

WOMEN EMPOWERMENT & DIVERSITY

PROGRESS REPORT

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GFL is an acronym for its unwavering dedication to preserving the Women Empowerment Principles.

We are publishing our third

Women Empowerment & Diversity Progress Report for the FY 2024-25 in honour of the spirit & strength of Women.

GFL recognises Women Empowerment & Diversity as an integral part of its people strategy. As a signatory to UN Women and UNGC Women's Empowerment Principles, the Company has demonstrated its commitment to gender equality and women empowerment and believe that when women themselves are inspired to be included, there's a sense of belonging, relevance and empowerment in true sense.



About this report

We are pleased to share our third Women Empowerment & Diversity Progress Report 2024-25. The report is structured in accordance with Women Empowerment Principles (WEPs) established by the UN Women and the UN Global Compact (Annexure I).

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, Jolva, Ranjitnagar, Vadodara and Noida) & international locations (Germany & US), the immediate community and important business partners.

Reporting Period

The WEP report considers the reporting period as April 1, 2024 to March 31, 2025.

Report Frequency

The Company shall come out with this report annually.

Stakeholder Feedback

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

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From the Desk of the Deputy MD & CEO



Dear Readers,

I feel privileged to share my thoughts once again in this distinguished progress report of the Women Empowerment & Diversity Committee (WEDC). While it reflects GFL's efforts and progress in advancing Diversity, Equity & Inclusion over the past year, it also serves as a powerful reminder of the journey ahead and the benchmarks we are yet to reach.

The WEDC concluded the 2024-25 year with the International Women's Day celebration on 8th March 2025. While our distinguished guest speaker added great value to the event, it was the insights shared by our women employees that truly stood out, reflecting their strong conviction to reach greater career heights and their determination not to settle for anything less than what they aspire to achieve.

The theme **"Accelerate Action"** for International Women's Day (IWD) 2025 underscores the urgency of driving faster and more impactful progress toward gender equality. It calls for swift, decisive steps to address the systemic barriers and biases that affect women across sectors. The theme encourages individuals, communities, and organisations to strengthen their efforts, adopt effective strategies and champion initiatives that empower women. By actively challenging discrimination and supporting women's advancement, we can collectively accelerate the journey toward a more equitable world.

While our commitment to DEI remains constant, it is equally important that we enable progress for all by providing access to training, upskilling and meaningful development opportunities. At GFL, we make conscious efforts to engage a larger women workforce and invest in their growth by offering the support, resources and environment they need to overcome challenges and realise their full potential.

Compared to 2023-24, this year saw a 26% increase in hiring women candidates. Alongside this growth, we have made a conscious effort to train our women employees across behavioural, technical and safety domains. Their training mandays have exceeded the target of five mandays for 2024-25, underscoring GFL's strong commitment to the Women Empowerment Principles (WEPs).

Our focus on empowerment extends beyond our internal workforce. GFL has also contributed to the upliftment of women in nearby communities through various initiatives carried out by our dedicated CSR team at the Ranjitnagar Handicraft Centre. Highlights of these projects are featured in this report.

Women bring the best of both worlds: personal and professional, and organisations that recognise this gain immensely from their unique perspectives, ideas and broader outlook. These contributions not only enrich workplace culture but also drive stronger results.

The future of organisations will be shaped by how effectively they embrace DEI and empower women within their workforce.

Best Regards,

Dr. Bir Kapoor

Message from Chairperson, **WEDC**



Inclusion Happens by Choice, Not by Chance

As we look back on our progress, one truth stands out: **inclusion doesn't happen by accident — it happens by intention.** It's shaped by the choices we make every day in how we lead, collaborate and create opportunities.

The global theme for International Women's Day 2024, "**Inspire Inclusion,**" reflects what we strive for at GFL. To inspire inclusion means going beyond awareness and building workplaces where every woman feels **seen, valued and empowered to succeed.** It's about turning inclusion from a policy into a lived experience. At GFL, this change is real and growing. Through fair policies, leadership programmes, sensitisation workshops and purposeful hiring, we are opening doors for women in technical, commercial and operational roles.

