



The Company has a leadership development programme that fosters leaders from within the organisation. As on March 31, 2024, the Company's total employee strength stood at 1,846.

Material Developments in Human Resources
The Company's human resources are critical in achieving sustainable growth and play a vital role in reinforcing its market leadership. The Company is focussed on building a high-performance culture with a growth mindset. It prioritises developing and strengthening capabilities for all its employees and continues to invest in training, aiming to enhance their knowledge, skills, productivity, and teamwork. It also emphasises effective employee engagement by creating a conducive work environment to nurture the growth and success of the employees and helps in better employee retention. The Company has a leadership development programme that fosters leaders from within the organisation. As on March 31, 2024, the Company's total employee strength stood at 1,846.

Technology Initiatives

Technology is a key business enabler for Greenpanel. The Company has been consistently investing in various technologies including data analytics, ERP software, people management systems, faster business processes, and increased operational efficiency. The Company uses the SAP platform which enables it to effortlessly handle tasks such as order management, invoice generation, payment collection, and credit note issuance. Furthermore, it has integrated advanced AI-based automation and leveraged automation in condition monitoring for Predictive Maintenance. It has also implemented Total Productive Maintenance (TPM) to enhance equipment reliability.

Internal Control Systems and their Adequacy

The Company has a robust and dynamic internal control framework commensurate with the size and nature of its operations. The Audit Committee of the Board of Directors of the Company is responsible to evaluate and implement internal control system. They review and verify its adequacy, effectiveness, and application from time to time. The internal control system is designed to ensure management efficiency, the accuracy of accounting and management information, compliance with all applicable laws and regulations, and the safety of the Company's assets. Additionally, it is responsible for the timely identification and mitigation of the Company's operational, compliance, economic, and financial risks.

Cautionary Statement

The statements made in this section that describe the Company's objectives, projections, expectations, and estimations may be 'forward-looking statements' within the meaning of applicable securities laws and regulations. Actual results could differ materially from those either expressed or implied. Key factors influencing the Company's operations include but are not limited to, economic conditions impacting demand, supply and price conditions, fluctuations in raw material prices, changes in government regulations and tax policies, economic trends, and other incidental factors.

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L20100WB2017PLC265977
2. Name of the Listed Entity	Greenpanel Industries Limited
3. Year of incorporation	2017
4. Registered office address	Thapar House, 2 nd Floor, 163, S.P. Mukherjee Road, Kolkata-700026
5. Corporate address	DLF Downtown, Block 3, 1 st Floor, DLF Phase 3, Sector 25A, Gurugram - 122002
6. E-mail	secretarial@greenpanel.com
7. Telephone	0124-4784600
8. Website	www.greenpanel.com
9. Financial year for which reporting is being done	April 01, 2023, to March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	12,26,27,395
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: Mr. Vishwanathan Venkatramani Designation: Chief Financial Officer Telephone Number: 0124-4784600 Email ID: v.venkat@greenpanel.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).	Reporting on standalone basis
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	MDF, Plywood and allied products	99.03%
2	Trading Goods	MDF, Plywood and allied products	0.97%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Medium Density Fibreboard	1621	89.63%
2	Plywood and allied products	1621	10.37%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	3	21	24
International	0	2	2

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	36
International (No. of Countries)	11

b. What is the contribution of exports as a percentage of the total turnover of the entity? 11%

c. A brief on types of customers

- End Customers:** - End Customers are individuals who directly purchase and use products for personal or household needs. The Company relies on online platforms, to engage and closely monitor customer engagement behaviour to assess customer preferences and feedbacks. The Company has a robust system to collect and analyse online feedbacks, this helps in curating product offerings and marketing strategies.
- Influencers:** The Company actively collaborates with influencers in the MDF and Plywood industry such as architects, designers, carpenters, and contractors who play an active role in shaping opinions, providing inspiration, and influencing the decision-making process of potential buyers. Regular Influencer meets and events are carried out throughout the year for gaining valuable feedback and insights. Greenpanel has implemented a Standard Operating Procedure (SOP) for carpenters and product installers which provides a set of standardised instructions and guidelines for installing a specific product in a consistent and efficient manner.
- Trade customers:** Trade customers are the dealers in the supply chain who have a crucial role in distributing products to end-users or consumers. The Company actively engages with trade customers through regular dealer meets, aimed at gaining a deeper understanding of their preferences, as well as educating and informing them about global furniture and building material trends.

Greenpanel deploys various strategies to engage with the customers, such as brand building by sponsoring popular sports events. Greenpanel has also improved signages and in-shop displays at outlets, with a focus on penetrating untapped tier II and III cities.

IV. Employees

20. Details as at the end of Financial Year (FY 2023-24):

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1450	1415	98%	35	2%
2.	Other than Permanent (E)	9	8	89%	1	11%
3.	Total Employees (D+E)	1459	1423	98%	36	2%
WORKERS						
4.	Permanent (F)	396	396	100%	0	-
5.	Other than Permanent (G)	155	132	85%	23	15%
6.	Total workers (F+G)	551	528	96%	23	4%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D+E)	0	0	-	0	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	-	0	-
5.	Other than permanent (G)	0	0	-	0	-
6.	Total differently abled workers (F+G)	0	0	-	0	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females		
		No. (B)	% (B / A)	
Board of Directors	6	1	17%	
Key Management Personnel	2	0	-	

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)	FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
		Male	Female	Total	Male	Female	Total
		Permanent Employees	34%	38%	34%	19%	28%
		Permanent Workers	44%	0	44%	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the 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)
	None			Not Applicable

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) 156392.81 Lacs

(iii) Net worth (in ₹) 131712.52 Lacs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

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 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year
Communities	Included in BRSR Policy	0	0	NA	0
Investors (other than shareholders)		0	0	NA	0
Shareholders	Weblink: https://www.greenpanel.com/policies-of-the-company/	1	0	NA	2
Employees and workers		0	0	NA	0
Customers		0	0	NA	0
Value Chain Partners		0	0	NA	0
Other (please specify)		0	0	NA	0

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

Please indicate 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

Sl. No.	Material issue identified	Indicate whether 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 implications)
1.	Climate Change and Energy	Risk	Climate change and energy has a significant risk to operations, with potential implications across short, medium, and long-term. Companies are encountering possible physical environmental challenges stemming from climate change, such as extreme weather events and water scarcity.	The Company have set out a clear pathway to tackle climate change, as listed below: <ul style="list-style-type: none"> Greenpanel has committed to energy saving initiatives under the BRSR policy to mitigate risks and identify opportunities. Greenpanel is in the process to develop climate change targets such as energy efficiency targets, GHG emission reduction targets, water conservation related targets. All initiatives are focused to reduce fossil fuel related energy consumption and increase dependency on renewable energy sources. Greenpanel has implemented water conservation measures such as zero liquid discharge (ZLD) and rainwater harvesting. 	Negative Financial Implications: <ul style="list-style-type: none"> Initiatives aimed at mitigating climate risk can lead to additional cost in the short to medium term. However, these expenses will help in providing the Company business resilience in long term.
2.	Biodiversity	Risk	The absence of biodiversity assessments may result in disruptions to supply chains, making resources more expensive. Additionally, the lack of critical information regarding land use may lead to the impact on indigenous flora and fauna, damaging a Company's reputation and potentially resulting in fines,	<ul style="list-style-type: none"> Greenpanel has committed to Biodiversity conservation as a part of the BRSR Policy to assess the impact of business on local vegetation and identify gaps accordingly. Greenpanel will evaluate opportunities to monitor biodiversity conservation efforts around its operational areas to prepare an improvement plan for the areas of concern. Organize awareness session to create sensitization among the employees and value chain partners on importance of protecting flora and fauna around the operational sites. Participate in forums conducted by different institutions. 	Positive Financial Implications: <ul style="list-style-type: none"> Conservation of biodiversity within the area of operation and procurement has the potential to maintain a balanced ecosystem. This, in turn, will help the company avoid physical risks associated with ecosystem disruption or imbalance.

