

## Annexure- E

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)-FY 2024-25

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the company</b>	L36912MH1986PLC041203
2.	<b>Name of the Company</b>	Goldiam International Limited (“GIL”)
3.	<b>Year of incorporation</b>	1986
4.	<b>Registered address</b>	Gems & Jewellery Complex, MIDC, SEEPZ, Andheri East, Mumbai-400096.
5.	<b>Corporate address</b>	Gems & Jewellery Complex, MIDC, SEEPZ, Andheri East, Mumbai-400096.
6.	<b>E-mail</b>	investorrelations@goldiam.com
7.	<b>Telephone</b>	022-28291893/0396
8.	<b>Website</b>	www.goldiam.com
9.	<b>Financial year for which reporting is being done</b>	Financial year 2024-25 (April 1, 2024 to March 31, 2025)
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange of India Limited and BSE Limited
11.	<b>Paid-up Capital</b>	Rs.2135.90 lakhs
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	<b>Name:</b> Mr. Anmol Rashesh Bhansali <b>Designation:</b> Managing Director <b>E-mail:</b> investorrelations@goldiam.com <b>Telephone:-</b> 022-28291893/28290396
13.	<b>Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).</b>	The disclosures under this report are made on standalone basis for Goldiam International Limited, unless otherwise specified
14.	<b>Name of assurance provider</b>	Not Applicable
15.	<b>Type of assurance obtained</b>	Not Applicable

##### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of Gold/silver/platinum and Diamond studded Jewellery	97.30
2.	Investment	Investment in capital Market	2.70

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

S. No.	Product/Service	NIC Code	%of total Turnover contributed
1.	Gold/silver/platinum and Diamond studded Jewellery	32111	97.30
2.	Investment in Capital Market	65999	2.70

III. Operations

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

Location	Number of plants	Number of offices	Total
<b>National</b>	1-Manufacturing unit The Company has manufacturing unit of its wholly owned subsidiary of Goldiam Jewellery Limited in SEEPZ, Andheri East, Mumbai-400096.	2 The Company has 6 retail stores in Mumbai on Leave & License basis.	3
<b>International</b>	Nil	The Company has a wholly owned subsidiary 'Goldiam USA Inc. in USA.	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1-Maharashtra
International (No. of Countries)	5 (USA, Middle East, Europe, Australia & Canada)

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

The Company sells its products in India as well as exports to more than 5 countries across the globe. Its export turnover contributed to 99.35% of the total turnover of the Company in FY 2024-25.

c. A brief on types of customers

Our Company operates in the jewellery industry, employing omnichannel strategy, which includes ecommerce drop shipments and B2B website (Jewel Fleet) to provide value-added, omni-channel sales funnel to our customers. The Company caters to its various customers through its retail stores and we are supplier to leading global retailers, departmental stores and wholesalers with a diversified product portfolio of

- Natural diamond jewellery
- Lab grown diamonds (LGD) jewellery and our value added diamond jewellery business focuses on being a proxy to US consumer and retail demand.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	90	64	71%	26	29%
2.	Other than Permanent (E)	80	53	66%	27	34%
3.	<b>Total employees (D + E)</b>	170	117	69%	53	31%
<b>WORKERS</b>						
4.	Permanent (F)	21	20	95%	1	5%
5.	Other than Permanent (G)	157	130	83%	27	17%
6.	<b>Total workers (F + G)</b>	178	150	84%	28	16%

b. Differently abled Employees and workers:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	-	-	-	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	1	1	100%	-	-
6.	<b>Total differently abled workers(F + G)</b>	1	1	100%	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	3	50%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	13%	12.5%	13%	27%	21%	26%	0%	0%	0%
<b>Permanent Workers</b>	22%	0%	21%	0%	0%	0%	0%	0%	0%

\*The numbers exclude other than permanent employees and other than permanent workers (contract workforce).

