



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2023-24

Section A: General Disclosures

I. Details of the listed entity

SR. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L60231MH2005PLC344764
2	Name of the Listed Entity	Gateway Distriparks Limited
3	Year of incorporation	12-07-2005
4	Registered office address	Sector 6, Dronagiri, Taluka Uran, District Raigarh, Navi Mumbai, Raigarh, Maharashtra-400 707
5	Corporate address	4 th Floor, Prius Platinum, Saket District Centre, Saket, New Delhi – 110017
6	E-mail	investors@gatewaydistriparks.com
7	Telephone	011-40554400
8	Website	https://www.gatewaydistriparks.com/
9	Financial year for which reporting is being done	2023-2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	Rs.49964.38 Lakh
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Divyang Jain Telephone: 011-40554400 Email: divyang.jain@gatewaydistriparks.com
13	Reporting boundary	Standalone Basis
14	Name of Assurance provider	Not Applicable
15	Type of Assurance obtained	Not Applicable

GATEWAY DISTRI PARKS LIMITED

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II. Products / Services

16. Details of business activities (accounting for 90% of the turnover)			
SR. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Transportation (including Freight Transport), Storage and Warehousing	Gateway Distriparks Limited (GDL / the Company) is an integrated inter-modal logistics service provider. It has a network of Inland Container Depots and Container Freight Stations strategically located across the country, operating a fleet of 34 trainsets along with 500+ trailers for transportation between its facilities and maritime ports, as well as first & last mile connectivity to provide end-to-end solutions to the EXIM industry. The company offers general & bonded warehousing, rail & road transportation, container handling services and other value-added services.	98.49%

17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover)			
SR. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Rail Transportation	49120	67.53%
2	Container Storage, Handling and Ground Rent	52102	28.3%

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
National	0	9	9
International	0	0	0

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19. Markets served by the entity	
a. Number of Locations	
Locations	Number
National (No. of States)	Pan India Business
International (No. of Countries)	0
b. What is the contribution of exports as a percentage of the total turnover of the entity?	
Not Applicable.	
c. A brief on types of customers	
GDL offers integrated logistics services by leveraging its relationships with customers, employees, business partners and other key stakeholders. The company serves customers across various industries including Automobiles & Ancillaries, Steel, Agro, Chemical, E-commerce, Engineering, Retail industry, Pharmaceuticals, Healthcare, FMCG, etc.	

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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)
EMPLOYEES							
1	Permanent (D)	487	455	93.43%	32	6.57%	
2	Other than Permanent (E)	0	0	0%	0	0%	
3	Total Employees (D+E)	487	455	93.43%	32	6.57%	
WORKERS							
1	Permanent (F)	310*	308	99.35%	2	0.65%	
2	Other than Permanent (G)	2190*	2122	96.89%	68	3.11%	
3	Total Workers (F+G)	2500	2430	97.28%	70	2.72%	

* Based on estimated data provided by respective locations.

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b. Differently abled Employees and Workers:						
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled Employees (D+E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	0	0	0%	0	0%
2	Other than Permanent (G)	0	0	0%	0	0%
3	Total differently abled Workers (F+G)	0	0	0%	0	0%

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21. Participation/Inclusion/Representation of women			
	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0%

*CMD has been considered in both Board of directors as well as KMP

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
	FY23-24 (Turnover rate in current FY)			FY 22-23 (Turnover rate in previous FY)			FY 21-22 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.27%	10.17%	13.53%	17%	17%	17%	7%	0%	6%
Permanent Workers	37.46	0.4%	37.48%	53%	22%	53%	.*	.*	.*

* Three (3) separate entities were merged in FY22-23 to form Gateway Distriparks Limited (GDL). Data pertaining to workers attrition and turnover for erstwhile entities is currently not available as workers were employed through third party contractors.