Sl. No.	Material issue identified	Indicate whether 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 implications)
3.	Sustainable Supply Chain	Risk	Absence of a structured mechanism for identifying unsustainable practices used critical suppliers can pose various risks, such as <ul style="list-style-type: none"> Disruptions from environmental factors (soil degradation, water scarcity and unusual rainfall, high temperature for plant growth) Non-compliance with regulatory acts and laws of the land Increased cost of raw material, chemicals, and fuel Market pressure for sustainability Social risks Material availability issues 	<ul style="list-style-type: none"> Implementing sustainable plantation practices while sourcing timber and strengthening partnerships with farmers offers a holistic solution to balance the demand for wood products with environmental and social objectives. Collaboration with local farmers and communities to establish sustainable forestry initiatives to foster socio-economic development while promoting environmental conservation. 	Positive Financial Implication: Sustainable supply chains can lead to cost savings, increased revenue, enhanced brand reputation, and improved supplier relationships. As for suppliers, those who adhere to proper procedures are likely to face legal fines for non-compliance or revenue loss eventually.
4.	Corporate Governance	Risk	The Company's brands and reputation are invaluable assets, subject to constant scrutiny regarding their operations, societal contributions, and engagement with the world. Maintaining ethical practices is crucial for safeguarding the reputation and brands. <ul style="list-style-type: none"> Greenpanel upholds strong values, comprehensive policies, guidelines, and associated learning materials, along with robust procedures and controls to prevent, detect, and address any inappropriate behavior. Greenpanel ensures that the business practices are aligned with all the relevant laws and regulations of the country. Greenpanel implements clear processes for identifying and addressing breaches of the Code of Conduct and Policies. 	<ul style="list-style-type: none"> Greenpanel ensures that the business practices are aligned with all the relevant laws and regulations of the country. Greenpanel implements clear processes for identifying and addressing breaches of the Code of Conduct and Policies. 	Negative Financial Implications: Upholding good governance and ethics not only fosters trust among consumers, investors, and stakeholders, but also mitigates the risk of fines, penalties, and legal consequences.



Sl. No.	Material issue identified	Indicate whether 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 implications)
5.	Economic Performance	Risk	<p>Demand for MDF and plywood products can fluctuate due to various factors, including the economic conditions, activity in the construction industries, and evolving consumer preferences.</p> <p>As a Company involved in international trade, they are exposed to the risk of changes in currency exchange rates. These fluctuations can impact the cost of sourcing raw materials, the pricing set for exports and imports, and their ability to access certain markets.</p> <p>The impact can extend to Company's profitability and competitiveness in the global marketplace.</p>	<ul style="list-style-type: none"> Greenpanel may consider diversifying its product portfolio and conduct thorough market research to identify emerging trends and customer preferences. Streamlining the supply chain, implementing cost-saving measures, and embracing innovation and technology are vital strategies to enhance efficiency, reduce costs, and sustain long-term economic performance. 	Positive Financial Implications: By expanding its product range based on thorough market research, Greenpanel can tap into emerging trends and meet evolving customer preferences. This can lead to increased sales and revenue streams.
6.	Occupational Health and Safety	Opportunity	<p>The risk of workplace incidents and injuries can significantly impact employee health and well-being. Therefore, placing emphasis on establishing a safe and conducive work environment is critical to ensuring the welfare of employees.</p> <p>To achieve this, the Greenpanel has implemented a G5 checklist to periodically assess the effectiveness of its occupational and Health safety management system ISO 45001 across all its location.</p>	Not Applicable	Positive Financial Implications: (i) Reduced employee turnover and improved talent retention due to the implementation of a proper Safety Management System (SMS). (ii) Enhanced reputation and brand image. (iii) Mitigation of potential punitive actions by regulators.
7.	Community Engagement	Opportunity	<p>Building trust and nurturing positive relationships with communities through initiatives that enhance economic empowerment and social well-being is essential for maintaining uninterrupted business operations.</p>	Not Applicable	Positive Financial Implications: Positive public perception can attract customers, investors, and potential business partners. By addressing social issues and investing in community development, Greenpanel can prevent potential disruptions to its operations and protect its commercial interests.

Sl. No.	Material issue identified	Indicate whether 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 implications)
8.	Customer Centricity	Opportunity		<p>Opportunity to enable better business and better relationships with the customers by focusing on customer requirements and expectations</p>	Not Applicable
9.	Human Rights	Risk		<ul style="list-style-type: none"> Failure to comply with statutory norms or violations of human rights can result in negative financial and reputational consequences. The Company engaged in human rights violations, such as forced labor or child labor, may encounter adverse publicity and reputational hazards. Consequently, this could lead to diminished customer loyalty, business losses, and damaged brand image. 	Positive Financial Implications: By delivering products and services that meet or exceed customer expectations, Greenpanel can build trust and loyalty among its customer base
10.	Innovation and Sustainable Product design	Opportunity		<p>Strategic entry point for a market demanding highly innovative products that create meaningful change.</p>	Negative Financial Implications: Violations of human rights and failure to comply with regulations can harm corporate reputation and result in financial consequences.
11.	Sustainable Plantation Management	Risk		<ul style="list-style-type: none"> Insufficient raw material availability during the rainy season. Disruptions in the supply chain caused by force majeure events. Acquisition of raw materials from illicit trafficking sources. 	Positive Financial Implications: 1. Gain a competitive advantage 2. Create more revenues by introducing more innovative products in the market.
				<ul style="list-style-type: none"> Sustainable plantation sourcing of timber and strengthening partnership with farmers provides a solution to balance the demand for wood products with environmental and social objectives. It can reduce pressure on natural forests, fight climate change, and provide economic opportunities for communities. The Company is sourcing wood from sustainably managed forests, meeting FSC® Controlled Wood criteria. 	Positive Financial Implications: 1. Implementing sustainable plantation management practices aids in safeguarding flora and fauna. 2. Generating livelihood opportunities for local communities and farmers. 3. Sustainable plantation management fosters water conservation, minimizes soil erosion, and preserves water quality.

