguards to prevent an undesired Event Scenario	PROBABILITY/LIKELIHOOD	5	B	C	D	E	E
Similar incident happened once in the duration of one year at same site	Single Safeguards to prevent an undesired Event Scenario		4	B	C	C	D	E
Similar incident happened once in the same site in the duration of 5 years	2 Safeguards, failure of 1 would not allow an undesired Event Scenario		3	A	B	C	D	D
Similar incident happened once at any GSP site	3 Safeguards, failure of 2 would not allow an undesired Event Scenario		2	A	B	B	C	D
Similar incident* happened once in similar company (Agrochemical industries)	≥ 4 Safeguards, failure of 3 would not allow an undesired Event Scenario		1	A	A	B	B	C
* Risk Level = ‘C’ if no Permanent Incapacitating Injury				1	2	3	4	5
				CONSEQUENCES/SEVERITY				
Human Injury at a Facility				Minor Injuries / illnesses (e.g. First Aid)	Medical Treatment,	Hospital Admission, Lost work Days	Permanent Disability or permanent injury	Fatality
Facility Property Damage and Loss of Revenue (excluding Cleanup/Remediation)				< INR 2.5 Laces	INR 2.5 Laces to 25 Laces	INR 25 Laces to 2.5 Cr	INR 2.5 Cr to 25 Cr	>INR 25 Cr
Environmental Impairment: Cleanup/Remediation Cost Habitat for Wildlife Population				Limited, Localized, Temporary , and Not Severe	Localized, Short-term with No Lasting Consequences, Slightly Severe, and Partial Restoration/ Mitigation Possible	Moderate, Temporary, Moderately Severe, and Partial Restoration / Mitigation Possible	Major, Long-term Restoration / Mitigation Possible, and Severe	Extensive, Substantial, Severe, and Restoration Not possible, Permanent Impairment



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

Risk Level	Risk Response
A Low risk	No further action or risk evaluations required. Business Unit shall document identified Hazards, risk evaluations, and Mitigation measures.
B Low risk	Site head shall consider feasibility for additional risk evaluations and Mitigation measures. He shall prepare documents to identified Hazards, risk evaluations and Mitigation measures (Minimum Administrative controls require for risk control).
C Medium Risk	Site head shall consider feasibility for additional risk evaluations and Mitigation measures above existing control. He shall verify Risk Level after recommendations and reach risk up to ALARP level. PSM Manager/Engineer document identified Hazards, risk evaluations and Mitigation measures, reasons for actions taken or not taken, and evidence of risk verification.
D High Risk / Significant	Site head with COO shall perform appropriate qualitative or, if warranted, quantitative risk analysis to verify the level and identify additional Mitigation measures. Team shall develop action plans and target dates for implementation of mitigation measures with defined hierarchy of controls.
	If the EHS&S Risk cannot be reduced to a lower level within 60 days of identification, Corporate Safety shall report the HSE Risk to GSP HSE Risk Management via the GSP HSE Risk Register , including identified Hazards, risk evaluations, Mitigation measures and implementation status, reasons for actions taken or not taken, target Risk Level, and evidence of verification. Corporate Safety shall evaluate the current Risk Level, target Risk Level, previously identified mitigate measures and additional Mitigation opportunities at least annually. GSP Risk Management shall verify and report the EHS&S Risk to GSP Executive Management
E High Risk / Significant	Concurrence from the GSP President is required to continue the affected operation (i.e., determine if risk is acceptable or unacceptable), if the EHS&S Risk cannot be reduced from an E Level to a lower level of identification. This concurrence must be renewed at least annually unless the HSE Risk is reduced to a lower level or the affected operation is discontinued. The President's signing of the GSP annual risk report containing the E level risk register provides such concurrence.
	If the EHS&S Risk cannot be reduced to a lower level within 60 days of identification, Corporate Safety shall report the HSE Risk to GSP EHS&S Risk Management via the GSP EHS&S Risk Register , including identified Hazards, risk evaluations, Mitigation measures and implementation status, reasons for actions taken or not taken, target Risk Level, and evidence of verification. Corporate Safety shall evaluate the current Risk Level, target Risk Level, previously identified mitigate measures and additional Mitigation opportunities at least annually. GSP Risk Management shall verify and report the EHS&S Risk to GSP Executive Management

Safeguard's Approach

- Use of Safeguard approach is the preferred methodology for assigning Probability levels for loss of containment Event Scenarios associated with plants and platforms.
- Loss of containment Event Scenarios associated with field operations shall utilize the Safeguard approach when feasible and appropriate for assignment of Probability levels.



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

- **Safeguard must:**
 - a. Be effective in preventing or mitigating the Event Scenario when it functions as designed.
 - b. Be independent of the Initiating/Escalating Event(s) and the components of any other Safeguard already claimed for the same Event Scenario; and not be compromised by the failure of another Safeguard.
 - c. Have acceptable reliability
 - d. Be auditable to validate assumed effectiveness in terms of Event Scenario prevention or Mitigation.
 - e. Be approved according to company policies and procedures.
 - f. Meet proper equipment classification.
 - g. Examples of Safeguards include, but are not limited to: pressure relief systems, detection and control systems, secondary containment systems, overpressure protection, and passive fire protection.
 - h. Examples of safeguards that are KMEs, but not Safeguards include, but are not limited to: training and certification, procedures, normal testing and inspection, maintenance, communications, and signage.
 - i. Allowance of one Safeguard credit per event scenario for human intervention is permissible (assuming constant human intervention availability, appropriate response time, and reliability).
 - j. Not all Safeguards can be anticipated, thus guidance and concurrence shall be sought and obtained from Corporate Safety when such situations arise in order to credit a Mitigation measure as a Safeguards.
 - k. There may be safeguards that do not fully meet the definition of a Safeguard, but meet the intent of a Safeguard. Guidance and concurrence shall be sought and obtained from Corporate Safety for such safeguards to be credited as Safeguards.
 - l. Additional guidance can be sought from Corporate Safety for semi-quantitative data (i.e., predominant wind direction, occupancy vulnerability, occupancy levels, potential, etc.) that can be taken into consideration when the assignment of Probability levels is beyond the capabilities of the Safeguard approach for certain Event Scenarios. All calculations, supporting data, and assumptions must be documented and maintained with the Hazard analysis when this approach is used.

Industry History Approach

- Use of industry history approach requires knowledge of industry history of Event Scenarios.
- The industry history approach shall only be used when the Safeguard approach is not appropriate.
- Guidance and concurrence shall be sought and obtained from Corporate Safety for Probability levels assigned using the industry history approach.
- If data are utilized from prior internal or external quantitative risk analyses, then the data must be directly applicable and relevant to the Event Scenario and reflect reasonable assumptions.



