

ESG at GMM Pfaudler



Our vision for a better future – to emerge as an industry leader promoting responsible manufacturing, employee safety, environmental and social welfare with effective corporate governance practices to nurture long-term business sustainability.

Environment, Social and Governance Policy

GMM Pfaudler's ESG Policy statement outlining its commitment is as below:

ESG Policy Statement

GMM Pfaudler believes in continuous improvement and working to promote harmony with the society and natural environment and is committed to:

Environment

- Embed environmental and climate change related risks into its wider risk identification and mitigation measures
- Undertake materiality assessment periodically to identify current and future critical risks and new opportunities for the long-term sustainability of business
- Strive for continuous improvement via various environmental safety and sustainability initiatives
- Focus on incorporation of renewable energy sources to reduce emissions and dependency on fossil fuels
- Create awareness about, conserve and protect biodiversity in and around the areas where GMM Pfaudler is operating by greenbelt development and marine conservation projects in cooperation with relevant stakeholders

Innovation

- Undertake regular assessments for existing products and services to understand the impacts and identify opportunities for improvement
- Work and identify opportunities to develop new products, processes and services which can enable the customers to incorporate environmentally conscious manufacturing practices

Sourcing

Engage with suppliers regularly to work on improving the sourcing activities and supply chain, including legal compliance and impact of its supplier's business on society and environment

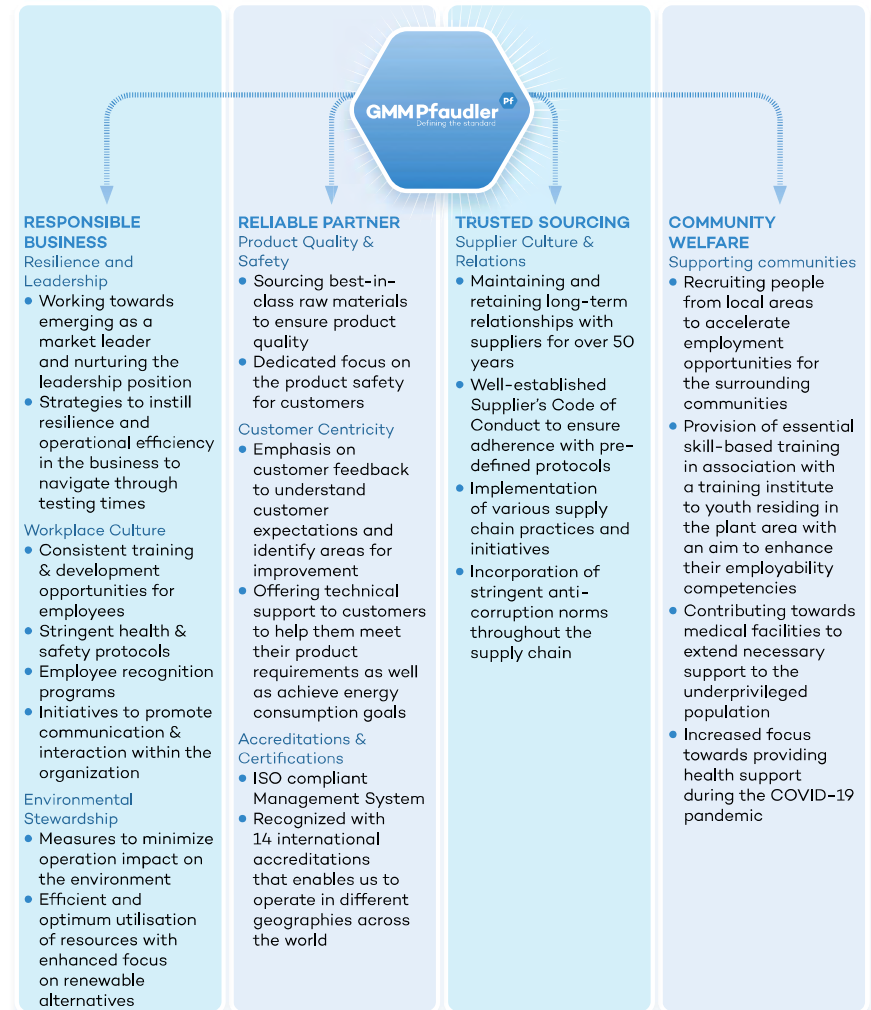
Manufacturing

- Upgrade its management systems, processes and technology to improve resource consumption efficiency during manufacturing
- Identify and incorporate measures minimal waste generation and promote integration of concepts of reduce, reuse and recycle