Sl. No.	Material issue identified	Indicate whether 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 implications)
12.	Waste Management and Circular Economy	Opportunity	<ul style="list-style-type: none"> (i) Utilizing wood waste as a fuel source to minimize operational waste or explore process modifications to turn other waste streams into valuable resources. (ii) Implementing waste management procedures. (iii) Ensuring proper disposal of waste materials, including hazardous waste, in accordance with regulatory standards, directing them to authorized vendors 	Not Applicable	<p>Positive Financial Implications:</p> <p>Focusing on reuse opportunities leads to cost savings. Minimizing waste contributes to a more improved environmental impact and prevents potential expenses in the form of fines and penalties.</p>
13.	Employee and Labour Management	Opportunity	The Company providing attractive compensation, a conducive work atmosphere, and avenues for career development is likely to attract top talent within the industry. This advantage can enhance competitiveness, as the Company will possess a proficient and driven workforce capable of fostering innovation and facilitating growth.	Not Applicable	<p>Positive Financial Implications:</p> <p>Encourage the development of trust and loyalty within the workforce</p>
14.	Water and Effluent management	Risk	The 2030 Water Resources Group predicts that India will face a significant water deficit by 2030, affecting agricultural, household, and industrial needs. This could potentially affect our operations, leading to decreased demand for water-intensive products and reduced sales due to compromised product effectiveness caused by water shortages. The unpredictability of seasonal weather patterns, including summer, winter, and monsoon seasons, may also pose adverse effects on our business.	<ul style="list-style-type: none"> (i) The Company do not have its operation in water stress areas. (ii) Effective usage of recycled water across all its operations (iii) Development of zero liquid discharge facility (iv) Implementation of rainwater harvesting infrastructure. 	<p>Water scarcity poses a risk to the operations and agricultural sourcing, potentially decreasing demand for products reliant on water during use. Implementing water conservation measures would optimize resource usage, benefiting both the operations and surrounding communities, ensuring water security and supporting future demand for the products</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.greenpanel.com/policies-of-the-company/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> Certification of FSC Chain of Custody BIS Certificate – Plywood (2023 – 2024) BIS Certificate – MDF & Pre-laminated MDF (2023 – 2024) Make In India Certificate CII-Green Products and Services Council – GreenPro Ecolabel Annual Membership of Indian Green Building Council (IGBC), 2024 Greenpanel Industries Ltd., – CE Certificate of Compliance ISO 45001:2018 Occupational Health and Safety Management System Certificate ISO 14001:2015 Environmental Management System Certificate ISO 9001:2015 Quality Management System Certificate BIS IS 1659 Certificate for Blockboard HWPW-VC 6 mm – 25 mm CARB & EPA Certificate Thin MDF CARB & EPA Certificate Andhra Pradesh Factory CARB Certificate BIS IS 303 Certificate for Plywood BIS IS 710 Certificate for Plywood Prelaminated FRIMDF Fire Resistance Test Report BIS IS 10701 Certificate for Structural Plywood BIS IS 2202 Certificate for Wooden Flush Door Shutters Certificate of Compliance 25,BIS Certificate (Prelaminated) BIS Certificate (Plain Interior & Exterior Grade) Forest Stewardship Council (FSC)® 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>The Company has identified key issues through a materiality assessment. However, specific commitments and targets are being established as part of the sustainability strategy to address these issues, serving as guiding principles aligned with overall goals and standards. These commitments and targets are informed by industry best practices, regulations, standards, and stakeholder expectations to ensure meaningful and measurable progress towards sustainability goals.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									Performance insights can be drawn once target years are identified
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									Dear Stakeholder,
									We are pleased to release our second Business Responsibility and Sustainable Report in compliance with SEBI guidelines, and in adherence to the core elements of NGRBC principles, it's my privilege to address you amidst a period marked by both significant progress and persistent challenges in the global medium density fibreboard (MDF) industry. The global MDF market has seen impressive growth, with a value of USD 51.84 billion in 2023 and a projected CAGR of 8.46% through 2033.
									This increasing need for high-quality MDF, spurred by the exponential demand in the furniture, interior decoration, and construction sectors, stands at the forefront of our market priorities. This demand is amplified by the ceaseless evolution of urbanization, global tourism, and demographic growth, which in turn has heightened the necessity for residential and non-residential structures where MDF plays a central role. However, we have also navigated a complex external environment, where geopolitical instability and a macroeconomic climate of inflation and rising interest rates have undoubtedly impacted our industry. In this ever-changing landscape, we've remained focused on aligning with the evolving needs of the MDF market, which is currently valued at a staggering USD 51.84 billion.
									As the largest MDF manufacturer in India, our core strategy is to provide customized, high-value-added solutions which is instrumental to our continued success. With the demand for high-quality, versatile, and environmentally friendly building materials on the rise, MDF presents a unique opportunity. We are committed to innovation and sustainability, and constantly exploring ways to minimize our environmental footprint while meeting the market's need for high-performing MDF products. To maintain our market leadership and stay competitive in India's MDF segment, continuous investments are essential. We are actively focusing on enhancing our manufacturing and intellectual capital by investing in cutting-edge technology and advanced equipment to significantly enhance our production capacity and at the same time adding unique value to our products. This strategic move is enabling us to effectively cater to the increasing demand for our products, both domestically and internationally.
									Our Company has made a significant progress on our ESG parameters by adopting and implementing policies that prioritise resource efficiency, employee well-being, product stewardship, adherence to human rights, and enhancing customer relations. To leverage its sustainable practices, Greenpanel ensures 100% procurement of timber through agroforestry, partnering with local farmers and establishing strategies for captive sourcing and building a robust supplier and dealer network. We have also received "GreenPro Ecoclabel" certification and majority of our product qualifies as a green product. Greenpanel endeavors to implement various energy efficient equipment and practices across all operations. On the social front, Greenpanel prioritizes on creating a positive and inclusive work environment for all the employees and workers. We have also taken targets on "Zero Accidents" in our operations to create a safety protocols culture. We believe that our success as a Company is linked to the well-being of the communities in which we operate and are committed to make a positive impact on society through over impactful CSR activities in the areas of Health and Education and Agro-forestry.
									Looking ahead, we will continue to create further stakeholder value through profitable, responsible growth, guided by the purpose of our Company. I'd like to take the opportunity to share my heartfelt thanks and gratitude to our colleagues, customers, partner, suppliers and shareholders for their trust, continued commitments, support and great collaboration.
									Regards, Mr. Shobhan Mittal

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).									Implementation of policy – Mr. Vishwanathan Venkataswamy (Chief Financial Officer) Oversee the implementation of policy –
	DIN	Name							
	00347517	Mr. Shobhan Mittal	Managing Director and CEO						
	00237242	Mr. Shiv Prakash Mittal	Executive Chairman						
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No								
10. Details of Review of NGRBCs by the Company:									
Subject for Review									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action									The Board approves all the Company's policies, which are reviewed periodically
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									The Company upholds compliance with the statutory requirements recognizing the relevance of the principles.
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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
									No
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/ No)									Not Applicable
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators

- 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	1	1. Code of Conduct of BOD & Senior Mngt Personnel 2. Human Rights Training 3. BPSH training	100%
Key Managerial Personnel	1	1. Code of Conduct of BOD & Senior Mngt Personnel 2. Human Rights Training 3. BPSR training	100%
Employees other than BoD and KMPs	3	1. Technical Training 2. Human Rights Training 3. OHS Training 3. BPSR training	100%
Workers	3	1. Technical Training 2. Human Rights Training 3. OHS trainings 4. Policy Trainings	100%

- 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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Penalty/ Fine	0	0	0	NA	NA
Settlement	0	0	0	NA	NA
Compounding fee	0	0	0	NA	NA

Non-Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)		
Imprisonment	0	NA	NA	No	
Punishment	0	NA	NA	No	



- 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
Nil	Not applicable

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

Yes, the Company has anti-corruption or anti-bribery policy.

The Company believes in conducting its business with transparency and does not indulge in bribery or corruption. The Anti-Corruption and Anti-Bribery Policy aligns with the highest ethical standards, in compliance with the UK Bribery Act 2010 (UKBA), the US Foreign Corrupt Practices Act 1977 (FCPA), and other relevant local anti-bribery laws.

The objective of this policy is to serve as a guidance for all directors, executives, employees, and associated persons for ensuring compliance with applicable anti-bribery laws, rules, and regulations. Any involvement in unethical practices may lead to financial and reputational risks.

The Company's policy is applicable all value chain partners, and it is expected that in case of any such incidents of violation/non-compliances one shall report such violations to the Company.

With the Company's Vigil Mechanism, the covered value chain partners are given the authority to report any unethical, unlawful behaviour, and/or misconduct.

Any violation of this Policy may lead to disciplinary measures, including the termination of an employee and the immediate cessation of any contracts with value chain partners.

The policy can be referred from : <https://www.greenpanel.com/policies-of-the-company/>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

- Details of complaints with regard to conflict of interest:

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)
Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0

- 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

- Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	58	54

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	80%	83%
	b. Number of dealers / distributors to whom sales are made	2165*	1781*
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15%	13%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.00	0.00
	b. Sales (Sales related parties / Total Sales)	0.01	0.01
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

Note: * Including distributor, dealer, and OEMs

Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% Age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	The Company facilitates capacity building workshops for its key value chain partners to educate and create shared awareness on BRSR policy.	100%

- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has Code of Conduct policy for its Board of Directors and senior management personnel, that provides guidance for avoiding actual or potential conflicts of interest with the Company. This policy aligns with Regulation 17(5)(a) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The Code of Conduct policy promotes ethical behavior and uphold the highest degree of corporate governance, this includes emphasizing professional integrity, diligence, and honesty in all duties. The Board is authorized to address any queries or interpretations needed regarding the Code of Conduct, ensuring prompt and thorough resolution, thus promoting transparency and accountability in the Company's governance practices. The compliance with the code is reviewed annually by all the senior management, including Board members, and any violations are addressed by the Board of Directors. The code is subject to amendment by the Board of Directors as deemed necessary.