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
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5. ESG Risk Assessment Work sheet

Sr. No.	Activity	Aspects of EHS&S Hazards	Associated Impact on EHS&S	Hazard Category (Health / Safety / Environment / Security)	Impact Type Direct / Indirect	Existing Control (Eng./ Adm/PPE)	Risk Calculation			Legal (Yes/No)	Significance Level (S/ NS)	Recommended Controls					Risk Calculation			Significance Level (S/ NS)	Remarks	
							F	S	Risk (F*S)			Elimination	Substitution	Engg. Control	Admn. Control	PPE's	F	S	Risk (F*S)			
5.1 CUSTOMER HEALTH & SAFETY RISK ASSESSMENT																						
1-	Purchase of pesticide / fungicide / insecticide	Selection of wrong or unsuitable agrochemical for crop/pest	Incorrect use may result in customer exposure, crop damage and health effects	Health	Direct	- Product label on container - Product information and technical recommendation provided through camps	1	3	B	N	NS	Eliminate use of non-approved products	Select only approved / recommended product for intended crop and pest	—	Provide proper product recommendation and usage instructions	As specified on product label	1	3	B	NS	Use only recommended / approved product	
				Safety	Direct		1	3	B	N	NS											
				Environmental	Direct		1	3	B	Y	S											
2	Moving / carrying of pesticide / fungicide / insecticide container by farmer	Leakage, container damage or improper handling during transportation	Skin/eye contact, inhalation and contamination of vehicle / material Land / water contamination	Health	Indirect	- Product supplied in sealed and labelled original container. - Packing material tested and approved by QA lab	2	1	A	N	NS	Avoid the storage of leaky container	Replace the leaky container	---	- Follow the instruction as per label - Training to given on safe use	As specified on product label	2	1	A	NS	-----	
				Safety	Indirect		2	1	A	N	NS						2	1	A	NS		
				Environmental	Indirect		2	2	B	Y	S						2	2	B	S		
3	Storage of pesticide / fungicide / insecticide containers	Improper storage / access by children or animals	Accidental poisoning, ingestion, leakage and environmental contamination	Health	Direct	- Storage instructions mentioned on label & leaflet provided with product	2	3	B	N	NS	Avoid the storage of excess container	---	---	- Follow the instruction as per label - Store at height, lock & key - Training to given on safe storage	As specified on product label	2	3	B	NS	-----	
				Safety	Direct		2	3	B	N	NS						2	3	B	NS		
				Security	Direct		1	3	B	N	NS						1	3	B	NS		



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

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4	Opening pesticide / fungicide / insecticide container	Splash, leakage and exposure during opening	Eye/skin irritation, inhalation exposure or poisoning	Health	Direct	- Original sealed container. - Instructions mentioned in labels & Leaflet with container - PPEs provided in packing box	2	3	B	N	N	S	---	---	---	- Follow the instruction as per label - Training to given on safe Use	As specified on product label	2	3	B	NS	-----
				Safety	Direct		2	3	B	N	N	S						2	3	B	NS	
			Land / water contamination	Environmental	Indirect		2	2	B	Y	S							2	2	B	S	
5	Measuring / dosing of pesticide / fungicide / insecticide	Direct contact or incorrect quantity during measurement	Chemical exposure, poisoning and crop damage due to overdosing	Health	Direct	- Dosage information provided on product label - PPEs provided in packing box - Measuring cylinder is provided with container - Time to time organized camps	2	3	B	N	N	S	---	---	---	- Follow the instruction as per label - Training to given on safe Use	As specified on product label	2	3	B	NS	-----
				Safety	Direct		2	1	A	N	N	S						2	1	A	NS	
		Spillage during measuring	Land/water contamination	Environmental	Direct		2	3	B	Y	S							2	3	B	S	
6	Mixing / dilution of agrochemical	Splash, spill, vapour or direct skin contact during mixing	Skin/eye injury, inhalation exposure and acute poisoning	Health	Direct	- Instructions printed on pasted Label. - Instruction leaflet provided in packing. - PPEs provided in packing box - Measuring cylinder is provided with container	2	3	B	N	N	S	---	---	---	- Follow the instruction as per label - Training to given on safe Use	As specified on product label	2	3	B	NS	-----
				Safety	Direct		2	1	A	N	N	S						2	1	A	NS	
7	Spraying pesticide / fungicide / insecticide on the crop	Spray mist, direct contact and inhalation	Acute/chronic health effects, skin/eye irritation and poisoning	Health	Direct	- Instructions printed on pasted Label. - Instruction leaflet provided with packing. - PPEs provided in packing box	3	3	B	N	N	S	---	---	---	Don't spray against unsuitable wind / weather; keep people and animals away; follow instructions	Gloves, protective clothing, footwear, eye / face, respiratory protection as specified on label	2	3	B	NS	-----
				Safety	Direct		2	3	B	N	N	S						1	3	B	NS	
				Environmental	Direct		2	3	B	Y	S							1	3	B	S	
8	Eating / drinking / smoking during application / Contaminated hand	Ingestion of chemical residues	Accidental ingestion and poisoning	Health	Direct	- Instructions printed on pasted Label. - Instruction leaflet provided with packing. - PPEs provided in packing box	2	3	B	Y	S	Prohibit eating, drinking and smoking during handling	---	---	---	- Wash hands before eating / drinking; - No food or tobacco in application area	Use PPE as per instruction on label	1	3	B	NS	-----
				Safety	Direct		2	5	D	Y	Y							1	5	C	NS	



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

9	Removal of PPE / contaminated clothing after spraying	Chemical residue on PPE/clothing	Secondary skin exposure and exposure to family members	Health	Direct	- Instructions printed on pested Label. - Instruction leaflet provided with packing.	2	2	B	N	N	S	—	—	Separate storage / cleaning arrangement for contaminated PPE	Remove PPE carefully; wash hands/body; wash contaminated clothing separately		1	2	A	NS	
			Safety	Direct	2		2	B	N	N	S			1				2	A	NS		
			Land/water contamination	Environmental	Direct		3	3	C	Y	S								2	3	B	
10	Handling / Discarding empty agrochemical container	Reuse, Cleaning, Burning or improper disposal of empty container	Poisoning, chemical exposure	Health	Direct	- Instructions printed on pested Label. - Instruction leaflet provided with packing. - PPEs provided in packing box	2	3	B	N	N	S	Eliminate reuse of empty containers	—	Dedicated temporary storage /collection arrangement where applicable	- Never reuse empty containers; - Dispose according to instruction on label	Use Hand gloves, mask, safety goggles	1	2	A	NS	
			Safety	Direct	2		2	B	N	N	S	1						2	A	NS		
			Land/water contamination	Environmental	Direct		3	3	C	Y	S	2						3	B	NS		

5.2 PHYSICAL CLIMATE RISK ASSESSMENT

1	Operation of plant during extreme heat / heatwave	Higher ambient temperature and heat stress	Heat exhaustion, heat stroke, dehydration and reduced worker productivity	Health	Direct	- Cooler for Drinking water, - Well ventilated work areas	3	2	B	Y	S	Avoid unnecessary outdoor work during peak heat		Ventilation, insulation, cooling and shaded rest areas		Suitable work clothing, safety shoes, helmet and other required PPE	2	2	A	NS	
				Safety	Direct		3	2	B	Y	S						2	2	A	NS	
2	Chemical storage during extreme temperature	High temperature affecting chemical/product stability	Product degradation, leakage, pressure build-up or fire risk depending on product	Safety, Environment	Direct	- Dedicated warehouse with proper ventilation is available - Warehouse is covered by surrounding walls & roofing to protect from temp. - Provision of Fire extinguisher. - Water sprinkler & fire hydrant system	2	3	B	Y	S	Avoid storage of products outside specified conditions	Use products/for mulations suitable for specified storage conditions	Temperature monitoring, ventilation and suitable warehouse construction	Monitor storage temperature; maintain inventory and emergency response arrangements	Chemical handling PPE as applicable	1	3	B	S	Follow product-specific storage requirements