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

23. 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	Gateway Distriparks (Kerala) Limited	Subsidiary	60%	No
2	Container Gateway Limited	Joint Venture	51%	No
3	Kashipur Infrastructure and Freight Terminal Private Limited	Subsidiary	99.92%	No
4	Snowman Logistics Limited*	Associate	45.24%	No

*GDL acquired 4.99% of Equity Shares of Snowman during the FY 2023-24

VI. CSR Details

24. CSR Details	
(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	1,49,693.64 Lakhs
(iii) Net worth (in Rs.)	1,88,764.64 Lakhs

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VII. Transparency & 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) (If Yes, then provide web-link for grievance redress policy)	FY 23-24 Current Financial Year			FY 22-23 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	1	0		0	0	
Investors (other than shareholders)	Yes	0	0		0	0	
Shareholders	Yes	2	0		1	0	
Employees and workers	Yes	0	0		1*	0	
Customers	Yes	0	0		0	0	
Value Chain Partners	Yes	0	0		0	0	
Other (please specify)	Yes	0	0		-	-	

*Based on the available information.

Although company has mechanism of grievance redressal for different stakeholders, but no such policy is available as of now. Company will formulate such policy as per requirement.

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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	Climate change, environment and GHG emissions	Risk	Transportation, Cargo Handling and Storage being the main activities, we are conscious of our contributions to climate change in the form of GHG emissions	We are adopting several initiatives to minimize our carbon footprint, such as achieving energy efficiency in electrical consumption, switching to solar energy, shifting vehicles from diesel to CNG, etc.	Positive
2	Customer retention	Opportunity	Customer retention is among the top priorities of the business and essential for our continued growth	Continuous formal and informal interactions with customers through mails and calls in order to achieve high customer satisfaction	Positive
3	Employee training and development	Opportunity	Well-trained employees contribute positively to the operational performance of the organization	Training needs are identified at the start of the year, and it is ensured that relevant trainings are imparted to the employees	Positive
4	Corporate governance	Opportunity	Strong corporate governance helps achieve the organization's purpose and mission and mitigates risks that undermine stakeholder trust, reputation and disrupt business	Developing and implementing a robust and holistic Corporate Governance framework	Positive
5	Occupational health and safety	Risk	Health & safety is among the top priorities, as any accident has a major impact in terms of cost, life, and reputation, among others	CFS Mumbai and Chennai are ISO 45001 certified, and regular trainings are imparted to employees across locations	Positive

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Section B: Management & 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

Disclosure Questions		P1	P2	P3	P4
Policy & Management Processes					
1.a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes
b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes
c.	Web Link of the Policies, if available	<ul style="list-style-type: none"> • Code of conduct & obligations • Whistleblower Policy & Vigil Mechanism Policy • Code of Prevention of Insider Trading • Policy on Related Party Transactions- - 26.04.2022 • Board Diversity Policy • Terms of Appointment of Independent Director • Nomination, Remuneration & Board Evaluation Policy- 02.08.2022 • Risk Management Policy • Prevention of Sexual Harassment Policy - 26.04.2022 • Corporate Social Responsibility Policy • Policy on Succession Planning - 02.08.2022 • Dividend Distribution Policy • Policy on determining Material events • Policy on Document preservation & Archival of Documents • Privacy Policy • Policy on Material Subsidiary • Procurement policy and SOP • HR Manual (Employee Policy) effective from June1, 2022- Internal Policy 			

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Disclosure Questions		P5	P6	P7	P8	P9
Policy & Management Processes						
1.a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes
b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes
c.	Web Link of the Policies, if available	<ul style="list-style-type: none"> • Code of conduct & obligations • Whistleblower Policy & Vigil Mechanism Policy • Code of Prevention of Insider Trading • Policy on Related Party Transactions- - 26.04.2022 • Board Diversity Policy • Terms of Appointment of Independent Director • Nomination, Remuneration & Board Evaluation Policy- 02.08.2022 • Risk Management Policy • Prevention of Sexual Harassment Policy - 26.04.2022 • Corporate Social Responsibility Policy • Policy on Succession Planning - 02.08.2022 • Dividend Distribution Policy • Policy on determining Material events • Policy on Document preservation & Archival of Documents • Privacy Policy • Policy on Material Subsidiary • Procurement policy and SO • HR Manual (Employee Policy) effective from June1, 2022- Internal Policy 				

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Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Processes										
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes / No)	No	Yes	No	No	No	No	No	Yes	Yes
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.	ISO 9001, ISO 14001, ISO 45001, CTPAT, GSV, AEO								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	No such specific goals, commitment and targets has been set by the company with respect to all the principles and core elements of NGRBC that is to be adhered in a specific timeline.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								
Disclosure Questions										
Governance, Leadership and Oversight										

