



GUJARAT AMBUJA EXPORTS LIMITED

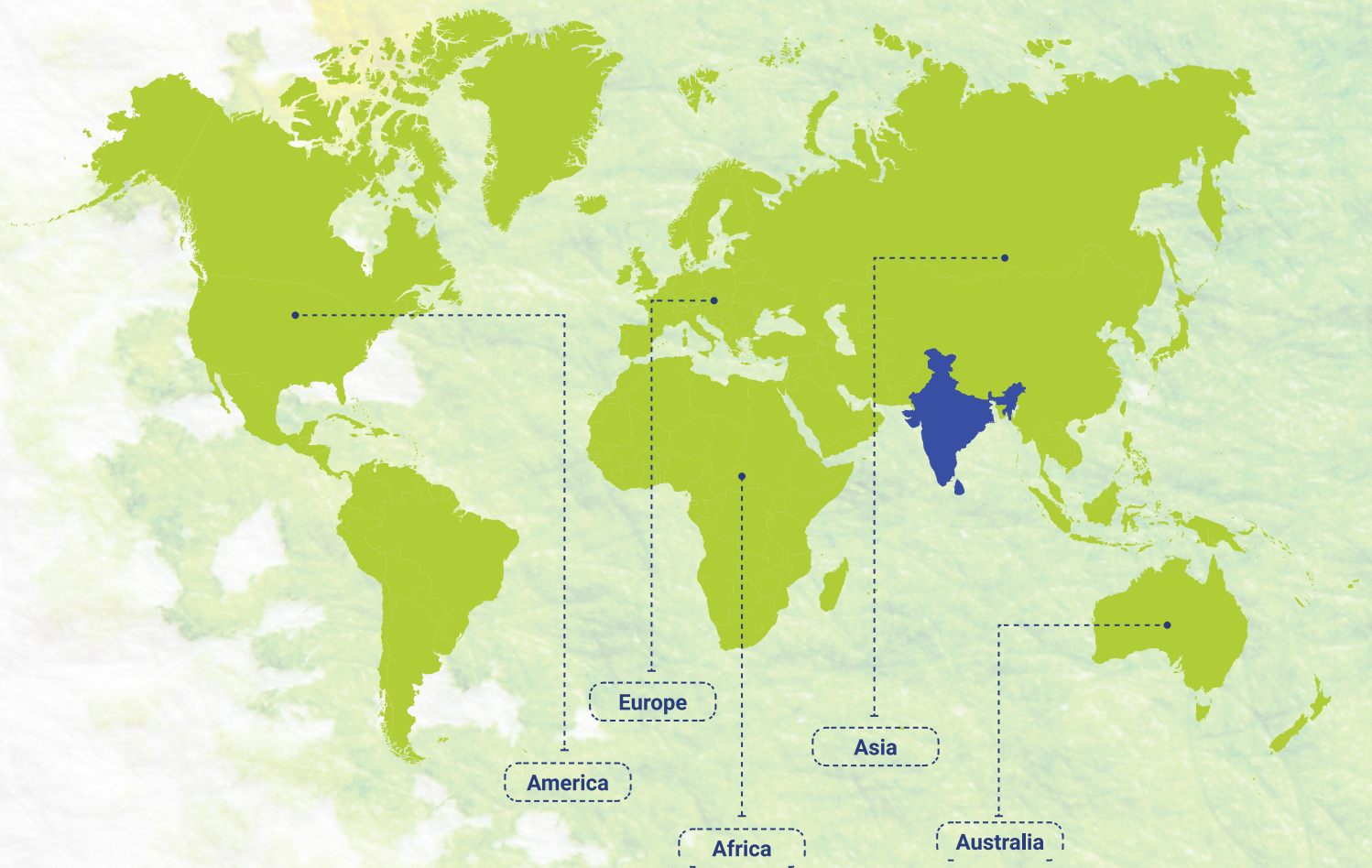
Environmental Social & Governance Report

2021-22



Global Outreach

We have expanded over the years, to establish our reach while exporting our products across 75+ countries worldwide.



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Leadership Message



Shri Manish Gupta

Chairman & Managing Director

“We consider the UN SDG’s a critical barometer to achieve a better tomorrow and work tirelessly to be in parallel with the set sustainable goals.”

GAEL’s key motivation is to be an end-to-end ingredient provider in the entire food chain. The organization aspires to be the leader in its business. We believe that as a leader, it is not enough to just comply with the ESG parameters but to take a step beyond and set an example. We understand that mitigating the environmental, social, and governance risks is crucial for the sustainability of a business. We consider the UN SDG’s a critical barometer to achieve a better tomorrow and work tirelessly to be in parallel with the set sustainable goals.

This is an opportunity to introspect and align our policies and business processes to be in sync with international practices. We are committed to reducing our carbon footprint and consumption of fresh water. We demonstrate our care towards our employees by ensuring their health and well-being along with empowering them to be global leaders. We will continue to support the weaker sections of our society through our CSR and Social activities.