Corporate functions

- Periodically auditing the status of compliance with applicable legislations and investigate incidents, if any, to prevent recurrence
- Instill health, safety and social considerations in its operations to create a safe and inclusive work culture for all employees
- Ensure that stakeholders are cognizant of GMM Pfaudler's ESG Policy and endeavors undertaken for the incorporation of principles of ESG to create awareness
- Strive to ensure good governance, ethics and transparency in its endeavors to promote responsible business practices
- Foster a positive culture through various engagement activities for skill enhancement with employees, contractors, suppliers and local community for holistic development and career progression

GMM Pfaudler, being a preferred supplier globally for Glass Lined equipment, believes in operating sustainably, responsibly and in a way that enables us to create a positive impact for all our stakeholders. As the year 2020-21 turned out to be an extraordinary year for the Company owing to the COVID-19 related disruptions, we realize the need to further analyze and redefine our approach towards the principles of ESG i.e., **E**nvironmental, **S**ocial and **G**overnance aspects of our business to grow and sustain for a long period of time.





As our strategy to steer sustainable development in our organization, we have taken efforts through well-designed strategic plans that are directed towards growing our profitability along with environmental and societal welfare while also ensuring that the Company operates ethically with a sound corporate governance in place. To this end, GMM Pfaudler initiated and implemented a series of 'five-year strategic plans' aimed at achieving profitability and emerging as a market leader while driving value for our communities. These plans also act as milestones portraying GMM Pfaudler's ESG journey so far.

Our ESG milestones

Mission 2020

In 2015, GMM Pfaudler launched its first five-year strategic plan titled 'Mission 2020', that endeavored to take a focused direction towards growing profitably while creating value for all stakeholders. During the initiative, we identified and set ambitious targets that centered around various aspects of our business including revenue and profitability and implanting long-term sustainability in our organization. The objective was to transition GMM Pfaudler into a market leader and nurture the position in the forthcoming years. The initiative also focused on collaborative working by involving all our employees in the Mission 2020 journey to instill accountability and responsibility in the business.

Some of the key year-wise highlights of Mission 2020

	FY16	Initiation of Mission 2020 to focus on aspects of the business such as revenue and profitability targets, to assign key result areas to each division and individuals to work together as a team
	FY17	'Shaping our Future', to grow in line with Mission 2020's objectives, the organization structure was aligned to support the strategy implementation and strengthen 'GMM Pfaudler's DNA for Success'. Leadership and Talent Management initiatives were identified to undertake developmental needs of the internal talent and groom the internal talent pipeline in alignment with the business strategy
	FY18	Accelerating growth, to drive cost consciousness throughout the organization by using innovative methods and technologies to improve efficiencies and reduce costs
	FY19	By tightening up systems and processes to reduce wastes (both materials and time) and therefore, decrease costs, the aim was to make business more efficient for 'Achieving Excellence'
	FY20	With enhanced ability to anticipate market trends, ramp up of production capacity to meet the increasing demand was facilitated to maintain our leadership position in the Indian market towards 'Scaling New Heights'

UDAAN

Subsequent to our 'Mission 2020' effort, we implemented our second strategic plan named 'UDAAN', which was launched in January 2020 with the aim to extend our efforts towards overall sustainable development of the Company. With an effective action plan, we expect to create value for our stakeholders while continuing to focus on the organizational growth.

Through UDAAN, we have decoded our comprehensive plan for ensuring a holistic development of the Company by focusing on people, environment, quality and business resilience. The UDAAN model depicts our willingness to achieve the following goals, which are critical to the organization's long-term success.

The UDAAN model:



Further to the acquisition of Pfaudler group, the initiatives implemented under the UDAAN model will be modified to align with our changing sustainability objectives. Some of the key highlights of UDAAN during the FY21 are-

Environment

As a manufacturing company, GMM Pfaudler recognizes its responsibility to manage and limit its impact on the natural environment. Some of the critical environmental and ecological risks that arise due to manufacturing activities are related to emissions, effluent discharges and waste generation. If precautionary measures are not implemented at the initial stage, these risks have substantial implications on the air quality, water quality and marine biodiversity. We strive to manage and monitor these areas of our business to protect the environment and the communities in which we operate.