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7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p><u>STATEMENT FROM MR. PREM KISHAN DASS GUPTA, CHAIRMAN AND MANAGING DIRECTOR</u></p> <p>Environmental, Social, and Governance (ESG) and sustainability are integral to our company's organizational strategy. These principles are deeply embedded in our corporate culture, supported by robust policies, processes, and standards to ensure the long-term success and sustainability for all our stakeholders. ESG initiatives help us build trust with stakeholders, enhance operational efficiency, and foster an inclusive culture. They also ensure our services are environmentally friendly and our employees are treated fairly and equitably.</p> <p>We have taken several tangible steps to enhance our ESG practices. Waste compost machines have been introduced within the organization, and we have transitioned to using CNG in our vehicles. Additionally, we are actively exploring the use of electric vehicles (EVs) and the installation of solar plants. To reduce paper usage, we have implemented an e-forwarding module, moving towards a paperless environment as part of our go green initiative. We continue to evaluate new technologies and methods of operations to continue reducing our carbon footprint.</p> <p>By investing in these ESG practices, we can maintain our commitment to responsible service provision. Our ESG goals, strategies, and pledges are designed with a comprehensive approach to sustainability, considering both immediate impacts and long-term outcomes. These initiatives are particularly focused on addressing climate change, incorporating a multi-stakeholder perspective, and upholding ethical and responsible governance.</p>
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	<p>Name: Mr. Divyang Jain</p> <p>Designation: Company Secretary</p>
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>No.</p> <p>Although company doesn't have specified committee of the Board/ Director responsible for decision making on sustainability related issues, but the company is taking initiatives for sustainability related issues.</p> <p>The Board of Directors (BOD) and Corporate Social Responsibility Committee headed by Mr. Prem Kishan Dass Gupta (DIN 00011670), Chairman and Managing Director, addresses the concerns relating to the Corporate Social Responsibility (CSR).</p>

* ISO 9001, ISO 14001 & ISO 45001 certifications are issued to CFS Mumbai and Chennai location

Customs Trade Partnership Against Terrorism (CTPAT) certificate is issued to CFS Mumbai and ICDs at Gurgaon, Faridabad and Ludhiana

Global Security Verification (GSV) certificate is issued to CFS Mumbai location
Indian customs have conducted and inspected the sites of GDL in relation to renewal of their AEO certificates

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Disclosure Questions																			
10.	Details of Review of NGRBCs by the Company																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee										Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes, the same is reviewed on regular basis.										Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, The Board reviews the compliances on regular basis via its various committees.										Quarterly								

	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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
11.		<p>External assessments include ISO 9001, ISO 14001 and ISO 45001 certifications conducted by IQNET Ltd; CTPAT certification by URS Verification Pvt Ltd; and GSV certification for CFS Mumbai by Intertek – and include an assessment of the policies and procedures maintained by GDL.</p> <p>Indian customs have conducted and inspected the sites of GDL in relation to renewal of their AEO certificates.</p>								

12.	If answer to question (1.) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable									

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<p>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</p>	
<p>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</p>	
<p>It is planned to be done in the next financial year (Yes/No)</p>	
<p>Any other reason (please specify)</p>	

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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 programme(s) held	Topics / principles covered under the training and its impact	%-age of persons in respective category covered by the awareness programme(s)
Board of Directors	4	Key role understanding, compliance and leadership development	100%
Key Managerial Personnel	14	Leadership, POSH awareness, problem solving and decision making, company values, negotiation etc.*	100%*
Employees other than BoD and KMPs	14	POSH awareness, problem solving and decision making, communication, company values, negotiation, code of conduct etc.*	98.36%*
Workers	52*	Health and Safety, Security, POSH awareness, Custom compliance, CTPAT, Driver's training, Warehouse handling. *	90%*

* Based on the information to the extent available

Essential Indicators					
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 regulatory/enforcement	Amount (in Rs.)	Brief of Case	Has an appeal been preferred (Yes/No)

