

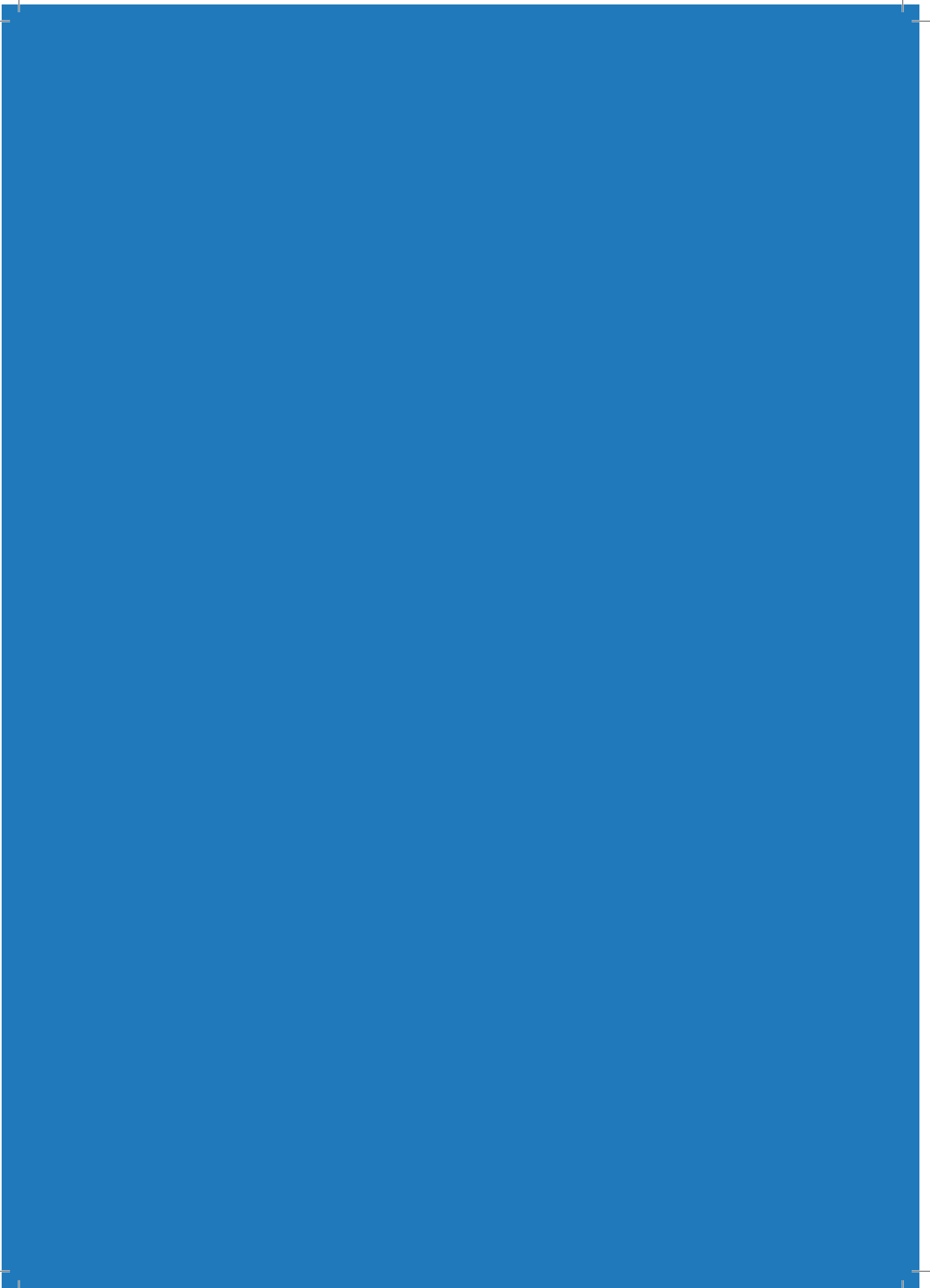


An **INOXGFL** Group Company

# WASH PLEDGE

IMPACT REPORT | 2025-26





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# WASH Impact Report 2025-26



## From the Desk of **Chairperson, Corporate WASH Committee**

“We remain committed to strengthening WASH practices through continuous monitoring, accountability and collective action to ensure healthier and safer workplaces for all.”

It gives me immense pleasure to share GFL’s continued journey towards strengthening Water, Sanitation and Hygiene (WASH) practices across our operations and value chain. WASH is not only a matter of infrastructure and compliance, but also a reflection of our commitment towards employee well-being, workplace dignity, health, safety and sustainable development.

At GFL, we believe that access to safe drinking water, sanitation and hygiene is essential for ensuring a healthy, safe and dignified workplace. Our commitment towards WASH extends across employees, contract workforce, business partners and surrounding communities. Through continuous awareness initiatives, infrastructure strengthening and systematic monitoring practices, we are working towards embedding WASH principles into everyday operations and organisational culture.

During FY 2025-26, we have taken significant steps to further strengthen our WASH governance and monitoring mechanisms. To ensure objective assessment and continual improvement, we initiated Quarterly External WASH Audits across locations. In addition, Monthly Cross-Location WASH Audits have been introduced to encourage knowledge sharing, consistency in standards and stronger inter-location accountability within plants.

Further, to improve transparency and timely corrective action, Bi-monthly WASH Facility Pictorial Reports have been implemented for regular visual monitoring of facility conditions. These initiatives have helped us create a more structured, measurable and proactive WASH management system aligned with our commitment towards operational excellence and employee well-being.

While we are encouraged by the progress achieved so far, we understand that the journey towards strengthening WASH systems is continuous. Sustained improvement requires collective participation, regular evaluation and continuous enhancement of practices and infrastructure. We remain dedicated to fostering a culture where health, hygiene and safety remain integral to our everyday operations.