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

3	Heavy rainfall / extreme precipitation	Excessive rainwater entering plant / warehouse	Flooding, material damage, chemical release and business interruption	Safety, Environment	Direct	Drainage system and housekeeping	2	3	B	Y	S	Avoid storage in known flood-prone areas where practicable	—	Adequate storm-water drainage, raised storage and flood barriers where required	Pre-monsoon inspection, drain cleaning and flood emergency plan	Required emergency PPE	1	3	B	S	Inspect before monsoon season
4	Flooding of plant premises	Floodwater entering chemical / material storage or production areas	Chemical contamination, exposure, equipment damage and environmental release	Safety, Environment	Direct	Drainage and emergency preparedness	1	3	B	Y	S	Relocate critical chemicals/equipment from flood-prone areas	—	Flood barriers, raised platforms and suitable drainage	Flood response plan; secure hazardous materials before severe weather	Chemical-resistant PPE during cleanup	1	3	B	S	Critical climate-related emergency
5	Cyclone / high wind	Strong winds affecting buildings, structures and stored materials	Structural damage, falling objects, chemical release and worker injury	Safety, Environment	Direct	Certified and approved Building/structure by competent person and Government authority	1	3	B	Y	S	Remove unsecured outdoor materials	—	Wind-resistant structures, anchoring and secure storage		Helmet, safety shoes and required PPE	1	3	B	S	Follow weather warnings
6	Lightning / thunderstorm	Lightning strike during severe weather	Fire, electric shock, equipment damage and serious injury/fatality	Safety, Environment	Direct	Electrical earthing and lightning protection is available	2	3	B	Y	S	Avoid outdoor work during lightning	—	Lightning protection system, earthing and surge protection	Lightning warning procedure; stop outdoor activities during thunderstorms	Standard electrical/safety PPE	1	3	B	S	Verify lightning protection system periodically
7	Water scarcity / drought	Reduced availability of process / domestic water	Production interruption, inadequate sanitation and increased operating cost	Safety	Direct	Water supply and storage arrangement	2	3	B	Y	S	Eliminate unnecessary water consumption	Use water-efficient processes/equipment		Water conservation plan, monitoring of consumption / contingency supply	—	1	2	A	NS	Develop water contingency plan
8	Power failure during extreme weather	Grid interruption due to storm, flood or heat	Production interruption, equipment failure and potential	Safety	Direct	Emergency power arrangement	2	3	B	Y	S	—	—	DG/backup power, UPS and emergency shutdown	Emergency shutdown procedure and periodic testing of	Electrical/safety PPE	1	3	B	S	Test backup systems periodically



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

			unsafe process condition											systems as applicable	backup systems						
9	Climate- related fire risk	Extreme heat, dry conditions or electrical overload	Fire, injury, chemical release and property damage	Safety	Dir ect	Fire protection system and emergency plan	2	3	B	Y	S	Remove unnecessary combustible materials	Use fire- resistant materials where feasible	Fire detection, hydrants, extinguishers and suitable fire protection	Fire drills, inspection and emergency response training	Firefighting PPE for trained personnel	1	3	B	S	Maintain fire protection systems
10	Climate- related disruption of utilities	Water, electricity, fuel or other utility interruption	Production interruption and unsafe operating conditions	Safety	Dir ect	Utility backup arrangements	2	3	B	Y	S	—			Business continuity and emergency preparedness plan	Required PPE	1	3	B	S	Review critical utility dependency
11	Climate emergency / site evacuation	Extreme weather event requiring emergency evacuation	Injury, panic, chemical exposure and delayed emergency response	Safety	Dir ect	Emergency preparedness and evacuation plan	1	3	B	Y	S	—	—	Emergency alarms, safe assembly points and emergency equipment	Emergency drills, weather alerts, communicatio n and evacuation procedure	Emergency PPE as applicable	1	3	B	S	Include climate hazards in emergency drills

5.3 WATER BASIN RISK ASSESSMENT

1	Withdrawal of water from GIDC Supply	Consumption of freshwater resources	Reduction in local water availability and increased water stress	Water Resource	Direct	Water supply and consumption monitoring	3	3	B	Y	S	Eliminate unnecessary water consumption	Use recycled / treated water wherever technically feasible	Water meters and flow monitoring	Water conservation targets and periodic monitoring	—	2	2	A	NS	Critical water-use activity
2	Process water consumption	High fresh water consumption during manufacturing / formulation	Depletion of water resources	Water Resource	Direct	Process water monitoring	3	3	B	Y	S	Eliminate unnecessary process water use	Use water-efficient process/technology	Flow meters, automatic shut-off and closed-loop systems where feasible	Water-use SOP and consumption monitoring	—	2	2	A	NS	Identify major water-consuming processes



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

3	Equipment / floor cleaning	Fresh water consumption and generation of contaminated wastewater	Water depletion and potential water pollution	Water Resource	Direct	Cleaning procedure and wastewater collection	3	2	A	Y	S	Minimize unnecessary washing	Use dry-cleaning methods where technically feasible	Controlled drainage and wastewater collection	Cleaning SOP; optimize cleaning frequency and quantity	Gloves, safety shoes and eye protection where required	2	2	A	NS	Prefer dry cleaning where feasible
4	Cooling system / cooling tower	Water consumption and evaporation losses	Increased freshwater demand and basin-level water stress	Water Resource	Direct	Cooling-water system	3	3	B	Y	S	Minimize cooling-water losses	Air cooling / closed-loop cooling where technically feasible	Cooling tower optimization, blowdown control and water recovery	Monitor makeup water and optimize cycles of concentration	—	2	2	A	NS	Evaluate water-efficient cooling technology
5	Boiler / steam generation	Water consumption and blowdown	Freshwater depletion and wastewater generation	Water Resource	Direct	Boiler water management	2	2	A	Y	NS	Minimize unnecessary blowdown	Use treated/recycled water where feasible	Condensate recovery and blowdown control	Monitor boiler water consumption and optimize operating parameters	Required boiler PPE	1	2	A	NS	Maximize condensate recovery
6	Domestic water use	Consumption of freshwater	Increased demand on local water resources	Water Resource	Direct	Water fixtures and supply system	3	2	A	Y	NS	Eliminate avoidable consumption	Low-flow fixtures	Low-flow taps, dual-flush systems and leak detection	Awareness, water conservation campaign and consumption monitoring	—	2	1	A	NS	Monitor per-capita consumption
7	Leakage from water pipelines / tanks	Uncontrolled water loss	Water wastage and increased freshwater demand	Water Resource	Direct	Routine maintenance	2	2	A	Y	NS	Repair/remove unnecessary leaking lines	—	Leak detection and automatic shut-off where feasible	Periodic inspection and preventive maintenance	Maintenance PPE	1	1	A	NS	Maintain water distribution system
8	Wastewater generation from process	Discharge of contaminated wastewater	Contamination of surface water/groundwater and impact on aquatic ecosystem	Water Pollution	Direct	ETP/STP and wastewater collection system	2	3	B	Y	S	Prevent wastewater generation where possible	Reuse treated wastewater where technically feasible	ETP, segregation and controlled discharge system	Effluent monitoring and compliance with consent limits	Chemical-resistant gloves, safety shoes and eye protection	1	3	B	S	Critical water-quality control



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

9	Chemical spill near drainage / water source	Entry of pesticide/fungicide/insecticide or raw material into water	Water pollution, ecological damage and potential human exposure	Water Pollution	Direct	Spill response procedure	1	3	B	Y	S	Eliminate direct pathways to drains/water bodies	Use safer materials where technically feasible	Bunding, secondary containment and drain isolation	Spill response plan, emergency drills and immediate containment	Chemical-resistant gloves, goggles/face shield and protective clothing	1	3	B	S	High-priority environmental risk
10	Storage of chemicals / agrochemical products	Leakage from containers reaching drainage system	Surface/groundwater contamination	Water Pollution	Direct	Original sealed containers and storage controls	1	3	B	Y	S	Remove damaged/leaking containers	—	Bunded/contained storage and impermeable floor	Inspection of containers; spill response and drainage isolation procedure	Chemical-resistant PPE	1	3	B	S	Secondary containment recommended
11	Storm water runoff from plant area	Contamination of rainwater runoff by chemicals/oils/materials	Pollution of nearby water bodies and drainage system	Water Pollution	Direct	Storm water drainage system and housekeeping	2	3	B	Y	S	Prevent contaminated material exposure in open areas	—	Segregated storm water and contaminated drainage systems; collection arrangements	Pre-monsoon inspection and good housekeeping	Safety shoes, gloves and other PPE as required	1	3	B	S	Keep chemical storage areas protected
12	ETP operation	Treated effluent quality variation / treatment failure	Non-compliant discharge and water pollution	Water Pollution	Direct	ETP operation and monitoring	2	3	B	Y	S	Minimize wastewater load to ETP	Reuse/recycle treated water where feasible	Adequate ETP capacity, alarms and monitoring systems	Regular sampling, preventive maintenance and trained operators	Chemical-handling PPE	1	3	B	S	Maintain ETP performance
13	Treated wastewater reuse	Use of treated wastewater for suitable non-potable applications	Reduced freshwater withdrawal	Water Resource	Direct	Treated wastewater system	2	2	A	Y	NS	—	Substitute freshwater with treated wastewater for suitable uses	Tertiary treatment/filtration/disinfection as applicable	Define approved reuse applications and monitor quality	—	1	1	A	NS	Increase reuse where technically / legal permitted
14	Sewage / domestic wastewater	Generation and treatment of sewage	Water pollution and public health risk if untreated	Water Pollution	Direct	STP/septic system as applicable	2	2	A	Y	NS	—	—	STP and controlled sewage drainage	Regular STP operation, maintenance and monitoring	Required PPE for sewage handling	1	2	A	NS	Prevent untreated discharge