Additionally, the Company receives an annual declaration from its Board of Directors and senior management confirming adherence to the Code of Conduct, which includes provisions on dealing with conflicts of interest.

The Policy can be referred from <https://www.greenpanel.com/policies-of-the-company/>

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

Essential Indicators

- 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.

	Current Financial Year (FY 2023-24)	Previous Financial Year (FY 2022-23)	Details of improvements in Environmental and social impacts
R&D	0	0	-
Capex	0	0	-

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

Yes. The Company's focus on local procurement aligns with its commitment to sustainable and responsible business practices, as has been outlined in the "Product Stewardship" as a part of its commitment to BRSR policy. By sourcing primary raw materials such as wood, resin, formaldehyde etc. locally, the Company benefits from reduced transportation costs, shorter lead times, better availability of materials. This not only helps in optimising costs but also enables the Company to respond more quickly to market demands and ensure a resilient supply chain. Additionally, sourcing locally supports the local economy and community by fostering partnerships with local vendors and promoting regional economic development.

- If yes, what percentage of inputs were sourced sustainably?
100% from Agro-forestry plantations.

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:
As a MDF manufacturing industry, the products typically undergo complete utilization upon reaching consumers, thereby eliminating the need for specific product reclamations at the end of their lifecycle.

However, within the manufacturing sites, the Company maintains comprehensive systems for recycling, reusing, and disposing of waste in adherence to regulatory requirements.

- Plastic Waste: Waste generated during the manufacturing process, including packaging materials, are segregated to quantify and disposed of through authorized recyclers.
- E-waste: Waste generated from office and operations are segregated at source and safely disposed of through authorized vendors across all Company locations.
- Hazardous Waste: Hazardous waste, such as used oil, empty oil barrels, and discarded resin bags, is managed through authorized waste vendors. Quantities of hazardous waste are disclosed, and annual report is submitted to pollution control board.
- Other Waste: Wood-based waste, including rejected wood chip particles and chemical waste from manufacturing processes, undergo recycling through internal Effluent Treatment Plant (ETP). The recycled materials are repurposed within the plant as alternative fuel, while any remaining waste is safely disposed of through authorized vendors. Additionally, fly ash generated from boilers is dispatched to cement plants for utilization in fly ash-based bricks.

- a. 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.

Under the Plastic Waste Management Rules, 2016 and its Amendments, the Company falls under the obligation of Extended Producer Responsibility (EPR). It is registered as a "Brand Owner" with the CPCB and has fulfilled the requirements for registration for the concluded year 2023-24. The Company has implemented internal systems to monitor and ensure ongoing compliance for the current year 2024-25 and beyond. As a leading manufacturer in the MDF industry, the Company is committed to the safe disposal of both pre-consumer and post-consumer packaging materials.

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)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company is yet to conduct Life Cycle assessment studies for any of its products					

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.

Name of Product / Service	Description of the risk / concern	Action Taken
		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 Current Financial Year	FY 2022-23 Previous Financial Year	
Wood logs, Wax, Resins, Biomass, Resin Paper, Laminates, Chemicals, Foam	5%	9%	

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:

	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year			
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics including packaging)		Not Applicable			Not applicable	
E-waste						
Hazardous waste						
Other waste						

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 No. (B)	Accident insurance % (B/A)	Maternity benefits No. (C)	Paternity Benefits % (C/A)	Day Care facilities No. (D)	Health insurance % (D/A)	Accident insurance No. (E)	Maternity benefits % (E/A)	Paternity Benefits No. (F)	Day Care facilities % (F/A)
Permanent employees											
Male	1415	1415	100%	1415	100%	0	0%	1415	100%	—	—
Female	35	35	100%	35	100%	35	100%	0	0%	—	—
Total	1450	1450	100%	1450	100%	35	100%	1450	100%	—	—
Other than Permanent employees											
Male	8	8	100%	8	100%	0	0%	8	100%	—	—
Female	1	1	100%	1	100%	1	100%	0	0%	—	—
Total	9	9	100%	9	100%	1	100%	8	100%	—	—

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

Category	% of employees covered by										
	Total (A)	Health insurance No. (B)	Accident insurance % (B/A)	Maternity benefits No. (C)	Paternity Benefits % (C/A)	Day Care facilities No. (D)	Health insurance % (D/A)	Accident insurance No. (E)	Maternity benefits % (E/A)	Paternity Benefits No. (F)	Day Care facilities % (F/A)
Permanent workers											
Male	396	396	100%	396	100%	0	0%	396	100%	—	—
Female	0	0	0	0	0	0	0%	0	0%	—	—
Total	396	396	100%	396	100%	—	—	396	100%	—	—
Other than Permanent workers											
Male	132	132	100%	132	100%	0	0%	132	100%	—	—
Female	23	23	100%	23	100%	23	100%	0	0%	—	—
Total	155	155	100%	155	100%	23	100%	132	100%	—	—

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.14%	0.09%

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year			
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	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/A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100% *	100% *	Y	100% *	100% *	Y
Others: NPS	1%	0%	Y	0.5%	0%	Y

*All employees and workers eligible for ESI are covered

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 the "Employee Welfare" incorporated in the BRSR Policy (Principle 3) focuses on creating an accessible workplace for employees and workers with disabilities, as required by the Rights of Persons with Disabilities Act, 2016. To create an inclusive environment, they have installed accessibility features such as ramps and elevators to facilitate the mobility of individuals with physical disabilities. The Company provides assigned parking spots for employees with disabilities, ensures that entranceways and hallways can accommodate wheelchair passage, and offers tactile indicators and braille signs for those with visual impairments. They have also adapted the bathrooms, workspaces, and shared spaces to be accessible, and they are outfitted with the appropriate amenities to serve the diverse needs of their workforce.

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.

Yes, the Company has an equal employment opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016, by providing provisions for accessible facilities. Additionally, the Company goes beyond simply complying with state and local laws and obligations. This is because such practices are in line with the Company's core values and represent an important contribution to the communities in which they live and work. This is translated into clear goals for eliminating bias from the policies and practices, fostering a workforce that reflects the communities they serve, and removing barriers for individuals with disabilities. Weblink: <https://www.greenpanel.com/policies-of-the-company/>





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	100%	100%	100%	76.47%
Female	100%	100%	-	-
Total	100%	100%	100%	76.47%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Yes, Grievances received at the factories are promptly acknowledged by the respective plant team, which undergoes regular monitoring. Workers have the option to raise grievances with their supervisors and HR department, and if the issue is not addressed, they can escalate it to the Plant Head.

Yes, The Company has a robust process in place for handling permanent and non-permanent employees' grievances to promote transparency and fairness. Employees are encouraged to provide their feedback or grievances directly at the level of HODs/Functional Heads/HR Head, following the Company's open-door policy. Additionally, a grievance cell within the HR department allows employees to submit grievances related to policy anomalies, propose changes, or suggest new policies via email to hr@greenpanel.com.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
	Total Permanent Employees			Total Permanent Workers		
Male						
Female						
Total Permanent Workers		Not Applicable			Not Applicable	
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year						
	Total (A)	On Health and safety measures	On Skill Upgradation	Total (D)	On Health and safety measures	On Skill upgradation				
		No. (B)	% (B/A)		No. (C)	% (C/A)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1423	1423	100%	1415	100%	1377	1377	100%	1377	100%
Female	36	36	100%	35	100%	34	34	100%	34	100%
Total	1459	1459	100%	1450	100%	1411	1411	100%	1411	100%
Workers										
Male	528	528	100 %	528	100 %	1230	0	0%	0	0%
Female	23	23	100 %	23	100 %	0	0	-	0	-
Total	551	551	100 %	551	100 %	1230	0	0%	0	0%



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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1415	1145	81%	1377	1377	100%
Female	35	27	77%	34	34	100%
Total	1450	1172	81%	1411	1411	100%
Workers						
Male	396*	396	100 %	-	-	-
Female	0	0	100 %	-	-	-
Total	396*	396	100 %	-	-	-

*Only permanent workers are included

10. Health and safety management system:

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

Greenpanel prioritizes employee well-being by integrating its Occupational Health and Safety (OH&S) guidelines in the BRSR Policy (Principle 3). The Company has implemented a comprehensive ISO 45001 OH&S Management System across all operations, ensuring a safe and healthy work environment for employees, visitors, and nearby residents. To further promote these high standards, Greenpanel incorporates the '6S (Sort, Set in Order, Shine, Standardize, Sustain, Safety)' concept into its guidelines and actively shares training modules with workers. Management at all levels is responsible and accountable for upholding these high standards.