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

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

S. No.	Name of the holding /subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Goldiam Jewellery Limited	Wholly owned Subsidiary	100	No
2.	Goldiam USA inc.	Wholly owned Foreign Subsidiary	100	No
3.	Diagold Designs LLP (Formerly known as Diagold Designs Limited)	Subsidiary	50.99	No
4.	Eco-friendly Diamonds LLP	Subsidiary	88	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**  
 (ii) Turnover Rs. 61061.13 lakhs  
 (iii) Net worth Rs. 32471.43 lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>If Yes, then provide web-link (for grievance redress policy)</i>	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Communities can raise their grievances through The concerned Plant/department head.	Nil	Nil		Nil	Nil	
Investors (other than shareholders)	Yes <a href="http://goldiam.com/investor-contacts.html">http://goldiam.com/investor-contacts.html</a>	Nil	Nil		Nil	Nil	
Shareholders	Yes. Company's Registrar & Transfer Agent, M/s. MUFG Intime India Pvt. Ltd., looks after all the grievances/enquiries/queries of Shareholders/Investors. There is a dedicated e-mail address of the Company viz <a href="mailto:investorrelations@goldiam.com">investorrelations@goldiam.com</a> for escalating unresolved investor grievances.	3	Nil		10	Nil	
Employees and workers	Yes Employees can raise their grievance on <a href="mailto:auditcommitteechairman@goldiam.com">auditcommitteechairman@goldiam.com</a> for any wrongdoing observed in the Company. <a href="http://goldiam.com/pdf/gil-policies/code_of_conduct.pdf">http://goldiam.com/pdf/gil-policies/code_of_conduct.pdf</a>	Nil	Nil		Nil	Nil	
Customers	Yes Customers address their grievances through e-mail on <a href="mailto:marketin@goldiam.com">marketin@goldiam.com</a> or enquiry form placed on Company's website: <a href="http://goldiam.com/contact.html">http://goldiam.com/contact.html</a>	Nil	Nil		Nil	Nil	
Value Chain Partners	Yes. Value Chain Partners can raise their grievances by writing to the concerned functional head. The same is attended promptly by the concerned head.	Nil	Nil		Nil	Nil	

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Employees Health & Safety	Risk	Direct Potential impact on Company's operations, employees and communities at large. Effective H&S performance also assists in attracting and retaining quality talent. This can also lead to decreased Productivity.	We have effective health and safety practices deployed. Several efforts and initiatives have been put in place to ensure employee health and safety.	Negative – Any cost put towards employee health and safety will yield positive results in the long term.
2.	Labour Practices	Risk	Changing regulations around labour practices pose as a challenge.	We have put in substantial effort to ensure that we comply with all requirements of labour law and do beyond it as well.	Negative – Workplace incidents related to employee's health and safety can result in litigation and plant shutdown, impact reputation and attract fines from the regulator.
3.	Product Quality & safety	Opportunity	In the jewellery industry, a company's reputation hinges on the quality and safety of its products. To uphold their reputation, Our Company takes measures to ensure that their products meet high standards of quality and safety. This, in turn, fosters customer loyalty and helps to build a positive image.	-	<b>Positive</b> - By ensuring product quality and safety, Our Company can generate higher sales and revenue, decrease costs, and unlock opportunities for market expansion.
4.	Regulatory Compliance	Risk	Failure to comply with relevant laws and regulations may lead to adverse impact on brand image, legal & financial penalties, loss of market access	We have defined the roles and responsibilities in all the functions and departments of the Company and they conform to meet all the regulatory compliances under applicable regulations.	Negative- Increased operational costs with increased cost of compliance.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Access and Affordability	Risk	In the jewellery industry, it is crucial for companies to find a delicate equilibrium between providing affordable options and upholding the perceived value of their products and services. Additionally, they must consider the enduring consequences of their pricing strategy and refrain from engaging in a race to the bottom.	Our Company has implemented measures to minimize potential risks by expanding their reach through the online platforms, capitalizing on economies of scale, and adopting a strategic approach to material procurement to curtail costs and provide affordable options for their customers.	<b>Negative</b> - There is a potential risk of impacting sales as the balance between affordability and maintaining profit margins.
6.	Business Ethics	Opportunity	By prioritizing business ethics, our Company shall build trust, attract new customers, enhance its brand image, and increase its credibility with customers and stakeholders. Ethical practices shall have a positive impact on employee engagement.	-	<b>Positive</b> - Increased customer loyalty translates into higher sales, improved customer retention, and ultimately, better financial performance.
For further information you may refer the Management Discussion and Analysis.					