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		agencies/judicial institutions			
Penalty / Fine	1	BSE Limited	1,00,000	<p>The fine is levied on account for not adhering to Regulation 60(2) of the SEBI Listing Regulations for the delay in intimation of Record date i.e. atleast 7 working days before (excluding the date of intimation and record date) the redemption of Non-Convertible Debentures (NCDs).</p> <p>The fine is Rs.10,000 with respect to the 10 (Ten) ISINs each of NCD intimated to the Exchange on February 25, 2022, during the Financial Year 2021- 22.</p>	Not Applicable
Settlement	0	None	0	Not Applicable	Not Applicable
Compounding Fee	0	None	0	Not Applicable	Not Applicable
Non-Monetary					
	NGRBC Principle	Name of regulatory/enforcement agencies/judicial institutions	Amount (in Rs.)	Brief of Case	Has an appeal been preferred (Yes/No)
Imprisonment	0	None	0	Not Applicable	Not Applicable
Punishment	0	None	0	Not Applicable	Not Applicable

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Essential Indicators		
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	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		
<p>Yes, Code of Conduct of Company includes anti-corruption and anti-bribery polices, and is available online at https://www.gatewaydistriparks.com/PDFs/Code%20of%20conduct%20&%20obligations.pdf</p> <p>The Code of Ethics for Principal Executive and Senior Officers helps maintain the standards of business conduct for GDL and ensures compliance with legal requirements. The purpose of the Code is to deter wrongdoing and promote ethical conduct.</p>		
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:		
	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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Essential Indicators				
6. Details of complaints with regard to conflict of interest:				
	FY 24-23 (Current Financial Year)		FY 22-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable
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:				
Not Applicable				
8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:				
	FY 23-24 (Current Financial Year)		FY 22-23 (Previous Financial Year)	
Number of days of account payables	41.24		42.48	

Essential Indicators
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:

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Parameter	Metrics	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-*	-*
	b. Number of trading houses where purchases are made from	-*	-*
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-*	-*
Concentration of 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)	0.81%	0.14%
	b. Sales (Sales to related parties / Total Sales)	0.02%	0.01%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.18%	0.13%
	d. Investments (Investments in related parties / Total Investments made)	94.74%	100%

* In the absence of the clarity of the definition of term "Trading Houses" & "Dealers / Distributors" this information / data cannot be presently tracked by the company.

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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 24-23 (Current Financial Year)	FY 22-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	83%	83%	GDL has undertaken several technology-based R&D activities to reduce paper consumption, like weighment software centralization, E invoice web portal, KIOSK systems, etc.
CAPEX	1%	0.3%	GDL has undertaken several initiatives to improve environmental and social impacts like steps towards energy efficiency across different facilities by converting diesel trailers to CNG based trailers, installing composting machines, installation of simulators for training of drivers etc.
2.a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)			
No. GDL will be making the relevant changes to include Sustainable Sourcing as part of its Procurement Policy in the future			
2.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) (b) E-waste (c) Hazardous waste and (d) other waste			
Since we are a service-based industry, this is not applicable			
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			
Since we are a service-based industry, this is not applicable			

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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)
PERMANENT EMPLOYEES											
Male	455	455	100%	455	100%	0	0%	455	100%	455	100%
Female	32	32	100%	32	100%	32	100%	0	0%	32	100%
Total	487	487	100%	487	100%	32	7%	455	93%	487	100%
OTHER THAN PERMANENT EMPLOYEES											
Male	0*	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0*	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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Essential Indicators											
1.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)
PERMANENT WORKERS*											
Male	308	308	100%	0	0	0	0%	0	0%	0	0%
Female	2	2	100%	0	0%	0	0%	0	0%	0	0%
Total	310	310	100%	0	0%	0	0%	0	0%	0	0%
OTHER THAN PERMANENT WORKERS*											
Male	2122	1345	63.38%	2122	100%	0	0%	0	0%	0	0%
Female	68	45	66.17%	68	100%	0	0%	0	0%	0	0%
Total	2190	1390	63.47%	2190	100	0	0%	0	0%	0	0%

* Date provided by respective locations on estimated basis.