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

15	Hazardous waste storage near drainage	Leachate/runoff from waste storage	Surface/groundwater contamination	Water Pollution	Direct	Designated waste storage area	1	3	B	Y	S	Minimize hazardous waste generation	—	Covered, impervious and bunded waste storage area	Regular inspection and authorized disposal	Chemical-resistant gloves, safety shoes and eye protection	1	3	B	S	Protect waste storage from rain
16	Firefighting / emergency response	Potential contaminated fire-water runoff	Chemical contamination of drainage and nearby water bodies	Water Pollution	Direct	Emergency response arrangements	1	3	B	Y	S	Prevent uncontrolled release	—	Fire-water containment / bunding where required	Emergency response plan and drainage isolation procedure	Fire / emergency PPE	1	3	B	S	Consider fire-water containment
17	Water shortage / basin water stress	Insufficient water availability for plant operation	Production interruption, sanitation issues and community water-use conflict	Water Resource	Direct	Water storage and supply arrangements	2	3	B	Y	S	Reduce non-essential water use	Use alternative/recycled water sources where feasible	Adequate storage capacity and backup supply	Water contingency plan and drought response procedure	—	1	3	B	S	Review basin water-stress conditions
18	Flood / extreme rainfall	Flood water entering chemical storage, ETP or drainage system	Chemical release and contamination of surface/groundwater	Water Pollution	Direct	Stormwater drainage and emergency preparedness	1	3	B	Y	S	Avoid storage in flood-prone areas where feasible	—	Flood barriers, raised storage and drainage capacity	Monsoon preparedness, emergency response and inspection	Chemical-resistant PPE during cleanup	1	3	B	S	Include in climate-water risk assessment

5.4 EMPLOYEE HEALTH & SAFETY RISK ASSESSMENT

1	Handling of raw materials / chemicals	Direct contact, leakage, dust or vapour exposure	Skin/eye irritation, inhalation exposure, poisoning	Health Safety Environment	Direct	Chemical labels, SDS and PPE provided	3	3	B	Y	S			Closed transfer system / local exhaust ventilation	SOP, SDS training and chemical handling training	Chemical-resistant gloves, goggles/face shield, protective clothing, safety shoes and respirator as required	1	3	B	S	Follow SDS and chemical-specific PPE
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GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

2	Chemical charging / addition to process	Splash, dust, vapour and incorrect charging	Acute exposure, poisoning, chemical burns and process incident	Health, Safety, Environment	Direct	Charging SOP and trained operators	2	3	B	Y	S	Minimize manual charging	Closed/less hazardous formulation where feasible	Closed charging system, extraction and interlocks	Permit/SOP, checklist and trained authorized operators	Chemical-resistant gloves, goggles / face shield, protective clothing & respirator as required	1	3	B	S	Critical chemical exposure activity
3	Mixing / formulation process	Chemical exposure, rotating equipment & process deviation	Injury, poisoning, entanglement or chemical release	Health, Safety, Environment	Direct	SOP, machine guarding and process controls	2	3	B	Y	S	Eliminate unnecessary operator exposure	Closed process where feasible	Machine guards, closed vessels and ventilation	SOP, training and process monitoring	Required chemical & machine safety PPE	1	3	B	S	Maintain guarding and process controls
4	Transfer of liquid chemicals	Hose leakage, coupling failure and chemical splash	Skin/eye exposure, inhalation and chemical burns	Health, Safety, Environment	Direct	Transfer procedure and equipment inspection	2	3	B	Y	S	Eliminate unnecessary hose connections	Use closed transfer system	Fixed piping, suitable couplings and secondary containment	Pre-use inspection and transfer checklist	Chemical-resistant gloves, goggles / face shield & protective clothing	1	3	B	S	Inspect hoses before use
5	Manual handling of chemicals / bags	Heavy lifting, awkward posture & dropped container	Back injury, muscle strain, foot injury and chemical exposure	Health Safety	Direct	Manual handling procedure	3	2	A	N	N	Eliminate unnecessary manual handling	Use smaller / ergonomic packages where feasible	Trolley, pallet truck, lifting aids	Manual-handling training and weight limits	Safety shoes, gloves	1	2	A	NS	Use mechanical handling wherever possible
6	Powder / dust handling	Generation of chemical dust	Respiratory irritation, occupational illness and contamination	Health, Safety, Environment	Direct	PPE and handling procedure	2	3	B	N	N	Eliminate dust generation where feasible	Granules / liquid formulation where technically feasible	Local exhaust ventilation and enclosed charging	Housekeeping, exposure monitoring and training	Respiratory protection, goggles, gloves and protective clothing	1	3	B	S	Maintain dust-control system
7	Exposure to chemical vapour / fumes	Inhalation of vapour during process or transfer	Respiratory irritation, acute poisoning or long-term health effects	Health Safety	Direct	Ventilation and PPE	2	3	B	Y	S	Eliminate unnecessary release		Local exhaust ventilation / closed system	Air monitoring, SOP and exposure-control training	Suitable respirator, goggles, gloves and protective clothing	1	3	B	S	Monitor occupational exposure where applicable