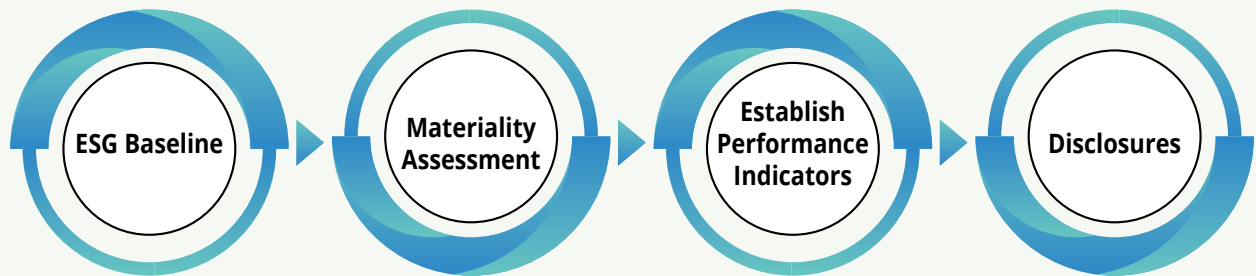
The Corporation has been built on the founding principles of kindness, fairness, effectiveness and efficiency. The Corporation believes that sound principles of governance are a necessary tool for creating long-term value for all its stakeholders and promoting sustainability. GAEL regards respect for human rights as one of its fundamental and core values. We will not leave any stone unturned to make sure that whatever we do is in favour of the environment, society, nation and all our stakeholders. Our basic values are always deeply rooted in our system.

ESG Journey -About the Report

An environmental, social and governance report is a looking glass that holds the future of the organization. An external stakeholder can have a look at the future of the organization. It has the potential to forecast how sustainable the business is. It highlights how focused the organization is in ensuring that sustainable processes are determined, and implemented, performance is measured, and actions are taken.

At GAEL, sustainability has been always the objective of our business. The organization has embarked on a journey many years ago, however, it was not formalized as a report.

The ESG disclosure is the outcome of a structured process. The data collected is analyzed and baseline is established. The materiality assessment is carried out and the environmental, social and governance indicators have been established. These key indicators have been reported in this report.



GAEL: CSR ACTIVITIES

CONTRIBUTIONS TOWARDS

Procurement of equipment for ICU & NICU units

Primary school infrastructure (benches, uniforms, books, black boards, R.O., etc)

PM Cares Fund, CM's Relief Fund in Uttarakhand.

Construction of roads, schools & colleges, public ICUs

Covid vaccination awareness

Mission Clean Morna River', PM Cares Fund



Highlights & Awards

Revenue in 2021-22

₹4760.31
Crores

Investment in
Renewable

₹17.98
Crores

In 2020-21

**The largest Corn wet-miller
in the country**

Certificates and approvals

GAEL is principally involved in the manufacturing of Corn Starch Derivatives, Soya Derivatives, Feed Ingredients, Cotton Yarn, and Edible Oils. GAEL serves the Food, Pharmaceutical, Feed and associated industries where the importance of food safety is paramount.

The company has put in place processes in order to ensure that the issue of food safety is not compromised. As a result, it has received certifications like FSSC 22000, which applies to the whole of the food supply chain. The Sedex certification received by GAEL testifies that it ensures acceptable working conditions for the participants in its global supply chains.

The company has also earned Consumer Products Certification from BRCS which is a testimony to the practices adopted to mitigate risks associated with the business. The company has earned the prestigious GMP+ Feed Safety Assurance certificate which further demonstrates the importance it lays on the importance of the safety aspects of its products and processes.

GAEL enjoys the Kosher certification for its food products and their ingredients. It also has the 'Non-GMO' standard certification which ensures no genetically engineered ingredients are used in the production of the end product.

Last but not least, GAEL has received various quality certifications such as ISO 9001:2015 and UKAS 0026 which speak for themselves. The halal certifications received from MU Indonesia and Halal India show that the company takes care of the ethos of its customers, too.

Quality Certificates



HALAL INDIA



BRC



ISO 9001:2015



FSSC 22000



G M P +



I S O- 9001:2008



ISO 9001-9015
Prime Certified



ISO 22000:2005



ISO 9001:2015



KOSHER



MUI Halal



ID



SEDEX

Report Period and Boundary

GAEL operates principally in the area of agro-processing.

The organization caters to domestic and international markets catering to food, pharmaceuticals and minimal feed and nutrition industries.

The organization has various plants.

- Corn Processing plants at Himmatnagar (Gujarat), Sitarganj (Uttarakhand), Shiggaon (Karnataka), Chalisgaon (Maharashtra)
- Solvent Processing plants at Kadi (Gujarat), Pithampur (Madhya Pradesh), Mandsaur (Madhya Pradesh), Akola (Maharashtra)
- Edible Oil refining at Kadi (Gujarat), Pithampur (Madhya Pradesh), Mandsaur (Madhya Pradesh), Akola (Maharashtra)
- Hydrogenated Vegetable Oil at Kadi (Gujarat), Pithampur (Madhya Pradesh),
- Cotton Yarn at Himmatnagar (Gujarat)
- Flour Processing at Kadi (Gujarat),
- Cattle feed plant at Kadi (Gujarat)
- Renewable Energy (Solar and Wind) at village Lamba, district Jamnagar and village Moti Sindhodi and Mindyali district Kutch (Gujarat)

The Report has been prepared from the data collected from the above plants.

The report has been prepared based on the data collected for the financial year 2019-20, 2020-21, and 2021-22.

