

GATEWAY DISTRI PARKS LIMITED



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2024-25

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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 Raigad, Navi Mumbai, Raigarh, Maharashtra-400 707
5	Corporate address	4th 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	2024-2025
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

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	97.14%

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	69.21%
2	Container Storage, Handling and Ground Rent	52102	26.8%

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	8*	1	9
International	0	0	0

*Container Freight Station located at Krishnapatnam is non-operational.

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.	

IV. Employees

20. Details 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)	504	463	91.86%	41	8.14%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Employees (D+E)	504	463	91.86%	41	8.14%
WORKERS						
1	Permanent (F)	336	334	99.4%	2	0.6%
2	Other than Permanent (G)	2096	2032	96.94%	64	3.05%
3	Total Workers (F+G)	2432	2366	97.29%	66	2.71%

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%
	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)	1	1	100%	0	0%
	Total differently abled Workers (F+G)	1	1	100%	0	0%

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%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
	FY24-25 (Turnover rate in current FY)			FY 23-24 (Turnover rate in previous FY)			FY 22-23 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.16%	27.4%	15.14%	13.27%	10.17%	13.53%	17%	17%	17%
Permanent Workers	27.41%	0%	27.24%	37.46%	0.4%	37.48%	53%	22%	53%

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	Kashipur Infrastructure and Freight Terminal Private Limited	Subsidiary	99.92%	No
2	Gateway Distriparks (Kerala) Limited	Subsidiary	60%	No
3	Snowman Logistics Limited	Subsidiary	50.01%	No
4	Container Gateway Limited	Joint Venture	51%	No

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.)	151,987.19 Lakhs
(iii) Net worth (in Rs.)	188,764.64 Lakhs

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 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	1	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		5	0	-	2	0	-
Employees and workers		0	0	-	0	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Other (please specify)		0	0	-	-	-	-

*Based on the available information.

Note-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.

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)
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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

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	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	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	<ul style="list-style-type: none"> • POSH • Policy on Related party Transaction • Code of conduct for employees • Nomination, Remuneration and Board Evaluation Policy • Terms of Appointment of Independent Director • Code of conduct & obligations • Dividend Distribution Policy • Policy on Material Subsidiary • HR Policy Amendment 03.05.24 • Data Privacy Policy • Standard Operating Procedure Policy • Internet Security Policy • Whistleblower Policy ver 2.0 • GDL-Code of Prevention of Insider Trading Ver-2.0 • Anti-Bribery and Corruption (ABC) Policy • Risk Management Policy • Board Diversity Policy • Corporate Social Responsibility Policy • Policy on Document preservation & Archival of Documents • Policy on Succession Planning • Policy on Determining Materiality of Events • Policy on Blank Stationary • Criteria for making Payment to Non-Executive Directors • Procurement Policy and SOP 								

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, Trustee) 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 specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

*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

Disclosure Questions		
Governance, Leadership and Oversight		
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>At Gateway Distriparks Limited, Environmental, Social, and Governance (ESG) principles are fundamental to our strategic vision. These values are deeply embedded in our corporate culture, reinforced through comprehensive policies and standards that drive sustainable growth and long-term stakeholder value.</p> <p>Our green initiatives include the deployment of waste composting machines within our facilities, transitioning our fleet to CNG to reduce emissions, and actively exploring electric vehicle options such as Electric Reach Stackers and other EVs to further decrease our carbon footprint. We have also initiated the installation of solar power systems at our sites to harness renewable energy.</p> <p>A significant part of our sustainability efforts is the "Go Green" initiative, aimed at minimizing paper consumption. We have implemented an e-forwarding module that digitizes our documentation processes, reducing the reliance on paper and supporting our goal of creating a paperless environment. This transition not only conserves natural resources but also enhances operational efficiency and data security.</p> <p>We are committed to continually evaluating innovative technologies and operational practices to further reduce our environmental impact. By investing in these ESG initiatives, we aim to uphold responsible service delivery, address climate change proactively, and promote ethical governance. Our comprehensive approach ensures that sustainability</p>

		remains at the forefront of our growth trajectory, benefitting both our organization and the broader community.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ices)	Name: Mr. Divyang Jain Designation: Company Secretary
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	No, The Board of Directors (BOD) headed by Mr. Prem Kishan Dass Gupta (DIN 00011670), Chairman and Managing Director, addresses the concerns relating to the Corporate Social Responsibility (CSR) but the company will explore the formation of committee exclusively for sustainability related issues.

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								

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		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. Indian customs have conducted and inspected the sites of GDL in relation to renewal of their AEO certificates.								