Every bias we challenge and every opportunity we create brings us closer to the workplace we envision. But true inclusion is more than systems — it's culture.

A culture where women are **not just present but heard.**

Not just invited but encouraged.

Not just supported but championed.

This year, we've seen more allies step forward — leaders mentoring women, teams creating safer spaces and colleagues welcoming diverse perspectives. Inclusion is becoming everyone's responsibility, not just a committee's task. Still, the journey continues. Inclusion demands courage, continuous learning, and the willingness to challenge old norms. It means asking tough questions and committing to better answers. It means holding space for women's ambitions, voices and leadership.

As we move into 2025, let's carry the spirit of **Inspire Inclusion** into action:

- Mentor a young colleague
- Encourage diversity in hiring
- Speak up against bias
- Create platforms for women to lead
- Celebrate their achievements loudly and often

Together, let's make inclusion **our identity** — where every woman knows she belongs, grows knowing she is valued and leads knowing she is trusted.

Let's not just inspire inclusion — let's **model it, measure it and multiply it.**

Thanks & Regards,

Jyoti Duggal

Sunita Gami, WEDC Co-Chairperson



Women's empowerment remains at the heart of building a progressive and resilient society. At Gujarat Fluorochemicals Limited, we believe that when women are given equal opportunities, encouragement and platforms to grow, they become catalysts of lasting change and contribute with confidence. Through the WEDC Committee, we have continued to strengthen corporate initiatives that enhance awareness, leadership abilities, and overall well-being of our women employees. Our focus remains on creating equal opportunities, fostering gender sensitivity and enabling an environment where women feel supported at every stage of their career.

While we continue to strengthen women's growth and leadership within the organisation, our CSR initiatives further reinforce this commitment by empowering women in nearby communities as well.

As we review this year's progress, I extend my heartfelt appreciation to all team members, facilitators and participants who have contributed to this mission.

Let us continue working together with the conviction that **"when women rise, communities flourish."**

Mira Sharma, WEDC Secretary

As part of WEDC; Diversity, Inclusion & Equity have always been central to our committee. But with changing times and needs, it is now imperative to also to stress upon development & growth of women.

Women are not merely participants in the workforce; they are catalysts for innovation, resilience and meaningful change and this has been very well stressed upon in IWD Theme of 2025 - 'Accelerate Action'.

Each of us here today has a unique voice, a perspective that brings value to decision-making tables. Leadership isn't about waiting for an invitation. Women must own their leadership potential, advocate for themselves and uplift others as they rise.

Gone are the days of passive hope. To see the goals of SDG 5 achieved by 2030 it requires deliberate, collective, and strategic action. There is no need to be paralysed by fear & self-doubt. Change requires each of us to be active, step up, speak out and take initiative no matter how big or how small.

The world is changing, and organisations are realizing that empowering women is a fundamental driver of success. Assigning key roles to women in leadership requires more than just policies and frameworks. It requires a shift in mindset, a commitment from all of us to challenge outdated norms and build environments where talent—not gender—determines opportunity.

Let the journey from WAITING to LEADING begin now.....



Koyal Trivedi Dhingra, **WEDC Member – Noida**



Each year, as we take stock of our progress on gender equity and inclusion, one truth becomes clearer—**real change is not created by intention alone, but by consistent, collective action.**

At InoxGFL Group, our commitment to empowering women and fostering diversity is no longer an initiative—it is now an integral part of how we define excellence. We have moved from *awareness to accountability*, from *representation to real participation*. This transformation is being shaped every day—by teams that champion inclusion in their decisions, by leaders who mentor with empathy and most importantly, by women who rise, lead and inspire others to do the same.

The Women Empowerment & Diversity Committee (WEDC) has been instrumental in ensuring that opportunities are accessible, workplaces are equitable and policies reflect our shared values of fairness, respect and growth.

