



Annexure - II

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L27109UP2005PLC195660
2	Name of the Listed Entity	GALLANTT ISPAT LIMITED
3	Date of Incorporation	07-02-2005
4	Registered office address	Gorakhpur Industrial Development Authority (GIDA), Sahjanwa, Gorakhpur - 273209, Uttar Pradesh
5	Corporate address	Gorakhpur Industrial Development Authority (GIDA), Sahjanwa, Gorakhpur - 273209, Uttar Pradesh
6	E-mail	csgml@gallantt.com
7	Telephone	0551 3515500
8	Website	www.gallantt.com
9	Financial year for which reporting is being done	Start date End date
	Current Financial Year	01-04-2023 31-03-2024
	Previous Financial Year	01-04-2022 31-03-2023
	Prior to Previous Financial year	01-04-2021 31-03-2022
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11	Paid-up Capital (In Rs)	24,128.09 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Nitesh Kumar Contact: 0551 3515500 E mail: csgml@gallantt.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Whether the Company has undertaken reasonable assurance of the BRSR Core?	No
15	Name of Assurance Provider	Not Applicable
16	Type of assurance obtained	Not Applicable

II. Products/services			
17. Details of business activities (accounting for 90% of the turnover)			
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Metal and Metal Products	100.00%
2	Generation/Manufacturing	Power Generation	-*

*Power generated captively consumed

18 Products/Services sold by the entity (accounting for 90% of the entity's Turnover)			
Products/Services		NIC Code	% of Total Turnover Contributed
1	TMT Bars	2410	80.53%
2	MIS Roll Bars	2410	1.00%
3	M.S. Billets	2410	6.03%
4	Sponge Iron	2410	6.00%
5	Others	24109	6.44%

III. Operations			
19 Number of locations where plants and/or operations/offices of the entity are situated			
Location	Number of plants	Number of offices	Total
National	2*	4	6
International	0	0	0

*The plants are located in Samakhiali, Kutch District of Gujarat and in GIDA, Sahjanwa, Gorakhpur, Uttar Pradesh

20 Markets served by the entity			
a. Number of locations			
Locations		Number	
National (No. of States and Union Territories)		5	
International (No. of Countries)		0	

b. What is the contribution of exports as a percentage of the total turnover of the entity? Nil

c. Brief on Types of Customers

Gallant Ispat Limited is engaged in the business of manufacture of Iron and Steel and power generation. Customers include Real Estate Developers, Construction Industries, Government Organisations and corporate customers. Products are sold through the network of dealers and distributors. Also, Company sell products directly to the bulk buyers and participate in auction of Government and Non-Government organisations.

IV. Employees						
21 Details as at the end of Financial Year						
A Employees and workers (including differently abled)						
Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	417	410	98.32%	7	1.68%
2	Other than permanent (E)	-	-	-	-	-
3	Total Employees (D + E)	417	410	98.32%	7	1.68%
WORKERS						
4	Permanent (F)	2,717	2,684	98.79%	33	1.21%
5	Other than permanent (G)	1,801	1,797	99.78%	4	0.22%
6	Total workers (F + G)	4,518	4,481	99.18%	37	0.82%



B. Differently abled Employees and workers:								
Sr. No	Particulars	Total (A)	Male		Female			
			No. (B)	% (B / A)	No. (C)	% (C / A)		
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	-	-	-	-	-		
2	Other than Permanent (E)	-	-	-	-	-		
3	Total differently abled employees (D + E)	-	-	-	-	-		
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	13	13	100.00%	-	-		
5	Other than Permanent (G)	-	-	-	-	-		
6	Total differently abled workers (F + G)	13	13	100.00%	-	-		
22	Participation/Inclusion/Representation of women			Total (A)	No. and percentage of Females			
					No. (B)	% (B / A)		
	Board of Directors	11		2	18.18			
	Key Management Personnel	8		0	0.00			
23	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)							
	FY 2023-24			FY 2022-23		FY 2021-22		
	Male	Female	Total	Male	Female	Total		
	Permanent Employees	5.34%	10.00%	15.34%	7.51%	5.00%		
	Permanent Workers	3.23%	-	3.23%	6.90%	-		
V.	Holding, Subsidiary and Associate Companies (including joint ventures)							
24	(a) Names of holding / subsidiary / associate companies / joint ventures							
Sr. No.	Names of holding / subsidiary / associate companies / joint ventures (A)			Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of Shares Held by Listed Entity	Does the Entity Indicated at Column A, Participate in the Business Responsibility Initiatives of the Listed Entity? (Yes/No)		
1.	Gallantt Medicity Developers Private Limited			Associate	26%	No		
VI.	CSR Details					Amount (Rs. in Lakhs)		
25	i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)					Yes		
	ii. Turnover					4,22,711.75		
	iii. Net worth					2,45,072.68		

