



An **INOXGFL** Group Company

Women Empowerment & Diversity

Progress Report 2021-22



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Preface

Gujarat Fluorochemicals Limited, a leading Indian chemical company is a part of the InoxGFL group. The company holds domain expertise in Fluoropolymers, Fluorospecialities, Refrigerants, and, Chemicals, catering to the material requirements of the modern world. It is the largest PTFE/Fluoropolymers manufacturer in India having other business verticals in Fluorospeciality and Chemicals.

About this report

GFL recognizes Women Empowerment & Diversity as an integral part of its people strategy which shall benefit not only an individual but also the society at large, contributing to economic and social development. As a signatory to UN Women and UNGC Women's Empowerment Principles, the Company has demonstrated its commitment to Gender Equality and Women Empowerment.

On the occasion of International Women's Day, we are excited to share our first-ever Women Empowerment & Diversity Progress Report 2021-22. The report is structured in accordance with Women Empowerment Principles (WEPs) established by UN Women and the UN Global Compact (Annexure I).

Reporting Period

The WEP report considers the reporting period as 01 April, 2021 to March 31, 2022. However, some sections of the report represent facts and figures from the previous years to provide a comprehensive view to the readers.

Report Boundary

Our Women Empowerment & Diversity Progress Report is a description of where we impact and thus, we define our reporting boundaries. Our reporting boundaries include the Domestic locations (Dahej, Ranjit Nagar, Vadodara, and Noida) & International Locations (Germany & US), the immediate community, and important business partners.

Stakeholder Feedback

We welcome and appreciate any constructive input and feedback from the stakeholders at:

Email: Chandni.mehta@gfl.co.in

Mail: INOX Towers, 17, Sector -16A, Noida – 201301 (UP), India

Website: www.gfl.co.in

From the Desk of the CEO

Hello Everyone!!

It is a privilege for me to be a part of the International Women's Day celebration today and to get an opportunity to speak on such an important topic. It is a day to focus on advocating for women's rights and to celebrate the achievements of women we have across our network.

This year's theme is 'Break the Bias' which marks a call to action for a world free of stereotypes and discrimination, and also a world where diversity is valued and celebrated. At Inox GFL, we strive to empower our women employees and allow them to thrive professionally while enabling them to maintain a work-life balance. We are signatories to the UN Women and UN Global Compact's Women's Empowerment Principles and have demonstrated our commitment to gender equality and women empowerment. In support of these standards, we are committed to having processes, policies, and procedures for promoting equality, and safety, preventing discrimination and any kind of harassment and helping women advance in the workplace and in society. We have established guidelines, especially for women's safety, extra leave & work from home under special circumstances such as personal illness, spouse illness, children, family, educational purpose, etc. to ensure that we conduct business ethically and in a manner that is respectful to women. Further, all women employees are entitled to avail of childcare leave as per the Maternity Benefit Act.

Achieving gender equality and empowering women is the fifth Sustainable Development Goal. We understand that the most challenging aspect of achieving this is bringing a change in our mindset and attitudes. All around us, we often see examples of women around us realigning their perspectives, compromising their own needs to fit into stereotypes set up by societies. I feel, there is no better way than to lead by example.

At GFL, we realize that empowering women is a great responsibility and is necessary for gender equality. We strive to instill a culture of equality across the organization by planning to improve the gender ratio in leadership positions and the inclusion of women employees in all functional roles and at all levels. I would like to thank you all and all our stakeholders who are continuously helping us to create a more gender-inclusive world.

To add to today's event, we have invited our special guest, Dr. Malvika Iyer, who is a champion in women's empowerment. We are pleased to have her join us today. I personally look forward to hearing her inspiring story and lessons on not just women's empowerment but on the promotion of social accountability & human rights for one and all.

Before I close, I would like to urge all of you to commit ourselves to a novel approach, one that will leave gender equality as a legacy to the next generation and, I believe, it is not just for women but for all of us!!

Best Regards
Dr. Bir Kapoor

Message from the WEP Committee Chairman



Ms. Jyoti Duggal

We, at GFL, understand that empowering women is a huge responsibility that will benefit our society when women will be treated with respect and dignity. The Company has demonstrated its commitment to Gender Equality and Women Empowerment by signing the UN Women and UNGC Women Empowerment Principles (WEPs). GFL continuously strives for promoting gender equality and women's Empowerment and has made good progress so far.

We celebrate International Women's Day to highlight women's accomplishments and raise awareness about gender equality. GFL recognizes that both men and women make equal contributions to the advancement of the company, community, and country and have established policies in this regard. We regularly review our policies, manuals, and guidance documents to ensure they are updated with the latest standards, demonstrated by our Policy on providing Equal Employment Opportunity, Anti-Discrimination, Sexual Harassment at the Workplace, and ongoing training on gender sensitivity and prevention of sexual harassment at the workplace.

Additionally, initiatives such as creating women's self-help groups, imparting vocational training programs to women in nearby communities, helping them in developing income generation activities, and providing education and awareness on numerous topics are all a part of our efforts to support women, their families.

There is a lot more to do to ensure that all of us are valued and supported to create a culture free of discrimination, violence, and harassment and this remains one of the key focus areas for GFL.

I will BREAK THE BIAS by:

Practicing non-discrimination. For me there is no gender, only humans.

Message from the WEP Committee Co-Chairman



Ms. Rupali Chawla

This year, the theme for International Women's Day 2022 is BreakTheBias, putting the focus on dismantling stereotypes and fighting discrimination against women. Whether unconscious or not, gender bias is something that many women face on a regular basis. It's no longer good enough just to recognize bias – it's something we all need to actively challenge when we see it happening.

An example of unconscious bias could be someone who believes they treat both genders equally, but who actually holds unconscious biases about 'traditional' gender roles – that is, the man acts as the breadwinner for the family while the woman performs the role of homemaker. This could be reflected as unconscious gender bias, where they treat their male and female colleagues differently without even realizing it, allowing it to affect their decision-making.

Another example of unconscious bias could be stereotyped. When we hear someone saying my friend is an airline pilot, we immediately imagine it to be a man and if someone talks about a nurse, then we think of a woman. Our mind automatically relates these roles to a specific gender.