As we move into the next chapter of our journey, let's continue to build an ecosystem where talent thrives without boundaries—where women are not exceptions in leadership meetings but essential voices shaping strategy.

To every member of the InoxGFL family:

Keep mentoring. Keep advocating. Keep making space. Because when we lift others, we all rise.

Priya Singh, **WEDC Member–Vadodara**

As a dedicated member of the Women Empowerment Committee, I am thrilled by the progress we've made in our rural community. Through our CSR projects, we've established Skill Development Centres like the Ranjitnagar Handicraft Centre, providing women and girls with opportunities they've long been denied. From health education to vocational training, we're equipping them with the tools to shape their futures. Yet, our work is far from over. This International Women's Day let's recommit to advancing women's rights and empowerment. Let's strive for a world where every woman is educated, financially independent and aware of her inherent value. Together, let's be agents of lasting change.





Sangita Dhalpe, **Member**

GFL encouraged the transformative initiatives at empowering women and accelerate their progress in the Company.

The Company has taken groundbreaking steps in women Health awareness sessions and related trainings.

GFL has accelerated the progress which underscores the transformative power of supporting women, leadership, well-being and promoted gender equality and creating pathways for women in executive positions.

Dimple Mahida, **Member**

In technical fields, progress isn't just about advancing technology; it's about fostering an inclusive environment where women can lead, innovate and make an impact. Studies show that diverse teams produce better solutions, foster creativity and drive stronger business outcomes. By ensuring that women have the tools, support and opportunities to succeed in technical roles, we are building a more resilient and dynamic future for our company. As we continue to accelerate progress, let's focus on creating pathways for women from early education to leadership roles. This includes offering mentorship programmes, closing the gender pay gap and tackling unconscious bias in recruitment and promotion processes. It's about creating an ecosystem where women feel empowered to take risks, innovate boldly and lead with confidence.



Vaibhavi Parmar, **Women Empowerment Community Facilitator in WEDC**



This year's WEDC report highlights the combined efforts of GFL CSR and the WEDC Committee in strengthening women's empowerment both within the company and in the community. Through WEDC, we continued promoting a supportive and gender-sensitive workplace by organising awareness sessions and initiatives that encourage women employees to grow with confidence. At the community level, CSR activities such as menstrual hygiene awareness, peer group sessions, anaemia drives and livelihood programmes have helped improve the well-being and independence of women and adolescent girls. Skill development initiatives like the Ranjitnagar Handicraft Centre have created opportunities for women to earn and enhance their skills. As a WEDC member and Women Empowerment Facilitator, I am proud to contribute to these efforts and witness positive change. Together, we remain committed to empowering women to lead informed, confident and self-reliant lives.

"True empowerment begins when women are given opportunities and trusted to lead with confidence."

Megha Patel, **Women Empowerment Community Facilitator in WEDC**



Women hold remarkable strength and potential, and communities grow stronger when they are respected, included and empowered. At GFL, we remain committed to fostering diversity, supporting women's growth and ensuring equal opportunities across all levels. The Women Empowerment & Diversity Progress Report reflects our collective efforts and our determination to keep raising the bar each year.

My best wishes to all WEDC committee members—may we continue to work with dedication, clarity and purpose as we carry forward this important responsibility.

Smruti Bhatnagar, **WEDC Member International Location – Germany**

As part of the WEDC, we are committed to building a workplace where every woman feels supported, valued and encouraged to grow. We believe that accelerating progress begins with consistent efforts that promote inclusion in our everyday actions. Through awareness sessions, open conversations and collaborative initiatives, we are working together to create opportunities for women to learn, lead and contribute confidently. We are inspired by the collective strength of the women across GFL, which motivates us to keep driving meaningful change. As a team, we strive to shape an environment where every woman can truly thrive.



Laura Shekleton, **WEDC Member International Location – USA**



We continue to advocate for a culture that encourages woman empowerment and inclusion. Our initiatives help to create opportunities so that women can contribute without fear of discrimination. In turn, cultural barriers are mitigated and a diverse society thrives.