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements. These briefly are as follows:-

P1	Business should conduct and govern themselves with Ethics, Transparency and Accountability
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
P3	Businesses should promote the wellbeing of all employees
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
P5	Businesses should respect and promote human rights
P6	Business should respect, protect, and make efforts to restore the environment
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
P8	Businesses should support inclusive growth and equitable development
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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**Policy and management processes**

1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="http://goldiam.com/pdf/gil-policies/sustainability_policy-br.pdf">http://goldiam.com/pdf/gil-policies/sustainability_policy-br.pdf</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Company has translated these policies into procedures and practices wherever applicable.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	Cetrtifica tion of IGI, IGL& EGL
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )  We are committed towards becoming a socially and environmentally responsible organization and have always maintained a very high standard of ethics. It has been our belief that sustainability and growth go hand in hand and an organization's long-term success is determined by how proactively it responds to its environmental, social, and governance dimensions. Our corporate governance framework signifies our commitment to integrity and responsibility.  On the Corporate Social Responsibility (CSR) front, the Company's livelihood and entitlement enablement initiatives continue to focus on sustainable economic development of vulnerable and low-income sections of the society. Under its CSR activities, the Company worked on projects (through agency) in the area of education and community development.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The implementation and oversight of the Company's Policy towards business responsibility is carried out by: 1. Executive Chairman 2. Managing Director								
9. Does the entity have a specified committee of the board / director responsible for decision making on sustainability related issues? If Yes, provide details.	The company does not have specified Committee for decision making on sustainability related issues. However, the Company has a Corporate Social Responsibility (CSR) Policy which approves and oversees CSR projects in line with the Company's strategy to bring about a positive impact on the communities through various CSR programmes and the Executive Directors monitor various aspects of Social, Environmental, Governance and Economic responsibilities of the Company on continuous basis.								

10. Details of Review of NGRBCs by the Company:									
<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee</b>					<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>			
	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
Performance against above policies and follow up action	The performance is regularly reviewed by: Executive Chairman, Managing Director Corporate Social Responsibility (CSR) Committee.					The frequency of review is as follows: Executive Chairman and Managing Director-ongoing Corporate Social Responsibility (CSR) Committee- Usually twice in a year.			
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.	The Company is in due compliance with all the required regulations as applicable.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									
	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
	During FY 2024-25, the Company has not carried out any independent assessment/evaluation of the working of its policies by an external agency.								

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

<b>Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/N)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**Essential Indicators**

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact covered by the awareness programmes	% of persons in respective category
Board of Directors	4 Board meetings were held during FY 2024-25	Business and Regulatory updates including developments in the global environment, industry trends, key operational matters, financial performance, risk management and sustainability initiatives are regularly presented and deliberated upon during Meetings of the Board of Directors and Board Committees.	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	2	<ul style="list-style-type: none"> <li>• Prevention of Sexual Harassment</li> <li>• Code of Conduct</li> <li>• Discipline at workplace</li> <li>• Insider Trading regulations</li> </ul>	85%
Workers			

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

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

No- The Company maintains a strict zero-tolerance approach towards corruption and bribery in any form. All employees are expected to comply with applicable anti-corruption laws, the Company's Code of Conduct

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	<b>FY 2024-25</b>		<b>FY 2023-24</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

No fines / penalties / actions were imposed by regulators/ law enforcement agencies or judicial institutions on cases related to corruption and conflicts of interest.

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

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Number of days of accounts payables	60	71

9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties in the following format:

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Concentration of Purchases	a. Purchases from trading house as % of total purchases	Not Applicable	
	b. No of trading houses where purchases are made		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration on sales	a. Sales to dealers/distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total purchases)	0.11	0.19
	b. Sales (Sales to related parties/ Total sales)	0.90	0.73
	c. Loans & Advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made )	0.30	0.27

**Leadership Indicators**

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year: No
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? **(Yes/ No)** If Yes, provide details of the same.