By learning what stereotypes and unconscious bias we tend to have and how they influence our thinking, we can learn to identify them and disable their effect in making decisions.

At GFL, we break the bias by extending equal opportunity to men and women in the workplace and by choosing gender diversification while hiring the human resources.

I will BREAK THE BIAS by:

Encouraging Gender Diversity in the Workplace

Message from the WEP Secretary



Meenakshi Arya

When I was at school, my class had around 50 % female students. During the MBA, this percentage was less than 25 %. Now, we see that there are less than 5 % women at top leadership positions in Indian companies. The issue had been apparent to many for a long time, but getting meaningful movement in the numbers has gathered some pace in last 10 years.

There are signs that Indian companies are making progress, at least in technology driven sectors and roles. However, the lack of women representation in male-dominant industries is concerning.

The issues are complex, subtle and difficult to tease apart. Whilst there is a rich collection of anecdotal reports and opinion papers on gender diversity, we need hard data on the issues that are getting in the way of women's progression.

We, at GFL, are trying to resolve the impact of both the structural issues (policies and work practices) that create barriers for women and the cultural issues (beliefs, stereotypes, values) that create biased perceptions about women's ability to lead effectively.

Women empowerment & diversity inclusion committee at GFL understands that women are ambitious and aspire to leadership positions. In fact, women and men do not have materially different levels of ambition. However, there is a

wide gap between intention and outcome. With all the focus on gender parity, the slow pace of change is confounding.

Currently we are driving the change through addressing two factors that may explain the disappointing lack of progress. First, building a business case of more diversified workforce to make it more well understood or accepted. Until that happens, achieving gender parity remains a moral imperative rather than a financial one.

Second, implementing change that requires shifting underlying beliefs and behaviours. The brutal fact is that the barriers to women's progression into leadership roles are in large part due to perceptions of a woman's ability to lead. These beliefs appear to be linked to differences in style. Challenging these beliefs will require a cultural change over the long term.

The imperative is clear—both morally and commercially. And the commercial case for change is as compelling as the moral one. Women represent an underutilised talent pool in an increasingly talent-constrained environment. In addition, decision-making effectiveness in organisations is improved by a diversity of perspectives. That is especially true in a global economy, where women increasingly drive the majority of consumer activity.

"Nothing is stronger than an idea whose time has come" — Victor Hugo, 1877

I will BREAK THE BIAS by:

Respecting differences and educating & encouraging others to respect the difference.

Message from the WEP Committee Member – Manufacturing site, Dahej



Dr. Anamika Dutta

On the occasion of International women’s day I would like to share my views in terms of working in manufacturing industry. Normally the manufacturing industry is very male-dominated, and people have general perception that manufacturing site is more hazardous, more physical work needed and hence women are unable to perform. But this is not true. Research shows that there is a direct correlation between diversity and profitability including the speed and type of innovation, and diversity of thought. Gender diversity encourages broader strategic thinking and tackling issues more effectively.

I can cite my own example here. I am working in technical services in GFL for the last four years, where women representation is very scanty. I have to work in shop floor, need to travel for trail at customer end to establish the product. I must confess that I am blessed to work in GFL in general and GFRC in particular where I am treated with equality. In my department, I have never felt bias across company’s aspect. As a membe of WEP, as a representative of Dahej manufacturing site.

GFL has already taken practical steps to break the bias. These include leadership programme, health and fitness programs, launching M-Fine app for women specific health issue, women security guard and women nurse at site for creating a women friendly environment at site and committed to give women representation across various branch of the company.

At the end, I urge every members of manufacturing community to treat female employee as a colleague rather than a woman. I hope we are not far away from the day when we don’t need a specific day each year to celebrate Women’s day with a theme putting has tag to create awareness.

I will BREAK THE BIAS by:

Recognizing the contribution made by other women around me and making sure to raise their visibility.

Message from WEP Committee Member – International Location, Germany



Megha Abrol

Empowering women is to give women equal rights. As a WEP Committee Member at GFL, I definitely feel that women should have equal rights to participate in education, society, economy, and politics.

Empowering women is essential to the health and social development of families, communities, and countries. When women are living safe, fulfilled, and productive lives, they can reach their full potential and therefore can contribute their skills to the workforce and can raise happier and healthier. These women will also help in reducing poverty contributing to the SDGs.

I feel immense pleasure to say that GFL is actively working towards this agenda because we believe that “Today’s empowered woman is tomorrow’s leader for change.”

I will BREAK THE BIAS by:

Not defining any job or role to any particular gender

Our Approach to Women Empowerment Principles (WEPs)

Women Empowerment Principles are fundamental means for corporate delivery on gender equality dimensions of the 2030 agenda and the UN Sustainable Development Goals.

The Company by signing the CEO Statement of Support and joining the WEPs network indicates a commitment to this agenda and to promoting business practices that empower women. These include equal pay for work of equal value, gender-responsive supply chain practices, and zero-tolerance against sexual harassment in the workplace. The Company signed the WEPs CEO Statement and is ready to step into the WEPs continuous journey of 6 main steps:



CONSIDER

We gained awareness of the WEPs and gathered senior management support for signing on to the WEPs.

SIGN

Signing the WEPs is an important milestone in the WEPs implementation journey. We signed the UN Women Empowerment Principles.



ACTIVATE

Next step after the CEO Statement of Support is signed off, is to develop an action plan with KPIs. The Company supports and respects human rights being a UNGC signatory and adhering to 10 Principles and adopting the 'Protect, Respect & Remedy Framework'. Last year, we carried out our first Human Rights Compliance Assessment across locations by DQS, India to review our implemented processes for taking required corrective actions for continual improvement. Based on the assessment score, we identified and prioritized the risk by reviewing our salient human rights issues.

Additionally, we have a Corporate Women Empowerment & Diversity Committee in place that reviews the progress made on WEPs every month. The Committee publishes Monthly Women Empowerment MOM to all the concerned personnel.