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Essential Indicators						
1.c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –						
	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
Cost incurred on wellbeing measures as a % of total revenue of the company	0.08%			0.07%		
2. Details of retirement benefits, for Current FY and Previous Financial Year.						
Benefits	FY 23-24 (Current Financial Year)			FY 22-23 (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	98.97%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Not Applicable	100%	50%	Not Applicable
ESI*	7%	61.82%*	Yes	7%	47%*	Yes
Others – Please specify	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
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						
The company has suitable provision for access to the premises by Disabled.						

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Essential Indicators				
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 Recruitment Guidelines of the Company's HR Policy i.e. available at the website at: https://www.gatewaydistriparks.com/PDFs/GDL%20HR%20Policy%20amendment%203-5-24.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	100%	50%	Not Applicable*	Not Applicable
Female	100%	100%	100%	100%
Total	100%	75%	100%	100%
*(Paternity leaves are not allowed to Permanent Workers)				
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 / No (If Yes, then give details of the mechanism in brief)			
Permanent Workers	Yes, there is a Grievances Redressal Committee for addressing the grievances of the employees/workers. This committee examines the grievances expressed by the employees/workers and addresses the same in consultation with the management within stipulated time frame.			
Other than Permanent Workers				
Permanent Employees				
Other than Permanent Employees				

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Essential Indicators						
7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:						
Category	FY 23-24 (Current Financial Year)			FY 22-23 (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)
Total Permanent Employees						
Male	455	8	1.75%	351	9	3%
Female	32	0	0%	26	0	0%
Total Permanent Workers						
Male	308	7	2.27%	370*	19*	5.13%
Female	2	0	0%	3*	0*	0%

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Essential Indicators										
8. Details of training given to employees and workers:										
Category	FY 23-24 (Current Financial Year)					FY 22-23 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	455	452	99.34%	125	27.47%	351	351	100%	38*	10.82%
Female	32	28	87.5%	21*	65.62%	26	26	100%	8*	30.76%
Total	487	480	98.56%	146	29.98%	377	377	100%	46	12.20%
WORKERS*										
Male	2430	1944	80%	801	33%	2126*	2126*	100%	681	32%
Female	70	70*	100%	25	35%	64*	64*	100%	20	32%
Total	2500	2014	80.56%	826	33%	2190	2190	100%	701	32.01%

* Based on estimated data provided by respective locations

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Essential Indicators						
9. Details of performance and career development reviews of employees and worker:						
Category	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	455	421	92.53%	351	351	100%
Female	32	32	100%	26	26	100%
Total	487	453	100%	377	377	100%
WORKERS*						
Male	2430	263	10.82%	2126*	370*	17.40%
Female	70	2	2.86%	64*	3*	27.27%
Total	2500	265	10.60%	2190	373	17.03%

* Although performance and career development reviews were done for 100% employees, but appraisals were done for only 92.53% males and 78.13% females as these were only eligible for the same as on 31 March 2024.

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Essential Indicators			
10. Health and safety management system:			
<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>			
<p>Yes, the company has a fire and safety training system implemented, which is mandatory for all employees & workers. Further, GDL also provides on-the-job training to all its employees and workers entailing training on all work-related hazards and safeguards in line with their respective job requirements. In addition, CFS Mumbai and Chennai location are certified as per ISO 45001 & comply with the health and safety requirements of the certification.</p>			
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>			
<p>GDL units / locations have safety managers who ensure that any work-related hazards are identified and addressed on a timely basis.</p>			
<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</p>			
<p>Yes, GDL has a practice of providing on-the-job trainings to all its employees and workers - entailing training on all work-related hazards and safeguards thereby. Furthermore, there are safety managers who ensure that any work-related hazards are identified and addressed on a timely basis. Workers can raise any concerns to these safety managers whenever required.</p>			
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>			
<p>Yes, GDL has taken out a group insurance policy for its employees and workers which covers both occupational and non-occupational medical and health care services.</p>			

Essential Indicators			
11. Details of safety related incidents, in the following format:			
Safety Incident / Injury	Category	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)

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Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0
12. Describe the measures taken by the entity to ensure a safe and healthy workplace			
<p>GDL has conducted Health and Safety trainings whereby the employees are trained on different aspects viz. fire drill, handling hazardous equipment / machinery, etc.</p>			