VII. Transparency and Disclosures Compliances						
26 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC).						
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2023-24			FY 2022-23	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	Yes, Gallantt Ispat Limited has a Grievance redressal mechanism in place for all of its stakeholders.	Nil	Nil	-	Nil	Nil
Investors (other than shareholders)	The policy can be accessed through below web link: https://gallantt.com/wp-content/uploads/bsk-pdfmanager/2023/07/Grievance-Redressal-Policy_30112020.pdf	Nil	Nil	-	Nil	Nil
Shareholders		9	1	Most of the complaints are related to general enquiry from shareholders regarding claim for the unpaid and unclaimed dividend money and request for dematerialisation of physical shares.	65	1
Employees and workers		Nil	Nil	-	Nil	Nil
Customers		Nil	Nil	-	Nil	Nil
Value Chain Partners		Nil	Nil	-	Nil	Nil



27. Overview of the entity's material responsible business conduct issues

Gallant Ispat Limited indicates material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sr. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implication)
1	Environmental Compliance	R	Non-compliance with the applicable environmental law/ regulations/ guidelines in India may lead to fines / penalties / reputational damages.	Regular tracking and compliance with all applicable environmental laws	Negative
2	Effluent & Waste Management	R	Improper handling of waste generated from business activities can damage nearby environment, affect health of people and communities, impact company's reputation and may even lead to closure of operations.	Specific procedures in place for generation, storage and disposal of hazardous waste, Biomedical waste, E-waste and Solid Waste	Negative
3	Sustainable Sourcing of Raw Material	R	Risk arising due to sourcing of raw material from illegal sources.	Periodic due diligence is conducted for suppliers supplying raw material used in manufacturing of TMT Bars as final products.	Negative
4	Water Management	R	Disruption of business operations due to water shortage or scarcity.	Water recycling and water harvesting initiatives implemented to reduce the dependency on external water sources	Negative
5	Energy Management	R	Increase in price of diesel, coal and electricity. Emerging regulations for adoption of clean technology and renewable energy.	Use of energy efficient equipment like turbine	Negative
6	Air emission	R	A key parameter for measurement of our environmental performance. Our systems must be in place to maintain our emissions under statutory limits.	We are committed to preventing, abating and mitigating our emissions to air and have dedicated policies addressing point and non-point source emissions.	Negative



7	Biodiversity	O	We understand that preserving and restoring biodiversity is critical for maintaining a balanced ecosystem.	We strive to achieve 'Minimum or No Net Loss' of biodiversity at all our operating sites. We have implemented schemes for enhancing awareness of biodiversity within the organisation.	Negative
8	Economic Performance	O	Foresight in properly identifying and addressing the key demand dynamics in markets aids in meeting operational guidance.	NA	Positive
9	Corporate governance, transparency and disclosures	O	We believe that good governance provides strategic direction, evaluates overall performance & ensures the long-term interest of the stakeholders are being served.	NA	Positive
10	Employee health, safety and well being	R	We aspire to achieve zero harm across all our operations. Health and Safety represent an important part of our group's values.	We are committed to providing a healthy and safe working environment for our employees, contractors, business associates, visitors on-premises, and above all, communities impacted by our operations. We have stringent safety systems in place to achieve our zero harm vision.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Business should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable
P2	Business should provide goods and services in a manner that is sustainable and safe
P3	Business should respect and promote the well-being of all employees, including those in their value chains
P4	Business should respect the interests of and be responsive to all its stakeholders
P5	Business should respect and promote human rights
P6	Business should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Business should promote inclusive growth and equitable development
P9	Business should engage with and provide value to their consumers in a responsible manner

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee					Frequency (Annually/Half-yearly/Quarterly/Any other - Please specify)			
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Director	Director	Director	Director	Director	Annually	Annually	Annually	Annually
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director	Director	Director	Director	Director	Quarterly	Quarterly	Quarterly	Quarterly
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	Not Applicable								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	1. Training on integrity, ethical, transparent and accountable practices 2. Programmes on recent Statutory updates applicable to Company such as SEBI (Listing Obligations and Disclosure Requirements) Regulations, Companies Act, 2013 - Ministry of Corporate Affairs	100%
Key Managerial Personnel	2	1. Training on integrity, ethical, transparent and accountable practices 2. Programmes on recent Statutory updates applicable to Company such as SEBI (Listing Obligations and Disclosure Requirements) Regulations, Companies Act, 2013 - Ministry of Corporate Affairs	100%



Employees other than BOD and KMPs	7	Trainings are imparted through online and classroom modes, as well as on the job as per requirement. They include: 1. Code of conduct 2. POSH 3. Process orientation trainings 4. Soft skills development trainings 5. Health & Safety 6. Skill up gradation Training Programmes	75.09%
Workers	15	1. Quality Policy & Objective 2. IMS Awareness 3. Fire Fighting & Safety 4. Preventive Maintenance 5. House Keeping/5S 6. HIRA Awareness 7. Health & Safety 8. General Awareness on Emergency Situation 9. On Job Training 10. Awareness of PPE's 11. Aspects & Impacts 12. Training on ISO	79.09%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the Regulatory/ Enforcement Agencies/ Judicial Institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred (Yes/No)
			Nil		