ENGAGE

Being a member of the WEP community, we have the opportunity to engage with our employees, customers, communities, and business service providers to ensure a gender-inclusive environment. As a first step, we have developed an awareness training program on 'Gender Sensitivity' that is made mandatory for all the employees to undergo this training. Furthermore, we engage in continuous dialogue with the Community and Local Stakeholders to identify any negative human rights impact and a remediation plan by way of comprehensive social responsibility.

SUSTAIN

The fifth step in the WEP implementation journey is to collect gender-disaggregated data and communicate the progress. At GFL, we have been reporting our progress and experiences since 2018 as a UNGC Communication On Progress (COP).

Over and above this, we have issued two editions of the Social Accountability and Human Rights Progress Report to share the progress we made over the last two years and details of the efforts we made so far in embedding human rights in our business.

REPORT

As mentioned in point 5 – Sustain, we have been reporting the progress as a public disclosure document for 3 years.

- Our previous UNGC COPs are available at the link: <https://www.unglobalcompact.org/what-is-gc/participants/135351-Gujarat-Fluorochemicals-Limited>
- Our Social Accountability & Human Rights Progress Report is available at the link: <https://www.gfl.co.in/upload/pages/Social-Accountability--Human-Right-Progress-Report-2019-20.pdf>

To recommit ourselves to support and actively contribute to the achievement of the WEPs, we celebrated International Women's Day to Break The Bias on 8th March 2022 across locations. We conducted an IWD 'Break The Bias' awareness campaign at our manufacturing sites and offices across locations wherein our employees participated actively. We followed the approach of IWD by taking the 2 required actions:

COMMUNICATE

Raise awareness of Women's Empowerment

On the occasion of International Women's Day, we had a virtual session addressed by our Senior Management team and by a special guest - Dr. Malvika Iyer, a motivational speaker advocating for building an inclusive society.

ADVOCATE

Raise your voice and hold Leaders to account

An awareness campaign with the 'Break the Bias' theme was conducted across locations to celebrate women's achievements, encourage everyone to develop an understanding of gender bias, and reinforce a commitment to gender equality today for a sustainable tomorrow.

We are working to BREAK THE BIAS...

**#Breakthebias
solidarity**



International Women's Day Celebration at Noida



“ I will BREAK THE BIAS by:
creating an environment that supports and respects women.

Laura Shekleton, United States



“ I will BREAK THE BIAS by:
investing in women by promoting education and making them aware of the importance of creating their own identity, being independent, and realizing the power of their voice to gain control over their own lives.

Chandni Mehta, Noida



“ I will BREAK THE BIAS by:
Helping in empowering women in our communities.

Megha Patel, Ranjitnagar



“ I will BREAK THE BIAS by:
encouraging women to have a voice and make an impact.

Maheshwari Panchal, Vadodara

Governance

We believe that strong governance is vital to improve performance, manage risks and attract, retain investors and drive growth. It is with this objective only that we actively monitor and review our governance structures, practices, and processes from time to time, to ensure the adoption and implementation of best practices.

The Company recognizes Women Empowerment & Diversity as an integral part of its people strategy which shall benefit not only an individual but also the society at large, contributing to economic and social development. In support of these standards, we are committed to having processes, policies, and procedures in place for promoting Equality, Safety, preventing Discrimination and any kind of Harassment, and helping women advance in the Workplace and the Community.

The Top Management has constituted a 'Corporate Women Empowerment & Diversity Committee' and 'Internal Complaints Committee' responsible for

providing strategic direction for taking required actions on the WEPs, investigating, observing, and monitoring social accountability, and human rights issues such as discrimination; harassment, torture, violence, etc across the Organization.

Any employee who learns of a potential violation related to the guideline is required to report the suspicion promptly to the Company Ethics Committee or on ethicsline@gfl.co.in.

The Committee reviews the activities on monthly basis and publishes a Monthly Sustainability and Social Accountability Dashboard.



“ I will BREAK THE BIAS by:

encouraging everyone around me to speak up against biases & gender stereotypes

Anameeka Sharma, Vadodara



“ I will BREAK THE BIAS by:

Trying to encourage all women to support and understand each and every woman around them. Together we can all BreakTheBias

Vishika Akela, Noida



“ I will BREAK THE BIAS by:

Encourage in recognizing and celebrating both our She-roes and He-roes.

Dr. Sofiyabanu Shaikh, Ranjitnagar



“ I will BREAK THE BIAS by:

Making worklife Balance a Priority

Arti Sharma, Noida

WEP – The 7 Principles

Last year, the company has become a member of the Women Empowerment Principles to internalize the 7 Women Empowerment Principles in the areas of gender equality, diversity, human rights, health and safety, training and development, and community involvement within the company strategies, policies, and operations.

Through this, the company aims to advance the broader development goals of the United Nations particularly the 17 Sustainable Development Goals (SDGs). The Women Empowerment Principles serve as a framework to create an impact, particularly on SDG 5 – Gender Equality through commitment and action

WEP – The 7 principles & Sustainable Development Goals (SDGs)



Only by ensuring the rights of women and girls across the 17 SDGs, we will get to the justice and inclusion, economies that work for all, and sustaining our shared environment for present and future generations.

All our policies and processes are based on a set of HR Management Principles, WEPs, SDGs, and UN Human Rights (Annexure 1) that are the fundamentals of operational practices to promote women empowerment, and diversity across our business operations.



“ I will BREAK THE BIAS by:
Encouraging women to be strong, confident, and smart without limiting themselves.
Monika Nikhil Karnik, Ranjitnagar



“ I will BREAK THE BIAS by:
Treating all of my LGBTQ community friends with equal respect, love, and care.
Aparna Agnihotri, Dahej

Principle 1 High-Level Corporate Leadership

Corporate leadership is an essential part of making gender equality and women’s empowerment a top strategic priority. It indicates the CEO and the team’s goals and targets for implementing the WEPs and how the seven principles will become part of the corporate sustainability strategy, day-to-day operations, and organizational culture.

WEP 1 Implementation:

We recognize gender equality & women empowerment as an integral part of our people strategy which will benefit not only individuals but also society at large, contributing to economic and social development.