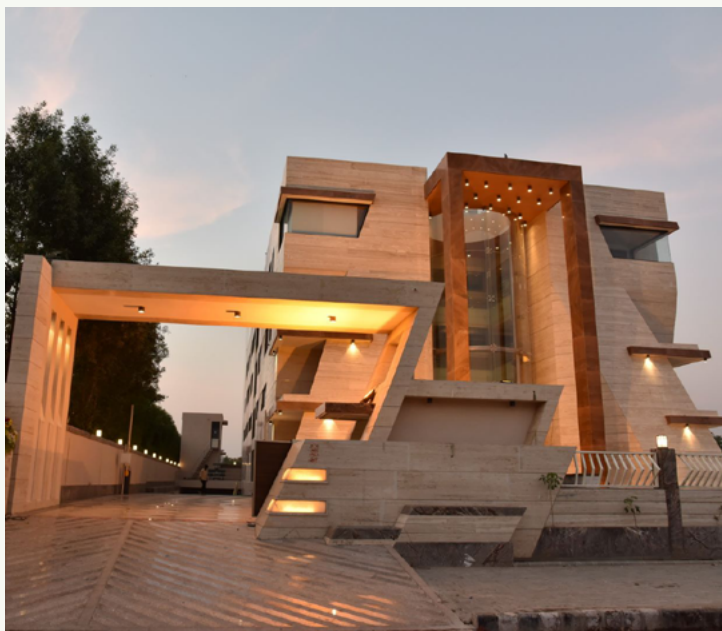
Reference Standards

This report is prepared based on the data provided by the internal stakeholders. The data has been compiled and collected based on GRI Core standards. The emissions have been reported using the valid data published by national bodies like *Central Electricity Authority (CEA)*, and international bodies like *Intergovernmental Panel on Climate Change (IPCCC)*.

About the Organization

About

Gujarat Ambuja Exports Limited (GAEL) is principally involved in the agro-processing business with dominance in maize products and edible oils. It competes in the domestic and global markets and caters to food, pharmaceutical and feed industry.



Vision

Aspiring to be a one-stop, one-tap, single-window solution provider for agro-ingredients and a global leader in the space



Mission

We render ingredients to various food groups, pharma and animal nutrition industries globally. By persistent adoption of contemporary technology and international quality standards, we are focused on 'Nurturing' and sustainably strengthening the entire ingredients supply chain in a secure and responsible manner. At GAEL, quality is a state of mind.

Segments and Products

Corn processing, solvent extraction edible oil refining hydrogenated vegetable oil, atta chakki, cattle feed, renewable energy, cotton yarn.

GAEL is currently in the Agro-Processing business, and the pioneers in Maize, products and Edible Oils, catering to the domestic and overseas market (exporting to 75+ countries).

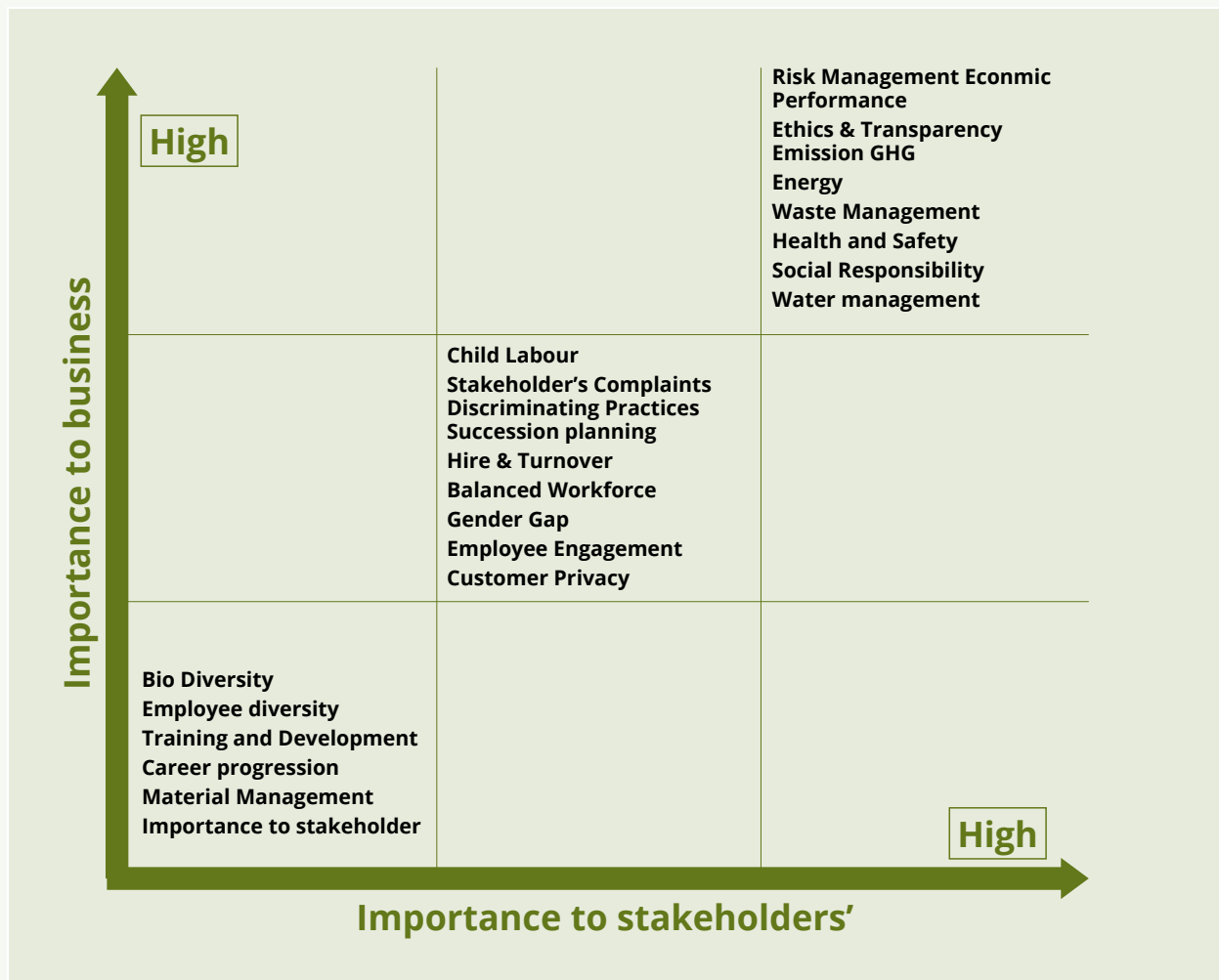




Materiality Assessment

Being an agro-based manufacturing plant, the organization will be severely affected by climate change. And the organization is very much concerned about the carbon emission which directly has an impact on climate change.