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

8	Filling / packing agrochemical products	Chemical splash, leakage and repetitive work	Skin/eye exposure, poisoning and ergonomic strain	Health Safety	Direct	Filling/packing SOP	3	3	B	Y	S	Automate manual filling where feasible	Use safer packaging/formulation where feasible	Enclosed filling system, guarding and extraction	Training, inspection and house keeping	Gloves, goggles / face protection, protective clothing & safety shoes	1	3	B	S	Maintain filling-line controls
9	Labeling / packaging	Incorrect label, damaged package or chemical contact	Misuse, exposure, product incident and customer risk	Health Safety	Direct	Label verification and inspection	2	2	A	Y	NS	—	—	Automated/controlled label verification where feasible	Batch / label verification and inspection checklist	Gloves and safety shoes	1	2	A	NS	Maintain traceability
10	Warehouse chemical storage	Falling containers, leakage, incompatible storage	Injury, chemical exposure, fire or chemical reaction	Health, Safety, Environment	Direct	Storage segregation and housekeeping	2	3	B	Y	S	Remove unnecessary inventory	Store compatible materials appropriately	Racking, bunding and secondary containment	Chemical compatibility matrix, inspection and storage SOP	Gloves, safety shoes, helmet, goggles as required	1	3	B	S	Maintain segregation
11	Loading / unloading chemicals	Dropped containers, vehicle movement and chemical leakage	Crush injury, chemical exposure and vehicle accident	Health, Safety, Environment	Direct	Loading/unloading procedure	2	3	B	Y	S	Minimize manual handling	Use mechanical handling equipment	Dock controls, pallet truck/forklift and wheel chocks	Trained operators, designated area and traffic management	Safety shoes, gloves, helmet and high-visibility vest	1	3	B	S	Control pedestrian/vehicle interaction
12	Forklift operation	Collision, overturning or falling load	Serious injury/fatality and property damage	Health Safety	Direct	Authorized forklift operators	2	3	B	Y	S	Eliminate unnecessary forklift movement	—	Speed limit, mirrors and pedestrian barriers	Operator training, route segregation and inspection	Helmet, safety shoes and high-visibility vest	1	3	B	S	High-risk activity
13	Work at height	Fall from platform, ladder or elevated area	Major injury/fatality	Health Safety	Direct	Work-at-height procedure	2	3	B	Y	S	Eliminate work at height where feasible	—	Guardrails, proper platforms and fall-arrest systems	Work permit, inspection and trained personnel	Full-body harness, helmet and safety shoes as required	1	3	B	S	Permit and fall protection required
14	Maintenance activity	Unexpected release of chemicals / stored energy	Chemical exposure, burns, crushing or fatal injury	Health Safety	Direct	Maintenance procedure	2	3	B	Y	S	Eliminate energy before work	—	Isolation points and engineering safeguards	LOTO, permit-to-work and authorized maintenance personnel	Task-specific PPE	1	3	B	S	Strict LOTO compliance



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

15	Electrical maintenance / operation	Electric shock, arc flash or short circuit	Burns, electrocution, fire or fatality	Health Safety	Direct	Electrical safety system	2	3	B	Y	S	De-energize before work	—	Earthing, ELCB/RCCB, suitable panels and protection	LOTO, authorized electricians and periodic inspection	Electrical PPE, insulated gloves / tools, face protection as applicable	1	3	B	S	Authorized personnel only
16	Hot work / welding	Sparks, heat and ignition source near chemicals	Fire, explosion, burns and smoke exposure	Health Safety	Direct	Hot-work permit system	2	3	B	Y	S	Avoid hot work where possible	—	Fire protection, screens and gas controls	Hot-work permit, gas testing, fire watch and removal of combustibles	Welding shield, gloves, FR clothing and safety shoes	1	3	B	S	Critical fire-risk activity
17	Chemical spill / accidental release	Uncontrolled chemical release	Poisoning, burns, environmental contamination and slips	Health, Safety, Environment	Direct	Spill kits and emergency procedure	2	3	B	Y	S	Prevent leaks and unnecessary chemical storage	—	Bundling, secondary containment and leak detection	Spill response training, emergency procedure and drills	Chemical-resistant gloves, goggles / face shield, protective clothing & respirator as required	1	3	B	S	Spill kits readily accessible
18	Fire / explosion emergency	Fire involving chemicals / flammable materials	Burns, smoke inhalation, serious injury/fatality, Chemical leakage	Health, Safety, Environment	Direct	Fire protection and emergency plan	1	3	B	Y	S	Minimize combustible/ignition sources	Use less flammable materials where technically feasible	Fire detection, hydrant, extinguishers and suitable suppression systems	Emergency drills, evacuation plan and fire training	Firefighting PPE for trained emergency team	1	3	B	S	Maintain fire protection system
19	Laboratory testing / QC	Chemical exposure, glass breakage and incompatible reactions	Chemical burns, poisoning, cuts and eye injury	Health Safety	Direct	Laboratory SOP and SDS	2	3	B	Y	S	Minimize hazardous testing	Use safer analytical methods where feasible	Fume hood, ventilation and safety equipment	Chemical handling SOP, training and emergency procedures	Lab coat, gloves, goggles/face protection	1	3	B	S	Laboratory-specific controls
20	Sampling from process / storage tank	Splash, vapour and exposure during sampling	Chemical exposure, poisoning and falls	Health Safety	Direct	Sampling SOP	2	3	B	Y	S	Minimize manual sampling	Closed sampling system where feasible	Closed sampler and suitable platform	Sampling procedure and trained personnel	Gloves, goggles/face shield and protective clothing	1	3	B	S	Prefer closed sampling



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

21	Cleaning / housekeeping	Chemical residues, slippery floors and waste	Skin exposure, slips/trips/falls and contaminated water waste	Health, Safety, Environment	Direct	Housekeeping procedure	3	2	A	Y	N	Minimize chemical residue accumulation	Use appropriate cleaning methods	Suitable drainage and ventilation	Cleaning schedule and spill-response procedure	Gloves, safety shoes, goggles as required	1	2	A	NS	Good housekeeping essential
22	Confined-space entry	Toxic atmosphere, oxygen deficiency or engulfment	Asphyxiation, poisoning, unconsciousness or fatality	Health Safety	Direct	Confined-space procedure	1	3	B	Y	S	Avoid entry where possible	—	Ventilation, gas detection and rescue equipment	Confined-space permit, atmospheric testing, standby person and rescue plan	Harness, respiratory protection and other specified PPE	1	3	B	S	Critical activity; permit required
23	Exposure to excessive noise	Machinery/pump/compressor noise	Hearing loss, fatigue and communication difficulty	Health Safety	Direct	Noise control and PPE	3	2	A	Y	N	Eliminate unnecessary noise sources	Low-noise equipment where feasible	Acoustic enclosure/barrier and equipment maintenance	Noise monitoring, job rotation and hearing conservation program	Ear plugs / ear muffs	1	2	A	NS	Periodic noise monitoring
24	Heat exposure / hot process area	High temperature and radiant heat	Heat stress, dehydration and reduced concentration	Health Safety	Direct	Ventilation and drinking water	3	3	B	Y	S	Reduce unnecessary exposure	Low-heat process/equipment where feasible	Insulation, ventilation and cooling arrangements	Work-rest schedule, hydration and heat-stress awareness	Suitable clothing and other required PPE	1	2	A	NS	Seasonal monitoring required
25	Ergonomic / repetitive work	Repetitive movement, prolonged standing / awkward posture	Musculoskeletal disorder, fatigue and strain	Health Safety	Direct	Job rotation / work practices	3	2	A	Y	N	Eliminate unnecessary repetitive tasks	Ergonomic tools/equipment	Adjustable workstation and mechanical aids	Ergonomic assessment, job rotation and awareness training	Safety footwear where required	1	2	A	NS	Conduct ergonomic assessment
27	Chemical exposure to skin/eyes	Splash during handling, transfer or cleaning	Chemical burns, irritation and injury	Health Safety	Direct	PPE and emergency eyewash/shower	2	3	B	Y	S	Minimize open handling	Closed handling system	Eyewash and emergency shower stations	Chemical handling training and emergency response procedure	Gloves, goggles/face shield and protective clothing	1	3	B	S	Inspect emergency shower/eyewash
29	Emergency evacuation	Panic, smoke, chemical release and blocked access	Injury, inhalation exposure and delayed evacuation	Health Safety	Direct	Emergency plan and assembly point	1	3	B	Y	S	—	—	Emergency alarm, exit routes and emergency lighting	Mock drills, evacuation training and route inspection	Helmet/safety shoes as applicable	1	3	B	S	Conduct periodic emergency drills