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

Section C: Principle Wise Performance Disclosure

PRINCIPLE 1

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

Essential Indicators			
1. Percentage coverage by training and awareness programs on any of the principles during the financial year:			
Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%-age of persons in respective category covered by the awareness programs
Board of Directors	2	Industry Process Overview, System & Process Updates, SEBI LODR Amendments	100%
Key Managerial Personnel	2	Industry Process Overview, System & Process Updates, SEBI LODR Amendments	100%
Employees other than BoD and KMPs	23	Safety & Security Training, Basic Life Support Training, Data Analytics tools - Advanced Excel and Power BI, Safety, POSH, Vendor Management	75.6%
Workers	164	POSH, Cyber Security, First Aid, Safety, Hazardous Cargo, Basic life support training, Grooming and basic etiquettes, Code of Conduct, Health Awareness program, Traffic Law	37.24%

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 agencies/judicial institutions	Amount (in Rs.)	Brief of Case	Has an appeal been preferred (Yes/No)
Penalty / Fine	0	None	0	NA	NA
Settlement	0	None	0	NA	NA
Compounding Fee	0	None	0	NA	NA
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	NA	NA
Punishment	0	None	0	NA	NA
* Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount is for directors pertaining to GDL only and not for any other directorships they may hold elsewhere.					
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				
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				
Yes, Code of Conduct of Company includes anti-corruption and anti-bribery policies, and is available online at https://gatewaydistriparks.com/Uploads/prospectus/2083pdctfile_Anti-BriberyandCorruption(ABC)Policy.pdf				
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.				
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 24-25 (Current Financial Year)		FY 23-24 (Previous Financial Year)	
Directors	Nil		Nil	
KMPs	Nil		Nil	
Employees	Nil		Nil	
Workers	Nil		Nil	
6. Details of complaints with regard to conflict of interest:				
	FY 24-25 (Current Financial Year)		FY 23-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	None	Nil	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	None	Nil	None
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 24-25 (Current Financial Year)		FY 23-24 (Previous Financial Year)	
Number of days of account payables	47.86		41.24	
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:				
Parameter	Metrics	FY 24-25 (Current Financial Year)	FY 23-24 (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)	0.38	0.81	
	b. Sales (Sales to related parties / Total Sales)	0.17	0.02	
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	31.43	0.18	

	d. Investments (Investments in related parties / Total Investments made)	85.64	94.74
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* Data related to "Trading Houses" & "Dealers / Distributors" is not being currently tracked by the company.

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 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0%	83%	NA
CAPEX	30%	1%	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, introduction of electric reach stacker, and implementation of Gateway Connect IOS system and ITV Move tracking.
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.			

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:											
Category	Total (A)	% of Employees Covered by									
		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	463	463	100%	463	100%	0	0%	463	100%	0	0%
Female	41	41	100%	41	100%	41	100%	0	0%	0	0%
Total	504	504	100%	504	100%	41	8.13%	463	91.87%	0	0%
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%

Essential Indicators											
1.b. Details of measures for the well-being of workers:											
Category	Total (A)	% of Workers Covered by									
		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	334	334	100%	334	100%	0	0%	334	100%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Total	336	336	100%	336	100%	2	0%	334	99.40%	0	0%
OTHER THAN PERMANENT WORKERS											
Male	2032	1079	53.1%	691	34%	0	0%	0	0%	0	0%
Female	64	0	0%	0	0%	0	0%	0	0%	0	0%
Total	2096	1079	51.48%	691	20.97%	0	0%	0	0%	0	0%

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 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)		
Cost incurred on wellbeing measures as a % of total revenue of the Company			0.13%	0.08%		
2. Details of retirement benefits, for Current FY and Previous Financial Year.						
Benefits	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	98.97%	100%	Yes
Gratuity	100%	100%	Not Applicable	100%	100%	Not Applicable
ESI	3.77%	51.93%	Yes	7%	61.82%	Yes
*Company has provided 100% coverage but only 98.21% of employee opted for PF.						
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.						
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.						
https://gatewaydistriparks.com/Uploads/prospectus/2082pdctfile_GDLHRPolicyamendment3-5-24.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%	92%	NA	NA		
Female	50%	50%	NA	NA		
Total	95.24%	85.71%	NA	NA		
6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.						
	Yes/No (If yes, then give details of the mechanism in brief)					
Permanent Workers						
Other than Permanent Workers						

Permanent Employees	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 the stipulated frame.
Other than Permanent Employees	

Essential Indicators						
7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:						
Category	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	463	8	1.73%	455	8	1.75%
Female	41	0	0%	32	0	0%
Total Permanent Workers						
Male	334	8	2.4%	308	7	2.27%
Female	2	0	0%	2	0	0%

8. Details of training given to employees and workers:										
Category	FY 24-25 (Current Financial Year)					FY 23-24 (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	463	148	31.96%	256	55.29%	455	452	99.34%	125	27.47%
Female	41	12	29.27%	20	48.78%	32	28	87.5%	21	65.62%
Total	504	160	31.75%	276	54.76%	487	480	98.56%	146	29.98%
WORKERS										
Male	2366	642	27.12%	456	19.27%	2340	1944	80%	801	33%
Female	66	2	3.03%	27	40.9%	70	70	100	25	35%
Total	2432	644	26.48%	483	19.86%	2500	2014	80.56%	826	33%