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed

Case Details	Name of the Regulatory/Enforcement Agencies/judicial Institutions
	Not Applicable

4. Does the entity have anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, our business code of conduct covers anti-corruption or anti-bribery related requirements. The Company has a Vigil Mechanism framed under Section 177 of Companies Act, 2013, to deal with any instances of corruption or bribery. Strong processes exist for monitoring and taking disciplinary actions if there are any violations of this policy. The relevant policy is available at www.gallantt.com



5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Segment	FY (2023-24)	FY (2022-23)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

Segment	FY (2023-24)		FY (2022-23)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables

	FY (2023-24)	FY (2022-23)
i) Accounts payable x 365 days	20,98,563.85	23,46,923.23
ii) Cost of goods/services procured	3,20,784.63	3,40,053.56
iii) Number of days of accounts payables	7	7

9. Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format

Parameter	Metrics	FY (2023-24)	FY (2022-23)
Concentration of Purchase	a. (i) Purchases from trading houses	1,54,840.45	1,92,882.35
	(ii) Total purchases	3,20,784.63	3,40,053.56
	iii) Purchases from trading houses as % of total purchases	48.27%	56.72%
	b. Number of trading houses where purchases are made	224	239
	c. i) Purchases from top 10 trading houses	59,307.26	71,996.05
	ii) Total purchases from trading houses	1,54,840.45	1,92,882.35
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	38.30%	37.33%
Concentration of Sales	a. i) Sales to dealer / distributors	3,34,769.74	2,64,759.02
	ii) Total Sales	4,22,711.75	4,05,670.32
	iii) Sales to dealer / distributors as % of total sales	79.20%	65.26%
	b. Number of dealers / distributors to whom sales are made	59	52
	c. i) Sales to top 10 dealers / distributors as % of total distributors	2,13,366.09	1,65,267.11
	ii) Total Sales to dealer / distributors	3,34,769.74	2,64,759.02
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	63.74%	62.42%



Parameter	Metrics	FY (2023-24)	FY (2022-23)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	114.20	191.74
	ii) Total Purchases	3,20,784.63	3,40,053.56
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.04%	0.06%
	b. i) Sales (Sales to related parties)	117.91	405.34
	ii) Total Sales	4,22,711.75	4,05,670.32
	c. i) Loans & advances given to related parties	424.32	402.51
	ii) Total loans & advances	424.32	402.51
	iii) Loans & Advances given to related parties as % of Total Loans & advances	100%	100%
	d. i) Investments in related parties	780.13	0.00
	ii) Total Investments made	888.40	161.86
	iii) Investments in related parties as % of Total Investments made	87.81%	0.00%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	3	Product awareness and marketing strategies	54.50%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes, Gallant Ispat Limited has stringent procedures to avoid any conflict of interest involving members of the Board. Company's Code of Conduct for Board Members covers Conflict of Interest for Board of Directors as well. In addition, the Company has policy on related party transaction and dealing with related party transactions. Company policies are available at www.gallantl.com

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY (2023-24)	FY (2022-23)	Details of improvements in environmental and social impacts
R&D	0.53%	1.08%	<p>Company has 129 MW Power Plant.</p> <p>Out of 129 MW 36% capacity has been installed through WHRB (Waste Heat Recycle Boiler)</p> <p>We have 1 AFBC (Atmospheric Fudite Bet Consumption) Boiler. The coal fired boiler has been modified by the Company.</p> <p>Further, Rice Husk is consumed through AFBC boiler.</p> <p>All together reduce the emission and pollutants.</p> <p>We have zero water discharge or recycling of water discharge and ultimate uses in other activities.</p>
Capex	0.13%	1.45%	<p>Capital Expenditure and Research & Development is an ongoing process. The Capex ensures longevity in the R&D process.</p> <p>All together ensure reduction in pollutants and hazards.</p>



2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, Gallant Ispat Limited has the proper procedure for sustainable sourcing. The Company endeavours to focus on protection of environment, stakeholders' interest and cost effectiveness while procuring any raw material or goods.

b. If yes, what percentage of inputs were sourced sustainably?