Yes, the Company has Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and Senior Management Personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with such entities.

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

**Essential Indicators**

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Refer Note below		
Capex			

Note: R&D undertaken and Capex incurred by the Company are primarily focused towards developing new products & overall process improvements. While these may have indirect beneficial impact on environmental and social aspects, the Company does not track these on a specific basis and hence are not reported here.

2.
  - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
No, at an all-India level, preference is always given to sourcing from local suppliers.
  - b. If yes, what percentage of inputs were sourced sustainably?  
Not Applicable
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
  - (a) Plastics (including packaging): Within its operations, the Company actively promotes the reuse of plastic materials whenever feasible to minimize waste generation.
  - (b) E-waste : The Company has implemented a systematic approach to the safe disposal of electronic waste (e-waste).
  - (c) Hazardous waste: While the Company itself does not generate any hazardous waste; it acknowledges the potential exposure to such waste.
  - (d) other waste : Wastes such as paper, cardboard, wood etc. (although in small quantities) are disposed through a systematic approach.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. Not Applicable

**Leadership Indicators**

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?  
No. We have not conducted Life Cycle Perspective/Assessments (LCA) for any of our products.
2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.  
No

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
None	Nil	Nil

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: and
5. Reclaimed products and their packaging materials (as a percentage of products sold) for each product category.

Once the products are dispatched there is no policy to reclaim any of the products. The responsibility of discarding of the packaging / e-waste / hazardous waste / other wastes is with the buyer as per the relevant law of the land.

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

1. a. Details of measures for the well-being of employees:

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	64	0	0	0	0	0	0	0	0	0	0
Female	26	0	0	0	0	26	100	0	0	26	100
<b>Total</b>	<b>90</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>29</b>
<b>Other than Permanent employees</b>											
Male	53	0	0	0	0	0	0	0	0	0	0
Female	27	0	0	0	0	27	100	0	0	27	100
<b>Total</b>	<b>80</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>34</b>

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	20	0	0	0	0	0	0	0	0	0	0
Female	1	0	0	0	0	1	100	0	0	1	100
<b>Total</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>
<b>Other than Permanent workers</b>											
Male	130	0	0	0	0	0	0	0	0	0	0%
Female	27	0	0	0	0	27	100	0	0	27	100
<b>Total</b>	<b>157</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>17</b>

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of the total revenue of the company	-	0.03

The Company has converted spare factory premises at Goldiam into usable play ground within factory with aims to enhance the well-being and morale of our employees by providing a dedicated recreational space.

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N/A	100%	100%	N/A
ESI	0%	24.30%	Yes	0%	24.3%	Yes
Others – please specify	-	-	-	-	-	-

**3. Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises / offices of the entity are accessible to differently abled employees and workers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Company's Code of Conduct outlines its commitment to offering equal opportunities for all team members. Any form of discrimination against any team member or applicant for employment on the basis of nationality, race, colour, religion, caste, gender, gender identity / expression, sexual orientation, disability, age, or marital status is strictly prohibited

The Company's Code of Conduct is available on the corporate website at the weblink:

[http://goldiam.com/pdf/gil-policies/sustainability\\_policy-brr.pdf](http://goldiam.com/pdf/gil-policies/sustainability_policy-brr.pdf)

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	100%	100%
<b>Total</b>	100%	100%	100%	100%

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

Yes. The Company's employees and workers have access to a grievance redressal mechanism. Under the mechanism provided in the Whistle-blower Policy, the Company provides a mechanism and encourages its employees and workers to report and bring to attention any instances of unethical behaviour, incidents, frauds, or violations.

