

GANGES JUTE PVT LTD. acknowledges its pivotal role in advancing sustainable development and perceives it as an opportunity to generate positive outcomes rather than merely fulfilling societal obligations. We are committed to surpassing conventional standards of information disclosure and regulatory compliance by actively embracing sustainable practices. Through these efforts, we aspire to not only enhance the well-being of our employees, customers, suppliers, investors, partners, and shareholders but also to make meaningful contributions to the broader societal welfare.

During the 2023 period, GANGES JUTE PVT LTD. conducted a materiality analysis in accordance with the Global Reporting Initiative standard (GRI) 2021. This analysis aimed to identify and prioritize key sustainability issues. Based on these findings, the company developed its ESG KPIs through 2030. These KPIs establish specific targets that reflect our commitment to sustainable development. Importantly, these targets are in alignment with the UN Sustainable Development Goals (SDGs), underscoring our dedication to global sustainability initiatives.

Environmental (E)

- Emissions
- Energy
- Water
- Air
- Bio Diversity
- Waste
- Product LCA
- Product Use
- Certifications

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Resp
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

RESPONSIBILITIES

The Environmental and Safety Head is tasked with monitoring and updating Environmental Key Performance Indicators (KPIs) on a monthly and quarterly basis, and subsequently presenting these updates to the company's management.

Similarly, the Human Resource Head is responsible for tracking and updating Social and Governance KPIs monthly and quarterly, ensuring that the management receives regular updates on these metrics.

In addition, the Procurement Head oversees the tracking and updating of Sustainable Procurement KPIs on a monthly and quarterly basis, and communicates these updates to the company's management team.

Together, these department heads play a crucial role in ensuring that key sustainability metrics are regularly monitored, updated, and reported to the company's management for informed decision-making and continuous improvement efforts.

Location

Below locations were covered in order to collect the data and prepare the ESG KPI roadmap 2030.

Sr. No.	Name	Address
1	GANGES JUTE PVT LTD.	Chatterjee International Centre, 33A, Jawaharlal Nehru Road, 6th Floor, Kolkata – 700071, West Bengal
2		DR. M. M. Banerjee Road, S.S. Jute Mill Compund, Po-Garulia Ps - Noapara, Pin - 743133, West Bengal, India

PERIOD OF REVIEW

In alignment with our commitment to strategic alignment and operational efficiency, the Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews on a monthly and quarterly basis. These reviews are intended to facilitate timely adjustments and uphold our dedication to achieve our set targets.

During these reviews, the cumulative progress against the KPIs will be meticulously evaluated, and subsequent statuses will be updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focused attention or adjustment.

Our current review cycle is synchronized with our annual target completion deadlines, set for December 31, 2029, and December 31, 2030, respectively, for the calendar years 2029 and 2030. These deadlines serve as critical benchmarks for evaluating our year-long performance and strategic direction. By adhering to this approach, we ensure a consistent and detailed assessment of our progress towards predefined objectives, enabling us to maintain a trajectory of growth and success.

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in accordance to the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring our sustainability metrics align with the world’s most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By adhering to GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to make a tangible, positive impact on both the planet and our communities.



Environmental KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-3, 302-4, 302-5	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-1, 303-2, 303-3, 303-4, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.

Note: The copy of this document is sent to Employees, subcontractors, workers, suppliers and customers, NGO’s and other stakeholders for their knowledge and acknowledgement.

GRI 306: Waste	306-1, 306-2, 306-3, 306-4, 306-5	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 417: Marketing and Labeling	417-1, 417-2, 417-3	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-1, 304-2, 304-3, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

Social KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2, 401-3	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.

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GRI 403: Occupational Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8 403-9, 403-10	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 406: Non- discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

Governance KPIs in accordance to GRI:

GRI Standard	Indicator	Description
GRI 205: Anti- Corruption	205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1,	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.

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	100%	100%	100%	100%	100%	
	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues (Actual)	% of total workforce received training on environmental issues (Actual)	% of total workforce received training on environmental issues (Actual)	% of total workforce received training on environmental issues (Target)	
	100%	100%	100%	100%	100%	

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Assurance Letter