At present, 47.50 % of inputs sources are sourced sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

We have implemented processes to safely reclaim our products at the end of their life cycle. Fly Ash and Iron Ore dust that is generated from our Steel Plants is being utilized by Cement Plant and hazardous and e-waste materials are disposed off safely through authorised agencies. Our Steel Plants do not generate any plastic waste.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

Gallant Ispat Limited has not conducted Life Cycle Perspective / Assessments (LCA) for any of its products or services during the financial year 2023-24.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY (2023-24)	FY (2022-23)
MS Scrap / Dolachar etc	19.54%	25.10%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Material	FY (2023-24)			FY (2022-23)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E waste	-	-	0.79	-	-	-
Hazardous waste	-	-	3.00	-	-	1,42,286.79
Other waste	-	-	1,36,454.84	-	-	2,04,981.34



5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	410	-	-	410	100.00%	-	-	-	-	410	100.00%
Female	7	-	-	7	100.00%	-	-	-	-	7	100.00%
Total	417	-	-	417	100.00%	-	-	-	-	417	100.00%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of Workers Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	2684	-	-	2,684	100.00%	-	-	-	-	2,684	100.00%
Female	33	-	-	33	100.00%	-	-	-	-	33	100.00%
Total	2717	-	-	2,717	100.00%	-	-	-	-	2,717	100.00%
Other than Permanent Workers											
Male	1797	-	-	1,797	100.00%	-	-	-	-	1,797	100.00%
Female	4	-	-	4	100.00%	-	-	-	-	4	100.00%
Total	1801	-	-	1,801	100.00%	-	-	-	-	1,801	100.00%

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

	FY (2023-24)	FY (2022-23)
i) Cost incurred on well-being measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	318.28 Lakhs	258.32 Lakhs
ii) Total revenue of the Company	4,22,711.75 Lakhs	4,05,670.32 Lakhs
iii) Cost incurred on wellbeing measures as a % of total revenue of the Company	0.08%	0.06%



2. Details of Retirement Benefits

Benefits	FY (2023-24)			FY (2022-23)		
	No. of Employees Covered as a % of total Employees	No. of Workers Covered as a % of total Workers	Deducted and Deposited with the Authority (Y/N/N.A.)	No. of Employees Covered as a % of total Employees	No. of Workers Covered as a % of total Workers	Deducted and Deposited with the Authority (Y/N/N.A.)
PF	50.19%	66.58%	Y	49.44%	86.26%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	39.69%	72.00%	Y	38.88%	39.00%	Y

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

The Company is committed to embracing inclusion and diversity in its campuses. The Company's facilities have the necessary infrastructure in place to ensure access and inclusion for differently abled staff.

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

The Company encourages diversity in the workplace. Gallantt Ispat Limited is an Equal Opportunity Employer and does not follow or support any discrimination based on caste, gender, sexual orientation, religion, ethnicity or physical disabilities. All employees are expected to be respectful towards each other and not promote or tolerate any form of discrimination.

5. Return to work and Retention rates of permanent employees and workers that took parental leave

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	We have instilled the Grievance Redressal Mechanism in place to resolve the issues of employees. It covers Violation of the Company's Code, such as Business Integrity, Sexual Harassment, Prevention of Fraud, Rights to Intellectual Property and Data Protection. The contact details are mentioned in our Whistle Blower Policy. The investigation of the complaints are done both internally as well as through an external investigator if decided by the Audit committee. The investigation is generally completed within 45 days after filing of the complaint.
Other than Permanent Workers	Non-permanent workers at Gallantt Plants are contracted via a third party and their grievance redressal mechanism rests with the contractors. Gallantt Ispat Limited ensures that all norms and regulations while working on plants are met and safety precautions are adhered to.
Permanent Employees	The Grievances/Works Committee is in force under the Factories Act 1948, to redress any Grievance. The committee for workers is filed level committee within the reach of workers. Permanent workers are also covered under Whistle blower policy. It covers Violation of the Company's Code, such as Business Integrity, Sexual Harassment, Prevention of Fraud, Rights to Intellectual Property and Data Protection. The contact details are mentioned in our Whistle Blower Policy.



Other than Permanent Employees	Workers engaged on contractual basis can report their grievances to their respective contractor representative or the Plant Head. The contractor is expected to take the required action to address the worker grievances, and if required, can raise the grievance to HR and respective functional heads.								
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7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: None of our employees are members to any recognized association or trade unions.

8. Details of training given to employees and workers:

Category	FY (2023-24)				FY (2022-23)					
	Total (A)	On Health and Safety Measure		On Skill Upgradation		Total (D)	On Health and Safety Measure		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)		
Employees										
Male	410	410	100%	410	100%	2,180	1,995	91.51%	1,876	86.06%
Female	7	7	100%	7	100%	24	21	87.50%	18	75.00%
Total	417	417	100%	410	100%	2,204	2,016	91.47%	1,894	85.93%
Workers										
Male	4,481	4,481	100%	4,481	100%	618	581	94.01%	546	88.35%
Female	37	37	100%	37	100%	12	10	83.33%	9	75.00%
Total	4,518	4,518	100%	4,518	100%	630	591	93.81%	555	58.10%

9. Details of performance and career development reviews of employees and worker:

Category	FY (2023-24)			FY (2022-23)			
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)	
Employees							
Male	410	323	78.78%	2,180	1,527	70.05%	
Female	7	6	85.71%	24	17	70.83%	
Total	417	329	78.90%	2,204	1,544	70.05%	
Workers							
Male	4,481	4,095	91.39%	618	432	69.90%	
Female	37	29	78.38%	12	8	66.67%	
Total	4,518	4,124	91.28%	630	440	69.84%	

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA). If yes, the coverage such system?