By signing the UN Women and UNGC Women’s Empowerment Principles, we have demonstrated our commitment to gender equality and women empowerment. Our WEP CEO Statement of Support may be accessed on the WEP website at the link:

<https://www.weps.org/system/files/company-profile/397/CEO%20Statement%20of%20Support%20for%20the%20Women%27s%20Empowerment%20Principles.pdf>

In support of the 7 WEPs, we have constituted the Corporate Women Empowerment & Diversity Committee to provide a strategic direction for the initiative and ensure that the required actions are taken on the UNGC 7 Principles of Women Empowerment (WEPs).

In line with this, each Committee member/s has been assigned a principle to work upon and share the progress made on monthly basis.

7 WEPs	Principles	Responsibility
Principle 1	Establish high-level corporate leadership for gender equality	Jyoti Duggal/Kallol Chakraborty
Principle 2	Treat all women and men fairly at work – respect and support human rights and non-discrimination	Rupali Chawla/Megha Abrol/ Laura Shekleton
Principle 3	Ensure the health, safety, and well-being of all women and men workers	Vishika Akela
Principle 4	Promote education, training, and professional development for women	Anameeka Sharma/Anamika Dutta
Principle 5	Implement enterprise development, supply chain, and marketing practices that empower women	Meenakshi Arya
Principle 6	Promote equality through community initiatives and advocacy	Megha Patel/Maheshwari Panchal
Principle 7	Measure and publicly report on progress to achieving gender equality	Chandni Mehta

The details of the Charter have been uploaded on the Company’s website and are available at the link: <https://www.gfl.co.in/assets/pdf/Corporate-Women-Empowerment-and-Diversity-Committee-Charter.pdf>



“ I will BREAK THE BIAS by:
Educating my male counter part and other males in my family that household is a shared responsibility.
Ruchi Shukla, Dahej



“ I will BREAK THE BIAS by:
Taking care that women should have leadership position at workplace and also be considered for technical responsibilities
Jahanvi Srinet, Noida

Principle 2 Treat all Women & Men fairly at work without discrimination

Women Empowerment Principle 2 relates to treating all women and men fairly at work. This is in alignment with international human rights principles resulting in better talent acquisition, higher employee retention, satisfaction, increased productivity, and better decision making. Removing all forms of discrimination in corporate policies, strategies, culture, and practices is a real step forward in the WEPEs journey.

WEP2 Implementation:

GFL believes that human rights are the universal birthright of every individual and all are entitled to the same regardless of discrimination based on race, color, gender, age, language, property, nationality or national origin, religion, ethnic or social origin, caste, economic grounds, disability, pregnancy, belonging to an indigenous people, trade union affiliation, political affiliation or political or another opinion. Emerging prohibited grounds also include marital or family status, personal relationships, and health status such as HIV/ AIDS status.

GFL and its subsidiaries are committed to providing equal employment opportunities to all stakeholders and comply with prevailing labor laws and ILO Convention, 1958. This also covers areas of recruitment, selection, appointment, training, learning and development, promotion, Company activities, and other terms and conditions of employment.

We believe in a fair and transparent process of selection that is based on meritocracy and suitability to identify the “right candidate”. The gender ratio in our Company has been steadily increasing and we are proud to now have young lady engineers in our workforce. In a world where diversity is still a work in progress at many companies, GFL has deployed both women and men employees in the security team at all its locations. We salute our women security officers who keep our employees safe.

As part of this commitment, all employees are expected to treat their colleagues fairly, with respect, and without harassment, at all levels. Therefore, all our HR policies and procedures reflect non-discriminatory practices and provide equal opportunity for all employees and stakeholders.

Number of Women Employees (Permanent)	FY21-22	FY20-21	FY19-20
TOTAL	63	51	47

We have the following policies in this regard

1. HR/2 – Recruitment & Selection of candidates
2. HR/20 – Guideline on Performance Management System and Development Plan
3. HR/21 – Performance evaluation & training need assessment for technicians
4. HR/22 – Performance assessment of engineer/ executive cadre employees
5. HR/28 – Guideline on Separation process of employees
6. HR/49 – Guideline on Prevention, prohibition & redressal of Sexual Harassment of Women at Workplace
7. HR/61 - Guideline on Forced/ bonded Labour prohibition
8. HR/62 - Guideline on Anti-slavery and Anti-human trafficking
9. HR/63 - Guideline on Protection of human rights
10. HR/64 – Guideline on Equal employment opportunity, Gender equality & Protection of minority rights
11. HR/70 – Guideline on Child Labor
12. HR/72 - Guideline on Wage & salary determination
13. Corporate Women Empowerment & Diversity Committee Charter



“ I will BREAK THE BIAS by:
Educating and standing for the people who are facing biasness irrespective of gender.
Neetu Nagar, Dahej



“ I will BREAK THE BIAS by:
Being sensitive toward others problem
Rachana Panchal, Dahej

All employees are assessed for their performance based on the criteria defined. Our Performance Management System also supports the right to fair treatment. As per the HR Operations Manual & Employee Handbook, employees are employed, trained, promoted, and remunerated solely based on performance.

All employees (including new joiners) and the contract laborers are taken through an awareness program on the protection of human rights, code of conduct, and the

employee handbook also covers aspects of the human rights policy of the company which has been distributed to all the employees.

The Company has a Protection & Compliance framework in regards to Sexual Harassment and each site has an Internal Complaints Committee to address related complaints. During FY 2021-2022, there was no complaint received from any stakeholder regarding any such violations.

Principle 3 Employee Health, Well-Being & Safety

To build Safety as a Value, and not just a priority, it is essential that all levels of the organization be a part of it and plays an active part in building a sustainable safety culture so that “no one gets hurt working for us”. The Company plays a key role in preserving and promoting the physical and mental health, safety, and well-being of its women and men employees.

WEP 3 Implementation:

At GFL, Safety is not a priority but a value to be lived in all our endeavors. The Company is committed to ensuring the health and safety of its employees, contractors, customers, public, and local communities while meeting Company’s business needs. GFL is certified under OHSAS 18001:2007, ISO 9001:2015, ISO 14001:2015, ISO45001 and has adopted ISO26000 standards. Health & Safety at our Workplace is governed by policy, principles & processes. The company has rolled out the following policy in this regard.