The organization believes in ethical practices and the organization has been built on the core values of ethical business, compliance with law of the land, and fair business practices. The Organization's philosophy of Corporate Governance is built on a foundation of ethical and transparent business operations. The organization believes that sound corporate governance is critical in enhancing and retaining investor trust. It is a reflection of our culture, our policies, our relationship with stakeholders and our commitment to values.



The organization considers the following factors as material for its business



Risk
Management



Ethics and
Transparency



Energy including
renewable energy



Waste
management



Water
conservation



Customer
Privacy



Child
Labour



Gender
Gap



Health and safety to
employees



Social
Responsibility



Employee
Engagement



Balanced Workforce



Economic
Growth

Growing business for good

Economic Integrity

The Organization always strives to achieve optimum performance at all levels by adhering to good Corporate Governance practices, such as:

- Fair and transparent business practices;
- Effective management control by the Board;
- Adequate representation of Independent Directors on the Board;
- Monitoring of executive performance by the Board;
- Compliance of Laws;
- Transparent and timely disclosure of financial and management information.

The Governance Team

The Board of Directors form the governing team. The team is headed by the chairman and the managing director. There is a lady director. Fifty percent of the directors are independent. The various committees are headed by the directors. The performance of the Board of Directors is assessed. The Nomination and Remuneration Committee performs the annual evaluation of performance of the board and its committees.

Remuneration of Directors

The Committee while deciding the remuneration package of the Managing Directors/ Executive Directors and recruitment, selection, appointment and remuneration of relative of Director or of Key Managerial Personnel of the Organization, takes into consideration various factors, inter alia, contribution, remuneration package of the industry, knowledge and experience etc. (vii) The Board considered and approved the criteria for performance evaluation of itself, that of its Committees and Individual Directors as follows:

¾ Criteria for Board Evaluation

- Attendance at meetings
- Regularity of attendance
- Responsibilities and accuracy of information in timely manner
- Level and quality of participation
- Involvement in deliberation
- Commitment to responsibilities

Effective Risk Management

The Organization voluntarily formed the Risk Management Committee in the year 2015

The Risk Management Committee is entrusted with the task of implementing an effective risk management process. The Risk Management Committee of the organization is constituted in line the Regulation 21 of the Listing Regulations and other applicable provisions. The Organization voluntarily formed the Risk Management Committee in the year 2015. The Committee manages the integrated risk, frames, implements, and monitors the risk management plan for the Organization including cyber security etc. The Board of the Organization has specified various roles of the Risk Management Committee in the Risk Management Policy of the Organization. The Committee and the Board periodically review the Organization's risk assessment and minimization procedures to ensure that the Management identifies and controls risk through a properly defined framework.

Ethical Business Practices

The Code gives guidance through examples on the expected behavior from an employee in a given situation and the reporting structure

Code of Conduct

The Organization has adopted a Code of Conduct for all the employees including the Board Members and Senior Management Personnel of the Organization in accordance with the requirement under Regulation 17 of the Listing Regulations. The Code of Conduct has been posted on the website of the Organization i.e. www.ambujagroup.com. The Code lays down the standard procedure of business conduct which is expected to be followed by the Directors and the designated employees in their business dealings and in particular on matters relating to integrity in the workplace, in business practices, and in dealing with stakeholders. The Code gives guidance through examples on the expected behavior from an employee in a given situation and the reporting structure. Management members are made aware of the provisions of the Code from time to time.

Vigil Mechanism / Whistle Blower Policy

The Organization has adopted a "Vigil Mechanism" or "Whistle Blower Policy", which was approved by the Audit Committee and the Board of Directors of the Organization. The said policy provides a formal mechanism for directors and all employees of the Organization to approach the Chairman of the Audit Committee of the Organization and make protective disclosures about unethical behavior, actual or suspected fraud, and violation of the Organization's Code of Conduct and Business Ethics. Under the Policy, each employee of the Organization has assured access to the Chairman of the Audit Committee.



Ethical Business Practices

GAEL is committed to maintaining the highest ethical standards and vigorously enforces the integrity of its business practices

The Board of Directors of the Organization has approved and adopted a revised Code of Conduct for Prohibition of Insider Trading as applicable from 1st April, 2019

The Anti-Bribery and Anti-Corruption Policy

The Anti-Bribery and Anti-Corruption Policy defines the Organization's policy on the avoidance of bribery and corruption and ensures that it reflects any changes in applicable laws and developments in acceptable standards for the conduct of business. GAEL is committed to maintaining the highest ethical standards and vigorously enforces the integrity of its business practices wherever it operates throughout the world. The Organization will not engage in bribery or corruption. Adherence to the clear guidelines set out in this Policy will ensure that the Organization and its employees comply with anti-bribery and anti-corruption laws.