Reducing Impact

Environmental risk review is an essential part of our decision-making process and we assess the performance of all our assets individually and every acquisition opportunity is considered with a broad range of risks in mind. For us, operating responsibly is a critical priority. We have prohibited usage of single-use, non-biodegradable plastics within our premises and abide by the stipulations mentioned in the Consent to

Operate conceded by the Gujarat Pollution Control Board (GPCB). We have undertaken measures to reduce waste generation at every stage of the manufacturing cycle and generate minimal quantities of waste. This waste is sent to a facility, which is a Common TSDF (Transport, Storage and Disposal Facility) for disposal to ensure compliance with all the legal requirements and without any adverse impacts on the natural environment.

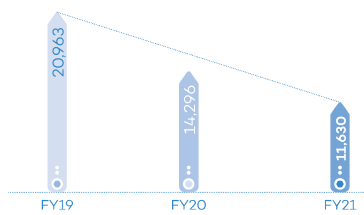


Non-hazardous waste recycled in FY21

We strive to mitigate our operational impact on the surrounding environment, value the natural resources available to us and endeavor to utilize them optimally. To this end, we place a great emphasis on the water resource

and focus on its careful utilization. We require significant amount of water during the hydro-testing process, which is essential to check the quality of our products. This water is stored in large tanks and reused during multiple testing cycles. Furthermore, the water, which cannot be used further is sent to our in-house Effluence Treatment Plant (ETP) for treatment. The treated water from ETP is utilized for maintenance of the Greenfield area within our plant's premises.

Water consumption [KL]



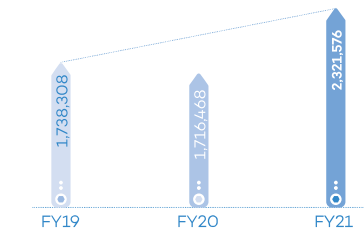
Water purification capacity of ETP at Karamsad plant



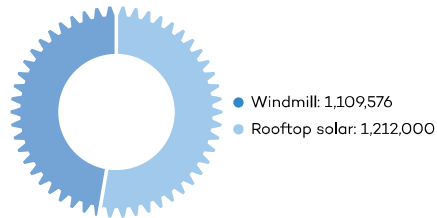
Capacity - Two Rainwater Harvesting Wells installed during FY21

At GMM Pfaudler, technological advancements play an integral role when it comes to energy efficiency and emission control. We are working towards the enhancement of our resource consumption efficiency and reducing the dependency on fossil fuels for energy requirements. We are implementing measures that will improve our energy efficiency levels such as using solar power, wind energy and shifting from electrical furnaces to Natural Gas furnaces, which are imported from Japan and are required during the manufacturing process.

Total renewable power generated [kWh]



Renewable power generation sources for FY21 [kWh]



GMM Pfaudler regularly reviews the processes and various activities undertaken within the facility for identification of risks, which allows us to establish suitable safeguards and to prepare ourselves from the uncertainties surrounding our business. As a practice, the Company evaluates future regulations based on the risks and opportunities that can affect operations such as disruptions due to climate change, the impact of COVID-19

and amendments in legal stipulations. Our aim is to have a modern manufacturing facility with a low carbon footprint. Additionally, we take sincere efforts to imbibe the culture of environment-friendly practices within the organization. Over the years, GMM Pfaudler has implemented projects focused towards effective utilization of resources and improving its operational efficiencies to increase

the production capacities within the existing facilities without any expansions under project operational excellence. The Company has undertaken various initiatives for energy and water saving within its premises, where obsolete technology was replaced with better, more efficient alternatives such as replacement of old air conditioners, installation of sensor-based bore operation control systems, sprinkler system to utilize STP

(Sewage Treatment Plant) treated water for gardening, replacement of regular taps and valves by push-type substitutes to regulate the amount of water being used and Variable Frequency Drives (VFDs) for optimization of energy consumption. Apart from these, GMM Pfaudler has also implemented the concept of 'paperless office' with an aim to reduce the usage of paper.