1. HR/33 – GUIDELINE ON GROUP MEDICAL INSURANCE
2. HR/33A – GUIDELINE ON GROUP MEDICAL INSURANCE - GFL DAHEJ
3. HR/34 – GUIDELINE ON GROUP PERSONAL ACCIDENTS FOR ALL GFL EMPLOYEES
4. HR/78 – GUIDELINE ON ENSURING SAFETY OF WOMEN EMPLOYEES WHILE ON TRAVEL & WORKING IN ODD/EXTENDED HOURS

The above policies are a part of the HR Operations Manual and Employee Handbook. All employees of GFL including trainees & employees on probation shall be covered under the Policy.

On Health & Safety front, GFL has zero-tolerance culture toward Health & Safety. All selected candidates undergo a Pre-Employment Medical Examination at the joining location in coordination with location HR / Admin & HSE.

All employees for their safety & health have to wear the relevant Protective Personal Equipment (PPEs) in working areas. Smoking, Tobacco, and Drinking are not allowed in the plant. Adequate illumination, ventilation, machinery layout, shop floor working environment, Personal Protective Equipment such as safety shoes, goggles, hand gloves, safety helmet, earmuffs, masks (wherever required), drinking water, canteen and lunchrooms, toilets, and urinals are provided as per applicable norms and additionally as required. These are being discussed, and reviewed in various forums like - HSE meetings & Works Committee meetings.

At GFL, periodically, we conduct training programs on health and safety for all our employees. In these pandemic times, we imparted training through a virtual platform.

To build awareness and encourage workmen to take initiative in all areas of OH&S, various celebrations such as Safety Day/ Week, Environment Day, and Ozone Day are organized at the sites. This year, one such campaign was launched on the




“ I will BREAK THE BIAS by:
Standing up for my right and educate my son/family to stand for equality.
 Anita Desai, Dahej



“ I will BREAK THE BIAS by:
Realizing the importance of my voice
 Rohini Bhardwaj, Noida

National Safety Day, 4th March 2022, to increase the involvement, empowerment, and engagement of all the levels, especially the grass-root level employees (including Contract Labour), we have taken the Safety Day theme as 'I am a Safety Leader'. It was addressed by the Senior Management, followed by results announcement of safety culture reality check and safety commitment by all the employees.

Additionally, we developed a video-based training program on Safety Leadership. All the employees have to undertake the course as a mandatory requirement. Furthermore, various material including safety badge, standees, pamphlets, hat stickers, and posters was distributed among the employees and contractors.

Both the plants, at Dahej and Ranjit Nagar, are supported by a fully equipped Occupational Health Centre which operates 24/7. The Occupational Health Services is headed by a Qualified Medical Professional. A full-time ambulance is also available in both the Plants. We have received OHSAS 18001 certification for all our Plants in India.



All employees, including Contract Labour, can avail the facilities of the Occupational Health Centre round the clock. All Employees, including Contract Labour, are subject to Health Examination annually in both the Plants.

We arrange training for all security personnel, wherein they are briefed on relevant Company policies and trained to be the first responders in case of emergencies. Adequate training is also provided to ensure fire security at all our sites. Special training on human rights policies and procedures and their application in security practices is organised for security personnel periodically.



Human Rights Training of Security Personnel

Location	2021-22			2020-21			2019-20		
	No. of Security Personnel	Total Security Personnel Trained	Compliance	No. of Security Personnel	Total Security Personnel Trained	Compliance	No. of Security Personnel	Total Security Personnel Trained	Compliance
Dahej	58	65	89%	65	46	71%	42	38	90%
Ranjitnagar	48	43	90%	43	42	98%	43	42	98%
Noida	10	10	100%	9	9	100%	7	6	86%

“ I will BREAK THE BIAS by: Standing up for equality for self and others. Divya Bharatbhai Solanki, Dahej

“ I will BREAK THE BIAS by: Stopping gender discrimination and being an ambitious woman. Anjali Kumari, Noida

We cover all employees and their family members under the Medical Insurance Scheme for medical expense reimbursement for most illnesses. We also cover all employees under an Accident Insurance Scheme, which covers accidents beyond the workplace. All contract labor is compulsorily covered under the Accident Insurance Scheme if they are to be deployed on our premises. For ensuring a comfortable work environment, noise and illumination surveys are conducted in the plants periodically.

We provide leaves to labours/contract workers, as per the Factories Act, 1948. All labours/contract workers working at our premises are given bonus and benefits of social security schemes.

As a step to integrate Senior employees for a better quality of life, the company extends free annual health check-ups for self and spouses.

We conducted Workplace Wellness Survey across locations this year covering 66% of the total population. The purpose of conducting such a survey was to identify behavior, mindsets, and unmet needs that may be contributing to less than optimum wellness and to determine the most beneficial changes to reduce workplace stress. Our employee wellness framework is based on 6 categories – Job Demands, Role Expectations, Work-Life Balance, Predictability at Work, Organizational Culture & Control at Work.

Various activities like yoga, stress management programs etc. are already undertaken to reduce workplace stress and improve the well-being of employees. 21 wellness and engagement programs were organized this year across locations.

To facilitate better work-life balance, we offer flexi-timing

benefits and leaves on alternate Saturdays to employees working in certain offices. We also allow employees to take extra leave and provide work from home facilities under special circumstances such as personal illness, illness of spouse, children and family, natural calamity, educational purpose and during transfers to other locations. All women employees are entitled to avail childcare leave as per the Maternity Benefit Act.

Furthermore, to support new mothers during working hours, a Lactation room has been recently opened at the Corporate Office having all the required conveniences.

Considering the women hygiene aspect, GFL has installed a Sanitary Pad Wending machine and an incinerator for discarding sanitary pads at the locations.

Additionally, to combat Covid-19, we undertook various initiatives to ensure the well-being of our employees, such as daily monitoring of symptoms, providing immunity boosters, distributing masks, placing sanitizers at the workplace, and maintaining social distancing at all times, including during transportation of employees. We also arranged a mass Covid-19 testing facility and vaccination camp at our sites.