Yes, all plants of company have implemented ISO 45001 – Occupational, Health and Safety Management System and the scope of certification covers product manufacture and supply.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Hazard Identification and Risk Assessment and Incident Management System are in place to identify work related hazards and assess risks on routine and non-routine basis.



c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

Yes, the workers can report any work-related hazards to the head through suggestion kits, and direct communication. The management takes immediate action on receiving any such complaint.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, employees and workers have access to non-occupational medical and healthcare services.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY (2023-24)	FY (2022-23)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	1.33
	Workers	0	1.21
Total Recordable Work-Related Injuries	Employees	0	11
	Workers	1	10
No of Fatalities	Employees	0	0
	Workers	1	2
High Consequence Work-Related Injury or Ill-Health (Excluding Fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Following measures are undertaken by the company during the reporting year

- Hazard Identification and Risk Assessment of all processes and machinery
- Machine Guarding, Sensors, Workplace Safety Trainings, Personal Protective Equipment Provision
- Provision of reporting of Unsafe Conditions and Unsafe Acts
- Safety Committee Meetings
- Permit to Work system
- Health Check-up
- First Aid, Fire Fighting System, OHC and Ambulance Provision
- Safety mock drills and emergency evacuation trainings

13. Number of Complaints on the following made by employees and workers:

Category	FY (2023-24)			FY (2022-23)		
	Filed During the Year	Pending Resolution at the end of Year	Remarks	Filed During the Year	Pending Resolution at the end of Year	Remarks
Working Conditions	10	0	Nil	5	2	Nil
Health & Safety	4	0	Nil	3	1	Nil


14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of plants were assessed by the Company
Working Conditions	100% of plants were assessed by the Company

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions

The management regularly conducts, reviews and updates the safety and health protocol, ensuring its alignment with the most current industry standards and regulations as an ongoing practice.

In-house medical clinic has been set up by the Company. Modern equipped ambulance has been in place in 24x7 in case of any emergency for the workers and employees of the factories. Fire tender and fire extinguisher are also in place. On a regular basis training and mock drills are organised by the concerned team for the learning and awareness of the employees and workers.

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) - Yes
 (B) Workers (Y/N) - Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners – Internal Auditors and external agency have been assigned the task to verify and check the same issue on a monthly basis and reports are given to the concerned department regularly.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2023-24)	FY (2022-23)	FY (2023-24)	FY (2022-23)
Employees	0	0	0	0
Workers	2	2	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA) – No
5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners - Nil

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

Gallant Ispat Limited's stakeholder groups are those which are directly or indirectly impacted by it or can impact our value creation in the short, medium, or long term. Our relations with them are based on mutual trust and understanding their priorities in creating shared value. Gallant Ispat Limited has identified internal stakeholders like employees, workers and Board of Directors, as well as external stakeholders that impact our business, like investors, suppliers, and communities. The Company has also engaged with these stakeholders through different channels for conducting the materiality assessment in FY 2024.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually /Half Yearly/ Quarterly/ Others – Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Letters, Intranet, Communication Meeting, Training programs, annual health check-ups, canteen services, Residential Colony for employees and labourers at manufacturing facilities	Regularly	To promote open communication, gather feedback, address concerns, learning and growth, remuneration and benefits, equal opportunities, promotion of occupational, health and safety practices
Investors & Stakeholders	No	Quarterly Results, Annual Reports, Earnings Call, Analyst Meet, Press Releases, Annual General Meetings	Quarterly/ Half Yearly/ Annually	Transparency, Governance, Credit rating, Earnings Per Share (EPS), Communication with investors, Press Release, Exponential growth, Complaints and grievances
Customer & Vendors	No	Letters, e-mails, website of the Company, regular Business Meetings, Customer Satisfaction Survey, Exhibitions, seminars,	Regularly	To inform customers about new products, services, promotions, and updates. To gather feedback on customer satisfaction, needs, and preferences. To build relationships. Marketing activities and online engagement through the website
Bankers and other financial institutions	No	Credit Rating, Funding, Governance etc.	Regularly	Credit Rating, Governance
Society	Yes	Through CSR Programmes	Regularly	Improved employment opportunities, better Products, Enhanced Income, Enhanced-Standard of Living



Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

We communicate with our stakeholders mainly through the annual report, websites and annual general meeting (AGM). We engage with our investors directly through our investor relations department and have a constant dialogue with them throughout the year on key environment, social and governance (ESG) related issues.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

As the Company delves into the realms of environmental, social, and governance (ESG), it consistently prioritises the most crucial matters and has initiated consultations with identified stakeholders. The Company is also in the process of developing policies, including Stakeholder Engagement Policy which mandates to integrate stakeholder engagement into governance and relevant decision-making processes that contributes to developing or improving organisational strategy starting from this fiscal year.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