Environment-friendly Investments
To support our endeavor of emerging as a world leader in the glass lined equipment industry, we made strategic investments in two brownfield projects during FY21. These investments were in line with our efforts towards being an environmentally sustainable organization following our belief that investing in an existing facility is a more conscious decision when compared to starting a new project. The facilities acquired were on the verge of closure being scrapped and through this initiative, we are promoting the concepts of reusing and recycling. Our aim was to minimize waste generated due to construction activities, preventing increase in urban sprawl and promoting green space preservation.

Leveraging Technology for a Sustainable Future

Power & Energy Efficiencies through Mixion		Managing Waste Acids through our Acid Recovery Offering
<p>Our Approach: Towards our continuous efforts of being an innovation-led Company, we have introduced an offering in our product segment, Mixion. Through this segment, our team focuses on the development of engineering solutions, which can be customized to meet the requirements of our clients without having a significant impact on their energy or raw material consumption.</p>		<p>Backdrop: The manufacturing process in chemical industry requires different acids for activities such as a catalyst for the reaction. These processes generate significant quantities of diluted acids, which contain organic and inorganic impurities, which is why companies cannot use these acids without treatment. These acids are generally known as 'spent acids' and require disposal as per the Rule 9 of the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.</p>
<p>About Mixion: Under the Mixion label, we offer a wide range of high-efficiency agitators to the Pharmaceutical, Agrochemical, Specialty Chemicals, Minerals & Metals, Paints & Inks, Pharma & Biotech, Power Generation, Food & Beverage, Paper & Pulp and Petrochemical & Refineries industries.</p>		<p>Our Approach: We recognize the situation as an opportunity to provide our clients with solutions for recovering the 'spent acid' and promote the concepts of reuse and recycle while enhancing resource efficiency. We have introduced a new business segment, which focuses on the challenges that the chemical industry faces with disposal of liquid wastes.</p>
<p>Benefits & Outcomes:</p> <ul style="list-style-type: none"> Enhances power and energy efficiencies Leads to optimum heat transfer, uniform dissipation of energy and low energy demand Small and compact systems Hassle-free maintenance 		<p>Benefits & Outcomes:</p> <ul style="list-style-type: none"> Eliminates the need to send dilute acid to traders for neutralization, which leads to cost reduction Results in saving concentrated sulfuric acid



Case Study: Collaboration with the ReefWatch Marine Conservation

Re(ef) Generate

The Backdrop:

With carbon emissions increasing every year and the excess carbon causing heightened sea surface temperatures as well as changes in ocean chemistry, 75% of the world's coral reefs are classified as 'threatened'. Coral reefs are also simultaneously being threatened by more local level factors such as coastal development, deforestation of mangroves, overfishing, sewage and other forms of nutrient overloading, anchor damage and tourism-related damage.

Project Location:
Andaman Island

Our Approach:

- **Re(ef) Build:** Using physical and biological restoration methods, which involve attaching naturally broken coral fragments onto metal structures under the water that are connected to a mineral accretion device to help corals grow faster into an extension of the natural reef
- **Re(ef) Grow:** Involves micro-fragmenting coral into small pieces that stimulate them to grow faster and then fusing them back together

Benefits & Outcomes:

- 9 structures on the artificial reef populated
- Visible increase in the growth rate of branching coral species followed by other types was seen
- An average growth rate of 6.72 cm in boulder type corals, 9.65 cm in branching coral species and 8.23 cm in encrusting coral colonies was recorded



Karnataka Coastal Conservation Project

The Backdrop:

Karnataka has a coastline of about 320 kilometres and is one of 9 coastal states and 4 Union territories that form the coast of India with several resident and transient species of Marine Megafauna, including endangered and vulnerable species such as Sea Turtles, Dolphins and Whales.

Our Approach:

- Organized a Nirvana Beach Festival to promote reduced utilization of plastic along with beach cleaning drives every Sunday along the coast where volunteers from local communities come together to collect waste from the beach, segregate and dispose it off correctly

- A two-bedroom house taken on rent to create a base for the Karnataka Project and 2 turtle rehabilitation tanks were built to house any injured or sick marine animals that are found stranded on the coast
- A Marine Stranding Volunteer Network of 72 individuals was formed with the Karnataka Forest Department staff, including RFO's, Guards and Watchers in Coastal Districts along the coast of Karnataka
- All strandings were reported to the local Forest Department Office for documentation and samples were collected for analysis by researchers at IISc Bangalore

Benefits & Outcomes:

The Marine Stranding Network was able to identify 41 cases of Marine Megafauna strandings, which were treated, rehabilitated and released during the year.