Our Approach to Women Empowerment Principles

Adopting the WEPs is a continuous journey of six main stages. The Journey guides WEPs signatories through: (1) gathering internal support for signing the WEPs (Consider), (2) collecting information required for a signature (Sign), (3) showing the company commitment to gender equality on the company profile page and activating internal stakeholders with the help of industry-specific practices and recommendations (Activate), (4) engaging external stakeholders through the value chain (Engage), (5) gathering data against the WEPs Transparency and Accountability Framework (Sustain), and (6) reporting on eight key performance indicators on their WEPs company profile pages (Report).

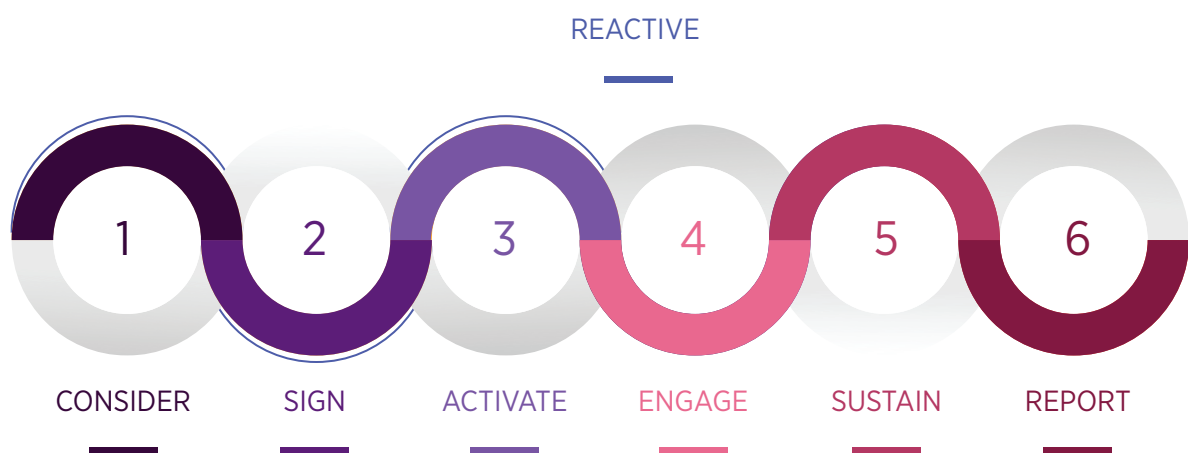
To recommit ourselves to support and actively contribute to the achievement of the WEPs, we celebrated International Women's Day to Accelerate Progress on 8th March 2024 across locations. We conducted an IWD 'Accelerate Progress' awareness campaign at our manufacturing sites and offices across locations wherein our employees participated actively.

Governance

Strong governance, in our opinion, is essential for managing risks, enhancing performance, and keeping investors and promoting growth. To guarantee the adoption and application of best practices, we periodically actively evaluate and assess our governance structures, policies and procedures.

Each location has a WEDC member representing the location. The location WEDC member reports to the Corporate Women Empowerment and Diversity Committee. The Corporate Committee meets once every month. The points as raised by the local representatives in respect of the 7 WEPs as laid down by the UN are discussed and actions are taken forward.

The Corporate Women Empowerment and Diversity Committee reports to the Social Accountability and Responsibility Corporate Committee of the Company. SARCC is chaired by the CEO of the Company. This meeting is held once every month and the matter discussed in the WED Committee and put forward to the SARCC.