An essential part of our OH&S management system is Contractor Safety. We have built a rigorous system of contractor pre-qualification process and all contractors are screened before they are assigned any work at our premises. Audits of work sites are conducted for health and safety hazard identification. During these surveys, compliance to applicable building and fire codes and the detection of unsafe hazards are assessed. We have a three-layer system of audits: Internal, Cross-Functional, and Third-Party Audits.

S. No.	Criteria	2021-22		2020-21		2019-20	
		Women	Men	Women	Men	Women	Men
1	Retention rate of women and men FTE (Full Time Equivalent) employees who took parental leave	100%		N/A		100%	

Principle 4 Education, Training for Career Advancement

Training for all employees about how the company is advancing gender equality and women’s empowerment can align everyone around shared values and help ensure compliance with company policies and practices. Effective programs to support women’s professional advancement include education and training that is complemented by networking and mentoring programs.

WEP 4 Implementation:

The company also has a well-defined process for the Career Progression/Development of employees. The process is strictly based on the merit of the individuals.



“ I will BREAK THE BIAS by:
Not hesitating to put forward my opinions and encourage others to raise their voice for unfair practices
Dhara Thakkar, Dahej



“ I will BREAK THE BIAS by:
Smashing stereotypes, Breaking inequality, Being Open minded & rejecting discrimination, Using inclusive language, Core to who I am
Banaja Jena, Noida

Talent Development across GFL is monitored by the Unit and Corporate level Talent Review Committees.

- a. Up-gradation:** Movement from one grade to next higher grade in the same Level resulting in Job Enlargement with no change in facilities.
- b. Promotion:** Movement from one level to the next higher Level resulting in Job Enrichment with a change in facilities.
- c. Selection:** This shall apply to Assistant Vice President and above. Herein the movement is dependent on performance/potential.

For objective identification and implementation of specific development plans, we adopt various methods like 9 box Assessment, 360-degree feedback, Development Centre, IDP, Dronacharya scheme, Mentoring, etc. More than 80% of employees serving as General Managers and above levels have been covered in the 360-degree feedback.

We also identify highly skilled technicians who consistently deliver superior performance and provide them opportunities for higher education to ensure career advancement. Under this program, a trade apprentice pursues a diploma program and a diploma holder pursues a graduation program.

The Company’s growth cannot be delinked with employee growth.

The Traditional method of training broke during the pandemic. To ensure the uninterrupted training and development of our employees, and to build an agile and future-ready organization, we came up with an indigenous e-learning platform within the organization.

Our training and development process ensures the right to education for all employees including contract laborers. To gauge the reception/learning, Pre- Post Assessment is conducted for the training.

Furthermore, to measure the implementation of learning from the video-based training programs and the behavior change, Training Effectiveness is measured by making the employees complete the post-learning action plan and gather feedback from the managers/HOD afterward.

For detailed information about the Promotion and upgradation data, training manhours, human rights training coverage, please refer to the tables below:

S. No.	Criteria	2021-22		2020-21		2019-20	
		Women	Men	Women	Men	Women	Men
1	Percentage of women and men on the company board	10%	90%	10%	90%	10%	90%
2	Ratio of women’s salary to men’s salary	1	0.9	1	1.36	1.2	1
3	Number of newly hired FTE (Full Time Equivalent) employees	24	696	15	317	18	625
4	Percentage of promotions and career opportunities	1%	23%	1%	20%	*	*

**On account of COVID-19, promotions for FY20 did not happen.*

Training Compliance 2021-22 – Mandatory Trainings

Particulars	Dahej	Ranjitnagar	Noida & ROI	Overall Training Compliance
Total Manhours planned	12370	8428	3616	24414
Completed Manhours	10374	6962	3132	20468
Total Compliance %	84%	83%	87%	84%



“ I will BREAK THE BIAS by: Influencing people around me to include women in the decision-making process... at home, organization, and community !
Nilu Khandelwal, Dahej



“ I will BREAK THE BIAS by: I will never be afraid to be smart and stand for myself.
Nikita Gupta, Ranjitnagar



Awareness Training for women across our offices

Human Rights Training FY 2021-2022

Location	Training Manhours				Training Man Hours		Total Training Man-Hours
	AGM & Above	Managers	Executive	Trainees	Male	Female	
Dahej	114	262	706	44	1086	40	1126
Ranjitnagar	52	162	544	0	744	14	758
Noida & ROI	48	164	98	14	254	70	324
International Location	3	12	3	0	14	4	18

Principle 5 Enterprise Development, Supply Chain & Marketing Practices

Negative and diminished conceptions of women and girls are one of the greatest barriers to gender equality. Advertising is a powerful driver to change perceptions and impact social norms –portraying women and men in modern, authentic, and multidimensional roles.

We believe that we can influence business partners through inclusive supply chain policies, Marketing Practices, and standards of engagement.

WEP 5 Implementation:

GFL recognizes Women Empowerment & Diversity as an integral part of its people strategy which shall benefit not only an individual but also the society at large, contributing to economic and social development.

By signing the UN Women and UNGC Women’s Empowerment Principles, the Company has demonstrated its commitment to Gender Equality and Women Empowerment. The Company is also committed to sustaining the highest legal, environmental, ethical & professional standards consistent with the UNGC. We have the following established policies in this regard:



“ I will BREAK THE BIAS by:
By Holding equal decision-making power in all areas without any male preference.
Mansi Suryanishi, Dahej



“ I will BREAK THE BIAS by:
Will fix another woman’s crown without telling the world it was crooked
Ananya Choudhury, Noida

1. Sustainable Procurement Policy & Code of Conduct for Suppliers/Vendors and Service Providers

We are committed to following gender-responsive procurement practices fostering responsible business practices and addressing gender inequalities, discrimination, and abuse against women in the workplace and the marketplace.