Case Study (Continued)

Women's Livelihood Development Project

The Karnataka Coastal Project has also initiated a livelihood project that endeavors to benefit from an added source of income, especially those hailing from single income families. The Kundapur stretch of beach is 20 km long and an average of 400 tonnes of waste is estimated for this stretch. The project aims to work with women

belonging to single income families who rely on fisheries for income. To this end, indirect employment is provided to women in the community who can collect the waste from the Kundapur Coast.

Benefits & Outcomes:

- Provides direct employment to local women
- Indirect employment for up to 50 families in Phase 1
- Facilitates cleaner surroundings



Social

Our Company has a broad range of stakeholders, which includes customers and clients, employees, members of the communities we serve, regulators and policymakers, shareholders and suppliers. We strive to have a consistent and meaningful engagement with these groups to gain insights on their needs and understand their views on our practices and performance. Engaging with various stakeholder groups is one of our top-most responsibilities widely shared across our lines of business and corporate functions.

Employees

We believe that our employees play a critical role in the growth story of our organization. It is their constant commitment and dedication that has translated into the success of our Company in all these years. At GMM Pfaudler, the manufacturing process consists of various stages, which are labor intensive owing to the fragile nature of the raw materials used. Therefore, the skill sets and competencies of our employees play a pivotal role in maintaining the correctness of the process as well as the quality of our products. Therefore, we ensure skill development through regular training and development activities.

In order to ensure the well-being of our employees, both mentally and physically, we regularly monitor and undertake several measures to confirm that our people operate in a safe and cordial workplace. Some of the measures taken by our team include mandatory usage of the personal protective equipment (PPEs) as per the work requirement, availability of a counselor for mental wellbeing and adherence to all the safety standards across different business functions to minimize the likeliness of workplace hazards.

Apart from this, while we aim at bolstering workplace diversity, we also intensify our focus on having a secure workplace for our female employees where they can operate freely without worrying about their safety. To ensure this, we implement Prevention of Sexual Harassment (POSH) trainings at our organization to foster a dignified and protected work environment for women.



Online Trainings organized for Skill Development during FY21



Total number of trainings hours spent during FY21



Employees availed the benefits of Skill Development Trainings



Employee Engagement and Appreciation Initiatives

Our Approach:

We recognize the importance of contributing towards our employees' growth and welfare. Therefore, we have implemented various initiatives to engage and interact with them with an objective of staying connected with our workforce and understanding their expectations.

Our Initiatives:

Parivartan – An online feedback mechanism, which provides a platform to conduct an employee satisfaction survey on yearly basis. Through this initiative, the employees rate their managers on three aspects - alignment, affiliation and achievements. These ratings are then used for preparing a scorecard, which is a comprehensive view of the manager's

performance during the year. Furthermore, this scorecard is used during the appraisal process to decide the eligibility for promotions and incentives.

Success Behaviors – An initiative to identify individuals who perform exceptionally well and create a successful career path for them.

iAppreciate – The program is a part of our rewards and recognition program. Under this initiative, the concept of peer-to-peer recognition along with manager recognition is being practiced and promoted. Employees showing extraordinary efforts, dedication towards their work and responsibilities are awarded with appreciation cards, gift certificates and vouchers, which leads to enhanced levels of motivation and productivity among employees.

Healthcare

Healthcare has always been our topmost priority in our endeavor to ensure consistent development of society. We believe that access to reliable healthcare is fundamental to the long-term progress and well-being of the society. Therefore, our CSR initiatives continuously strive to work in the areas of providing quality healthcare facilities to the people residing in rural areas where there is a limited availability of such facilities. In this pursuit, we have implemented

Project SPARSH that aims to promote rural healthcare through our partnership with Charutar Arogya Mandal. Additionally, the program has donated a Mobile Clinic to extend health outreach facilities across 100 villages in Anand and Kheda districts of Gujarat.

In the unprecedented event of the COVID-19 pandemic, we spurred our efforts by providing financial assistance for setting up hospital beds for critically infected patients at Shree Krishna Hospital and Medical Research Center, Karamsad, Gujarat.