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

5.5 INFORMATION TECHNOLOGY & PHYSICAL SECURITY

1	Organization Data / information Storage	Human Error/Failure	Human Error/Failure during use of electronics may leads to data loss.	Security	Direct	1. Only skilled persons are involved/authorized to access the organization data.	1	2	A	N	N	NA	NA	NA	Training to be conducted related to the importance of IT data and Cyber security.	NA	1	2	A	NS
2		Software corruption or Virus in computer	Corruption in software or Virus in computer may leads to data loss.	Security	Direct	1. Anti Malware/Spleare, intrusion Detection & Prevention in Trend Micro Apex One with x DR. 2. System to take Regular backup of organization data/information to recover in case of any incident.	1	2	A	N	N	NA	NA	NA	NA	NA	1	2	A	NS
3		Hardware destruction	Hardware destruction may also leads to data loss	Security	Direct															
4		Unauthorized Access or Theft of organization data.	Unauthorized access leads to theft of data and organization information which may effect the organization business.	Security	Direct / Indirect	1. Access to sensitive data is restricted to authorized personnel only, and access controls is enforced. 2. Network Access Restriction from unknown External Networks within Fortinet Next Generation Security Firewall. 3. industry Standard Complex Password Policy Applied to	1	2	A	N	N	NA	NA	NA	NA	NA	1	2	A	NS



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

5		Organization Data / information leakage	Organization Data / information leakage may effect the organization business.	Security	Indirect	avoid compromise password. 4. Central Active Directory Authentication Method Applied for Single Sign On (SSO). 5. Harmful Web & Application Filtered from Next Generation Firewall. 6. Anti Malware / Spyware, intrusion Detection & Prevention in Trend Micro Apex One with xDR. 7. Anti-Threat Protection Service is activated on Microsoft Outlook 365 to protect against malware, spyware, and phishing. 8. Updating compatible version of software	1	2	A	N	N	NA	NA	NA	NA	NA	1	2	A	NS	
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5.6 SUPPLY CHAIN RISK ASSESSMENT

1	Supplier selection & onboarding	Supplier may not comply with EHS&S requirements	Environmental damage, labour / human-rights issues, regulatory non-compliance	EHS&S / Compliance	Indirect	Supplier evaluation and approval procedure	3	4	C	Y	S	—	Select compliant suppliers	—	EHS&S criteria in supplier evaluation; document verification	—	1	4	B	NS	Periodic supplier reassessment
2	Procurement of raw materials	Procurement from supplier with poor environmental practices	Pollution, excessive resource consumption , GHG emissions	Environmental	Indirect	Approved supplier list	3	4	C	Y	S	Avoid high-risk suppliers	Prefer environmentally responsible materials	—	Sustainability questionnaire and supplier evaluation	—	1	4	B	NS	Monitor supplier environmental performance



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

3	Purchase of chemicals	Supplier handling / storage of hazardous chemicals improperly	Fire, chemical exposure, soil/water contamination	Chemical / Environmental	Indirect	SDS and supplier qualification	3	5	D	Yes	S	Eliminate unnecessary hazardous chemicals	Substitute with less hazardous alternatives	Appropriate packaging and containment	SDS review, transport requirements, emergency procedures	As applicable	1	5	C	NS	Approved chemical suppliers only
4	Supplier transportation	Vehicle emissions during transportation	Air pollution, GHG emissions, climate impact	Environmental	Indirect	Approved transporters; route planning	4	3	C	Yes	S	Reduce unnecessary trips	Low-emission vehicles/fuels	Vehicle emission-control systems	Route optimization, preventive maintenance	—	2	3	B	NS	Monitor logistics emissions
5	Inbound material unloading	Unsafe unloading by supplier / contractor	Injury, struck-by incident, property damage	Health & Safety	Direct / Indirect	Loading/unloading procedure	3	4	D	Yes	S	Avoid unsafe unloading methods	Use safer handling equipment	Dock protection, lifting aids	SOP, trained operators, supervision	Safety shoes, helmet, gloves	1	4	B	NS	Contractor compliance verification
6	Supplier manufacturing process	Excessive energy consumption / GHG emissions	Climate change, resource depletion	Environmental	Indirect	Supplier sustainability assessment	4	4	D	No	S	—	Renewable/low-carbon energy where feasible	Energy-efficient equipment	Energy monitoring and reduction targets	—	2	4	C	NS	Encourage supplier emission-reduction plans
7	Supplier manufacturing process	Generation of hazardous / non-hazardous waste	Soil/water contamination, resource depletion	Environmental	Indirect	Supplier waste-management practices	3	4	D	Yes	S	Minimize waste generation	Reusable/recyclable materials	Waste segregation/storage systems	Waste-management procedures and records	Appropriate PPE	2	4	C	NS	Verify disposal through authorized agencies
8	Supplier workforce	Child labour / forced labour / excessive working hours	Human-rights violation, legal and reputational impact	Social / Human Rights	Indirect	Supplier Code of Conduct	2	5	D	Yes	S	Disqualify non-compliant suppliers	—	—	Supplier declaration, audits and worker grievance mechanism	—	1	5	C	NS	Immediate escalation if identified
9	Supplier workplace	Inadequate occupational health & safety controls	Worker injury, illness or fatality	Health & Safety	Indirect	Supplier EHS requirements	3	5	D	Yes	S	—	Safer processes/equipment	Machine guarding, ventilation, safety systems	Training, inspections, emergency preparedness	Required PPE	1	5	C	NS	High-risk suppliers subject to audit
10	Supplier business practices	Bribery / corruption or unethical business practices	Legal, financial and reputational impact	Ethics / Governance	Indirect	Supplier Code of Conduct	2	5	D	Yes	S	Discontinue relationships with confirmed violations	—	—	Anti-bribery requirements, due diligence and reporting mechanism	—	1	5	C	NS	Escalate serious violations to management



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

11	Supplier environmental compliance	Missing permits or statutory approvals	Regulatory action, pollution and business interruption	Legal / Environmental	Indirect	Document verification during onboarding	3	5	D	Yes	S	Do not onboard non-compliant suppliers	—	—	Periodic compliance-document review	—	1	5	C	NS	Maintain valid permits/certificates
12	Supplier performance monitoring	Inadequate monitoring of sustainability performance	Recurrence of adverse EHS&S impacts	EHS&S / Compliance	Indirect	Supplier evaluation system	3	4	D	No	S	—	—	Digital monitoring where applicable	Periodic reassessment, KPI tracking and audits	—	1	4	B	NS	Review high-risk suppliers annually

5.7 CORRUPTION RISK ASSESSMENT

1	Procurement of raw materials / finished products	Supplier offers kickback or improper benefit to employee for awarding purchase order	Financial loss, unfair supplier selection, legal and reputational consequences	Corruption / Business Ethics	Direct	Approved supplier list, quotation comparison and approval process	2	3	B	Yes	S	Eliminate dealings with suppliers involved in corrupt practices	Select transparent and compliant suppliers	ERP / electronic approval and audit trail	Supplier due diligence, segregation of duties, conflict-of-interest declaration	N/A	1	3	B	NS	Purchase only through approved suppliers
2	Vendor / supplier selection and approval	Employee favors supplier due to personal relationship or financial interest	Conflict of interest, increased cost and unfair business practice	Corruption	Direct	Supplier evaluation and approval procedure	2	3	B	Yes	S	Remove conflicted employee from supplier selection	Independent supplier evaluation	Electronic approval records	Conflict-of-interest declaration and management review	N/A	1	3	B	NS	Maintain documented supplier evaluation
3	Sales and customer appointment	Improper payment, commission or benefit offered to obtain business	Legal exposure, financial loss and reputational damage	Bribery	Direct	Sales approval and commission procedure	2	3	B	Yes	S	Prohibit unauthorized payments or commissions	Use only approved commercial incentives	ERP approval controls	Approval of discounts / commissions and anti-bribery requirements	N/A	1	3	B	NS	No unauthorized payment to customer / representative
4	Distributor / dealer appointment	Favoritism or improper benefit in appointment of distributor / dealer	Loss of business integrity, legal and financial risk	Corruption	Direct	Distributor approval process	2	3	B	Yes	S	Reject distributors involved in corrupt practices	Select distributors based on objective criteria	Electronic approval / records	Distributor due diligence and anti-bribery agreement	N/A	1	3	B	NS	Conduct integrity due diligence before appointment