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Essential Indicators						
13. Number of Complaints on the following made by employees and workers:						
	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-
14. Assessments for the year:						
			% of your plants and offices that were assessed (by entity or statutory authorities or third parties)			
Health & Safety Practices			100% of operational sites			
Working Conditions			100% of operational sites			
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.						
<i>No significant risk were observed during assessments. Therefore, this is Not Applicable</i>						

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

Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity
Yes, GDL has identified and is responsible for the needs of all its stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, in person, SMS	Ongoing	To meet the expectations of customers so that they are satisfied with the service outcome
Shareholders	No	Email, Newspaper Advertisement, Website, in person	Need based	To communicate business performance via press release, statutory & voluntary disclosures, personal meetings, presentations, quarterly & annual results, dividend, etc.
Employees	No	Website, in person, SMS, Engagements / Work or performance Reviews	Ongoing	Learning and Development, Training Curriculum and Education, Townhall, One to one, workshops, surveys, Group Discussion, cross functional team meetings
Regulators & Government	No	E mail, Website, Compliance with required laws, participate in industry bodies & associations via government setup channels	Day to day	To comply with required regulations at each location, to participate in policy advocacy for the benefit of the industry through trade bodies
Communities	Yes	Meetings, Website and Email	Need based	To implement CSR and welfare initiatives across key areas based on need assessment, and employee volunteering, among others
Vendors	No	Mails, Meetings & Phone Calls	Ongoing	To perform services & supply of material to GDL based on the agreed contract & commercial. Supplier evaluation is done regularly to know concerns on the services provided

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PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators						
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 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	487	487*	100%	377	377	100%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	487	487	100%	377	377	100%
WORKERS*						
Permanent	310*	310*	100%	373*	373*	100%
Other than Permanent	2190*	2190*	100%	1817*	1817*	100%
Total Workers	2500	2500	100%	2190	2190	100%

* Based on data available for respective location

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

Category	FY 23-24 (Current Financial Year)					FY 22-23 (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)
EMPLOYEES										
Permanent	487	0	0%	487	100%	377	0	0%	377	100%
Male	455	0	0%	455	100%	351	0	0%	351	100%
Female	32	0	0%	32	100%	26	0	0%	26	100%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
WORKERS*										
Permanent	310*	135*	43.55%	175*	56.45%	373	0	0%	373	100%
Male	308*	135*	43.83%	173*	56.17%	370*	0	0%	370	100%
Female	2*	0*	0%	2*	100%	3*	0	0%	3	100%
Other than Permanent	2190	2190	100%	0	100%	1817	1817	100%	0	0%
Male	2122	2122	100%	0	100%	1756*	1756	100%	0	0%
Female	68	68	100%	0	100%	61*	61	100%	0	0%

* Based on data available for respective location

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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)	5	6,80,00,000	1	90,00,000
Key Managerial Personnel	3	1,24,31,551	0	0
Employees other than BoD and KMP	455	4,77,330	32	6,00,000
Workers	2430*	Not Available	70*	Not Available

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	7.79%**	5.25%**

****Data has been presented for permanent employees and calculation has been done based on Annual CTC.**

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.

Yes, we have posh committee and grievance committee in place which address all the issues related Human Rights

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

	FY 23-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	1	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

GDL has committee for Sexual Harassment; Discrimination at workplace; Child labour; Forced Labour/ Involuntary Labour; Wages; Other human rights related issues which addresses any complaints pertaining to above cited any of act strictly and in a timely manner. GDL always ensure that such reported instances are well taken and handled properly. Additionally, the policy ensures that no adverse consequences are faced by the complainant.

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9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

No

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other human rights related issues	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No significant risks/ concerns were raised during assessments.