Details of assistance provided in response to COVID-19:



People covered under the chronic disease awareness campaigns



Medicine Packets distributed across 150 villages



ICU beds



Non-invasive ventilators



High Flow Therapy machines

Communities


For GMM Pfaudler, the local communities present in the areas in which we operate, play a significant role as their support is essential for the success of our endeavors. To contribute towards improving the quality of life of our local communities, we have engaged with non-profit organizations to understand their issues and expectations and explore ways in which we can help. Towards this, we have formulated a policy for Corporate Social Responsibility (CSR) and have established a focused CSR Committee. The Committee's responsibility is to work on crafting a symbiotic relationship to solicit feedback for shaping the initiatives.

To ensure a comprehensive development of our surrounding communities, we also emphasize on hiring local talent and enhance their skill sets via in-house trainings imparted by our experts. Also, we are associated with a local industrial training institute, which provides trainings in the areas of skill development to support the young talent residing in close vicinity to our plant and provide them with better employment opportunities.



Students imparted vocational training during FY21 for Solar Panel Installation, Fitter Fabrication and Draughtsman Mechanical





Contributing Towards Social Development
Our Approach:

Through our responsible investments in Hyderabad and Ahmedabad, we have contributed towards the development of the surrounding communities by providing them with employment opportunities to people residing near the plant location and contributing towards the upliftment of local communities. Furthermore, we have offered relevant training to employees to enhance their professional skills.

Employees at Hyderabad Plant

Employees at Ahmedabad Plant



Governance

Our governance structure and processes strive to promote accountability, transparency and ethical behavior amongst the employees. In order to maintain our governance standards, we regularly evaluate ourselves to identify areas for improvement to help us operate at the highest levels of performance in everything we do while adhering to the pre-set guidelines. We have carefully devised our corporate policies that assist us in conducting our operations in accordance with the pre-established guidelines and protocols.

Moreover, these policies navigate us through the decision-making process as well.

Our Board is a combination of seasoned executive experience and skills that are essential for our business and growth strategy. Our Board, which consists of nine directors, oversees the Company through six principal standing committees:

- 1. Audit Committee
- 2. Nomination and Remuneration Committee
- 3. Stakeholder's Relationship Committee
- 4. Risk Management Committee
- 5. Corporate Social Responsibility Committee
- 6. Internal Complaints Committee

Our Governance Principles and the charters of the Board's standing committees establish a framework

for the governance of the Board and oversight of the Company. Each committee plays a key role in reinforcing our commitment to doing business in accordance with the highest corporate standards.

In addition to this, each of our Board's standing committees oversee a range of matters pertaining to our endeavors towards meaningful ESG integration. For example, the Nomination and Remuneration Committee reviews and approves the remuneration and oversees the diversity amongst the Board members. The Corporate Social Responsibility Committee provides oversight on community development and the impact our Company has on its stakeholders.

Our management structure is designed to encourage effective leadership,

which is aligned with our standards and contributes towards the creation of a strong corporate culture. We manage our Company on a line-of-business basis, while maintaining the corporate functions and governance of the subsidiaries. Our Board of Directors is the most senior management body, which is responsible for developing and implementing corporate strategy along with managing the operations.

Furthermore, our governance procedures and control mechanisms are imperative to minimize emissions, safeguard health and safety and implement anti-corruption measures. All our employees have access to and are trained in relevant policies periodically to guide them in their daily operations.



Mainstreaming Reliability in our Practices

At GMM Pfaudler, our plants are ISO certified. Apart from this, we have been recognized with 14 international accreditations, which is a testament to our commitment to quality, service and reliability. These accreditations are a gate-pass that enables us to explore and enter new geographies and cater to the diverse needs of the international customers. Furthermore, the accreditations also reflect the overall safety of our plant and the products that we manufacture. We take resolute efforts in ensuring that our systems and processes are immune from any kind of manufacturing hazards. As a result, no major incidents have been reported on our plant premises during the year under review. In addition to this, we have stringent protocols to ensure product quality and safety through which we monitor and assess the reliability of our products before handing it over to our customers.

Our Accreditations:

We have been recognized with the following certifications that reflect on our seamless customer service, best-in-class product quality and robust systems.