Employees can raise their grievance on [auditcommitteechairman@goldiam.com](mailto:auditcommitteechairman@goldiam.com) for any wrong-doing observed in the Company [http://goldiam.com/pdf/gil-policies/code\\_of\\_conduct.pdf](http://goldiam.com/pdf/gil-policies/code_of_conduct.pdf)

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
- Male	64	0	0%	43	0	0%
- Female	26	0	0%	6	0	0%
<b>Total Permanent Workers</b>						
- Male	20	14	70%	25	14	56%
- Female	1	0	0%	1	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	64	35	55%	41	91%	43	27	62%	41	95%
Female	26	16	62%	4	85%	6	3	50%	4	67%
<b>Total</b>	<b>90</b>	<b>51</b>	<b>57%</b>	<b>45</b>	<b>89%</b>	<b>49</b>	<b>30</b>	<b>61%</b>	<b>45</b>	<b>91%</b>
<b>Workers</b>										
Male	20	20	100%	20	100%	25	25	100%	25	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
<b>Total</b>	<b>21</b>	<b>21</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>26</b>	<b>26</b>	<b>100%</b>	<b>26</b>	<b>100%</b>

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

Employee / Worker performance assessment is carried out by their respective department heads and the Management on regular basis. This also provides a platform for their performance improvement. All employees are subjected to the annual performance evaluation process of the company conducted in a fair and impartial manner.

10. Health and safety management system:

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

Yes, Our Company has implemented an occupational health and safety management system. The system covers entire company's operations.

Training of employees on health and safety aspects, hazard identification and risk assessment, meticulous incident reporting and investigation, and continuous monitoring and enhancement are certain steps taken by the Company in this direction. The purpose is to establish a work environment that prioritizes the safety and well-being of all employees while ensuring strict adherence to pertinent health and safety regulations and standards.

Yearly Medical Check-up camps are conducted by doctors certified by Directorate of Industrial Safety and Health (DISH) approved certified surgeon.

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

Standard Operating Procedures are set for each and every stages of production which minimises the risk associated with the respective departments. Training is imparted on the SOPs on regular basis to mitigate any risks arising of the operations.

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

Yes, to foster a culture of safety, workers and employees are actively encouraged to report any incidents or potential hazards they encounter. Their input is valuable in identifying and addressing potential risks promptly, further enhancing workplace safety.

When hazards are identified, the company takes immediate action to implement preventive measures. Prompt implementation of these measures plays a crucial role in mitigating risks and safeguarding the well-being of workers and employees.

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

Yes

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The company prioritizes the establishment of a safe and healthy work environment for all employees on its premises.

To achieve this, the following measures have been implemented:

- a. Employees are provided with suitable chairs for comfortable seating, promoting good posture and reducing the risk of musculoskeletal issues. The workers are imparted with training on work place ergonomics.
- b. A readily accessible and well-stocked first aid box is available, ensuring that immediate medical assistance can be provided if needed.
- c. Work areas are maintained in a clean, uncluttered, and well-lit condition, minimizing potential hazards and ensuring a safe working environment.

- d. Fire safety measures are in place, including the installation, regular maintenance, and clear labelling of fire extinguishers according to their specific fire types. The employees are given regular training on use of specific fire fighting equipment. This ensures prompt response and effective fire control in case of emergencies.
- e. Adequate air conditioning systems are provided to maintain a comfortable temperature within the work area, promoting productivity and employee well-being.
- f. Access to clean drinking water is also ensured, contributing to employee health and hydration. Test on drinking water potability is carried out at regular intervals.
- g. Regular and comprehensive assessments are conducted to identify and address potential hazards and risks that may be present within the workplace. These assessments enable proactive measures to be taken, ensuring the implementation of appropriate safety protocols and minimizing potential risks.
- h. Standard Operating Procedures (SOPs) for every manufacturing process is laid down. These SOPs are available and are followed by every employee / workmen.
- i. Use of PPE's such as face mask, ear plugs, finger sleeves, gloves, eye glass wherever applicable are mandatory for every worker. Workers are imparted with training on use of PPEs.
- j. Mock drills and fire drills are being carried out to evaluate Company's emergency readiness as well as safety measures in the event of any unexpected or undesirable occurrences.

By implementing these measures, the company demonstrates its commitment to safeguarding the well-being of its employees and providing a secure work environment. These initiatives contribute to a positive work culture and enable employees to perform their duties with peace of mind, knowing that their safety and health are prioritized.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Nil
Working Conditions	Nil

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There were no reported safety incidents throughout the year.