Gallant Ispat Limited's commitment of being a positive catalyst for the community aligns with its CSR policy, which involves a systematic process of assessing community needs and implementing programs based on strategic CSR pillars of Health, Education and Plantation Programmes. The stakeholder engagement approach for these CSR programs includes identifying vulnerable groups and conducting need assessments to understand the health, hygiene, sanitation, educational, and economic requirements of local communities. To evaluate the impact and social value of the projects, the Company conducts feedback surveys for further improvement.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	2023-24			2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	417	417	100%	2,204	1,544	70.05%
Other than Permanent	-	-	-	-	-	-
Total Employees	417	417	100%	2,204	1,544	70.05%
Workers						
Permanent	2,717	2,717	100%	630	571	90.63%
Other than Permanent	1,801	1,801	100%	-	-	-
Total Employees	4,518	4,518	100%	630	571	90.63%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	2023-24					2022-23				
	Total (A)	Equal to Minimum Wage (B)	% (B/A)	More than Minimum Wage (C)	% (C/A)	Total (D)	Equal to Minimum Wage (E)	% (E/D)	More than Minimum Wage (F)	% (F/D)
Employees										
Permanent										
Male	410	-	-	410	100.00%	2,180	-	-	2,180	100.00%
Female	7	-	-	7	100.00%	24	-	-	24	100.00%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	2,684	-	-	2,684	100.00%	618	-	-	618	100.00%
Female	33	-	-	33	100.00%	12	-	-	12	100.00%
Other than Permanent										
Male	1,797	-	-	1,797	100.00%	-	-	-	-	-
Female	4	-	-	4	100.00%	-	-	-	-	-

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)*	5	Rs. 225.74 Lakhs per annum	-	-
Key Managerial Personnel**	3	Rs. 97.00 Lakhs per annum	-	-
Employees other than BOD and KMP	402	Rs. 3212.82 Lakhs per annum	7	Rs. 55.14 Lakhs per annum
Workers	4,481	Rs. 6,434.16 Lakhs per annum	37	Rs. 78.25 Lakhs per annum

*excludes sitting fees paid to the Independent Directors

**except Managing and Whole-time Directors

b. Gross wages paid to females:

	FY (2023-24)	FY (2022-23)
Gross wages paid to females	133.38	126.00
Total wages	10,103.11	82,81.98
Gross wages paid to females (Gross wages paid to females as % of total wages)	1.32%	1.52%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)



Yes, the entity has its Human Resource department to take care of human rights of the employees & workers and resolve their grievances in the workplace.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

All the staff member and workers have a secure and 24x7 access to raise grievances. Employees and workers are encouraged to report any concerns they may have regarding human rights violations, discrimination, harassment, or any other related issues. The Company provides multiple channels through which employees can raise their concerns, including confidential reporting mechanisms such as whistle blower system, complaint boxes. Trainings are given on different levels to female employees & workers on Prevention of Sexual Harassment.

6. Number of Complaints on the following made by employees and workers:

Section	FY (2023-24)			FY (2022-23)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	NA	NA	Nil	NA	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced Labour/Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other human rights related issues	Nil	NA	NA	Nil	NA	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Particulars	FY (2023-24)	FY (2022-23)
i) Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
ii) Female employees / workers	Nil	Nil
iii) Complaints on POSH as a % of female employees / workers	Nil	Nil
iv) Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Our Whistle Blower Policy has clearly laid down the guidelines to prevent retaliation against a complainant. A complainant is saved from physical harm, loss of job, punitive work assignments or impact on salary or wages.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)

Yes, in certain business agreements and contracts where relevant. It is clearly written that all the statutory obligations applicable at the place of work have to be followed.

10. Assessments for the year:

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100 % of our plant sites were assessed by the Company
Forced/involuntary labour	100 % of our plant sites were assessed by the Company
Sexual harassment	100 % of our plant sites were assessed by the Company
Discrimination at workplace	100 % of our plant sites were assessed by the Company
Wages	100 % of our plant sites were assessed by the Company



11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

There was no need to take any corrective actions as no significant risk/concern arose from the above assessment. Effective system of internal control is placed to improve the efficiency of work.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints - Not Applicable

2. Details of the scope and coverage of any Human rights due-diligence conducted - No

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? Yes

4. Details on assessment of value chain partners:

Section	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0%
Discrimination at workplace	0%
Child labour	0%
Forced/involuntary labour	0%
Wages	0%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above – Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in joules or multiples) and energy intensity, in the following format:

Whether total energy consumption and energy intensity is applicable to the company?