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

5	Government approvals, licenses and permits	Bribe or facilitation payment offered / requested to obtain approval	Legal penalties, loss of license and reputational damage	Bribery	Direct	Authorized personnel handle government matters	2	3	B	Yes	S	Prohibit unofficial payments	Use formal legal channels	Electronic documentation where practicable	Government interaction procedure, approval and escalation mechanism	N/A	1	3	B	NS	All official payments to be properly documented
7	Customs, import and export activities	Facilitation payment or improper benefit to expedite clearance	Legal consequences, financial loss and shipment delays	Bribery	Direct	Authorized customs agent and documented process	2	3	B	Yes	S	Eliminate unofficial payments	Use qualified and competent customs agents	Electronic customs documentation	Agent due diligence, payment authorization and reconciliation	N/A	1	3	B	NS	No unofficial payment permitted
8	Gifts, hospitality and business entertainment	Excessive gifts, hospitality or entertainment intended to influence decisions	Conflict of interest, bribery and reputational damage	Corruption	Direct	Gift and hospitality procedure	2	2	B	Yes	NS	Prohibit inappropriate or excessive benefits	Use reasonable and legitimate business hospitality	Gift register / electronic approval where applicable	Monetary limits, prior approval and gift/hospitality register	N/A	1	2	A	NS	Gifts/hospitality must be transparent and approved
9	Third-party agents / consultants	Agent or consultant makes improper payment on behalf of company	Company may face legal, financial and reputational consequences	Bribery	Indirect	Third-party agreement and approval process	2	3	B	Yes	S	Do not engage unapproved / high-risk intermediaries	Use qualified and compliant third parties	Electronic payment and approval records	Integrity due diligence, anti-bribery clause, monitoring and audit rights	N/A	1	3	B	NS	Periodic third-party compliance review
10	Recruitment, promotion and employee benefits	Money, favor or personal relationship influences employment / promotion	Unfair employment practices, employee dissatisfaction and reputational risk	Corruption / Conflict of Interest	Direct	HR recruitment and appraisal procedure	1	2	A	Yes	NS	Reject recruitment / promotion influenced by improper benefits	Merit-based selection	HR system and approval trail	Interview panel, documented selection criteria and conflict declaration	N/A	1	2	A	NS	Maintain transparent recruitment and appraisal records



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

11	Expense claims, payments and financial transactions	False/inflated expenses or concealed improper payments	Financial loss, fraud, bribery and accounting violations	Fraud / Corruption	Direct	Finance approval, supporting documents and reconciliation	2	3	B	Yes	S	Reject unsupported or suspicious expenses	Use traceable electronic payments	ERP controls and audit trail	Segregation of duties, approval hierarchy and periodic audit	N/A	1	3	B	NS	Maintain complete financial records
12	Donations, sponsorships and charitable contributions	Donation or sponsorship used to obtain business advantages	Bribery, reputational damage and legal consequences	Corruption	Direct	Management approval process	1	3	B	Yes	N	Reject contributions without legitimate purpose	Use verified/approved organizations	Electronic approval and records	Due diligence, documented justification and management approval	N/A	1	3	B	NS	Maintain donation and sponsorship register

5.8 BUSINESS ETHICS RISK ASSESSMENT

1	Conflict of Interest	Employee has personal, financial or family interest in supplier / customer / business partner	Biased decision-making, financial loss and loss of stakeholder confidence	Business Ethics	Direct	Conflict of interest declaration and company policy	2	3	B	Yes	S	Remove conflicted person from decision-making	Independent person / committee for decision	Electronic declaration and approval system	Annual and transaction-specific conflict declaration	N/A	1	3	B	NS	All actual and potential conflicts shall be declared
2	Gifts & Hospitality	Acceptance / offering of inappropriate gifts, entertainment or hospitality	Undue influence, biased decisions and reputational damage	Business Ethics	Direct	Gift and hospitality policy	2	2	B	Yes	N	Prohibit excessive or inappropriate gifts	Allow only reasonable business hospitality	Gift/hospitality register	Defined limits and prior approval	N/A	1	2	A	NS	Maintain gift and hospitality register
3	Fair Dealing with Customers	Misleading claims, inaccurate product information or unfair sales practices	Customer complaints, financial loss and reputational damage	Business Ethics	Direct	Approved product information and sales procedure	2	3	B	Yes	S	Eliminate misleading or unsupported claims	Use verified/approved information	Controlled document system	Sales training and review of customer communication	N/A	1	3	B	NS	Provide accurate and transparent information



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

4	Supplier Selection	Favoritism or unfair treatment during supplier evaluation	Unfair business practice, increased cost and loss of trust	Business Ethics	Direct	Supplier evaluation and approval procedure	2	2	B	Yes	NS	Eliminate biased supplier selection	Objective supplier evaluation	Electronic procurement records	Defined evaluation criteria and segregation of duties	N/A	1	2	A	NS	Supplier selection shall be transparent
5	Confidential Information	Unauthorized disclosure or misuse of company / customer / supplier information	Financial loss, loss of trust and legal consequences	Business Ethics	Direct	Confidentiality policy and access controls	2	3	B	Yes	NS	Restrict unauthorized access / disclosure	Share information only on need-to-know basis	Password and access-control system	NDA, confidentiality training and access authorization	N/A	1	3	B	NS	Confidential information shall be protected
6	Employee Conduct	Harassment, discrimination, bullying or inappropriate workplace behavior	Employee grievance, reduced morale and reputational impact	Business Ethics	Direct	Code of conduct and grievance mechanism	2	3	B	Yes	NS	Prohibit harassment and discrimination	—	Confidential reporting mechanism	Code of conduct, awareness training and investigation procedure	N/A	1	3	B	NS	Zero tolerance for harassment / discrimination
7	Fair Competition	Sharing competitor-sensitive information or engaging in unfair competitive practices	Legal exposure, financial penalties and reputational damage	Business Ethics	Direct	Code of conduct and business procedures	1	3	B	Yes	NS	Prohibit anti-competitive conduct	Follow lawful and ethical market practices	Controlled access to commercial information	Competition-law awareness and employee training	N/A	1	3	B	NS	Employees shall follow applicable competition requirements
8	Recruitment & Promotion	Nepotism, favoritism or personal influence in recruitment / promotion	Unfair employment decisions, employee dissatisfaction and loss of trust	Business Ethics	Direct	HR recruitment and appraisal procedure	2	2	B	Yes	NS	Eliminate preferential treatment	Merit-based recruitment and promotion	HR system and approval trail	Interview panel and documented selection criteria	N/A	1	2	A	NS	Decisions shall be based on qualifications and performance
9	Financial Reporting	Manipulation, concealment or inaccurate financial information	Financial loss, legal consequences and loss of stakeholder confidence	Business Ethics	Direct	Finance procedures, management review and audit	1	3	B	Yes	NS	Prohibit intentional misrepresentation	Independent verification where required	ERP/audit trail	Segregation of duties and periodic audit	N/A	1	3	B	NS	Financial information shall be accurate and transparent



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

10	Company Assets	Unauthorized personal use, misuse or disposal of company assets	Financial loss and misuse of organizational resources	Business Ethics	Direct	Asset management procedure	2	2	B	Yes	NS	Prohibit unauthorized use	—	Asset tracking system	Asset authorization, inventory verification and periodic audit	N/A	1	2	A	NS	Company assets shall be used only for authorized purposes
11	Whistleblowing / Grievance	Retaliation or discrimination against employees reporting unethical conduct	Under-reporting, unresolved misconduct and loss of employee trust	Business Ethics	Indirect	Complaint and grievance mechanism	2	3	B	Yes	S	Prohibit retaliation	Provide independent/confidential reporting channel	Secure reporting mechanism	Non-retaliation policy, investigation and escalation procedure	N/A	1	3	B	NS	Maintain confidentiality and protect reporters
12	Third-Party Business Conduct	Supplier/distributor/consultant fails to follow ethical business practices	Legal, financial and reputational consequences to company	Business Ethics	Indirect	Third-party approval and evaluation procedure	2	3	B	Yes	S	Exclude high-risk/non-compliant third parties	Select ethical and compliant partners	Electronic due-diligence records	Third-party code of conduct, due diligence and monitoring	N/A	1	3	B	NS	Ethical requirements shall be communicated to third parties