**Leadership Indicators**

- 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).  
Employees: Yes.  
Workers: Yes
- 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that all the statutory contributions / dues such as Employees Provident Fund, ESI Contributions, Income tax, Professional tax, Maharashtra Labour Welfare Fund, GST, etc. have been legally and correctly deducted and deposited well within time. The same is ensured with the Contractual Agencies.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<i>Employees</i>	Nil	Nil	Nil	Nil
<i>Workers</i>	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? **(Yes/ No)**

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Value Chain partners such as Contractors / Suppliers / Vendors are urged to abide by the various legislations laid by the law. Such understanding is clearly detailed in the Contract Agreement.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

NIL

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

1. Describe the processes for identifying key stakeholder groups of the entity.

Any individual or group of individuals that adds value to the business of the Company is identified as a key stakeholder. This includes employees, shareholders and investors, customers, Partner and vendors, Community and NGO regulators, lenders, various government organizations amongst others.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

**Essential Indicators**

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including keyTopics and concerns raised During such engagement</b>
Investor/ Shareholder	No	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Shareholder Meets</li> <li>• Email,</li> <li>• Stock Exchange (SE) intimations investor/ analysts meet/</li> <li>• Conference calls</li> <li>• Annual report</li> <li>• Quarterly results</li> <li>• Media releases</li> <li>• Company/SE website</li> </ul>	Quarterly, Half yearly and annually	Share price appreciation, dividends, Profitability and financial stability.
Employees	No	As needed, Email Direct Interaction project or operations reviews; video conferences; audio conference calls; one-on-one counselling	Regular/On need basis	The company follows an open door policy
Customers	No	Events, Mails, SMS, Brochures, Website	Regular/On need basis	General information on the process, do's and donts, FAQ's and any information that is relevant from a business requirement
Government/ Regulatory authorities	No	<ul style="list-style-type: none"> <li>• Reporting / Filings.</li> <li>• Submissions/ Applications.</li> </ul>	On periodical basis as provided under relevant legislations	Discussions with regulatory bodies with respect to regulations, amendments, approvals and assessments.
Board of Directors	No	<ul style="list-style-type: none"> <li>• Board Meeting,</li> <li>• Committee Meetings and briefings / familiarity programmes</li> </ul>	On regular basis	To review the performance of the company
Competitors	No	<ul style="list-style-type: none"> <li>• Conferences,</li> <li>• Events</li> </ul>	Need basis	To understand the market size and developments
Professional & Consultants	No	<ul style="list-style-type: none"> <li>• Reports</li> <li>• Legal Opinions</li> </ul>	On periodical basis	Compliance to legal requirements, advice on business, legal, tax etc related issues.
Suppliers	No	<ul style="list-style-type: none"> <li>• Market visits</li> <li>• Business interactions</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>• Understanding the needs and expectations of suppliers</li> <li>• Identifying issues or gaps, if any, in the supply chain</li> </ul>
Media and Analysts	No	<ul style="list-style-type: none"> <li>• Analyst Meets</li> <li>• Investor Calls</li> <li>• Media Releases</li> <li>• Investor Presentations</li> <li>• Quarterly Results</li> <li>• Annual Reports</li> <li>• Stock Exchange Filings</li> <li>• Corporate Website</li> </ul>	Quarterly / Halfyearly / Annual / As and when required	<ul style="list-style-type: none"> <li>• Understanding investor aspirations and market trends</li> <li>• Updating on Company's performance and industry standing</li> </ul>

**PRINCIPLE 5 Businesses should respect and promote human rights**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	90	90	100%	43	43	100%
Other permanent	80	80	100%	55	55	100%
<b>Total Employees</b>	170	170	100%	98	98	100%
<b>Workers</b>						
Permanent	21	21	100%	25	25	100%
Other than permanent	157	157	100%	111	111	100%
<b>Total Workers</b>	178	178	100%	136	136	100%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	64	0	0	64	100%	43	0	0%	43	100%
Female	26	0	0	26	100%	6	0	0%	6	100%
<b>Other than Permanent</b>										
Male	53	0	0	53	100%	55	0	0%	55	100%
Female	27	0	0	27	100%	22	0	0%	22	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	20	0	0%	20	100%	25	0	0%	25	100%
Female	1	0	0%	1	100%	1	-	0%	1	100%
<b>Other than Permanent</b>										
Male	130	0	0%	130	100%	111	0	0%	111	100%
Female	27	0	0%	27	100%	25	0	0%	25	100%