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June 2020

GFL signed the UN Women and UNGC Women's Empowerment Principles exemplifying its commitment to Gender Equality and Women Empowerment

June 2020

GFL established Corporate Women Empowerment committee and circulated charter

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Dec 2020

GFL organised its first Awareness Session on Women Empowerment for all the women employees

July 2021

GFL launched Guideline on Free Transportation to Women Employees

July 2021

GFL launched Guideline on Special Leave for Employees

July 2021

GFL launched Guideline on Work from Home for Employees

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Aug 2021

Undertaken a Women Wellness Initiative – tied up with 'M Fine' for providing wellness benefits to female employees

Sep 2021

1st Workplace wellness survey conducted across the Company

Mar 2022

Conducted its first campaign – Break the Bias on International Women's Day

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Apr 2022

Launch of Ranjit Nagar Handicraft website for Economic Upliftment of Women

May 2022

Launched the first Women Empowerment and Diversity Progress Report 21-22

Feb 2023

Revamping of WEDC Charter

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Mar 2023

Conducted campaign on Embrace Equity

May 2023

GFL launched Parent's Medclaim Policy

June 2023

WEPs Training to WEDC Members through United Nations Global Compact Network India (UN GCNI)

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July 2023

Launch of a digital platform for launching POSH complaints - POSH Line

Sept 2023

Conducting the 1st Gender Gap Assessment

Jan 2024

Modification in WEDC Charter

June 2024

WEPs Training of Committee Members

Nov 2024

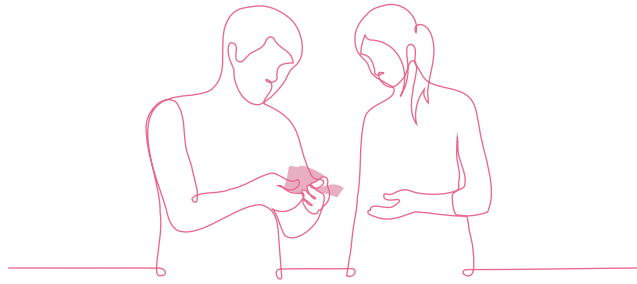
Focused Group Discussion with women employees at Noida