5.9 PRODUCT TOXICOLOGICAL RISK ASSESSMENT

1	Product selection and formulation	Product has acute toxicity through oral, dermal or inhalation exposure	Poisoning, illness or adverse health effects to users	Toxicological	Direct	Toxicological data, SDS and product label available	2	3	B	Yes	S	Eliminate products with unacceptable toxicological profile	Select lower-toxicity approved alternatives where technically feasible	Closed handling systems where practicable	Toxicological evaluation and product approval procedure	PPE as specified in SDS/label	1	3	B	NS	Use only approved products with acceptable toxicological profile
2	Raw material selection	Toxic or hazardous active ingredient / raw material used in formulation	Worker exposure and potential health effects	Toxicological	Direct	Approved raw material specifications and SDS	2	3	B	Yes	S	Eliminate unnecessary hazardous raw materials	Substitute with less hazardous approved material where feasible	Closed transfer/containment system	Supplier approval, SDS review and exposure control	Chemical-resistant gloves, goggles and protective clothing as required	1	3	B	NS	Review toxicological information before approval
3	Product formulation / manufacturing	Exposure to active ingredient or formulation during manufacturing	Acute or chronic occupational health effects	Toxicological	Direct	Process controls and PPE requirements	2	3	B	Yes	S	Eliminate open handling where practicable	Use less hazardous formulation technology	Closed process, local exhaust ventilation and containment	SOP, exposure monitoring and worker training	Appropriate chemical PPE and respiratory protection as required	1	3	B	NS	Maintain effective engineering controls



GSP Crop Science Limited

ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

4	Product classification and labeling	Incorrect toxicological classification or warning information	Incorrect handling/use and increased exposure risk	Toxicological	Direct	Product label and SDS review	2	3	B	Yes	S	Do not release incorrectly classified products	Use approved classification methodology	Controlled document system	Regulatory review and label approval process	N/A	1	3	B	NS	Label/SDS must accurately reflect approved toxicological information
5	Product packaging	Packaging failure, leakage or inadequate containment	Skin/eye exposure, inhalation and environmental contamination	Toxicological	Direct	Approved packaging specifications	2	3	B	Yes	S	Do not use unsuitable/damaged packaging	Select compatible and robust packaging	Leak-proof / secure packaging and secondary containment where required	Packaging inspection and quality checks	Gloves and eye protection during handling	1	3	B	NS	Verify packaging compatibility and integrity
6	Product storage	Exposure due to leakage, damaged containers or incompatible storage	Poisoning, inhalation exposure and contamination	Toxicological	Direct	Designated chemical storage and SDS	2	3	B	Yes	S	Remove damaged/leaking containers	Use safer compatible storage arrangements	Ventilation, containment and spill-control facilities	Storage inspection, segregation and emergency procedures	Chemical-resistant gloves, eye/face protection as required	1	3	B	NS	Regular inspection of stored products
7	Product transportation	Leakage or accidental release during transportation	Exposure to workers/customers and environmental contamination	Toxicological	Direct	Approved packaging and transport requirements	1	3	B	Yes	NS	Do not transport damaged/leaking packages	Use suitable approved packaging	Secure load and containment arrangements	Transport inspection and emergency response procedure	Appropriate handling PPE	1	3	B	NS	Inspect packages before dispatch
8	Customer handling and application	Incorrect handling or application of toxic product	Acute poisoning, skin/eye exposure or inhalation effects	Toxicological	Direct	Product label, SDS and application instructions	2	3	B	Yes	S	Avoid recommending unsuitable products/use	Recommend lower-risk approved alternatives where possible	Suitable application equipment	Customer instructions, training and label compliance	PPE specified on label/SDS	1	3	B	NS	Follow approved label directions
9	Mixing and dilution	Exposure during mixing/concentration preparation	Skin/eye contact, inhalation and acute toxicity	Toxicological	Direct	Label instructions and SDS	2	3	B	Yes	S	Eliminate unnecessary manual mixing where practicable	Use safer formulation/concentration where available	Closed or controlled mixing system	Mixing SOP, training and exposure control	Chemical gloves, goggles / face shield, protective clothing and respiratory protection as required	1	3	B	NS	Follow label/SDS precautions strictly



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

10	Product use / re-entry	Exposure due to entering treated area before permitted time	Dermal/inhalation exposure and health effects	Toxicological	Direct	Re-entry instructions on product label	2	3	B	Yes	S	Prevent access during restricted period	Select products with suitable approved re-entry requirements where feasible	Barricading/signage where applicable	Communicate restricted-entry requirements	PPE as specified	1	3	B	NS	Observe approved re-entry interval
11	Harvesting / food-use application	Failure to follow pre-harvest interval	Excessive pesticide residues and potential consumer exposure	Toxicological	Indirect	Pre-harvest interval stated on label	2	3	B	Yes	S	Do not recommend unauthorized applications	Select products with suitable approved PHI where practicable	—	Customer awareness and application records	N/A	1	3	B	NS	Strict compliance with approved PHI
12	Product disposal	Improper disposal of product or contaminated containers	Toxic exposure, contamination and environmental impact	Toxicological / Environmental	Direct	Disposal instructions and SDS	2	3	B	Yes	S	Prohibit reuse of pesticide containers	Use approved disposal/recycling methods	Dedicated collection / containment facilities where applicable	Disposal procedure and customer awareness	Chemical-resistant gloves and other PPE as required	1	3	B	NS	Never reuse containers; dispose according to approved requirements



GSP Crop Science Limited
ESG RISK ASSESSMENT REPORT

Document No.	GSP_ESG_04
Issue No.	01
Date	30.04.2025

6. Roles, Review and Assurance

- 6.1 Site leadership: approve priorities, assign accountable owners/resources, review overdue high-risk actions and accept residual risk only through a documented process.
- 6.2 EHS/ESG: maintain the integrated risk register; coordinate inspections, monitoring, training, drills and legal compliance evaluation; verify closure evidence and trend performance.
- 6.3 Operations, maintenance and utilities: implement engineering and operational controls, maintain equipment, monitor process conditions and report deviations/near misses.
- 6.4 Procurement, product stewardship, sales and regulatory: manage supplier qualification, approved products, customer instructions, product traceability and third-party corrective actions.
- 6.5 HR, Legal/Compliance and IT: maintain ethics/anti-bribery controls, employee awareness, reporting/investigation processes, access security and information recovery.
- 6.6 Review cadence: review critical controls routinely at shift/site level; review action status monthly; revisit the full assessment at least annually and after significant process/product changes, incidents, audit findings or material climate/water changes.
- 6.7 Verification: close an action only when the responsible owner provides evidence and an independent reviewer confirms that the control is implemented and effective.

7. Conclusion

The worksheet establishes a useful starting point for an integrated organizational risk-management programme at GSP Crop Science Limited. The next step is to move from listing hazards and proposed controls to demonstrable control assurance: confirm risk ratings, close data gaps, assign accountable owners and due dates, implement management plans for significant risks, and review evidence and performance at regular management meetings. Senior management should prioritize life-safety and major-release scenarios first, followed by water/pollution prevention, climate resilience, supplier due diligence and governance controls.