I sincerely thank all employees, site teams, leadership members and stakeholders for their continued support and active participation in strengthening the WASH ecosystem across GFL locations. Together, we will continue to build safer, healthier and more sustainable workplaces for the future.

### **Kallol Chakraborty**

Head – GCHR

Chairperson, Corporate WASH Committee



## From the Desk of Regional HR Head

“Consistent efforts and collective ownership over the years have brought visible transformation in WASH standards across our locations.”

Over the last few years, GFL has witnessed significant improvement in Water, Sanitation and Hygiene (WASH) facilities across plant and office locations. Maintaining high standards of cleanliness and hygiene in large industrial plants is always challenging, but the continuous efforts, dedication and ownership shown by teams across locations have helped create remarkable positive changes.

Today, the improvement is clearly visible in overall plant cleanliness, sanitation facilities, housekeeping practices, drinking water facilities and employee awareness towards hygiene. Initiatives such as regular ‘Swachhta Abhiyan’, awareness campaigns, improved monitoring systems, Tea Post hygiene practices and enhanced canteen facilities have collectively contributed towards creating healthier and more hygienic workplaces.

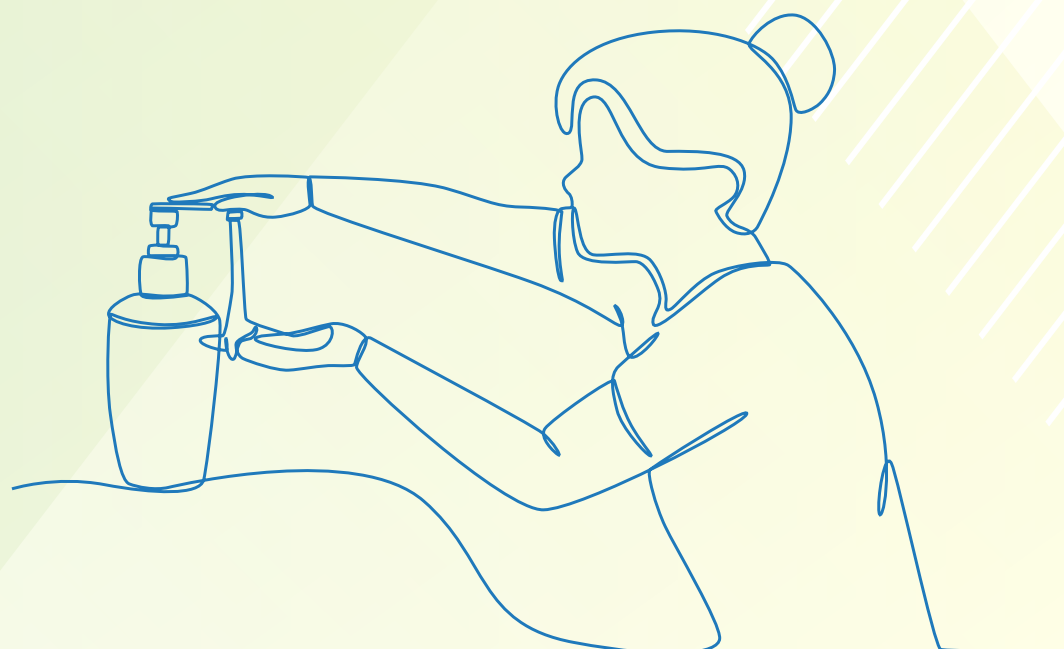
What is most encouraging is the proactive involvement of employees and teams who continuously work towards improving standards and sustaining these practices every day. Their commitment and willingness to make workplaces better reflect the strong WASH culture being developed across GFL locations.

At the same time, we understand that there is still a long journey ahead to achieve truly world-class WASH standards across all locations. While the path may be challenging, I strongly believe that with the commitment, teamwork and dedication of our employees and site teams, we will continue making steady progress and achieve even higher benchmarks in the coming years.

I sincerely appreciate the contribution and commitment of all employees, plant teams, housekeeping staff and WASH committee members who continue to drive this positive transformation.

**Dr. Sunil Bhatt**

Regional HR Head





## From the Desk of **Secretary, Corporate WASH Committee**

“Effective WASH implementation requires continuous coordination, regular monitoring and active participation from every location to create meaningful and sustainable change.”

As Secretary of the Corporate WASH Committee, my focus has been on strengthening coordination, review mechanisms and awareness initiatives across all GFL locations to ensure continuous improvement in WASH practices. Creating a healthy and hygienic environment requires collective responsibility, regular engagement and strong ownership from plant and office teams.

During FY 2025-26, consistent efforts were made to encourage locations to actively participate in strengthening WASH facilities and practices through regular reviews, surveys, assessments and awareness activities. Plants and offices were also encouraged to celebrate WASH-related days and conduct community awareness initiatives to promote the importance of hygiene, sanitation and safe water practices.

Special emphasis was placed on creating a proactive WASH culture where teams take ownership of improvements and work collectively towards maintaining better hygiene and sanitation standards. Through CSR interventions, continued efforts were also made to support WASH awareness and sanitation improvement initiatives within surrounding communities.

I sincerely appreciate the support and commitment extended by all plant teams, committee members, employees and stakeholders in driving this initiative forward. Together, we can continue building healthier workplaces and communities through sustained WASH practices and awareness.

### **Jignesh Mori**

CSR & Admin Head, Ranjitnagar Plant  
Secretary, Corporate WASH Committee





## From the Desk of **Occupational Health Centre (OHC)**

Safe water, sanitation and hygiene are essential for maintaining good health and preventing the spread of infections and communicable diseases. Clean drinking water supports the proper functioning of the human body, helps maintain hydration and plays an important role in overall physical well-being.