J

Dec 2024

Focused Group Discussion with women employees at Plant Location

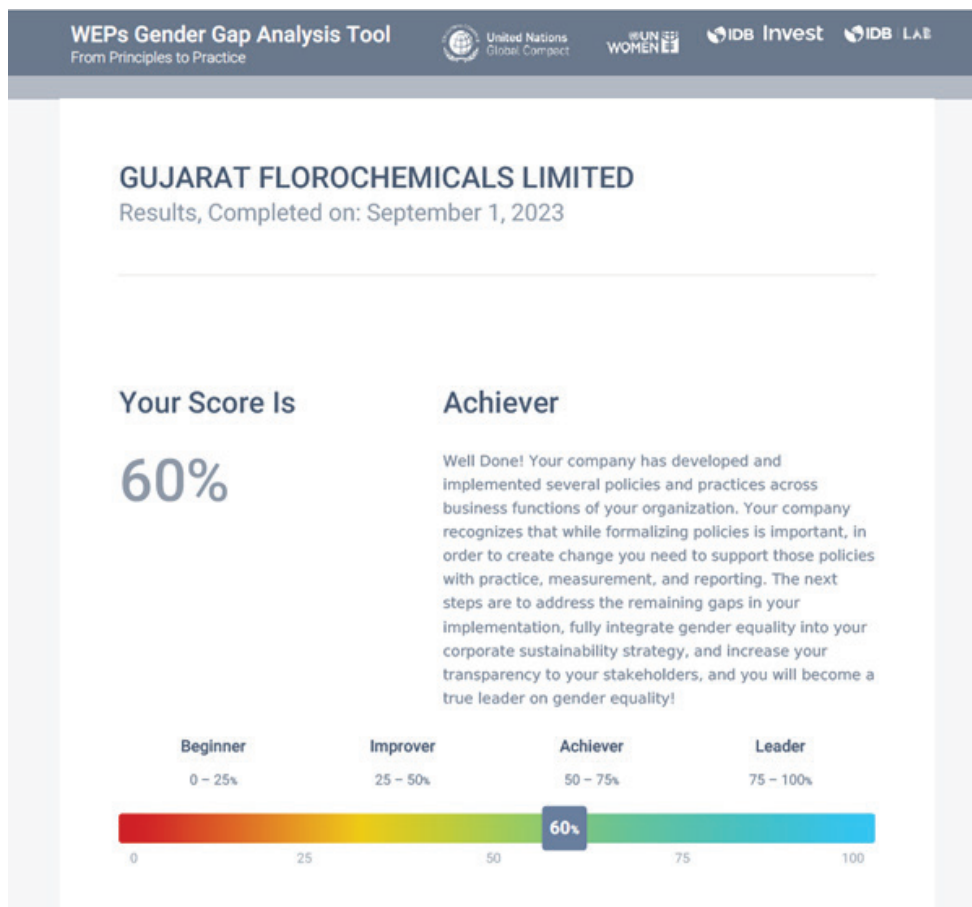
Gender Gap Assessment



The Women's Empowerment Principles (WEPs) provide a holistic framework for companies to promote and integrate gender equality into their value chains for positive outcomes in business and society. Launched in 2010 by UN Women and UN Global Compact, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality in the workplace, marketplace and community, regardless of their size, sector or geography. On 21st June 2024, the Committee Members were given a detailed training on the 7 WEP Principles by faculty of UN GCNI.








Gender equality is intrinsically linked to sustainable development and is vital to the realisation of human rights for all. Gender impact assessment has been defined as an ex-ante evaluation, analysis or assessment of a law, policy or programme that makes it possible to identify, in a preventative way, the likelihood of a given decision having negative consequences for the state of equality between women and men.

GFL took the Gender Gap Assessment in September 2023 and its result is as under:



Implementation of the 7 WEPs

The Women's Empowerment Principles (WEPs) offer businesses a comprehensive framework for advancing gender parity and women's empowerment in the marketplace, workplace and community while generating favourable results for both business and society.

1  PRINCIPLE High-level corporate leadership	2  PRINCIPLE Treat all women and men fairly at work without discrimination	3  PRINCIPLE Employee health, well-being and safety	4  PRINCIPLE Education and training for career advancement	5  PRINCIPLE Enterprise development, supply chain and marketing practices	6  PRINCIPLE Community initiatives and advocacy	7  PRINCIPLE Measurement and reporting
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WEP 1 Implementation

In support of the 7 WEPs, we have comprised the Corporate Women Empowerment & Diversity Committee to give an essential bearing to the drive and guarantee that the necessary moves are initiated on the UNGC 7 Principles of Women Empowerment (WEPs).

As a part of the implementation process for WEP 1 we had charted our Annual Action Plan for FY 2024-25.

WEP Action Plan 2024-25			
KRA	Index	Target	Achievement
Conduct Gender Gap Assessment of the organisation to improve score%. Base line assessment to be done in July and Final assessment in December	% improvement	25%	Base line score - 60% Final assessment not conducted
Achieve the targeted number of Women employees in GFL Business	Number	150	135
Achieve number of Training Days of training of women employees	Training Days	5	9 Training Days
Promote women entrepreneurs while engaging suppliers and vendors	Number	2 in each site	1 supplier in Noida

WEP 2 Implementation

As a part of the WEP 2 implementation the Company has laid down policies on fair recruitment, performance evaluation. All our HR policies and procedures reflect non-discriminatory practices and provide equal opportunity for all employees and stakeholders.

A training programme on Gender Sensitivity, Diversity & Inclusion and code of conduct is provided to all employees, including those who recently joined the company, as well as contract workmen.

Number of Women Employees (Permanent)	FY 24-25	FY 23-24	FY 22-23	FY 21-22
Total	135	107	79	62

WEP 3 Implementation

To facilitate better work-life balance, we offer flexi-timing benefits and extended leaves on all Saturdays in office and alternate Saturdays in Plants. We also allow employees to take special 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.

WEP 4 Implementation

The faculty of UN GCNI imparted training to the Committee Members on the 7 WEP Principles in June 2024.