Certificates



- ISO 14001
- ISO 45001
- ISO 9001
- U STAMP
- U2 STAMP
- R STAMP
- NB STAMP
- PED
- AD2000-MERKBLATT HPO
- DIN EN ISO3834-2
- CHINA SELO
- KOREAN CERTIFICATE
- IBR CERTIFICATE
- ECOVADIS RATING CERTIFICATE





Alignment with the UN Sustainable Development Goals

As part our strategy to integrate the fundamentals of sustainability in our system, we are always looking forward to exploring and adopting global best practices and standards to create a meaningful value through our initiatives. Therefore, at GMM Pfaudler, we have identified and adopted critical goals outlined by the UN Sustainable Development Goals (UN SDGs) with an aim to foster long-term success and value for all our stakeholders. Our purpose is to strategically blend the environmental and social aspects into our business model to create true value for the organization, environment and society.

Initiatives Undertaken in line with the SDGs:

Focus Area	UN SDG	Our Initiatives
Long-term Sustainability	<p>9 INDUSTRY, INNOVATION & INFRASTRUCTURE</p>	<p>Operating in a niche industry with very specific product requirements by providing innovative solutions through corrosion-resistant technologies, systems and services</p>
	<p>12 RESPONSIBLE CONSUMPTION & PRODUCTION</p>	<ul style="list-style-type: none"> • Optimum utilization of water resource and use of ETP to treat wastewater and re-use it for maintaining greenfield area in the plant premise • Promoting responsible investments in Brownfield projects for sustainable production practices
Environment	<p>7 AFFORDABLE & CLEAN ENERGY</p>	<ul style="list-style-type: none"> • Adopting renewable energy options such as solar power and wind energy to minimize electric energy usage • Shifting from electrical furnaces to Natural Gas furnaces
	<p>14 LIFE BELOW WATER</p>	<p>Restoring marine coral reefs in the Andaman Islands in collaboration with the ReefWatch Marine Conservation</p>
Community Development and Welfare	<p>3 GOOD HEALTH & WELL-BEING</p>	<ul style="list-style-type: none"> • Promoting rural healthcare through Project SPARSH in association with Charutar Arogya Mandal in Anand • Provision of Mobile Clinic to enable health outreach facilities across 100 villages in Anand and Kheda districts of Gujarat • Financial assistance during the times of the COVID-19 pandemic to set-up hospital beds for critically infected patients
	<p>4 QUALITY EDUCATION</p>	<p>Providing skill development training to young people in association with a training institute</p>
	<p>8 DECENT WORK & ECONOMIC GROWTH</p>	<p>Accelerating employment opportunities by recruiting local hiring</p>
	<p>11 SUSTAINABLE CITIES & COMMUNITIES</p>	<p>Enhancing aesthetic value and maintaining public facilities in partnership with Sardar Patel Charitable Trust to promote environment sustainability</p>

Outlook

Going forward, GMM Pfaudler's aim is to become a sustainable organization that endeavors to create long-term value for its stakeholders while aiming for operational excellence, resilience and profitability. We believe that businesses and societies can co-exist in a mutually beneficial relationship and support one another in the times of need. Through our continuous efforts, our goal is to nurture lasting relationships with our surrounding communities, work towards environment-centric objectives, create a robust corporate governance and steer the organization towards resilience and progress.

We understand and prioritize the need to have a line of interaction with our customers to better understand their expectations. With this agenda, we have integrated multiple channels to seek customer feedback on our products, services and business to identify the areas for improvement. These measures will enable our customers to communicate with us directly through our website, phone, e-mail and various social media channels. Also, we regularly engage with and solicit feedback from our corporate, institutional, public sector and other clients through multiple

channels, including individual meetings, conferences and other forums. This helps us to stay updated on the needs of our customers in order to cater to them seamlessly. Our consistent focus remains on creating a desired workplace for our existing and potential employees. Therefore, we are undertaking efforts to ensure that our people work in a supportive and encouraging environment. Additionally, we endeavor to promote gender diversity in our organization by on-boarding women employees in our team and empowering them. Furthermore, GMM

Pfaudler has commenced analyzing the skill and development related needs of its employees. Consequently, a technical skill development program is being formulated, which will cover the training needs of all our employees, including permanent as well as contractual. [Apart from this, we provide training facilities to our employees on various other aspects that are essential for working with an organization such as interpersonal skills that includes topics related to effective feedback and importance of safety culture, amongst others.](#)