The Company encourages all our Suppliers, Vendors, and Service Providers to support, the principles set out within the UN Universal Declaration of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the UN Women Empowerment Principles (WEPs). We are also aligned and have adopted ISO20400 standards for implementing Sustainable Procurement Management Systems across the Company Supply Chain. Our policy is available on the GFL website at <https://gfl.co.in/upload/pages/2baa1acf0a11a4e13f4edce48a441baa.pdf>

All the Suppliers are informed about the policy and an adherence declaration for the same has been sought from them. Moreover, GFL extended support to its vendors for creating awareness of Sustainable procurement by conducting multiple webinars.

The Company has a structured assessment process for evaluation of existing and for awarding contracts to new Suppliers, Vendors, and Service Providers. We have taken into account DQS services for supplier audit/ assessment through their digitalized tool Supplier Audit Management Tool product. Any new supplier would be assessed based on social and sustainability accountability and scored according to their response. The decision to continue or start a business with the supplier is taken considering this score and other factors.

Recently, we have completed the Sustainable Procurement Compliance Assessment through DQS and have come out with our first Sustainable Procurement Report 21-22 this year. This is a continuous journey and we will ensure that we keep moving and improving as per global requirements.

2. Responsible Sales & Marketing Policy

GFL has the policy to comply with all applicable laws ensuring gender sensitivity by fair marketing practices and protection of human rights. The policy is in line with various sustainability standards, such as ISO 26000, Competition Act 2012, Ministry of Corporate Affairs-Government of India, ISO37001, UNGC principles & UN Women Empowerment Principles (WEPs).

The basis for this policy document is GFL's commitment to Responsible Sales and Marketing which includes the Social and Ethical Responsibility of the company towards its customers, stakeholders, and environment. The Company as a responsible corporate citizen values integrity, honesty, transparency, and the safety of its people and environment.

The company is committed to following gender-responsive marketing practices fostering responsible business practices and addressing gender inequalities, discrimination, and abuse against women in the workplace and the marketplace. For detail on our Responsible Sales and Marketing policy please visit: <https://gfl.co.in/upload/pages/e1ebb8791f6f8435e5ff6507eeba4cc1.pdf>

Regular training and discussions are undertaken to understand and abide by the policy, ensure its efficacy, and provide opportunities for relevant improvements as per changes in the business environment. We also conduct regular internal audits across offices and product lines to ensure that our sales and marketing practices are in line with the applicable laws of the countries in which our businesses operate.

Principle 6 Community Initiatives & Advocacy

GFL has conducted various health camps for the improvement of Women's Health in the community. Companies are increasingly investing in community development programs to make valuable, effective, and responsible contributions to gender equality and women's empowerment. A key motivation is to respond to consumer preferences to buy from companies with gender-responsive business practices and who are actively supporting community initiatives.

WEP 6 Implementation:

GFL aims to 'Energize, Involve and Enable Communities to realize their Potential' through its CSR initiatives. We undertake projects and schemes for the social and economic development of the communities in and around the areas where our plants are located. Our CSR model is based on the following principles – Community Participation, Sustenance & Strategic Partnership Building.



“ I will BREAK THE BIAS by:
Respect both genders and equal importance for their contribution towards achieving organizational goals.
Simranpreet Kaur, Noida



“ I will BREAK THE BIAS by:
Challenging gender stereotypes, discrimination & bias and create awareness about it.
Rupal Patel, Dahej

Our CSR focus areas now revolve around the SDG, WEPs, and UNGC principles. As a Company, we have adopted the ISO 26000 standard and all our Social Responsibility policies, procedures, and activities are aligned with the same.

Over the years, we continued to expand our CSR portfolio, adopting schools and organizing health and wellness initiatives to ensure the sustainable development of people. We continued to develop local school infrastructure and focused on health and hygiene in communities.

Highlights of Women Empowerment activities in 2021-22



Skill Development Centre

GFL is working towards making women employable by providing skills and livelihood training, career guidance, and life skills, making them economically and socially visible along with on-the-job training in both formal and informal sectors. We started our first Vocational Training Centre in Ranjitnagar, Gujarat. This center organizes tailoring classes to empower unemployed girls and women. It has helped build their self-confidence, self-support, and self-reliance. We have developed a three-month training course that is affiliated with the Ministry of Skill Development and Entrepreneurship (through Jan Sikshan Sanstha). 160 women have been trained so far who have started working as freelancers earning Rs. 3,000 to 5,000 on monthly basis.



Self Help Group Initiative

A self-help group is a financial intermediary committee usually composed of 10 to 20 local women between 18 to 45 years. The SHG is a group of women who have volunteered to organize themselves into a group for the eradication of poverty and also the empowerment of the women. They agree to save regularly and convert their savings into a common fund.

GFL has helped in the formation of 2 such self-help groups in Ranjitnagar village consisting of 10 women each. These groups are formed with the purpose of income generation activities. The group is affiliated with the government's Scheme Mission Mangalam.

It helps in resolving conflicts through collective leadership and mutual discussion. It also provides collateral-free loans with terms decided by the group at market-driven rates. The needy can have an easy access to loans at a small rate of interest to start their micro-unit enterprise if required.



Handicraft Centre

The Company provides training to interested women in jute bag making in the vicinity. At present, over 20 rural women are actively engaged in this program, to reach 500 over the next five years. These women, having established the Ranjitnagar Handicraft Centre, with the support of GFL have started earning a monthly income of Rs 1500 to Rs 15,000 depending on the hours they work at home or the center, their skill level, and design difficulty. Gujarat Fluorochemicals has made a significant contribution to the lives of the women in these villages.

Recently, we have launched the website for Ranjitnagar Handicraft through which one can select a range of products, pay and order items online. These handicraft center products offer contemporary designs, all reasonably priced. One can buy things, and tell more and more people about the website to get an invaluable contribution to the upliftment of these women.