Proper sanitation and hygiene practices are equally important in industrial workplaces where large number of employees work together in demanding environments. Inadequate sanitation, poor hygiene and contaminated water can increase the risk of diseases and workplace health issues, affecting both employee health and productivity.

At GFL, continuous efforts towards improving WASH facilities, workplace cleanliness, sanitation standards and hygiene awareness have helped create healthier and safer working environments across locations. Improved housekeeping practices, better sanitation facilities, regular cleaning initiatives and awareness activities contribute significantly towards infection prevention and occupational health protection.

From an occupational health perspective, maintaining effective WASH systems is one of the most important preventive measures for reducing health risks and strengthening workplace well-being. Consistent awareness, proper hygiene practices and collective responsibility are essential for sustaining these improvements in the long term.

WASH initiatives across our company premises continue to play an important role in reducing the risk of infections and strengthening prevention and control measures for a healthier workforce.

### **Dr. Amar Rathi**

Occupational Health Centre (OHC)



We have continued to strengthen our WASH initiatives at the GFL Dahej-A unit by ensuring the availability of essential facilities and promoting their efficient utilisation. Regular monitoring of water consumption and maintaining hygiene standards have remained our key focus areas.

The implementation of WASH practices has significantly enhanced awareness among employees regarding cleanliness and responsible resource usage across the plant and office areas. These efforts have contributed to sustaining a clean and healthy working environment, which is crucial for employee well-being. Maintaining high standards of sanitation and hygiene has also positively impacted overall operational efficiency, as a well-maintained workplace supports productivity and employee morale.



### **Mr. Jignesh Parmar**

Chairperson, WASH Committee, Dahej-A  
HR & Admin Department

The WASH journey at Dahej-B has been a progressive step towards building a healthier and more inclusive workplace. With a strong focus on clean drinking water, improved sanitation and employee well-being, the unit has enhanced hygiene standards across facilities. Initiatives like continuous water availability and dedicated amenities for women reflect a commitment to dignity, safety and care—creating a workplace that supports both health and productivity.

### **Mr. Ashish Desai**

Chairperson, WASH Committee, Dahej-B  
HR & Admin Department

Transforming an old plant like Ranjitnagar into a fully WASH-compliant facility has been challenging, but our journey has demonstrated remarkable progress beyond expectations through continuous improvements in infrastructure, hygiene practices and employee awareness. Despite legacy constraints, focused efforts have significantly enhanced workplace health and sanitation standards and we remain committed to further strengthening WASH facilities through sustained awareness, strategic infrastructure upgrades and a culture of continuous improvement, ensuring a safer and healthier environment for all.

### **Mr. Ullas Trivedi**

Secretary, WASH Ranjitnagar Charter  
HR & Admin Department

Maintaining high standards of workplace sanitation continues to be a key focus at Ranjitnagar, with strengthened cleaning practices and improved hygiene monitoring throughout the year. These efforts have further reduced the risk of water-borne and vector-borne diseases while enhancing overall health conditions across the plant. Continuous awareness and preventive healthcare measures have played a vital role in building a safer, healthier and more resilient work environment for all employees.

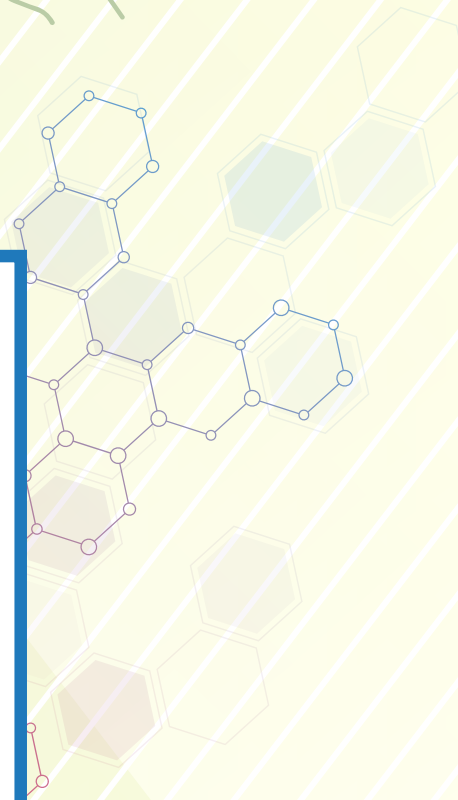
### **Dr. Kalpesh Changlani**

Committee Member, WASH Ranjitnagar Charter, OHC Doctor

# WASH

## At Workplace Pledge

GFL continues to strengthen its commitment towards Water, Sanitation and Hygiene (WASH) through the WASH at Workplace Pledge, ensuring safe water, sanitation facilities and hygiene awareness for employees and communities while contributing towards SDG 6.



**Annexure I**



**GUJARAT FLUORO CHEMICALS**  
VALUE THROUGH GREEN CHEMISTRY  
CIN: L24304GJ2018PLC105899

**Gujarat Fluorochemicals Limited**

Corporate Office: INOX Towers, Plot No. 17, Sector-16A, Noide-201301, Uttar Pradesh, India. Tel: +91-120-6149600  
Fax: +91-120-6149610 | www.gfl.co.in

**WASH PLEDGE**

This statement confirms that Gujarat Fluorochemicals Limited has committed to signing the Pledge for Access to Safe Water, Sanitation, and Hygiene.

We recognize that by signing this Pledge, Gujarat Fluorochemicals Limited commits to implementing access to safe water, sanitation, and hygiene at an appropriate level of standard for all employees in all premises under our direct control and supporting partners across our value chains and communities that surround our workplaces, within three years of signature.