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

Greenpanel has a robust system to identify and manage work-related hazards and assess risks on both routine and non-routine bases. Risk assessments are conducted by the third-party auditors and the internal safety teams performs hazard identification and risk assessments (HIRA) specifically for manufacturing processes. For routine tasks, the Company conducts comprehensive risk assessments. Identified hazards are then mitigated through the implementation of appropriate controls.

For non-routine tasks, a comprehensive permit-to-work system is implemented. This system mandates a rigorous process of hazard identification, control measure definition, and the development of task-specific job safety assessments.

Furthermore, daily safety briefings are conducted to maintain worker awareness of potential dangers through discussions of near misses, unsafe conditions, and unsafe acts. The Company fosters a culture of continuous improvement by learning from past incidents and accidents. Root cause analysis is employed to identify and address underlying causes, leading to the ongoing refinement of safety protocols.

- c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, The Company has a 6S group formed in WhatsApp where regular observations are recorded and shared by the team.

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

Yes, the employees and workers have access to non-occupational medical and healthcare services. Greenpanel provides health and accident insurance coverage to its employees and worker. To further support the employees and workers, the Company prioritizes employee well-being by providing comprehensive medical care:

- 24/7 In-House medical facility staffed by qualified medical professionals, the in-house facility provides prompt and appropriate first-aid care for routine medical needs.
- Emergency Care Network: The Company has established partnerships with local hospitals near its manufacturing facilities. This ensures immediate access to specialized treatment for work-related accidents, illnesses, or injuries requiring extended medical attention.



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

Safety Incident/Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2.79	1.40
	Workers	0.98	0.69
Total recordable work-related injuries	Employees	87	11
	Workers	73	24
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

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

The Company have taken the following initiatives in the reporting period:

- Regular OHS Training: Employees receive ongoing training on various safety topics, including fire safety, proper use of Personal Protective Equipment (PPE), workplace safety protocols, and environmental awareness.
- Mock Drills: Regular mock drills help employees prepare for emergency situations like fires and evacuations.
- Safety Committee: A dedicated safety committee meets weekly to identify and address potential hazards, fostering a culture of safety awareness.
- Medical Care: The Company provides yearly medical, eye checkups for all employees and workers.
- Environmental Testing: Regular environmental testing to identify and mitigate potential health risks in the workplace.
- Audits and Analysis: Timely audits ensure adherence to safety protocols, and incident investigations with root cause analysis help prevent future occurrences. Leading safety indicators are monitored to track progress.
- Incident Reporting and Resolution: All incidents are documented and analyzed using a "why-why" approach to identify root causes. Corrective actions are implemented to address unsafe conditions, unsafe acts, and near misses.
- Implementation of behavioral health and safety interventions at the plant level. This approach focuses on changing employee behaviors, attitudes, and perceptions related to safety, potentially leading to further improvements in the overall safety culture.

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)			
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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%
Working Conditions		NA

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.

Not Applicable



Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
Not Any
- 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0
Workers	0

- 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)
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	NA
Working Conditions	NA

- 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

- Describe the processes for identifying key stakeholder groups of the entity.
Greenpanel has a comprehensive BRSR policy, that emphasizes the importance of meaningful stakeholder engagement to enhance decision-making and accountability. The Company's engagement approach is based on the principles of dependency, immediacy, and responsibility. The Company considers the unique priorities of each stakeholder group to gather valuable insights. This feedback helps the company access their performance and thereby creating a strategic direction for the business. Greenpanel follows a three-step approach as follows:
 - Identification of stakeholders is done based on their direct/indirect impact on and influence over business activities.
 - Stakeholder consultations involve one-on-one interactions with stakeholder groups, where their needs and concerns are prioritized.
 - Prioritizing the concerns and needs in a prompt and transparent manner, while periodically reviewing the actions taken.

Greenpanel stakeholders encompass shareholders, customers, employees, government/regulatory bodies, influencers, and dealers



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
Investor	No	<ul style="list-style-type: none"> • Annual Reports • Grievances through Registrar and Share Transfer Agent • Call for Quarterly results • Regular interaction with institutional investors 	<ul style="list-style-type: none"> • Quarterly • Annually 	<ul style="list-style-type: none"> • Improved profitability and earnings per share • Dividend pay-out • Transparent disclosure • Improvements in ESG Disclosure
Lenders	No	<ul style="list-style-type: none"> • Periodic meetings 	Need basis	<ul style="list-style-type: none"> • Maintaining healthy working capital • Liquid fund position
Regulatory Bodies	No	<ul style="list-style-type: none"> • Periodic public advocacy • Periodical statutory reporting • Regular liaisoning 	Need basis	<ul style="list-style-type: none"> • Ensuring environmental, social and economic compliance
Customer, Influencer, Trade partners	No	<ul style="list-style-type: none"> • Customer perception monitoring • Influencers connect programs • Dealer Connect Initiative- • "UDAAN" • Regular customer awareness • Ongoing complaint redressal System 	<ul style="list-style-type: none"> • Ongoing activities 	<ul style="list-style-type: none"> • Strong customer network and loyal customer base • Continuous product development based on customer feedback for better product positioning
Employees	No	<ul style="list-style-type: none"> • Employee grievance redressal mechanism • Regular interactions for celebrating days of individual, organizational, national, and international significance 	<ul style="list-style-type: none"> • Weekly • Annually • Ongoing • Need basis 	<ul style="list-style-type: none"> • Learning and development • Career growth opportunities • Rewards and recognition • Facilities and well-being • Health and safety at workplace • Respecting human rights
Suppliers	No	<ul style="list-style-type: none"> • Vendors meet • Regular vendor audit • Periodic vendor interactions for sampling and grievance redressal 	<ul style="list-style-type: none"> • Monthly • Ongoing 	<ul style="list-style-type: none"> Payment cycle Business opportunities Capacity building of suppliers on improvements in environmental and social performance
Community	Yes	<ul style="list-style-type: none"> • One on one interactions • Periodic press release and press conference 	Need basis	<ul style="list-style-type: none"> • Transparent and accurate disclosure • Brand reputation

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.

The responsibility for implementing the Company's ESG strategy and monitoring progress towards the company's vision rests with the Executive Chairman, the Managing Directors, and the Chief Financial Officer. The Managing Director, who also serve as representative of the Board, keep the Board members informed about the company's ESG plans, targets, and performance. The Board convenes quarterly meetings to assess performance, offer strategic guidance, and enforce policies, targets, and strategies. This information is communicated to stakeholders through various channels, including public forums, websites, and report communications.



2. Whether stakeholder consultation is used to support the identification and management 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.

Yes, outcome of the materiality assessment and stakeholder consultation are taken forward to identify material topics on sustainability for the Company. Based on the significance of the material topics, the Company further develop their strategy, which includes policy setting, targets & goals. These targets and goal are then developed and implemented along with monitoring mechanism if deemed necessary.