3. Details of remuneration/salary/wages, in the following format:

a. Median Remuneration / Wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	4,95,59,982 p.a. (Inclusive of 2.90 lakhs sitting fee)	3	2,20,000 p.a. (Only sitting fees)
Key Managerial Personnel	1	22,78,000 p.a.	1	26,22,000 p.a.
Employees other than BoD and KMP	63	3,90,559 p.a.	25	1,91,950 p.a.
Workers	16	3,24,351 p.a.	-	-

b. Gross Wages paid to Females as % of Total Wages paid by the Entity, in the following format:

	FY 2024-25	FY 2023-24
Gross Wages paid to Females as % of Total Wages	-	3.85

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? **(Yes/No)**

**Yes**

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

Any grievances are routed through the Manager – Works / Human Resource Dept. Prompt and necessary action is taken in line with underlying policies and regulations applicable. The closure of grievance is duly intimated to the concerned person.

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

	FY 2024-25 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2024-25	FY 2024-25
Total Complaints reported under Sexual Harrment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has implemented a comprehensive whistle blower policy and Prevention of Sexual Harassment (POSH) policy. These policies establish a framework that empowers employees to report any unethical or illegal behaviour and raise concerns about wrongdoing without the fear of facing retaliation. The company places a strong emphasis on maintaining the confidentiality of the complainant's details.

In cases involving sexual harassment, the company handles them with utmost sensitivity and confidentiality. Protecting the complainant and preventing any further victimization are of paramount importance. The company ensures that all such cases are treated with the necessary care and attention they deserve, creating a safe and supportive environment for everyone.

The entire process is carried out in a highly confidential manner.

9. Do human rights requirements form part of your business agreements and contracts?

**(Yes/No)**

Yes, Human rights requirements form part of Company's Code of Conduct. Suppliers are urged to respect human rights standards and to work towards them in all business activities. Any forced or compulsory labour is prohibited. A focus on child labour prohibition, minimum wages, and equal opportunities is communicated to our business partner.

10. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	The company is in compliance with applicable laws
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

#### **Leadership Indicators**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.  
Not Applicable
2. Details of the scope and coverage of any Human rights due-diligence conducted.  
Not formally conducted.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?  
Yes

4. Details on assessment of value chain partners:

	<b>%of value chain partners (by value of business done with such partners) that we reassessed</b>
Sexual Harassment	The Company encourages its value chain to follow ethical and lawful practices in their dealings with the Company
Discrimination at workplace	
Child Labour	
Forced Labour/ Involuntary Labour	
Wages	
Others–please specify	

Note- Goldiam does not conduct any formal assessment of its value chain partner. However all value chain partners are expected to adhere to the CoC of Goldiam, which does not tolerate any form of harassment, whether sexual, physical, verbal or psychological.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