Prohibition of Insider Trading

The organization has adopted a Code of Conduct for the Prohibition of Insider Trading under the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015, with a view to regulating trading in the equity shares of the Organization by the Directors and designated employees. Accordingly, the Board of Directors of the Organization has approved and adopted a revised Code of Conduct for Prohibition of Insider Trading as applicable from 1st April, 2019, duly affecting the changes / amendments under SEBI (Prohibition of Insider Trading) Regulations, 2015. Further the SEBI has introduced the SEBI (Prohibition of Insider Trading) (Third Amendment) Regulations, 2019 vide notification dated 17th September, 2019. Accordingly revised "Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting of trading by Designated Person(s) of Organization" was approved and adopted by Board of Directors of the Organization at their meeting held on 9th November, 2019 duly affecting the changes / amendments under SEBI (Prohibition of Insider Trading) Regulations, 2015.



Economic Growth

The organization has invested in R&D capacities, revamping R&D and innovation and investing in latest technology to stay relevant to the needs of tomorrow

Revenue from Operations (Rs. in crore)

2021-22	2020-21	2019-20
4,670.31	4,705.30	4,021.44

Sustainable manufacturing excellence and maintaining high quality standards have been key USPs of GAEL. This has been possible with a stringent procurement system and stable supply capacities, which ensures that strong customer trust. The organization has invested in R&D capacities, revamping R&D and innovation and investing in latest technology to stay relevant to the needs of tomorrow.

	FY 21-22 Current FY	FY 20-21 Previous FY	Details of improvements in environmental and social impacts
R&D	Rs 50 lakhs	Rs 40 lakhs	1) CSL (Effluent) Re-using mechanism
Capex	Rs 20 crores	Rs 15 Crores	2) New usages of effluent discharged from the plant 3) Improving the water balance and moving towards a Zero-Liquid Discharge

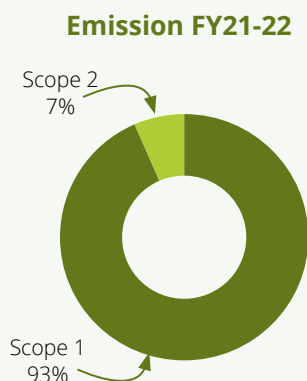
Our growth strategy focuses on making India self-sufficient in all areas. In spite of the Covid pandemic conditions, the organization has achieved strong performance growth. In 2021-22, revenues from operations were reported at Rs 4670.31 crores, though it is lower than the previous year but is significantly higher than the pre-Covid revenue for the financial year 2019-20. Further, the organization has come out stronger and has emerged as the highest manufacturer and exporter of starch and derivatives and achieve the highest maize processing and crushing with full capacity utilization at the Chalisgaon unit.



Caring for Environment

Energy and Emission

Gael has committed to reducing carbon footprints and therefore contributing to a green environment, this journey is a continuous one



The organization produces its, most of its own power through its captive power plants.

	Current Financial Year FY 2021-22	Previous Financial Year FY 2020-21	Previous to Previous Financial Year FY 2019- 20
Total electricity consumption (A) kWh	70109354	50833905	162734660

Gael has committed to reducing carbon footprints and therefore contributing to a green environment, this journey is a continuous one. The Organization is taking every possible step to contribute to a green environment through renewable energy resources, power-saving equipment, increasing plantation and thus making humble attempts to contribute to the cause. Various initiatives have been undertaken to install Biogas Engines; Biomass based Boilers and other energy-saving equipment at different Units/Plants of the Organization. The Organization commenced this activity way back in 2005 by installing wind turbines in the State of Gujarat.

In FY21-22 Total Scope 1 and 2 emission amounts to 482837 tCO₂e. 93% of the emissions are from Scope 1 and 7% from scope 2.

FY21-22	
Scope 1	Scope 2
451250.1 tCO ₂ e	31587.51 tCO ₂ e
93%	7%

The organization has started to monitor the scope 3 emissions from the year 2021-22 which includes employee commute, business travel, downstream transportation.

Renewable Energy

The organization has invested Rs 17.98 Crores towards renewable energy in 2021-22.

GAEL truly believes that the organization's path to sustainable business lies in reducing its dependency on non-renewable sources of energy. Therefore, the organization has invested in developing its renewable source of energy – solar and wind energy and reducing carbon footprints. By utilizing renewable energy resources, energy-saving technology, and increasing plantation, we strive to make a considerable contribution to the cause. Several other measures, undertaken in line with the same purpose, involve the installation of Biogas Engines, Biomass-based Boilers, and other energy-saving equipment at different units/plants of the Organization.

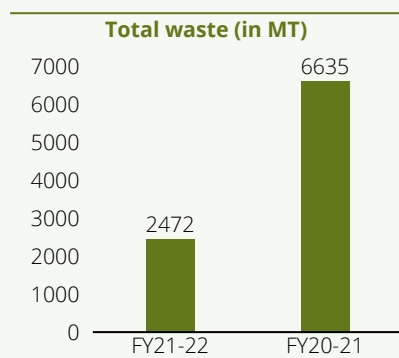
The organization has installed an 8MW Wind Mills at villages Lamba, district Jamnagar and Kutch and Moti Sindhodi and Mindyali. The organization has also installed solar plants at villages of Susner, Agar District, and Akola, Maharashtra.

The organization has **invested Rs 17.98 Crores** towards renewable energy in 2021-22.