The Company has implemented a guidelines on "Stakeholder Engagement" within the BRSR policy to integrate stakeholder engagement into governance and relevant decision-making processes that may contributes to developing or improving organisational strategy.

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

Greenpanel's engagement with vulnerable and marginalized stakeholder groups goes beyond traditional philanthropy. Through the CSR programs, the company prioritizes holistic community development, institution-building, and sustainability initiatives tailored to their specific needs. Before undertaking any CSR initiative, the target beneficiary groups are identified, and a comprehensive needs assessment is conducted to understand the community's requirements. The Company also involves partnering with other NGO partners and institutions to execute CSR activities. The programs developed are categorized under thematic areas of Education, Environmental Sustainability, Health facilities, and Agroforestry. 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	Current FY (2023-24)			Previous FY (2022-23)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1450	1450	100%	1411	1411	100%
Other than Permanent	9	9	100%	-	-	100%
Total Employees	1459	1459	100%	1411	1411	100%
Workers						
Permanent	396	396	100%	480	480	100%
Other than Permanent	155	155	100%	750	750	100%
Total Workers	551	551	100%	1230	1230	100%

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

Category	Current FY (2023-24)			Previous FY (2022-23)		
	Total (A)	Equal to Minimum Wage (B)	More than Minimum Wage (C)	Total (D)	Equal to Minimum Wage (E)	More than Minimum Wage (F)
Employees						
Permanent	1450	-	-	1450	100%	1411
Male	1415	-	-	1415	100%	1377
Female	35	-	-	35	100%	34
Other than Permanent	9	-	-	9	100%	-
Male	8	-	-	8	100%	-
Female	1	-	-	1	100%	-

Category	Current FY (2023-24)				Previous FY (2022-23)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	396	-	-	396	100%	480	-	-	480	100%
Male	396	-	-	396	100%	480	-	-	480	100%
Female	0	-	-	0	0	0	-	-	0	0
Other than Permanent	155	-	-	155	100%	750	-	-	750	100%
Male	132	-	-	132	100%	750	-	-	750	100%
Female	23	-	-	23	100%	0	-	-	0	0

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	5	16.50	1	14.70
Key Managerial Personnel	2	1,18.71		
Employees other than BoD and KMP	1411	4.00	35	6.00
Workers *	396	2.05		

*Permanent Worker only covered

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	3%	2%

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 Human Resource Department of the Company is responsible for addressing human rights impacts or issues.

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

The Company recognizes the importance of human rights and has incorporated provisions related to its BRSR policy, Vigil mechanism policy and a Prevention of Sexual Harassment (POSH) at Work Policy. These policies outline reporting procedures for employees and stakeholders. The Company ensures accessibility, confidentiality, and transparency in resolving grievances, operating in compliance with statutory obligations.

The Human Resource department investigates reported grievances, escalating matters to top management if needed. A dedicated policy on sexual harassment includes an Internal Complaints Committee (ICC) to address complaints promptly and fairly. Both parties are given equal opportunity to be heard and evidence is examined. Immediate and stringent measures are taken in cases of confirmed harassment, including disciplinary actions against the respondent.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	Not Applicable	Not Applicable
Complaints on POSH upheld	0	0

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

The Company is dedicated to foster an inclusive workplace that supports principles of equity, diversity, and non-discrimination. In alignment with this objective, Greenpanel has incorporated "Human Rights" as part of its commitment to BRSR Policy (Principle 5) to ensure fair and respectful treatment of all employees. The Company's "POSH Policy" specifically deals with instances of sexual abuse and harassment, detailing procedures for appropriate action. Furthermore, a Human Resources Manual has been developed to address and resolve grievances related to discrimination and harassment. Additionally, the Company has implemented a grievance redressal mechanism to efficiently gather, organize, document, and report any incidents in a just and transparent manner.

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

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	To ensure a safe and fair work environment, the Company performs internal assessment across all its locations to identify areas of improvement in its monitoring systems for child labor, forced labor, sexual harassment, and discrimination
Forced/Involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable, as we have not come across any significant concerns from assessments conducted at our plant and offices.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

The Company has not encountered any concern requiring a change in the business processes because of addressing human rights grievances/complaints. However, the Company has incorporated a "Human Rights" commitments as a part of the BRSR policy - Principle 5 that applies to the employees and value chain partners reflecting Greenpanel's unwavering

commitment to uphold human rights in all aspects of its operations. Any violation of this policy by an employee may result in appropriate disciplinary action.

2. Details of the scope and coverage of any Human rights due diligence conducted.

The Company conducts internal assessments to ensure that the working conditions and respect for human rights are monitored throughout all operations within the value chain.

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?

Greenpanel acknowledges the significance of meeting the requirement of the Rights of Persons with Disabilities Act, 2016, and are actively taking measures to accommodate the requirements of individuals with disabilities. They have instituted multiple initiatives to ensure accessible infrastructure, such as ramps, tactile flooring, induction loop systems for those with hearing impairments, reception desks lowered for wheelchair access, elevator voice annunciations, evacuation chairs, braille signage, all-gender accessible restrooms, designated accessible parking spaces, fire alarm flashers, automated sliding doors, and accessible guest rooms in several factories and offices.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	The company is yet to conduct third-party assessment of suppliers on human rights.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

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:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (GJ)	0	0
Total fuel consumption (B) (GJ)	19,17,973.37	20,59,928.40
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	19,17,973.37	20,59,928.40
From non-renewable sources		
Total electricity consumption (D) (GJ)	5,02,601.5	4,81,897.46
Total fuel consumption (E) (GJ)	487.05	1,648.59
Energy consumption through other sources (F) (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	5,03,088.10	483,546.04
Total energy consumed (A+B+C+D+E+F)	24,21,061.47	25,43,474.45
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	15.48 GJ/INR Lacs	14.26 GJ/INR Lacs
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/Crore)	5,615.79 GJ/Crore	5,175.26 GJ/Crore
Energy intensity in terms of physical output	4.71 GJ/CBM	4.68 GJ/CBM
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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

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.

The Company's business operations are not identified designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Hence, the question is not applicable to the Company.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,97,232.00	3,23,904.00
(ii) Groundwater	99,097.93	72,097.58
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,96,329.93	3,96,001.58
Total volume of water consumption (in kilolitres)	3,86,165.93	3,70,033.23
Water intensity per rupee of turnover (Total Water consumed/ Revenue from operations) (L/Rs)	2.47 KL/INR Lacs	2.07 KL/INR Lacs
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	895.73 GJ/Cr	752.91 GJ/Cr
Water intensity in terms of physical output	0.75 KL/CBM	0.73 KL/CB

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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

3. Provided the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	10,164	17,779
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	10,164	17,779

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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

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

Yes, The ETP (Effluent Treatment Plant) at Andhra plant, works on ZLD basis, which means that no wastewater is discharged from the facility. The water consumed in the production process is recycled internally through the ETP, ensuring that no untreated wastewater is released into the environment. The treated wastewater majorly consists of wood waste and chemical waste which post recycling internally is utilised for various purposes such as:-

- The rejected water from the plant is recycled through ETP, RO-1, and RO-2 and the recycled water is then utilised in the Dry Fibre and Energy Fly Ash processes, thereby reducing the need for freshwater intake, and minimising the discharge of liquid waste.
- The treated water from ETP is being used for gardening purposes as well.
- Efforts have also been made to reduce the fibre load in the effluent water and optimisation of blower RPM (Revolutions Per Minute) for decreasing energy utilisation and improving the overall performance of the ZLD system.

