

## CORPORATE WOMEN EMPOWERMENT & DIVERSITY COMMITTEE CHARTER

GFL strives to empower our women employees and allow them to thrive professionally while ensuring their work-life balance. 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 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 towards 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 at the Workplace and in the Community.

The Corporate Women Empowerment & Diversity Committee is constituted with the objective to provide an ongoing strategic direction for the initiative and ensure that the required actions are taken on the UNGC 7 Principles of Women Empowerment (WEPs):

Areas of Operations of the Committee	Principle 1	Establish high-level corporate leadership for gender equality
	Principle 2	Treat all women and men fairly at work – respect and support human rights and nondiscrimination
	Principle 3	Ensure the health, safety, and well-being of all women and men workers
	Principle 4	Promote education, training, and professional development for women
	Principle 5	Implement enterprise development, supply chain, and marketing practices that empower women
	Principle 6	Promote equality through community initiatives and advocacy
	Principle 7	Measure and publicly report on progress to achieve gender equality

### ROLES & RESPONSIBILITIES OF THE COMMITTEE

To ensure Gender Parity at all levels in the Company by establishing company-wide goals and targets for gender equality and women’s empowerment and measuring progress through clear performance indicators.

- To Increase retention and advancement of women employees by identifying educational and training opportunities at all levels and in the community

- b) Advocate for career advancement and greater representation of women in Supervisory & Leadership positions
- c) To provide a secure space for women to share their concerns
- d) To provide safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including women's reproductive health.
- e) To promote physical and emotional health, safety, and wellbeing of women and men employees as well as the community.
- f) To establish supplier diversity programs that actively seeks to expand business relationships with women-owned enterprises
- g) To invest in community development programs to make valuable, effective, and responsible contributions towards Gender Equality and Women Empowerment.
- h) To monitor and track performance and progress in the implementation of the Women Empowerment Principles (WEP's)

## STRUCTURE OF THE COMMITTEE

The Corporate Women Empowerment & Diversity Committee shall be formed by the Chairman & Co-Chairman of the Social Accountability, Regulatory & Sustainability Corporate Steering (SARS) Committee comprising a maximum of 12 members ensuring that there is at least one representative from all the locations. The number making up the Committee can alter over time as decided by the Management.

The Composition of the GFL Corporate Women Empowerment & Diversity Committee is as follows:

S.No.	Name	Designation	Location
1	Ms. Jyoti Duggal	Chairperson	Noida
2	Mr. Kallol Chakraborty	Chief Sponsor	Noida
3	Ms. Rupali Chawla	Co-Chairperson	Noida
4	Ms. Meenakshi Arya	Secretary	Noida
5	Ms. Chandni Mehta	Member	Noida
6	Ms. Vishika Akela	Member	Noida
7	Dr. Anamika Dutta	Member	Dahej
8	Ms. Maheshwari Panchal	Member	Ranjitnagar
9	Ms. Megha Patel	Member	Ranjitnagar
10	Ms. Anameeka Sharma	Member	Vadodara
11	Ms. Megha Abrol Singh	Member	Europe
12	Ms. Laura Shekleton	Member	United States



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The Committee shall be announced every year by the Chairman & Co-Chairman of the Social Accountability, Regulatory & Sustainability Corporate Steering (SARS) Committee.

Please note since the Committee was founded as a path for women to voice their concerns and to act as advocates for women's concerns & issues, the members of the Committee shall preferably be women.

#### **MEETINGS**

Any four members of the committee along with the Chairperson/Co-Chairperson/Secretary shall form a quorum for any meeting of the Corporate Women Empowerment & Diversity Committee.

The Committee shall review the performance every month with the concerned team(s) and personnel by having face-to-face meetings or virtual meetings (WebEx) as the situation demands. The Committee shall publish Monthly Women Empowerment Minutes to all the concerned personnel.

The Committee Secretary shall be responsible for keeping the Top Management and Social Accountability, Regulatory & Sustainability Corporate Steering Committee informed about the progress made, identified gaps, and the draft plan of action, on all the related activities.

**Dr. Bir Kapoor**  
**Chief Executive Officer**  
**&**  
**Chairman of Social Accountability,**  
**Regulatory & Sustainability**  
**Corporate Steering Committee**

**Date: 1<sup>st</sup> Jan, 2022**

An **INOXGFL** Group Company  
BEYOND INFINITY

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