In the year 2021-22, Total Emissions avoided through renewable sources: 4022 TCO₂e of 7000 TCO₂e. The organization generated 36968470 units of renewable energy in FY21-22

Renewable Energy Generation (Units)					
FY21-22					
Plant Name	Wind (Net of wheeling)	Solar (Net of Wheeling)	Biogas Energy	Other Sources, if any	Total Renewable Energy Generation
Kadi	3255414	1027590	0	0	4283004
HMT Biochemical	7424349	815655	6575900	0	14815904
HMT Cotspin					0
Akola	0	0	0	0	0
Chalisgaon	0	0	4981866	0	4981866
Mandsaur	0	549089	0	0	549089
Pithampur	0	617725	0	0	617725
Uttrakhand	0	0	6400045	0	6400045
Hubli	0	1544606	3729268	0	5273874
HO	0	46962	0	0	46962
Total	10679763	4601628	21687079	0	36968470

Waste Management



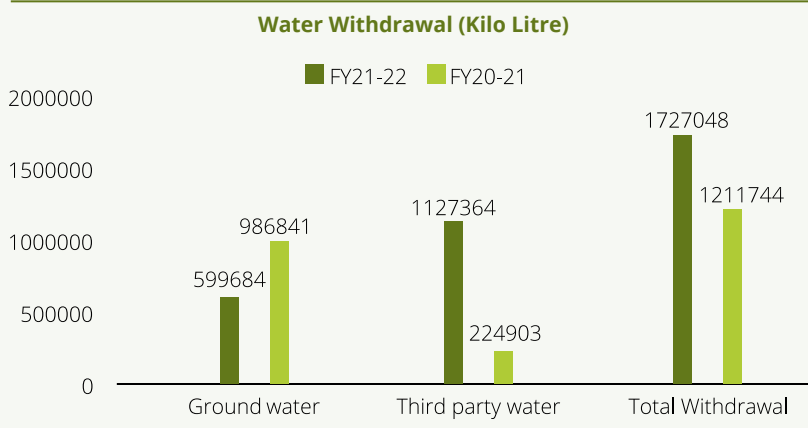
Waste (in MT)		
	FY21-22	FY20-21
Plastic waste (A)	21.1	25.2
E-waste (B)	1.1	0.1
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0.02	0.025
Battery waste (E)	0.2	0.8
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	4.8	22.1
Other Non-hazardous waste generated (H)	2446	6588

The organization does not have any plastic waste, E-waste or other hazardous waste at the end of life. All its products are used as raw material for the subsequent process by its customers are used as Presently there is no process to safely reclaim products for reusing, recycling, and disposal at the end of life. However, the organization is continuously monitoring its end-of-life products and any opportunity to reclaim them will be evaluated and implemented. The E-Waste generated across the organization is handled meticulously every quarter.

The waste mostly comprises of non hazardous waste which is recycled, used as fertilizers, or as input to other process. The organization generates solid waste like ETP sludge, spent earth, soya danthal, mitti from soyaseed, coal ash from boiler. The ETP sludge generated from ETP is being sold to authorized agencies. Solid recyclable waste is used in the agricultural land as fertilizers. Spent earth and coal ash is being sold for bricks manufacturing. Soya danthal is being used for own consumption as boiler fuel to reduce carbon emission. Process waste like maize cleaning waste like cobs & dust is used as a fuel in boiler. Hazardous waste comprises of negligible quantities of battery waste, E waste etc. which are disposed off to authorized agencies.

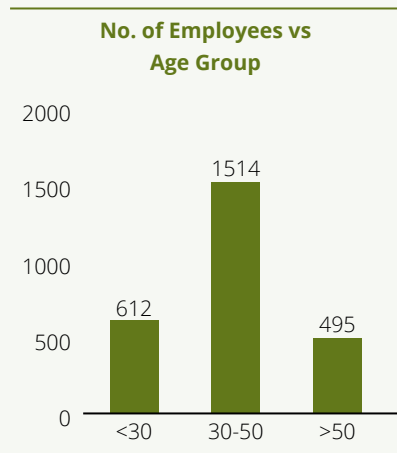
Water Management

Water is an essential for the process. Overall, the water requirement has increased. However, the organization has reduced its ground water withdrawal and increased its dependency supplied water by third party. Rain water harvesting is practiced in its plant. And water effluent is treated and reused inside the plants for gardening and irrigation. The organization tries to practice Zero Liquid Discharge in its plants.



Caring about people

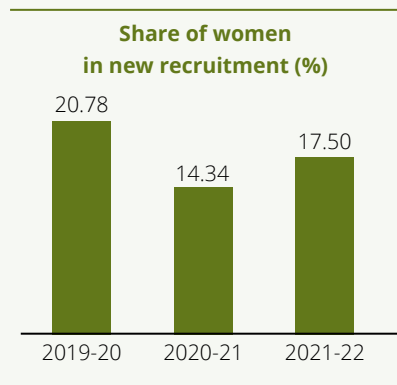
Representing a well-balanced workforce in terms of age



There were 2621 people employed with the GAEL as on 31st March 2022, of which over 57% were workers (including trainees and apprentices) and the rest were staff. 58% of the employees belonged to the age group of 30-50. The workforce seems to be well-balanced in terms of age, with an approximately equal number of members from the below 30 and above 50 groups.

The balance of the workforce in terms of age also becomes evident if the average ages are compared. The average age of the staff is around 42 years while that of the workers is 39 years. However, there is a clear indication that the organization is aiming at bringing the average age further down. The average age of the trainee workers (less than 32), trainee staff (less than 30) and apprentice workers (less than 22) bear testimony to this commitment.

Addressing the gender gap



Overall, 90% of the employees of GAEL were male in 2021-22. The ratio is comparatively in favour of women in the 'workers' category, as 14% of women constituted the organisation's labour force as against their participation of just 10% in the overall workforce.

The share of women in total recruitment was above 20% in 2019-20. This came down in the pandemic year to around 14%. It is heartening to see that the share again increased to nearly 18% in 2021-22.

The above data does not take into account the new recruits who left the organisation within the same financial year.