These measures collectively demonstrate the implementation of ZLD at the plants, where wastewater is treated and recycled, and steps are taken to minimise the discharge of liquid waste while optimising water utilisation.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	MT/Annum	24.95	190.14
Sox	MT/Annum	90.61	304.71
Particulate Matter (PM)	MT/Annum	169.07	189.19
Persistent organic pollutants (POP)		Not applicable	Not applicable
Volatile organic compounds (VOC)		Not applicable	Not applicable
Hazardous air pollutants (HAP)		Not applicable	Not applicable
Others- please specify		Not applicable	Not applicable

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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

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

Parameter	Unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
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	2,11,069.97	2,81,022.83
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	99,961.76	1,05,749.72
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ e per INR Lakhs	1.99	2.17
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ e per Cr.	721.46	786.97
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ e per CBM	0.60	0.71
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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

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

Yes, The Company has implemented several energy efficiency measures to optimize electricity consumption and reduce its Scope 1 and 2 GHG emissions. These measures include:

- The Company has been awarded the IGBC Green Factory Building Certification for implementing effective measures such as soil erosion prevention, proper management of irrigation system, biomass-based energy plant. The Company's goal is to utilise the Certification as a roadmap to effectively implement sustainable practices aimed at reducing GHG emissions.
- Process waste like bark and rejected chips are utilised as fuel in the energy plant which is a sustainable alternative to traditional fossil fuels used for firing such as coal or natural gas, leading to significantly lesser CO₂ emissions.
- The outdoor lighting is equipped with timers to reduce power consumption, and pit pumps are equipped with float switches to optimise power usage.
- The introduction of Dynasteam system in the Press has increased production capacity by 15-30% and reduced Press belt power consumption by 25-30% as well as resin consumption.
- Standard line profile and thickness sensors have been used in the Sanding machine to reduce electricity consumption and cost.
- Upgrades such as installation of VFD in prelamination paper room AHU, LED lights in admin building and control rooms, and changing starters from star delta to VFD for Thermic fluid pumps 1, 2 and 3 have resulted in reduced power usage.
- Utilization of process waste like bark and rejected chips as fuel in the energy plant, serving as a sustainable alternative to traditional fossil fuels such as coal or natural gas. This results in significantly lower CO₂ emissions.

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

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	9.068	4.24
E-waste (B)	0.073	0.00012
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste, Please specify, if any. (G)	2.95	1690.40
=Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	48797.83	420.28
Total (A+B + C + D + E + F + G + H)	48809.92	2110.68
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.31 MT/INR Lac	0.011 MT/INR Lac
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	113.22 MT/Cr	4.29 MT/Cr
Waste intensity in terms of physical output	0.09 MT/CBM	0.003 MT/CBM
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)		
O Category of waste		
(i) Recycled	-	-
(ii) Re-used	48127.950	-
(iii) Other recovery operations	-	-
Total	48127.950	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	691.97	-
Total	691.97	-

*Fly ash categorisation has been changed from hazardous from FY 22-23 to non-hazardous in FY 23-24. Hence the difference in category-wise waste volume.

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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

9. 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:

The Company's waste management strategy encompasses various initiatives:

- **Waste Management Strategy:** - Greenpanel has implemented 6S training for all its employees to improve housekeeping practices, following the principles of Sort out, Set in Order, Shine, Standardise, and Sustain. These 5S initiatives are sustained through regular audits, training, competitions, rewards, and recognition. Separate bins have been installed at Greenpanel's manufacturing facility for the collection of different types of waste generated during the manufacturing processes. The waste is then sent for recycling, reprocessing, and proper disposal through registered vendors.
- **Segregation and Disposal:** Separate bins are installed at the Company's manufacturing facility to collect several types of waste generated during production processes. This waste is then sent to registered vendors for recycling, reprocessing, or proper disposal.
- **Effluent Treatment Plant (ETP):** The waste generated, consisting of wood and chemical waste, is recycled internally through the Company's ETP. This minimizes harm to the environment by treating solid waste and reusing treated water in the manufacturing process.
- **Partnerships for Waste Utilization:** The Company has established partnerships with brick manufacturers to utilize fly ash generated from its boilers in the energy plant. This ensures that waste materials are repurposed effectively.
- **Proper Disposal of Packaging Materials and Waste Oil:** Packaging materials and waste oil are disposed of through authorized agencies.
- **Waste utilization as alternate fuels:** Process waste like bark and rejected chips as fuel in the energy plant, serving as a sustainable alternative to traditional fossil fuels such as coal or natural gas.

In terms of chemical management:

- **Wax Emulsion System:** The Company has installed a Wax Emulsion system to reduce wax consumption and ensure uniform distribution across fibres during manufacturing processes.
- **Dedicated Chemical Management Team:** Chemical management at the Company's manufacturing plant is overseen by a dedicated team trained to manage chemical usage and discharge responsibly.
- **Exploring Sustainable Alternatives:** The Company is exploring the use of PMDI resin for E0 products as part of its ongoing efforts to enhance environmental sustainability.

10. 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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

11. 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					

12. 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). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not compiled with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

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:

- (i) Name of the area: Not applicable
- (ii) Nature of operations : Not applicable
- (iii) Water withdrawal, consumption and discharge in the following format: Not applicable

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (<i>Water consumed / turnover</i>)	-	-
Water intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)	-	-
(i) Into Surface water <ul style="list-style-type: none"> - No treatment - With treatment – please specify level of treatment 	-	-
(ii) Into Groundwater <ul style="list-style-type: none"> - No treatment - With treatment – please specify level of treatment 	-	-
(iii) Into Seawater <ul style="list-style-type: none"> - No treatment - With treatment – please specify level of treatment 	-	-
(iv) Sent to third parties <ul style="list-style-type: none"> - No treatment - With treatment – please specify level of treatment 	-	-
(v) Others <ul style="list-style-type: none"> - 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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover			
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.

The Company has not undertaken any independent assessment/evaluation/assurance by an external agency.

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.

The Company do not have their operations at ecologically sensitive areas. Hence, the question is 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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of initiatives
1	Replacement of HPI lights with LED lights	Greenpanel has replaced HPI lights in the press area and high mast area with 120 W LED lights, resulting in energy savings across all its plants.	Energy saving per year: 429.33 GJ
2	Installation of VFD in fire hydrant pump	VFD has been installed in fire hydrant pump to efficiently regulates energy consumption by adjusting motor speed as per demand, optimizing power usage while ensuring operational requirements	Energy saving per year: 559.872 GJ
3	Replacement of metal halide lamps, high mast tower lights have been upgraded with LEDs in Andhra Pradesh plant. In addition to this, a timer is used to switch ON and OFF the illumination both inside and outside the plant. As a result, there has been a reduction in the use of electricity.		Energy saving per year: 47% energy reduction
4	Installation of VFD in Paper Room AHU	VFD has been installed in the pre-lamination paper room AHU in place of a DOL. As a result, the Company can alter the required RPM of the motor and reduce in power usage.	Energy saving per year: 7446 kWh
5	Continuous Operation of Compressor No. 4 on VFD	Compressor No. 4 is continuously operated on a VFD, allowing for the adjustment of the motor's RPM based on the air pressure fluctuations. This adaptive control mechanism optimizes energy consumption by aligning the compressor's speed with the actual demand, resulting in reduced power usage and enhanced operational efficiency.	Energy saving per year: 812586.8 kWh
6	Optimization of Press Hydraulic Pump Operation	Press hydraulic pumps are operated at optimal capacity with one pump being on standby. Through this activity, significant power savings have been achieved.	Energy saving per year: 264960.8 kWh

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has developed a comprehensive Business Continuity/Disaster Management Plan with the aim of ensuring the safety of employees, protecting its assets, maintaining business operations, and minimising potential environmental impact. This plan includes conducting a thorough risk assessment, establishment of an Emergency Response Team (ERT) with clear roles and responsibilities, developing a Business Continuity Plan (BCP) with alternative strategies for continuity, implementing data backup and recovery procedures, maintaining strong supply chain management practices, prioritising employee safety and welfare, mitigating environmental impact, conducting regular testing and review, and establishing clear communication and coordination protocols among stakeholders. The plan will be periodically reviewed and updated to ensure its effectiveness in mitigating the impact of potential disasters or emergencies of our operations.