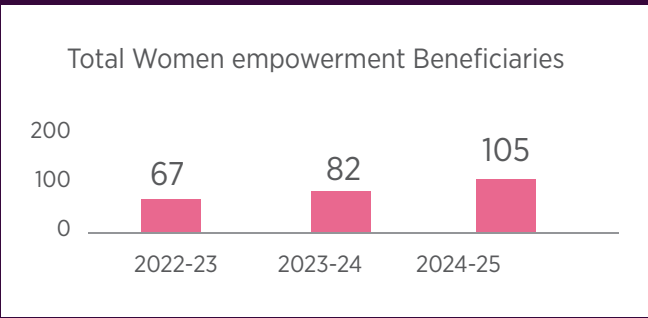
Total hours of Training to Women Employee	
Year	Training Hours
2024-25	9685
2023-24	4993
2022-23	3053.5

WEP 6 Implementation

Through our CSR efforts, GFL hopes to “Energise, Involve and Enable Communities to realise their Potential.”

Women Empowerment – SDG linkages – 5,10,17

GFL supports three Self-Help Groups (SHGs), helping 30 women achieve financial independence through savings, loans and business development. By celebrating International Women’s Day, GFL promotes gender equality, empowering women to drive positive change and improve financial stability in their communities.



Women Empowerment Initiatives Beneficiaries:				
Sr No.	Women empowerment Initiatives	2022-23	2023-24	2024-25
1	Self-Help Group	10	20	30
2	Women’s day celebration	57	62	75
	Total	67	82	105



Gynaecology Camp



On Women's Day, GFL organised a gynaecology camp, which saw the active participation of 33 women. The camp aimed to raise awareness about women's health and provide essential medical support, offering participants the opportunity to receive free consultations and health check-ups from expert gynaecologists. This initiative reflects GFL's commitment to promoting women's well-being and empowering them through access to vital healthcare services.

Sustainable Livelihood – SDG Linkages – 1,5,8,17

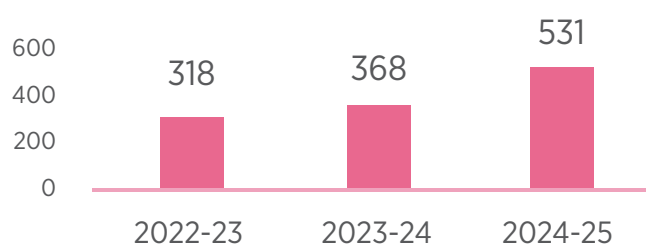
GFL promotes skill development through vocational training in areas like tailoring, resin products and Lippan art, benefiting over 400 women and enhancing their income potential. Through the Ranjitnagar Handicraft Centre, the launch of the RH Commercial website and successful exhibitions, GFL empowers over 105 women artisans, preserving cultural heritage while generating over ₹15 lakh in sales.