9. Details of performance and career development reviews of employees and worker:						
Category	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	463	414	89.42%	455	421	92.53%
Female	41	25	60.98%	32	25	78.13%
Total	504	439	87.10%	487	446	91.6%
WORKERS						
Male	334	242	72.45%	2430	263	10.82%
Female	2	2	100%	70	2	2.86%
Total	336	244	72.61%	2500	265	10.60%

10. Health and safety management system:	
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
Yes, 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 for a specific time frame.	

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	
GDL units / locations have safety managers who ensure that any work-related hazards are identified and addressed on a timely basis.	
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	
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.	
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	
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.	

11. Details of safety related incidents, in the following format:						
	Category	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)			
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						
GDL has conducted Health and Safety trainings whereby the employees are trained on different aspects viz. fire drill, handling hazardous equipment / machinery, etc.						
13. Number of Complaints on the following made by employees and workers:						
	FY 24-25 (Current Financial Year)			FY 23-24 (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	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA
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.						
No significant risk was observed during assessments. Therefore, this is Not Applicable.						

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				
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, Stock Exchanges	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, Email 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	Emails, 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

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 policies of the entity, in the following format:						
Category	FY 24-25 (Current Financial Year)			FY 23-24 (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	504	504	100%	487	487	100%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	504	504	100%	487	487	100%

WORKERS						
Permanent	336	336	100%	310	310	100%
Other than Permanent	2096	2096	100%	2190	2,190	100%
Total Workers	2433	2433	100%	2500	2,500	100%

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

Category	FY 24-25 (Current Financial Year)					FY 23-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	463	0	0%	463	100%	455	0	0%	455	100%
Female	41	0	0%	41	100%	32	0	0%	32	100%
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
WORKERS										
Permanent										
Male	334	0	0%	334	100%	308	135	43.83%	173	56.17 %
Female	2	0	0%	2	100%	2	0	0%	2	100%
Other than Permanent										
Male	2032	1641	80.76%	391	19.24%	2122	2122	100%	0	100%
Female	64	64	100%	0	0%	68	68	100%	0	100%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective category	Number	Median Remuneration / Salary / Wages of respective category
Board of Directors (BoD)	5	70,500,000	1	95,00,000
Key Managerial Personnel	3	3,178,000	0	NA
Employees other than BoD and KMP	460	387,075	41	3,81,791
Workers	334	219,815	2	295,560

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:						
	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
Gross wages paid to females as % of total wages	5.38%			7.79%		
*Data has been presented for permanent workers						
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.						
6. Number of Complaints on the following made by employees and workers:						
	FY 24-25 (Current Financial Year)			FY 23-24 (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	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labor	0	0	None	0	0	None
Forced Labor / Involuntary Labor	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None
7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:						
	FY 24-25 (Current Financial Year)			FY 23-24 (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.						
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 Labor	100%					
Forced Labor/Involuntary Labor	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.						

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 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A), GJ	6,029	7,744
Total fuel consumption (B), GJ	-	-
Energy consumption through other sources (C), GJ	-	-
Total energy consumption from renewable sources (A+B+C), GJ	6,029	7,744
From non-renewable sources		
Total electricity consumption (D), GJ	18060	14906
Total fuel consumption (E), GJ	301165	294006
Energy consumption through other sources (F), GJ		
Total energy consumption from non-renewable sources(D+E+F), GJ	331283	308913
Total energy consumption (A+B+C+D+E+F), GJ	337312	316658
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations), GJ/INR	0.00002241	0.00002115
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP), GJ/PPP	0.00046305	0.000473844
Energy intensity in terms of physical output, GJ/TEU	0.46	0.50
Energy 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		
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		
3. Provide details of the following disclosures related to water, in the following format:		
Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	38197	180301
(iii) Third party water	7696	32743
(iv) Seawater / desalinated water	Nil	Nil
(v) Others (STP treated water from city, Bottled water)	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	45893	213045
Total volume of water consumption (in kiloliters)	45893	213045
Water intensity per rupee of turnover (Water consumed / revenue from operations), KL/INR	0.0000030	0.0000028
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP), KL/ PPP	0.0000630	0.0000638
Water intensity in terms of physical output, KL/TEU	0.06	0.07
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		
4. Provide the following details related to water discharged:		
Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		

- No treatment	Nil	Nil		
- With treatment – please specify level of treatment				
(iii) To Seawater				
- No treatment				
- With treatment – please specify level of treatment				
(iv) Sent to third parties				
- No treatment				
- With treatment – please specify level of treatment				
(v) Others				
- No treatment				
- With treatment – please specify level of treatment				
Total water discharged (in kilolitres)				
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				
<i>*The details with respect to exact discharge of water for the Year 2024-25 was not maintained except for Sahnewal location where water discharge was zero. Further, the Company is planning to install the required equipment for measuring the discharge of water at respective locations based on which the data shall be available for the year 2025-26.</i>				
5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.				
Company has already implemented Zero liquid discharge at Sahnewal location, where treated water is used for our own horticulture purposes. Company will further evaluate the possibility of implementing ZLD in other locations.				