The major components of these plan include:

- Identification of probable hazards, their locations, potential damage, and affected areas in case of accidents, dangerous occurrences, emergencies, or disasters.
- Perform mock drills once a month.
- On-site emergency response team, comprising a site main controller, incident controller, firefighting team, first aiders, communications team, and power and utility teams.
- Responsibilities and functions of key members of the emergency response team, along with their alternates.
- Establishment of an emergency control center and minimum infrastructure required within it.
- Compilation of regulatory agencies with their names and telephone numbers.
- Compilation of telephone numbers of local hospitals and other relevant emergency services.
- Organize yearly Medical Health Checkup & made an agreement with Hospital to visit of doctor to the plant on weekly basis.

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.

No adverse impact observed.

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

The Company is in the process of conducting assessments to identify potential environmental risks and vulnerabilities within its value chain. This will involve evaluating the environmental preparedness and resilience of suppliers, customers, and other stakeholders to various environmental hazards, such as natural disasters, pollution incidents, and other environmental emergencies, the data for which shall be available from next FY onwards.

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

Essential Indicators

- Number of affiliations with trade and industry chambers/associations. 6
- 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce	National
2	Federation of Indian Plywood and Panel Industries	National
3	Association of Indian Panel Manufacturer	National
4	Institute of Wood Science & Technology	National
5	KANDLA Timber Association	State
6	Bureau of Indian Standard - Member in Expert Committee	National

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

Name of authority	Brief of the case	Corrective action taken
None	NA	NA

Leadership Indicators

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

S. 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
None	NA	NA	NA	NA	NA

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;

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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The Company's average CSR obligation has not exceeded ₹ 10 crores over the past three financial years. Consequently, it is not mandatory for the Company to conduct an impact assessment of its CSR projects by an independent agency, even if the project's budget exceeds ₹ 1 crore. However, the Greenpanel CSR committee acknowledges the importance of conducting impact assessments for all their CSR programs. This includes internally reviewing the effectiveness of CSR projects, measuring the extent to which they positively affect the intended beneficiaries, and assessing how well they align with the Company's objectives of advancing the well-being of the communities in which they operate.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

S. 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 ₹)
						Not Applicable

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

The Company is committed to developing communities around the sites and addressing their grievances and concerns. A dedicated CSR committee, along with the project manager and supervisor, works to identify and assess community needs. The team consistently interacts with the communities through surveys and focus group discussions to promptly address their needs and grievances.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	31%	1.97 %
Directly from within India	90%	94%

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	17%	15%
Semi-urban	-	-
Urban	51%	52%
Metropolitan	32%	33%

(Place to be categorized as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

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);

Details of negative social impact identified	Corrective action taken
	Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In ₹)
			None

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

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

The company has incorporated a preferential procurement policy as part of its commitment to BCSR Principle 8, which focuses on promoting inclusive growth and equity. This policy emphasizes the company's focus to engage with vulnerable and marginalized groups while procuring input materials, with the goal of contributing to the economic upliftment of all sectors of society.

- (b) From which marginalised / vulnerable groups do you procure?

At present, the company does not procure input materials from vulnerable and marginalized groups.

- (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.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	None	NA	NA	NA

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.

Name of authority	Brief of the Case	Brief of the Case
		None

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Plantation Programme	2963	100%
2	Healthcare	2859	100%
3	Akshay Patra Foundation – Meal Distribution	2000	100%
4	Promotion of literature and Arts within the state of Uttarakhand through M/s. Valley of Words Foundation	12000	100%
5	Distribution of corrugated carts to poor vendors at Srikalahasti, Tirupati district, Andhra Pradesh	50	100%
6	MA My Anchor Foundation	4000	100%
7	QV1 thermal Drone for Andhra Pradesh Forest Dept	Not applicable	Not applicable
8	Distribution of Brush cutters and power weeder to farmers in the district of Tirupati	91	100%

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

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

The Company treats customer complaints with utmost importance and believe that it needs to be agile, transparent, and solution-oriented to resolve them efficiently and satisfactorily.

The Company has implemented a comprehensive system for addressing consumer complaints and feedback, ensuring that all stakeholders have a voice in improving their experience. End consumers can easily register grievances through authorized dealers or directly with the Company via toll-free numbers, email, or the "Enquire Now" tab on the website - <https://www.greenpanel.com/about/>. These channels are monitored by the customer grievance redressal forum to swiftly resolve issues.

In addition to end consumers, the Company actively engages with influencers such as architects, designers, carpenters, and contractors. Regular meetings provide a platform for gathering valuable insights and feedback, while the option to submit complaints or queries through the website further enhances accessibility.

Furthermore, the Company values its trade partners and organizes dealer meets as part of the "UDAAN - Nayi Disha Nayi Soch" initiative. These gatherings facilitate open communication and collaboration, strengthening partnerships and driving mutual success. Additionally, Greenpanel's mobile application serves as a convenient tool for maintaining seamless communication with trade partners and carpenters, ensuring that feedback is heard and acted upon promptly.

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	Not Applicable	
Safe and responsible usage	Not Applicable	
Recycling and/or safe disposal	Not Applicable	

3. Number of consumer complaints in respect of the following:

	FY 2023-24		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	0	0	0	0	Not any
Advertising	0	0	0	0	Not any
Cyber-security	0	0	0	0	Not any
Delivery of essential services	0	0	0	0	Not any
Restrictive Trade practices	0	0	0	0	Not any
Unfair Trade Practices	0	0	0	0	Not any
Others	0	0	0	0	Not any

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, The Company's "Customer Relations" included in the BRSR policy emphasises on the importance of safeguarding the privacy of customers' private and confidential data throughout their business operations. The policy highlights that the Company adheres to relevant data protection laws and regulations and implements industry-standard security practices and technologies to safeguard customer data. The Company also restricts access to customer data to only authorised employees who require it for legitimate business purposes. This policy reflects the Company's commitment to protect the sensitive information of its customers and ensure that it is handled with utmost sensitivity and security.

The policy can be referred from: <https://www.greenpanel.com/policies-of-the-company/>

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.

The Company has not received any consumer complaints related to data privacy or cybersecurity, and it does not provide any essential services that would require corrective actions.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact : None
- Percentage of data breaches involving personally identifiable information of customers : None
- Impact, if any, of the data breaches: None

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The platforms used for the information are Website, Integrated Annual Report, Social Media platforms and Media advertisement/publications. The links and details are provided below:

- Website- <https://www.greenpanel.com/>
- E-Commerce Channels - NA
- Annual Reports - <https://www.greenpanel.com/annual-report/>
- Social Media Advertisements -
 - <https://www.facebook.com/officialgreenpanel/>
 - <https://www.instagram.com/greenpanelofficial/?hl=en>
 - <https://www.linkedin.com/company/greenpanel-industries-limited/>
- Branding advertisements in sports events - <https://youtube.com/@greenpanelindustrieslimited?si=H8KRWWzeZxrainOU>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company's marketing approach, known as "EIDA," is geared towards educating consumers, providing them with information on safe and responsible usage, and demonstrating the superiority of Greenpanel MDF. Furthermore, the Company has established a dealer connect initiative called "UDAAN - Nayi Disha Nayi Soch," to educate and inform trade partners about global furniture and building material trends highlighting how Greenpanel's advanced manufacturing facilities and diversified product portfolio deliver superior value. Greenpanel ensures that its products comply with all the expected standards for VOCs, formaldehyde, and other emissions. The certification labels are displayed on the products, to empower customers to make informed decisions. Moreover, this information is also disclosed on the Company's website, in form of product brochures. Moreover, the Company conducts comprehensive engagement programs with influencers, such as architect meets, contractor meets, and carpenter meets, where product details and relevant information are shared to demonstrate the safe and effective usage of products.

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, The Company displays product information on the product on relevant technical standards, this includes emission class with formaldehyde content and adherence to ISO 9001:2015, ISO 14001:2015, OHSAS 18001: 2007, FSC®, CARB, EPA of each product in the product brochures as per local laws.