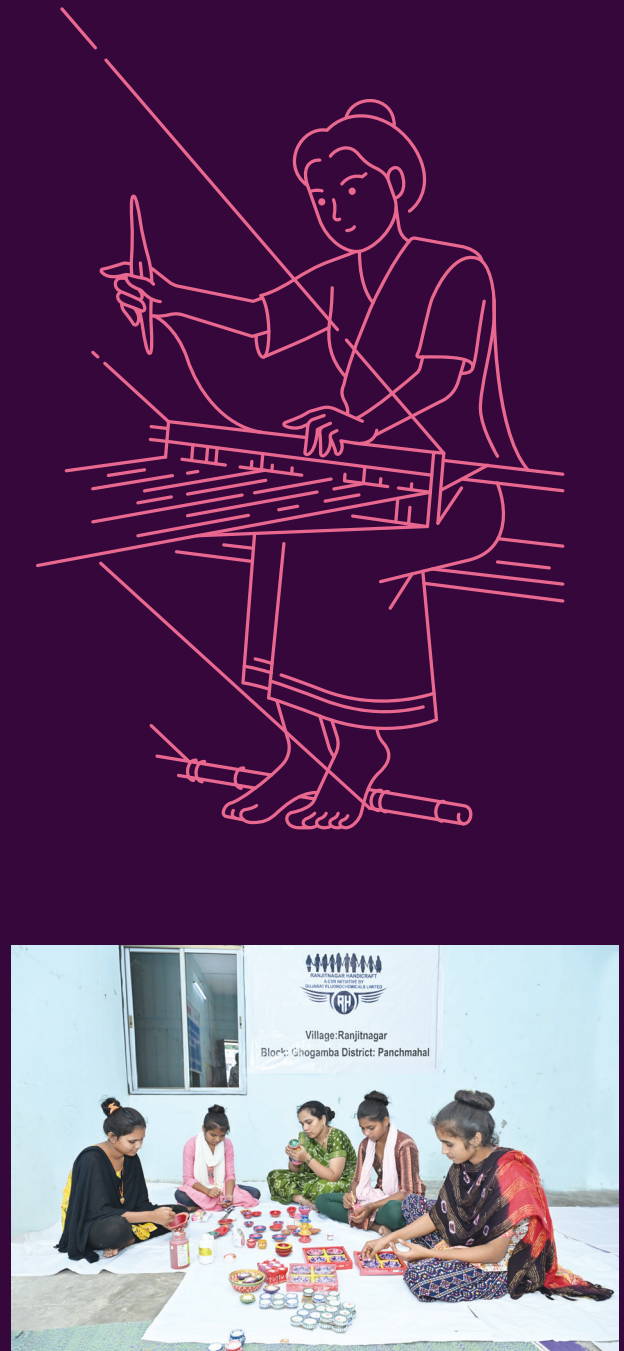
Sr No.	Sustainable Livelihood initiatives	2022-23	2023-24	2024-25
1	Vocational Training	260	283	426
2	Ranjitnagar Handicraft Centre	58	85	105
	Total	318	368	531

Sustainable Livelihood Initiatives Beneficiaries:

Total Sustainable Livelihood Beneficiaries



Various Handicraft Trainings



Artisan Payments

GFL's **Artisan Payment Activity** at the Ranjitnagar Handicraft Centre provides local women with convenient livelihood opportunities where they come to the centre, complete stitching or handicraft work, and receive their earnings **through cheque payments**. This system promotes financial independence and transparency while allowing



women to balance their household responsibilities and income generation. The initiative helps them use their skills, contribute to their family income and gain confidence within a safe and supportive environment.



Case Study Sustainable Livelihood

Chamtha Rinkuben, a 25-year-old from Ranjitnagar, gained valuable skills through GFL's Skill Development Centre, completing tailoring and embroidery courses. With her new expertise, she now earns ₹2,000–₹3,000 monthly, working both at the Ranjitnagar Handicraft Centre and from home. Her journey showcases how skill development fosters financial independence and empowers individuals.

Sustainable livelihood impact:

- Most beneficiaries (women) found their own source of income and experienced economic independence and societal respect.
- **70% Beneficiaries had their own sewing machines.** Out of 70% of these beneficiaries, 30% had purchased it before the training and 40% had purchased after the training indicating an impact of the CSR Project on greater number of village women owning means of their own livelihood.
- 88% of beneficiaries of Sustainable Livelihood Project were aware about Hastakala Setu Government Scheme and 76% were now linked for that initiative for training and livelihood activity.



Peer Group Discussion on Menstrual Hygiene

As part of GFL's CSR initiative, a peer group session on menstrual hygiene was conducted at Anganwadis in 4 villages near GFL Ranjitnagar plant. The session educated adolescent girls and women on menstrual health, hygiene practices, and the safe use and disposal of sanitary products.

Through these discussions, it was found that many participants require better access to menstrual hygiene resources. In response, GFL CSR will introduce the Sakhi Swasthya Kit, providing essential hygiene products to support their needs.

Total no. of Beneficiaries: 220 adolescents

ANNEXURE 1

Mapping of GFL's HR Principles with WEPs, SDGs 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 at the workplace	Principle 2 – Treat all women and men fairly at work respect and support human rights and non-discrimination	Child labour Forced or compulsory labour 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 be free from Discrimination Right to Recognition as a Person before the Law
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