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

Essential Indicators		
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
From renewable sources (Giga Joules)		
Total electricity consumption (A)	-	-
Total fuel consumption ((B)	-	-
Energy consumption through other sources (C)	7744.74	7394.16
Total energy consumption from renewable sources (A+B+C)	7744.74	7394.16
From non-renewable sources (Giga Joules)		
Total electricity consumption (D)	14906.62	11467.38
Total fuel consumption (E)	294006.85	234457.39
Energy consumption through other sources (F)	-	-
Total energy consumption from non-renewable sources(D+E+F)	308913.47	245,924.77
Total energy consumption (A+B+C+D+E+F)	316658.21	253318.94
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/INR)	0.00002115	0.000018

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Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) ((GJ/INR adjusted to PPP)	0.000473844	0.000406
Energy intensity in terms of physical output (GJ/TEU)	0.50	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
<i>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</i>		
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.		
Not Applicable		

*TEU- twenty-foot equivalent unit is a measure of volume in units of twenty-foot-long containers

3. Provide details of the following disclosures related to water, in the following format:		
Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater*	180301.25	187234
(iii) Third party water	32743.89**	24367
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	213045.14	211601

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Total volume of water consumption (in kilolitres)	42609.03	211601**
Water intensity per rupee of turnover (Water consumed / revenue from operations) (KL/INR)	0.0000028	0.0000151
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) KL/INR turnover adjusted to PPP	0.0000638	0.000340
Water intensity in terms of physical output	0.07	NA
Water intensity (optional) – 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		
* Total ground water consumption calculated based on estimated borewell depth, pump head, flow rate (based on similar capacity pump) and total no. of hours of operation. Corporate Office (for both FY) excluded in above disclosure as it is not material.		
**Surface water withdrawal from Krishnapatnam location is excluded.		
4. Provide the following details related to water discharged:		
Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water*		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater*		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater*		

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- 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*		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

No

**The total water discharge is currently not being tracked by the company. GDL is taking steps to monitor water discharge from FY 2024-25.*

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

No

* The details with respect to exact discharge of water for the Year 2023-24 was not maintained. Further, the Company has installed the required equipment for measuring the discharge of water at respective locations based on which the data shall be available for the year 2024-25.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please Specify Unit	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
NOx	mg/Nm3		
SOx	mg/Nm3	3.053	0.83
Particulate matter (PM)	mg/Nm3	40.55	28.12

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Persistent organic pollutants (POP)	mg/Nm ³	-	-
Volatile organic compounds (VOC)	mg/Nm ³	-	-
Hazardous air pollutants (HAP)	mg/Nm ³	-	-
Others – Hydro Carbons(HC)	mg/Nm ³	11.12	8.13
<i>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</i>			
No			

* Above estimates exclude emissions from diesel consumption for Corporate Office as it is not material. Total air emissions (other than GHG emissions) estimated based on US EPA emission factors and CPCB emission factors for Indian motor vehicles.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	18,927.87*	15845.4
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	4,505.10**	3772.31
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e/INR	0.0000016	0.0000014
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO ₂ e/INR turnover adjusted to PPP	0.0000351	0.000031
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/ TEU	0.04	Not Available
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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*A) Fugitive emissions from refrigerants used in Air Conditioners are excluded from Scope 1 GHG emissions due to lack of data, as company has subscribed to AMC services for air conditioners and third-party vendor has not maintained this data.

B) Fugitive emissions from CO₂ based Fire Extinguisher are excluded from Scope 1 GHG emissions as this emission is immaterial.

C) Scope 1 GHG emissions from diesel consumption for Corporate Office is excluded as it is not material.

GDL will take necessary steps to maintain this data in future. Scope 1 GHG emission factors are derived from Intergovernmental Panel for Climate Change (IPCC) – 2006

** Scope 2 GHG emissions estimated based on average grid-emission factor (including renewable energy) derived from Central Electricity Authority.

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.

GDL is currently implementing measures to transition diesel trailers to compressed natural gas (CNG) in order to mitigate greenhouse gas (GHG) emissions. As part of this initiative, last year 19 trailers have already been converted to CNG, with an additional 8 trailers converted this year. In addition, we have integrated battery-operated forklifts into our facilities for more sustainable operations.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.11	0.400
E-waste (B)	Not Available	Not Available
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	9.74	Not Available
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Used Oil)	15.33	1.064
Other Non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e., by materials relevant to the sector) (Tyres, Iron & Tin Cardboard, Food waste)	100.63	69.240
Total (A + B + C + D + E + F + G + H)	142.81	70.704

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*In FY 2023-24 waste management data is tracked as below:

Other Non-Hazardous Waste generation estimates includes data from ICD Ludhiana, Gurugram, Faridabad, CFS Chennai and CFS Mumbai;

Plastic Waste and Other Hazardous Waste estimates includes from ICD Gurugram, Faridabad and CFS Chennai. All other facilities are excluded due to lack of data.