I understand that the Pledge is to be implemented at all locations around the world under our direct control. I hereby confirm that I have the authority to sign this commitment for the above company.

**Authorized Signatory**



**Dr. Bir Kapoor**  
Chief Executive Officer

**Date – 22/03/2022**

An **INOXGFL** Group Company

Regd. Office: Survey No. 16/3, 26, 27, Village Ranjitsagar, Taluka Ghoghanba, Dist: Panchmahal - 389380, Gujarat, India.  
Tel: +91-2678-248153/152/153/107 | Fax: +91-2678-248153

Vadodra Office: ABS Towers, 2<sup>nd</sup> Floor, Old Pechra road, Vadodra-390007, Gujarat, India | Tel: +91-265-6198111/12/30057 | Fax: +91-265-2310312



# WASH Corporate Committee

## Annexure II

**WASH  
4 WORK**



### CHARTER OF CORPORATE COMMITTEE ON WASH

GFL became a signatory to the WASH Pledge on World Water Day, 22<sup>nd</sup> March 2022, in support of providing access to safe water, sanitation, and hygiene. As a company, GFL has embarked on implementing WASH because of the following:

1. It matches our goal to support the SDGs.
2. It upholds the moral and ethical standards for the well-being of employees.
3. Influences the stakeholders to provide access to WASH for workers in supply chains and communities and drive change in the organization.
4. Helps in achieving international standards and enhances credibility.
5. Safeguards the employee's health and reduces hazards.
6. Enables us to lead by example and drive transformational change.
7. Helps in building a network with other organizations through the WASH4Work initiative.

The responsibility of the Committee is as follows:

1. Support all locations in providing safe drinking water, adequate sanitation, and a hygienic work environment.
2. Roll out WASH standards for implementation across locations.
3. Drive awareness of WASH across the Company.
4. Support locations to generate WASH awareness in local communities.
5. Ensure periodic internal and external WASH audits for continuous improvement.
6. Review and monitor the progress in WASH actions across locations and,
7. Publish the WASH progress report on an annual basis.

The Committee Composition would be as follows:

Name	Role	Location
Mr. Kallol Chakraborty	Chairperson	Noida
Mr. Subodh Gautam	Secretary	Vadodara
Mr. Neeraj Singh	Member	Noida
Mr. Rakesh Sharma	Member	Noida
Dr. Sunil Bhatt	Member	Dahej
Mr. Paresh Arambhadiya	Member	Dahej
Mr. Ashish Desai	Member	Dahej-B
Mr. Dhaval Solanki	Member	Dahej-B
Ms. Sunita Gami	Member	Ranjitnagar
Mr. Jignesh Mori	Member	Ranjitnagar
Mr. Vinod Vasava	Member	Ranjitnagar
Ms. Anameeka Sharma	Member	Vadodara

The Committee shall meet once every month to review progress, address issues, and decide the way ahead. The Committee shall meet 4<sup>th</sup> Thursday of every month. This Committee shall report to the Social Accountability & Responsibility Corporate Committee (SARCC).

*Kallol Chakraborty*

**Kallol Chakraborty**  
Head (Group Corporate Human Resources) &  
Chairperson of WASH Corporate Committee

Date: 15/06/2023

# WASH Training Compliance FY 2025-26

As part of the organisation's commitment towards promoting Workplace Water, Sanitation and Hygiene (WASH) practices, WASH awareness and compliance training sessions were conducted across all locations during FY 2025-26.

A total of 1,410 training manhours were achieved during the year with 100% training compliance across all operational locations. The trainings focused on hygiene awareness, sanitation practices, safe drinking water, workplace cleanliness, health & wellbeing and employee sensitisation towards WASH standards.

**Location-wise training details are as follows:**

Location-Wise Training Manhours	
Location	Manhours (2025-26)
Dahej	250
Dahej-B	276
Noida	280
Ranjitnagar	116
Vadodara	58
ROI	750
<b>Total</b>	<b>1730</b>

Location-Wise Training Compliance (%)	
Location	Compliance % (2025-26)
Dahej	90%
Dahej-B	96%
Noida	74%
Ranjitnagar	100%
Vadodara	100%
ROI	69%

Total Training Manhours	
Year	2025-26
<b>Total</b>	<b>1730</b>



# Various Initiatives Under **WASH** during FY 2025-26

**GFL**  
 GUJARAT FLUORO CHEMICALS  
 An **INOXGFL** Group Company  
**ANNUAL WASH SURVEY 2025**  
 PLEASE SUBMIT YOUR RESPONSE FROM  
**12 MAY 2025 – 16 MAY 2025**  
 Your active participation will make our  
 WASH initiative more effective and  
 successful.  
**6 CLEAN WATER AND SANITATION**

**One Question  
 WASH Survey 2025**

**GLOBAL HANDWASHING DAY**  
 15<sup>th</sup> October  
 Lather up and lead the way  
 Be a Handwashing Hero!

**WORLD WATER DAY**  
 22<sup>nd</sup> March  
 Water is for everyone.  
 Not a responsibility for one,  
 nor governance for another.  
 Water and Gender  
 Where water flows, equality grows.