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
Parameter	Please Specify Unit	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Nox	Tonnes	314.18	NIL
Sox	Tonnes	3.057	3.053
Particulate matter (PM)	Tonnes	38.96	40.55
Persistent organic pollutants (POP)		NIL	NIL
Volatile organic compounds (VOC)		NIL	NIL
Hazardous air pollutants (HAP)		NIL	NIL
Others – please specify (Hydro carbon HC)	Tonnes	10.65	11.12
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency			
No			
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	Unit	FY 24-25 (Current Financial Year) *	FY 23-24 (Previous Financial Year) **
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	21,995	18,927
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	3,647.13	4,505.10

Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO2 equivalent	0.0000017	0.0000016
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)	Metric Tonnes of CO2 equivalent/PPP	0.0000352	0.0000351
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric Tonnes of CO2 equivalent/TEU	0.04	0.04
Total Scope 1 and Scope 2 emission 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			
<p>*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.</p> <p>B) Fugitive emissions from CO2 based Fire Extinguisher are excluded from Scope 1 GHG emissions as this emission is immaterial.</p> <p>C) Scope 1 GHG emissions from diesel consumption for Corporate Office is excluded as it is not material.</p> <p>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</p> <p>** Scope 2 GHG emissions estimated based on average grid-emission factor (including renewable energy) derived from Central Electricity Authority.</p>			
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) to mitigate greenhouse gas (GHG) emissions. As part of this initiative, last year 8 trailers have already been converted to CNG, with an additional 53 trailers converted this year. In addition, we have integrated battery-operated forklifts & electric reach stackers into our facilities for more sustainable operations.			
9. Provide details related to waste management by the entity, in the following format:			
Parameter	FY 24-25* (Current Financial Year)	FY 23-24** (Previous Financial Year)	
Total Waste generated (in Metric Tons)			
Plastic waste (A)	Nil	17.11	
E-waste (B)	Nil	Not Available	
Bio-medical waste (C)	Nil	Nil	
Construction and demolition waste (D)	Nil	Nil	
Battery waste (E)	10.25	9.74	
Other Hazardous waste. Please specify, if any. (G)			
Used Oil	56	15.33	
Other Non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e., by materials relevant to the sector)			
Paper and packaging waste + Iron scrap + Tyre waste + Food waste	86.58	100.63	
Total (A+B + C + D + E + F + G + H)	151	142.81	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations), MT/INR	0.0000000100	0.0000000095	

Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP), MT/PPP	0.0000002076	0.000000021
Waste intensity in terms of physical output, MT/MT	0.0002086	0.0002
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<p>* The waste related data for FY 2024-25 exclude data from Sahnewal & Faridabad location, due to lack of data. Additionally, from Ahmedabad, no waste disposal takes place in the entire premises for the current FY.</p> <p>**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.</p>		

Parameter	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of Waste		
(i) Recycled	151	127.48
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	151	127.48
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of Waste		
(i) Incineration	Nil*	15.33
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	Nil	15.33
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
No		
10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.		
GDL is in process of preparing its Waste Management Policy.		
*For the current FY, company has recycled the waste oil (Hazardous waste) through CPCB authorized recycler, which was incinerated in the last FY.		

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, CFS Chennai, ICD Sahnewal and CFS Vizag have valid Consent to Operate (CTO) from State Pollution Control Board. The company is in the process of filing CTO application for rest of its locations.				

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)
1	Container Freight Stations Association of India (CFSAI)	National
2	Federation of Indian Export Organizations (FIEO)	National
3	Association of Container Train Operators (ACTO)	National
4	Services Export Promotion Council (SEPC)	National
5	National Association of Container Freight Stations (NACFS)	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.		
NA		

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	Amounts paid to PAFs in the FY (In INR)	% of PAFs covered by R&R
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 24-25 (Current Financial Year)	FY 23-24 (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	
Directly from within India					
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 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)	
Rural			45.18%	52.65%	
Semi-Urban			8.81%	21.16%	
Urban			2.06%	3.11%	
Metropolitan			43.96%	23.08%	

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 centralized 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 24-25 (Current Financial Year)		Remarks	FY 23-24 (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	Nil	Nil	None	Nil	Nil	None
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
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	NA
c. Impact, if any, of the data breaches	NA