**In FY 2022-23 waste management data is tracked as below:

Other Non-Hazardous Waste generation estimates includes data from ICD Gurgaon, Ludhiana and CFS Chennai; Plastic Waste and Other Hazardous Waste estimates includes CFS Chennai only. All other facilities are excluded due to lack of data.

Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric tonnes/INR)	0.0000000095	0.000000005
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000021	0.000000113
Waste intensity in terms of physical output (Metric tonnes/TEU)	0.0002	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	127.48	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	127.48	-
**Waste recovery is done internally as well as through authorized recyclers.		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	15.33	-
(ii) Landfilling	-	-
(iii) Other disposal operations*	-	70.704
Total	15.33	70.704
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		

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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.

GDL is in process of preparing its Waste Management Policy.

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:

Sr. 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.
---------	--------------------------------	--------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------

Not applicable as none of the facility is situated in ecologically sensitive areas.

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
-----------------------------------	----------------------	------	-------------------------------------------------------------	--------------------------------------------------	-------------------

Not Applicable as none of our projects falls under any category in EIA notification.

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:

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

Currently only CFS Mumbai and Vizag have valid Consent to Operate (CTO) from State Pollution Control Board. The Company has filled CTO application for ICD Sahnewal and is in process of filing CTO applications for rest of the locations.

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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.		
GDL has affiliation with seven industry associations		
1.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.		
SR No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)d
1	Container Freight Stations Association of India (CFSAI)	National
2	Federation of Indian Export Organisations (FIEO)	National
3	Association of Container Train Operators (ACTO)	National
4	Confederation of Indian Industry (CII)	National
5	Services Export Promotion Council (SEPC)	National
6	National Association of Container Freight Stations (NACFS)	National
7	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.		
Name of Authority	Brief of the Case	Corrective Action Taken
-	-	-
None		

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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 & 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	
No such project requiring SIA has been undertaken in the current or previous reporting year.						
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:						
SR. 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)
Not Applicable						
3. Describe the mechanisms to receive and redress grievances of the community.						
Although company doesn't have any formal mechanism for receiving and redressing grievances from the community, but all the terminal heads are addressing the complaints received from the community through E mails and complaint is forwarded by terminal heads to respective department for resolution.						
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:						
			FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)		
Directly sourced from MSMEs/ small producers			At present this data is not being tracked by the company	At present this data is not being tracked by the company		
Sourced directly from within the district and neighboring districts						
5. Job creation 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	FY 23-24 (Current Financial Year)		FY 22-23 (Previous Financial Year)			
Rural	52.65%		48.19%			
Semi-Urban	21.16%		19.92%			
Urban	3.11%		2.77%			
Metropolitan	23.08%		29.12%			

**Data has been presented for permanent employees based on their Annual CTC*

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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.						
In GDL Customers share their queries/grievances to customer service team through email/phone/verbal at ICDs. Customer service team then checks it and sends it to the internal departments for resolution, after that customer service team does follow up. Post receiving the solution internally customer service team reverts to the customer with closure remarks. There is a centralised email id on which customers can main their queries - mail@gatewaydistriparks.com .						
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 relevant to the product					Not Applicable	
Safe and responsible usage						
Recycling and/or safe disposal						
3. Number of consumer complaints in respect of the following:						
	FY 23-24 (Current Financial Year)		Remarks	FY 22-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

Based on data provided for respective location to the extent available

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4. Details of instances of product recalls on account of safety issues:		
SR No.	Number	Reasons for Recall
Voluntary Recalls	Not Applicable	
Forced Recalls		
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		
Yes. Cyber Policy is available at https://www.gatewaydistriparks.com/policy.php		
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.		
There were no security occurrences / re- occurrences relating to advertising, delivery of essential services, cyber security and data privacy of customers which led to penalty / action taken by regulatory authorities on safety of products / services.		
7. Provide the following information relating to data breaches:		
a. Number of instances of data breaches	Nil	
b. Percentage of data breaches involving personally identifiable information of customers	Not Applicable	
c. Impact, if any, of the data breaches	Not Applicable	

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