**WORLD TOILET DAY**  
 19<sup>th</sup> November  
**A TOILET SAVES LIVES**  
 IMPROVED ACCESS TO SANITATION  
 AND HYGIENE CAN SAVE  
 14 LAKH LIVES PER YEAR  
 SOURCE: WHO

**WORLD ENVIRONMENT DAY**  
 5 JUNE, 2025  
 THEME: ENDING PLASTIC POLLUTION

# Annual Survey of 2025-26



## Survey Questionnaire



**WASH WORK SURVEY QUESTIONNAIRE**

LOCATION: \_\_\_\_\_

LEVEL: \_\_\_\_\_

S. NO.	PARTICULARS	YES	NO
1.	I have access to clean, hygienic and safe drinking water at my workplace.		
2.	The drinking water points provided to me is maintained in hygienic conditions.		
3.	The washroom I use is always clean, odour free and in usable condition.		
4.	The handwash facility provided to me has provision of handwash soap.		
5.	The food provided to me is clean and hygienic.		
6.	The staff serving me food in canteen / cafeteria maintains cleanliness and hygiene.		
7.	The canteen / cafeteria is maintained in hygienic condition - free of insects & pests.		
8.	The transport facility provided to me is always in clean and in hygienic condition.		
9.	My workplace and surrounding area is always clean.		
10.	I am happy with the WA (Water) S (Sanitation) H (Hygiene) facilities provided to me at my workplace.		

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**WASH 4WORK**

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**WASH 4WORK**

**What is WASH / WASH (चौपर) क्या है -**

- WASH is a collective term for Water, Sanitation, and Hygiene - relating to access to safe, clean water; improved sanitation facilities, and a basic level of hygiene maintenance. These are separate fields of work but are highly interconnected, which means each depends on the presence of the other. For example, water sources become contaminated without toilets, and basic hygiene practices are not possible without clean water.
- Safe Water, Sanitation, and Hygiene are crucial for human health and an integral element in the measures to preserve the life and health of workers under international labor standards and codes of practices.

**Elements of WASH / WASH (चौपर) के तत्व -**

- Safe water** - Safe drinking water, also known as "potable water" or "improved drinking water" is the water of sufficient quality to be used for drinking and cooking and personal and domestic hygiene without causing health issues.
- Proper Sanitation** - Sanitation refers to the conditions relating to public health, especially the provision of accessible toilets and adequate sewage disposal. Sanitary facilities, such as accessible toilets, are essential for all human beings.
- Good Hygiene** - Good Hygiene refers to conditions and practices that help to maintain health and prevent the spread of diseases. Hygiene behavior is crucial to protecting against illness and diseases.



**WASH 4WORK**

**सर्वेक्षण (समाप्ती) / संपूर्ण प्रश्नावली**

नाम: \_\_\_\_\_

पता: \_\_\_\_\_

दफ्तर: \_\_\_\_\_

Sr. NO.	PARTICULARS	YES	NO
1.	मुझे अपने कार्यालय पर स्वच्छ और सुरक्षित पेयजल उपलब्ध है। मेरी पानी पीने का आश्वासन पर स्वच्छ, आरोग्यकारी और सुरक्षित पीना है।		
2.	मुझे उपलब्ध स्वच्छ गुरु परिवहन सेवा को सुरक्षित स्थिति में बनाए रखा गया है। मेरे भाग्यवानों आरोग्य पीना पानी, पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
3.	मेरे कार्यालय पर उपलब्ध स्वच्छ गुरु स्वच्छ स्वच्छ, स्वच्छ और उपलब्ध करने योग्य स्थिति में है। मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
4.	मुझे अपने कार्यालय पर स्वच्छ और सुरक्षित पेयजल उपलब्ध है। मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
5.	मुझे अपने कार्यालय पर स्वच्छ और सुरक्षित पेयजल उपलब्ध है। मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
6.	मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
7.	मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
8.	मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
9.	मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		
10.	मेरे भाग्यवानों आरोग्य पीने के आरोग्यकारी, विभिन्न प्रकार के पेय हैं।		

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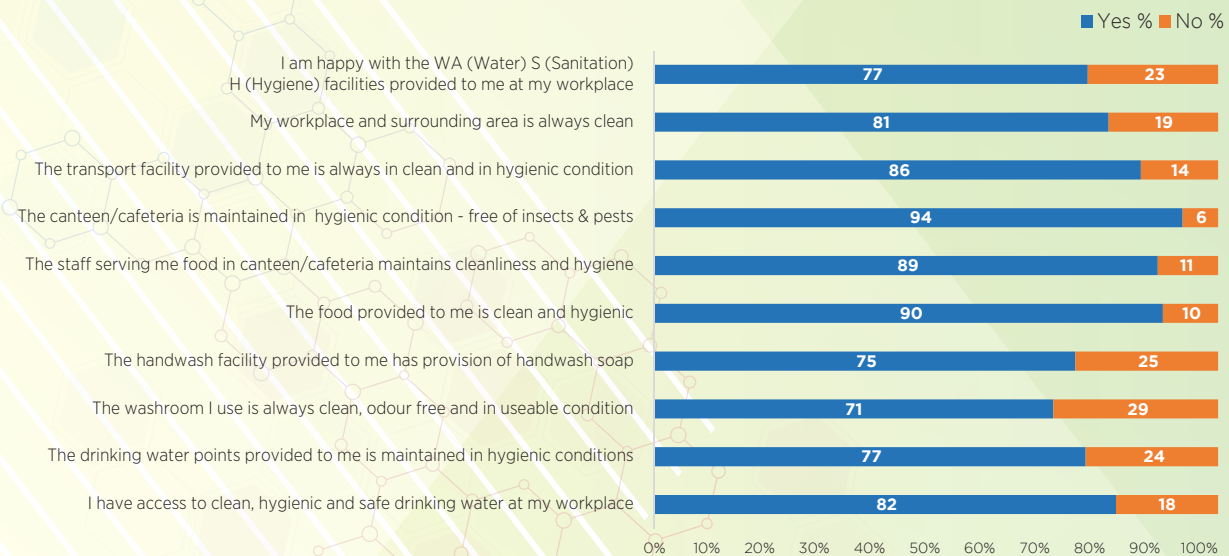