Zero tolerance for discriminating practices

The HR Department of GAEL is well-versed in the rights of the employees and the organization's responsibility towards them

GAEL follows a zero-tolerance policy for discriminating practices of all kinds. Although the workforce is skewed towards male employees at present, more and more women are being recruited at various levels of the organisation, and no discrimination is being done based on gender.

The organization follows an open-door policy and has internal mechanisms in place through which an employee can raise grievances of any kind, including those concerning discrimination, with senior management. The human resource team at each respective region manages the grievance at the front end.

The HR Department of GAEL is well-versed in the rights of the employees and the organization's responsibility towards them. During the period of assessment, no incidents of harassment or discrimination have been reported by the employees in any of the offices of the organisation.

Employment of child labour

Like discriminating practices, the organization has zero tolerance towards the employment of child labour. The Organization, in the course of its business, enters into various agreements and contracts where human rights and other aspects such as child labour and involuntary labour are embedded in those contracts. Steps are taken to include such aspects as a part of all business agreements and contracts. Also, background checks on vendors are done on these issues as well.

Health and Safety

The issue of health and safety is covered under the risk management policy of the company. The policy identifies the severity of risks and categorises and rates them in terms of likely frequency of occurrence.

Occupational Health and Safety (OHS) is a critical aspect of any workplace and is of great importance in Gujarat Ambuja Exports Ltd. This is because it concerns the welfare and safety of employees, which is essential for the overall success and growth of a company.

GAEL identifies the following factors as critical to the overall success of the company:

Legal Obligations: OHS is regulated by laws and regulations in most countries, and companies like Gujarat Ambuja Exports Ltd must comply with these laws to avoid penalties and legal liabilities.

Employee Health and Safety: OHS is important for the health and safety of employees. By ensuring a safe work environment, the company can prevent accidents, injuries, and illnesses that could harm employees.

Increased Productivity: A safe work environment promotes employee health, which can lead to increased productivity and efficiency.

Positive Reputation: Companies that prioritise OHS are often seen as responsible and reputable, which can enhance the company's reputation and image in the eyes of customers, employees, and other stakeholders.

Cost Savings: Implementing effective OHS programs can save the company money by reducing the number of workplace accidents and illnesses, which can result in lower costs for workers' compensation and medical expenses.

The issue of health and safety is covered under the risk management policy of the company. The policy identifies the severity of risks and categorises and rates them in terms of likely frequency of occurrence. The company has emergency response plans in its premises, and conducts in-house fire drills every quarter. It also engages, at regular intervals, external agencies to conduct mock drills.

A summary of accidents and reinstatements in total is given below:

Particulars	Accidents		Reinstated	
	2021-22	2020-21	2021-22	2020-21
Employees	2	5	1	4
Workers	4	15	2	15



Honouring customer privacy

GAEL never uses or shares the personally identifiable information provided online

GAEL honours customers' privacy and has a policy to this effect which is displayed in the public domain. The basic information collected by the organization is used only to provide the customers with the necessary quotations and /or information. The organization does not share this information with any outside parties except to the extent necessary to implement the service required.

GAEL never uses or shares the personally identifiable information provided online in ways unrelated to the ones described above without providing the customers an opportunity to opt-out or otherwise prohibit such unrelated uses. The organization is committed to the cause of data security, and has put in place appropriate electronic, physical and managerial procedures to safeguard and secure the information collected online to prevent any unauthorized access, maintain data accuracy, and ensure the correct use of information.

Fulfilling social responsibility

The CSR initiatives focus on the holistic development of mass communities and create social, environmental and economic value for society

The Organization's aim is to be one of the most respected companies in India delivering superior and everlasting value to all customers, associates, shareholders, employees and society at large. The CSR initiatives focus on the holistic development of mass communities and create social, environmental and economic value for society.

GAEL has a three-member CSR Committee which is headed by the Chairman & Managing Director of the organization and consists of two independent directors.

There is a well-laid-out CSR policy which has been prepared in accordance with Section 135 of the Companies Act, 2013 on CSR and the CSR Rules notified by the Ministry of Corporate Affairs, Government of India, in 2014. The policy is reviewed from time to time to incorporate changes in the relevant provisions of the governing acts and rules.

The CSR policy of GAEL provides direction to the CSR activities undertaken by the organization. The following are the objectives of the CSR policy:

- To lay down guidelines for sustainable development for the Society and supplement the role of the Government in enhancing welfare measures of the society based on the immediate and long term social and environmental consequences of their activities.

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- To take up programme that benefit the communities where it operates and results, over a period of time, in enhancing the quality of life & economic well-being of the local populace.
- To serve the socially and economically weak, disadvantaged, underprivileged, & destitute sections of the Society regardless of age, class, color, culture, disability, ethnicity, family structure, gender, marital status, nationality origin, race or religion with intention to
- Make the group or individual self- dependent and live life more meaningfully.
- To extend humanitarian services in the community to further enhance the quality of life like health facilities, education, basic infrastructure facilities to areas that have so far not been attended to.
- To generate, through its CSR initiatives, a community goodwill for GAEL and help reinforce a positive & socially responsible image of GAEL as a Corporate entity.

The organization has spent Rs 340.46 lakh on its CSR activities in 2021-22. The organization undertook several projects in the states of Maharashtra, Gujarat, Uttaranchal, Uttar Pradesh, Madhya Pradesh, Himachal Pradesh, West Bengal and Karnataka. The thematic areas of the CSR interventions were health, rural development, education, women empowerment, water, sanitation and hygiene, environment, animal welfare, hunger and malnutrition and poverty.



Employee engagement

The organization practices a generous reward and recognition scheme for deserving employees

The well-being of employees is one of the top priorities of GAEL. The organization endeavours to provide a dynamic and welcoming workplace that embraces diversity, fosters collaboration and encourages employees to bring their best ideas to work.