1. Details of total energy consumption (in Mega Joules or multiples) and energy intensity, in the following format:

<b>Parameter</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
<b>From Renewable sources</b>		
Total electricity consumption (A) in joules in lakhs	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	Nil	Nil
<b>From non-Renewable sources</b>		
Total electricity consumption (D)	2918894.40	21720104.640
Total fuel consumption (E)	Nil	Nil
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumption (D+E+F)</b>	2918894.40 (MJ)	21720104.640 (MJ)
<b>Total energy consumption (A+B+C+D+E+F)</b>	2918894.40	21720104.640
<b>Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)</b>	0.0005	0.0058
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.011	0.129
<b>Energy intensity in terms of physical output (Total energy/total production in kg)</b>	9626.96	125455.46
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2025 by IMF for India which is 22.794 & 22.401 respectively.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.  
The Company is not identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others (MIDC- SEEPZ)	2510	2477
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	2510	2477
<b>Total volume of water consumption (in kilolitres)</b>	2510	2477
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.001	0.01
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from Operations adjusted for PPP)	0.023	0.224
<b>Water intensity in terms of physical output (Total water/total production in kg)</b>	8.28	12.57
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF for India which is 22.794 & 22.401 respectively.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY2023-24
<b>Water discharge by destination and level of treatment (in Kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment		
- With Treatment - please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With Treatment - please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With Treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With Treatment - please specify level of treatment		
(v) others	MIDC drain	MIDC drain
- No treatment	-	-
- With Treatment - please specify level of treatment	Primary/tertiary treatment	Primary/tertiary treatment
<b>Total water discharged (in kilolitres)</b>	0.24	0.24

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.- No
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Ug/nm3	No	No
SOx	Ug/nm3	No	No
Particulate matter (PM)	mg/nm3	57	61
Persistent organic pollutants (POP)	N.A.	No	No
Volatile organic compounds (VOC)	N.A.	No	No
Hazardous air pollutants (HAP)	N.A.	No	No
Others – please specify-ACIDMIST	mg/nm3	07	11

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-No

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	NA	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	NA	NA
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	-	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	-	NA	NA
<b>For Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP)	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> - the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.- No

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.-NA
9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	0.013 MT	0.004 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	7.200 MT	6.700 MT
<b>Total (A+B + C + D + E + F + G+ H)</b>	7.213 MT	6.704 MT
<b>Waste intensity per rupee of turnover (in lakhs)</b> (Total waste generated/ Revenue from Operations)	0.00012	0.00018
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/ Revenue from Operations adjusted for PPP)	0.003	0.004
<b>Waste intensity in terms of Physical Output (Total waste/total production in kg)</b>	0.024	0.039
<b>Waste intensity</b> (optional)- the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or recovery other operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	Nil	Nil
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	No	No
(ii) Landfilling	0.013	0.004
(iii) Other disposal operations	No	No
<b>Total</b>	0.013 MT	0.004 MT

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF for India which is 22.794 & 22.401 respectively.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Our is a jewellery manufacturing Company, so no major toxic chemicals and other hazardous waste are generated.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S.No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes (MPCB)

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

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.  
5
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	GJEPC (Gems & Jewellery Export Promotion Council)	National
2	Export Promotion Council for EOUs & SEZs	National
3	SEEPZ Gems & Jewellery Manufacturers' Association (SGJMA)	State
4	Bharat Diamond Bourse	National
5	Rapaport USA Inc.	International

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

Name of authority	Brief of the case	Corrective action taken
During FY 2024-25, no adverse orders from any regulatory authorities have been received in relation to any anti-competitive conduct.		

**Leadership Indicators**

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

The Company makes representation to various industry bodies regarding new enactments that impact the industry. The Company's representatives participate on various discussion by such industry forums.

**PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During FY 2024-25, there has been no business requirement for the Company to undertake any Social Impact Assessment.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
During FY 2024-25, the Company did not undertake any projects which involve any form of Rehabilitation and Resettlement (R&R).						

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

We do not have a no formal mechanism in place for such grievances. However, the Company does have informal connect with the community in and around its manufacturing locations to hear and address any grievances.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within India	100%	100%

5. Job creations in smaller towns-Disclose wages paid to persons employed (including ) employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY2024-25	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

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

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

**Essential Indicators**

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

There is a SOP to handle consumer complaints and feedback. Consumers have option to give their complaint either through Tele phone number or through email id. The complaints received would be addressed within 30 days. Customer satisfaction remains a top priority for us.

Additionally, Goldiam's website (www.goldiam.com) has a 'Contact Us' tab followed by 'Enquiry' tab, wherein an individual can register the relevant details including 'product complaint/feedback'.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters product relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

**No**

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

7. Provide the following Information relating to Data Breaches:

- Number of Instances of Data Breaches
- Percentage of Data Breaches involving personally identifiable information of customers
- Impact, if any, of the data breaches

Not Applicable