# Annual Audit Score

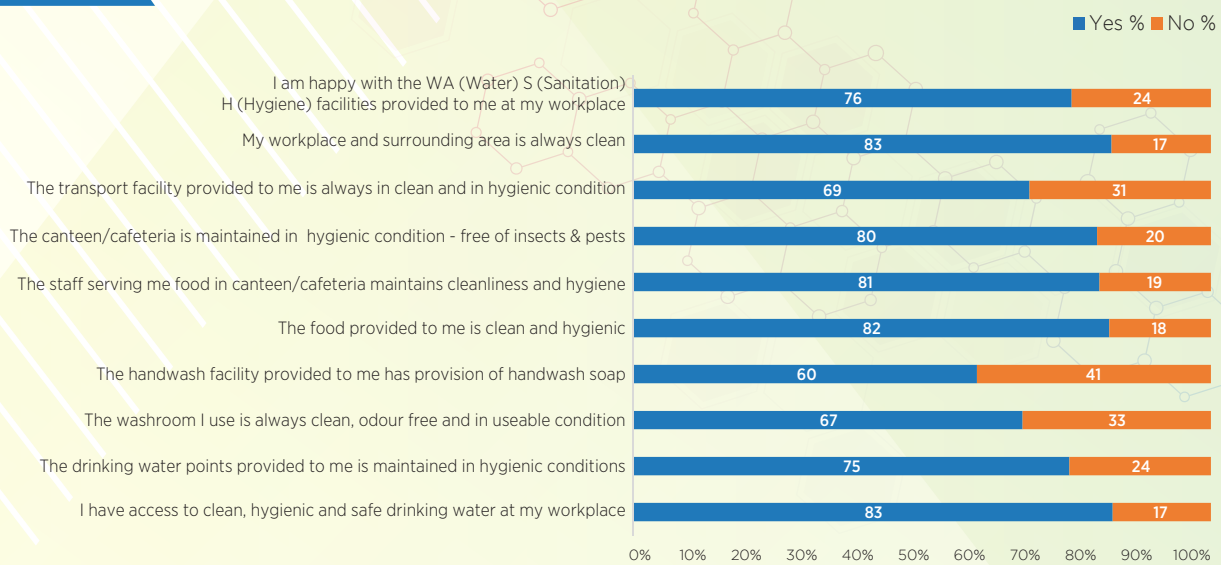
## May 2025



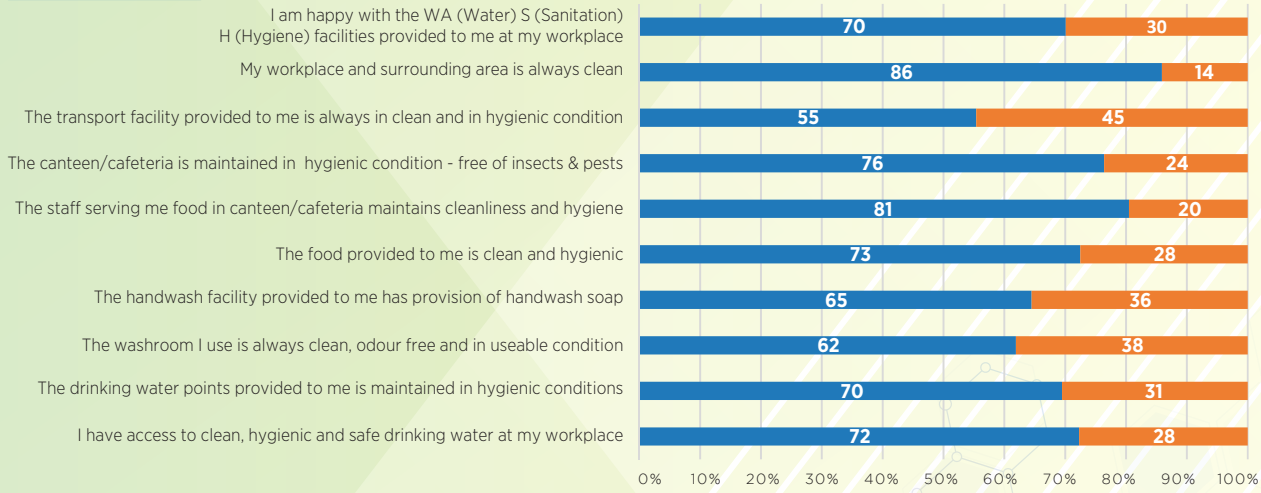
### RANJITNAGAR



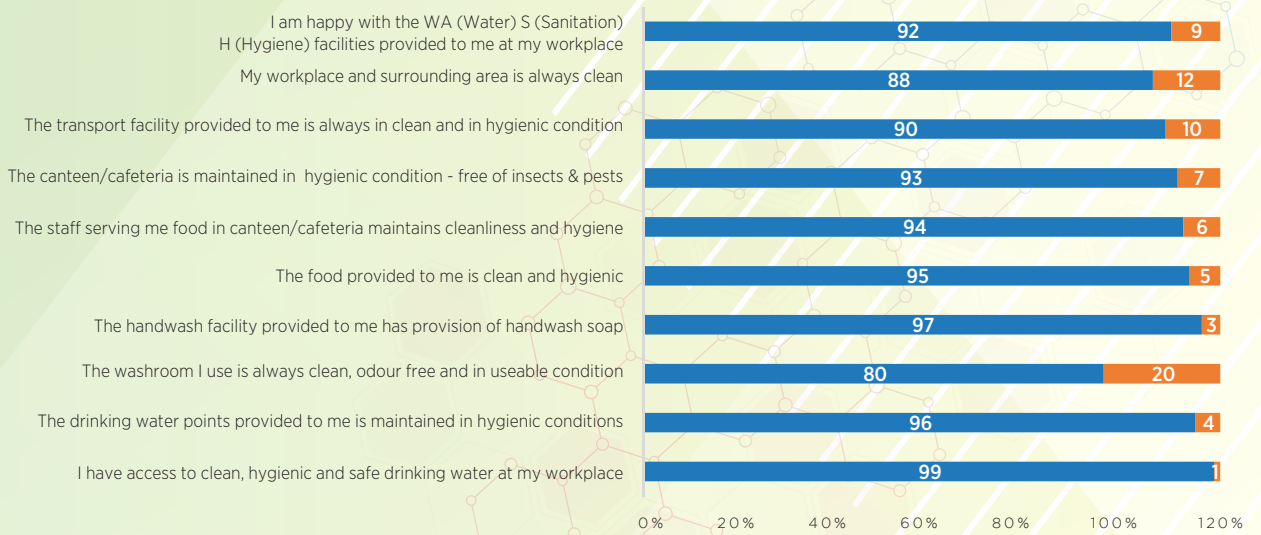
### DAHEJ-A



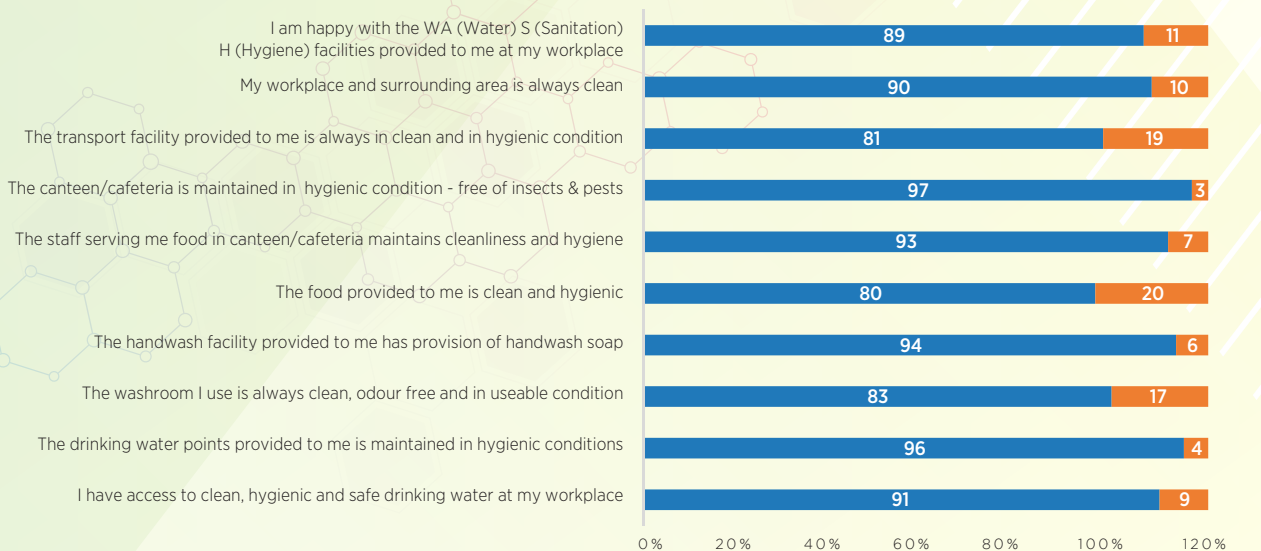
### DAHEJ-B



### NOIDA OFFICE



### VADODARA OFFICE



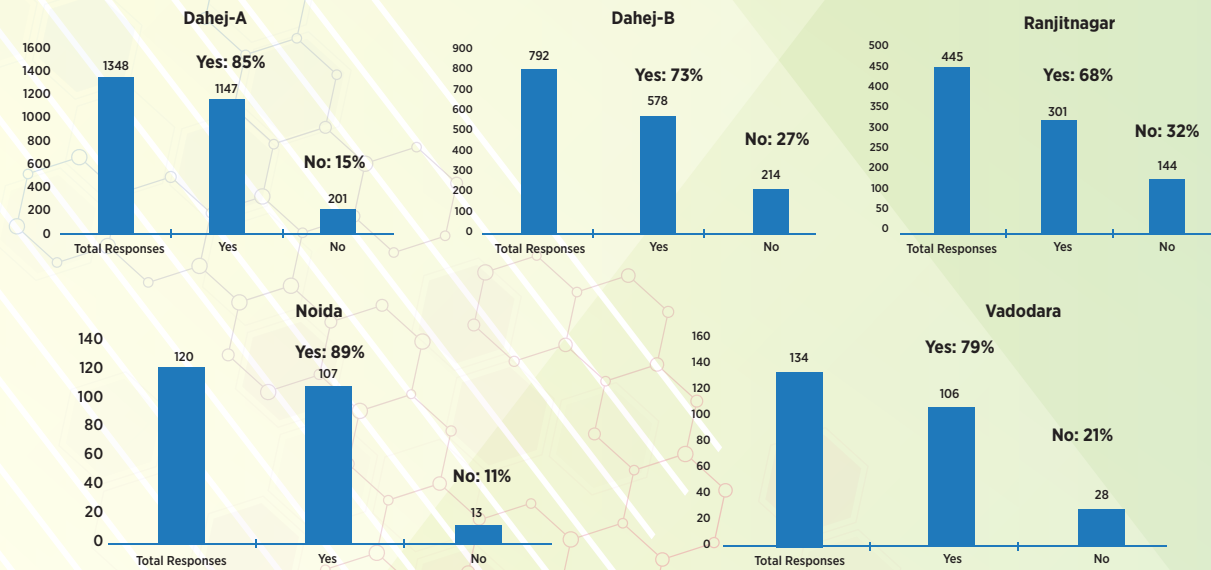


# WASH

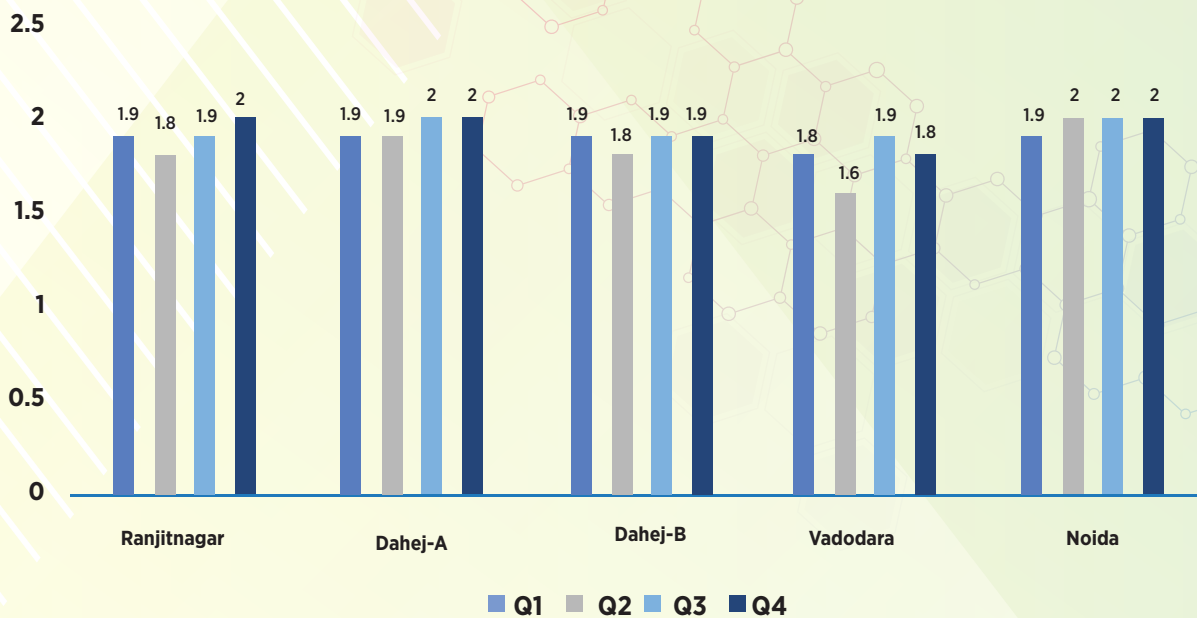