The organization recognises that attracting and retaining talent at all levels is vital to sustaining the success of any organisation. The management takes into cognisance the periodic feedback about employee engagement. It invests in employees through high-quality benefits and various health and wellness initiatives and has created a healthy work environment in its offices. The organization practices a generous reward and recognition scheme for deserving employees.

However, a need is felt to structure the engagement initiatives taken by the organization to better align the talent strategy to the business strategy. A regular survey focusing on the following topics to derive greater benefits for the organization can be arranged:

- The actionable feedback loop between managers and employees
- Alignment between GAEL's core set of values with the employees' values
- The connection between GAEL's strategic objectives with the strategic objectives of the employees and their teams
- The appreciation level for employees' contribution to GAEL's success.

Succession planning

The organization is wisely choosing its future leaders through minute scrutiny of employee performances and implementing a generous reward and recognition plan

GAEL has a young talent pool, and it is important to manage their transition effectively into senior leaders of the organisation. At present, the organization is wisely choosing its future leaders through minute scrutiny of employee performances and implementing a generous reward and recognition plan. The existence of succession planning and a policy to that effect will send a strong positive signal to the employees that the organization is focused on their career progression and that its robust foundation will not be shaken in case of the sudden and unwelcome departure of key people in the organisation. It also assures the clients and customers that the organization will be managed efficiently under all foreseeable adversities.

Although the organization has yet to develop a document on succession planning, procedures and protocols are maintained at the senior level to instil transparency in the succession process.

Stakeholder's Complaints

The complaints are verified by the QC personnel and verify the warehouse stock as per complaints

In the year 2021-22, the organization was penalized Rs 25000/- for a misrepresentation of the expiry date by the adjudicating Authority for Food Safety.

The organization receives complaints from distributors and customers through marketing through WhatsApp messages or verbal communication. The complaints are verified by the QC personnel and verify the warehouse stock as per complaints. The existing stocks are analyzed and after due evaluation of the complaints, the corrective action is implemented accordingly. The department concerned communicates with the distributor / customer and takes the feedback on the effectiveness of the action.

The organization receives complaints from distributors and customers through marketing through WhatsApp messages or verbal communication. The complaints are verified by the QC personnel and distributor/customer stock as complaints.

The existing stocks are analyzed and after due evaluation of the complaints, the corrective action is implemented accordingly.

The department concerned communicates with the distributor / customer and takes the feedback on the effectiveness of the action.

GRI index

GRI Standard	Topic
GRI 2	Economic Integrity
GRI 2	The Governance Team
	Remuneration of Directors
	Effective Risk Management
GRI 205, 206, 207	Ethical Business Practices
	Code of Conduct
	Vigil Mechanism / Whistle Blower Policy
	The Anti-Bribery and Anti-Corruption Policy
	Prohibition of Insider Trading
GRI 201, 202	Economic Growth
GRI 302, 305	Energy and Emission
	Renewable Energy

GRI 306	Waste Management
GRI 303	Water Management
GRI 404	Representing a well-balanced workforce in terms of age
GRI 405, 406	Addressing the gender gap
GRI 401	The employee hire and turnover
FRI 406	Zero tolerance for discriminating practices
GRI 408	Employment of child labour
GRI 403	Health and Safety
GRI 418	Honouring customer privacy
GRI 413	Fulfilling social responsibility
GRI 404	Employee engagement
	Succession planning
GRI 416	Stakeholder's Complaints

Independent External Assurance Statement



Statement No. CBS/ASRN/21-22/21/ESG dated 28 November 2022

To
The Management of Gujarat Ambuja Exports Ltd.

Introduction and objectives of work

Consultivo Business Solutions Pvt Ltd (Consultivo) has been engaged by Gujarat Ambuja Exports Ltd. (hereinafter abbreviated “GAEL”) to conduct an independent review of its ESG (Environmental, Social and Governance) performances for FY 2019-20, 2020-21 and 2021-22. This Statement applies to the related information included within the scope of work described in this report.

The assessment process was conducted in line with the Consultivo internal protocol for Independent Review, which is developed based on requirements of SEBI BRSR Guidelines, National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business, AA 1000 Assurance Standard, GRI, ISO 26000, IFC/World Bank, national, international guidelines and relevant industry best practices.

Consultivo has verified the relevant data and information through a hybrid mode (both onsite and remote engagement) of data collection - onsite survey, online survey, focus group discussion, key informant interviews and observations.

Based on our methodology and the activities, as described, it is our professional opinion that the initiatives, projects and systems disclosed in this report demonstrate their reach to benefitting stakeholders with strategic ESG performances.

Responsibility

It is the responsibility of GAEL’s senior management to ensure the information presented in this ESG report is accurate.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to activities outside the defined assurance period mentioned in this report. Our assurance does not extend to the activities and operations of GAEL outside of the scope and geographical/project boundaries mentioned in the report.

Statement of independence, impartiality and competence

Consultivo is an independent professional services company that specializes in providing independent ESG (Environmental, Social and Governance) assurance services. Consultivo is independent of GAEL and has no financial interest in the operations of GAEL other than assessment & assurance of this report.

Consultivo has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

The ESG assessment & assurance team has extensive experience in conducting ESG related studies over different types of industry sectors and geographic regions with an excellent understanding of Consultivo's standard methodology for the Independent Assessment of ESG performances.

For and on behalf of Consultivo



Saikat Basu, CEO
28 November 2022

Consultivo Business Solutions Private Limited
2 Rabindranath Tagore Road, Kolkata 700 076, India



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