Whether total energy consumption and energy intensity is applicable to the Company?	FY 2023-24	FY 2022-23
Revenue from operations	4,22,711.75	4,05,670.32

Parameter	Units	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A)	Joule (J)	11,78,725.22	12,24,679.24
Total fuel consumption (B)	Joule (J)	-	-
Energy consumption through other sources (C)	Joule (J)	-	-
Total energy consumed from renewable sources (A+B+C)	Joule (J)	11,78,725.22	12,24,679.24
From non-renewable sources			
Total electricity consumption (D)	Joule (J)	16,45,855.07	12,71,970.76
Total fuel consumption (E)	Joule (J)	56,80,395.83	45,61,532.81
Energy consumption through other sources (F)	Joule (J)	-	-
Total energy consumed from non-renewable sources (D+E+F)	Joule (J)	73,26,250.90	58,33,503.57
Total energy consumed (A+B+C+D+E+F)	Joule (J)	85,04,976.13	70,58,172.81
Energy Intensity per lakh rupee of turnover (Total energy consumed / Revenue from operations)	Joule (J)/Rs.	20.12	17.40



Parameter	Units	FY 2023-24	FY 2022-23
Energy intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joule (J)/Rs.	0.24	0.21
Energy intensity in terms of physical output	Joule (J)	10.70	10.17
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No. The entity is not covered under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	8,69,239	7,95,037
(ii) Groundwater	6,61,901	7,69,047
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	15,31,140	15,64,084
Total volume of water consumption (in kilolitres)	15,31,140	15,64,084
Water intensity per lakh rupee of turnover (Total water consumption / Revenue from operations)	3.62	3.86
Water intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.04	0.05
Water intensity in terms of physical output	1.93	2.25
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

If yes, name of the external agency.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NIL	NIL
No treatment	NIL	NIL
With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater	NIL	NIL
No treatment	NIL	NIL



Parameter	FY 2023-24	FY 2022-23
With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater	NIL	NIL
No treatment	NIL	NIL
With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	NIL	NIL
No treatment	NIL	NIL
With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)	NIL	NIL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency – No

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

We take numerous measures towards water conservation and recycling across our various plants. Effluent Treatment Plants and Sewage Treatment Plants are installed in our factory units using advanced technologies such as Cyclic Activated Sludge, Sequential Batch Reactor, and Ultra Filtration. Treated water is reused for various purposes including horticulture, plantation, dust suppression, and mining operations. Our plants also have Zero Liquid Discharge (ZLD) mechanisms in place, and rainwater harvesting/groundwater recharge structures for preservation and recharge of groundwater.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Mg/nm ³	37.05	79.19
Sox	Mg/nm ³	66.90	69.19
Particulate matter (PM)	Mg/nm ³	25.12	22.25
Persistent organic pollutants (POP)	Mg/nm ³	-	-
Volatile organic compounds (VOC)	Mg/nm ³	-	-
Hazardous air pollutants (HAP)	Mg/nm ³	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency - No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	18,87,372	16,66,212
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,62,139	0.00
Total Scope 1 and Scope 2 emission intensity per lakh rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		5.56	4.11
Total Scope 1 and Scope 2 emission intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.07	0.05



Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 and Scope 2 emission intensity in terms of physical output		2.96	2.10
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

We have several initiatives aimed at reducing greenhouse gas emissions.:

- We have also switched to LED lighting, which reduces fuel consumption and CO2 emissions compared to conventional lights.
- We have installed variable frequency drives for better energy savings.
- We have also replaced old bulbs with energy-efficient LED bulbs and we have installed LED bulbs in shop floors for energy reduction.
- We adopt best available technologies to control emissions and improve the environment, focus on energy management to improve process efficiency, improve raw material quality, and explore alternative fuel sources

9. Provide details related to waste management by the entity, in the following format:

Parameter (in Kilo tonnes)	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	1	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,39,474	1,43,306
Total (A+B + C + D + E + F + G + H)	1,39,478	1,43,306
Waste intensity per lakh rupee of turnover (Total waste generated / Revenue from operations)	0.33	0.35
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.004	0.004
Waste intensity in terms of physical output	0.18	0.21
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		



Category of waste

(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency - No

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

As part of Integrated Management System, waste management procedures are adopted for handling and disposal of hazardous and other waste, biomedical waste, e-waste, battery waste, solid waste and plastic waste with clear roles, responsibilities and accountabilities defined. The Company has identified various categories of waste generated in different processes and laid down procedures of handling of waste as part of waste management system. Waste monitoring and management objectives are reviewed on yearly basis. Future actions are planned based on the previous practices and the findings.

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

Not applicable as none of Company's operations are in/around ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and Brief Details of Project	EIA Notification No.	Date	Whether Conducted by Independent External Agency (Yes/No)	Results Communicated in Public Domain (Yes/No)	Relevant Web-Link
Not Applicable					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA). If no, then details of all such non-compliances to be provided in the following format.