“ I will **BREAK THE BIAS** by: **The ability to change one’s prior beliefs or assumptions in light of opposing evidence is crucial for effective decision-making.**
Shradha Sunva , Dahej



Awareness program for women in local communities at Ranjitnagar

Healthcare -

GFL has been an active investor in community healthcare and has collaborated with non-governmental organizations as well as government authorities in its efforts to improve access to quality healthcare and immunization facilities. To improve the quality of life through prevention and treatment of diseases through a Mobile Health Unit, we help in delivering preliminary health check-up services in terms of preventive, primitive, and curative medicine, especially to poor women, children, and the elderly. During GFL MHU Intervention in villages identified major problems in women like Gynaecologist problems, Urinary Tract infection, Body Pain, Osteoarthritis, Hypertension, diabetes, etc. A total of 2492 women got benefitted from MHU.

GFL has conducted various health camps for the improvement of Women’s Health in the community.



Mega camp at Ghoghamba, Ranjitnagar



Menstrual Hygiene Awareness at school

1) Antenatal and prenatal mega camp

The Ghoghamba block of Panchmahal district witnessed a very high infant mortality rate (IMR) and Mother Mortality Rate (MMR). GFL and the Gujarat Government have taken the initiative to remove this by organizing a Mega camp. A total of 138 women got benefitted through this mega camp.

2) Gynecologist, Infertility, and Copper - T insertion camp

During the GFL baseline survey and intervention with women’s health, it was observed that there were some major issues in women related to Gynecology and Infertility. Considering this, GFL organized a health camp with the district health Department at Ranjitnagar. A total of 80 women from the surrounding 15 villages benefitted through this health camp.

3) Menstrual Hygiene Awareness

We organized a major behavioral change awareness program at the local community level to promote and educate people on healthcare and personal hygiene. Topics covered include ways to deal with physiological changes experienced by female students during adolescence.

Girls and women have very less or no knowledge about reproductive tract infections caused due to ignorance of personal hygiene during menstruation time. With this in mind, GFL has organized training at Ranjitnagar High school to ensure that 300 adolescent girls can manage their periods in a way that is not only healthy, but that enables their full participation in school, work, and other activities.

Furthermore, GFL has installed a Sanitary Pad Wending machine and an incinerator for discarding sanitary pads in the school to maintain hygiene all the time.

Principle 7 Measurement & Reporting

Transparency and accountability are required for companies to uphold their commitments to gender equality in the workplace, marketplace, and community. Measuring and reporting mechanisms are crucial to monitoring and tracking performance and progress. Business leaders and stakeholders agree that while not everything of value can be counted, it is difficult to manage what is not measured.

WEP 7 Implementation:

GFL stands for its continued commitment to upholding the Women Empowerment Principles. On the occasion of International Women’s Day, we are sharing our first-ever Women Empowerment & Diversity Progress Report for the years 21-22.

The WEP progress has been reported as per the WEP Transparency & Accountability (T&A) Framework based on the Essential Indicators and published on the company profile page on the WEP website.



“ I will **BREAK THE BIAS** by:
Getting rid of unconscious bias within me
Akanksha Tyagi, Noida

ANNEXURE 1 Mapping of GFL's HR Principles with WEPs, SDGs & UN Human Rights

SR. No.	GFL's Human Resource Principles	Women Empowerment Principles (WEPs)	SA 8000 Standards	Sustainable Development Goals (SDGs)	Human Rights
1	Building a Safe, Healthy, and Secure workplace with the involvement of all employees.	Principle 3 – Ensure Health, Safety & well-being of all women and men workers	3. Health and Safety	3, 8	Right to Adequate Standard of Living
2	Implement a robust, fair, transparent, and non-discriminatory processes to attract, develop and retain the talent needed for business delivery and growth.	Principle 2 – Treat all women and men fairly at work respect and support human rights and non-discrimination	1. Discrimination	1,5,10	Right to be Free & Equal and Freedom from Discrimination
3	Uphold and respect Human Dignity, Equality, and Human Rights in the workplace.	Principle 2 – Treat all women and men fairly at work respect and support human rights and non-discrimination	1. Child labor 2. Forced or compulsory labor 3. Disciplinary Practices	5,10	Right to be Free & Equal and Freedom from Discrimination
4	Provide Continuous learning opportunities for the growth and development of all employees	Principle 4 – Promote education, training, and professional development for women	5. Discrimination	4	Right to Education
5	Ensure continuous two-way communication and participation of employees and respect their views and opinion and involve them in decision making	Principle 2 – Treat all women and men fairly at work respect and support human rights and non-discrimination; Principle 6 – Promote equality through community initiatives and advocacy	9. Management System 4. Freedom of Association and Rights to Collective Bargaining	10	Right to Freedom of Opinion & Expression
6	Establish meritocracy without any bias or discrimination in connection to performance evaluation, career progression, rewards, and recognition.	Principle 2 – Treat all women and men fairly at work respect and support human rights and non-discrimination	-	5,10	Right to be Free & Equal and Freedom from Discrimination Right to Recognition as a Person before the Law

SR. No.	GFL's Human Resource Principles	Women Empowerment Principles (WEPs)	SA 8000 Standards	Sustainable Development Goals (SDGs)	Human Rights
7	Pay for Performance based on internal and external parity.	Principle 2 – Treat all women and men fairly at work respect and support human rights and non-discrimination	7. Remuneration	5,10	Right to be Free & Equal and Freedom from Discrimination Right to Recognition as a Person before the Law
8	Encourage creativity and innovation to fuel growth.	Principle 4 – Promote education, training, and professional development for women	-	4,10	Right to Education, Right to Freedom of Opinion & Expression
9	Create an engaged work environment of teamwork and camaraderie with a bias for responsible execution and excellence.	Principle 5 – Implement enterprise development, supply chain, and marketing practices that empower women	2. Discrimination	4,5,8	Right to Freedom from Slavery; Freedom from Torture & Degrading Treatment
10	Drive social accountability and responsibility and ensure ethical governance for responsible execution and excellence	Principle 1 – Establish high-level corporate leadership for gender equality; Principle 7 – measure and publicly report on progress to achieve gender equality	2. Management System	1-17	Right to Human Rights



An **INOXGFL** Group Company

Gujarat Fluorochemicals Limited
Women Empowerment & Diversity
Progress Report 2021-22

Inox Towers, 17 Sector 16 A, Noida
- 201301, Uttar Pradesh
Tel.: +91 120 6149600
Fax: +91 120 6149610