## One Question Survey

### WASH One Question Survey-All Location

Has the condition of toilets and washrooms improved in your area?



### Quarterly WASH Audit Score - 2025-26



### WASH AWARENESS TRAININGS



### SWACHCHHATA ABHIYAN IN PLANT LOCATION



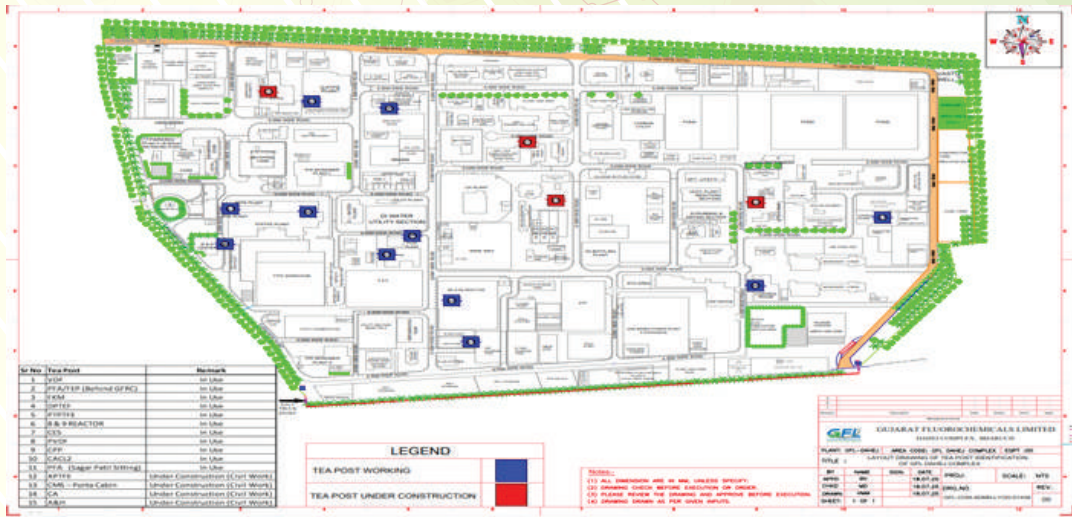
### ENVIRONMENT DAY CELEBRATION





**TEA POST IN PLANT**

**TEA POST MAPPING OF DAHEJ - A PLANT**



**Community WASH Initiatives**

SR. No.	Name of Activities	No. of Beneficiaries
1	WASH Committee in village and School	10 village people
2	WASH Awareness Programme in School and Community	1653 students and community people
3	Menstrual Hygiene Awareness Programme with women and adolescent girls	260 women and adolescent girls



### SCHOOL WASH AWARENESS



### MENSTRUAL HYGIENE MANAGEMENT



### COMMUNITY WASH AWARENESS





An **INOXGFL** Group Company  
BEYOND INDUSTRY

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