Yes, the Company is compliance with all applicable environmental laws/ regulations/ guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

Sr. No.	Particulars	
i.	Name of the area	Kutch region of Gujarat
ii.	Nature of operations	Manufacturing of Steel and Power

iii. Water withdrawal, consumption and discharge in the following format

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (In Kilolitres)		
(i) To Surface water	8,69,239	7,95,037



(ii) To Groundwater	-	-
(iii) Third Party Water	-	-
(iv) Sea water/desalinated Water	-	-
(v) Others	-	-
Total Volume of Water withdrawal	8,69,239	7,95,037
Total Volume of Water Consumption (In Kilolitres)	8,69,239	7,95,037
Water Intensity per rupee of turnover (water consumed/turnover) (In Kilolitre/Lakhs INR)	2.06	1.96
Water Intensity (Optional) – The relevant metric may be selected by the entity		
Water Discharge by destination and level of treatment (In kilolitres)		
(i) Into Surface water	-	-
No treatment		
With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
No treatment	-	-
Parameter	FY 2023-24	FY 2022-23
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency - No

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

Whether total Scope 3 emissions & its intensity is applicable to the Company?

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		10,80,741.24	-
Total Scope 3 emissions per lakh rupee of turnover		2.56	-
Total Scope 3 emission intensity (Optional) - the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency - No

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable



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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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Please refer the details given in the Conservation of energy, technology absorption & foreign exchange earnings & outgo report

5. Does the entity have a business continuity and disaster management plan? Details of entity at which business continuity and disaster management plan is placed or weblink.

The Company has an emergency mitigation plan in application. The department heads review the plan annually to spot potential new hazards and develop measures for mitigation and reaction. The Company has protocols, SOPs and mock drill exercises in place for managing disasters. Every mock drill is examined by an experienced council. The appropriate department implements the recommendation.

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

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts - Nil

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations - Gallantt Ispat Limited is affiliated with 5 trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

Sr.No.	Name of the industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Kutch Industries Association (FOKIA)	State
3	Rajasthan Chamber of Commerce Industries (RCCI)	State
4	Material Recycling Association of India (MRAI)	National
5	Sponge Iron Manufacturing Association (SIMA)	National

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
		Not Applicable	

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sr. No.	Public Policy Advocated	Method Resorted for such Advocacy	Whether Information Available in Public Domain? (Yes/No)	Frequency of Review by Board (Annually/Half-yearly/Quarterly/Others-please specify)	Web-Link, If Available
			Not Applicable		



PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
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The Company is assessing its applicability for conducting SIA on its CSR projects.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

Concerned stakeholders can reach out to the Company's management by writing or meeting with administrative officer of the company. Additionally, communities have the opportunity to share feedback on CSR programs. The management takes immediate steps to address such grievances.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

Category of waste	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	9.65%	9.75%

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	FY 2023-24	FY 2022-23
1. Rural	54.45%	54.99%
2. Semi-urban	43.05%	42.85%
3. Urban	2.50%	2.16%
4. Metropolitan	Nil	Nil

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Sr. No.	Details of negative social impact identified	Corrective action taken
1.	Pollution caused by PM and oxides of sulphur and nitrogen in the Primary Steel Making/Forming.	Introduction of pollution control equipments such as electrostatic precipitators, baghouses, pulse jet filters and industrial scrubbers.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? - No

(b) From which marginalized /vulnerable groups do you procure? Not Applicable

(c) What percentage of total procurement (by value) does it constitute? Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
1.	Trade Mark Registry	Trademark dispute	Investigated the dispute, discussed and identified corrective actions, designed corrective action plan, submitted the corrective action report and reviewed the entire process.

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

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

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Gallant Ispat Limited has provision of registering complaints / feedback from customers related to its products. The company has created a "Contact Us" tab on its website at www.gallantt.com wherein customers can submit their queries, complaints and/ or suggestions on different product categories. Gallant tracks and monitors all the customer submissions on regular basis.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Since we provide services in a B2B market such information on products is provided by the aggregators/final product manufacturers.
Recycling and/or safe disposal	



3. Number of consumer complaints in respect of the following

Number of consumer complaints in respect of the following	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received During the Year	Pending Resolution at end of year		Received During the Year	Pending Resolution at end of year	
Data privacy	-	-	Not Applicable	-	-	Not Applicable
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	-	-		-	-	

4. Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

The Company has an internally available policy on cyber security.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

With respect to complaints received against the advertisement given, the Company either corrected or withdrew the same wherever necessary.

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches along-with impact	Nil
b) Percentage of data breaches involving personally identifiable information of customers	Nil
c) Impact, if any, of the data breaches	Not Applicable

Leadership Indicators

1.	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Details of all our products and services is available on our website www.gallantt.com
2.	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services	Conducted customer awareness programme, door to door awareness about the usage of the product and services, advertisement. This is done one to one with customers.
3.	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services	The Company's operations and products/services do not qualify under essential services - hence this is not applicable for the Company.
4.	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.	Yes, all products manufactured by us are compliant with the mandatory codes, specifications, industry regulations, and statutory safety norms of the country. Additionally, we label our products with all necessary product information and detailed specifications in the information manuals and documents.
5.	Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	The Company prioritises diligent evaluation of customer feedback to gain valuable insights and make prompt improvements in the value chain to ensure customer by monitoring customer reviews collected from online and offline modes for proactive assessment of feedbacks.