

SUSTAINABILITY REPORT 2019-20



Nourish the planet with
Healthy fibre !



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MESSAGE FROM LEADERSHIP



Message from The Chairman

(GRI 102-14)



“

Gloster Limited is concerned about social welfare besides being sensitive to environmental conservation. We strive to develop our process for benefitting all our stakeholders. We encourage local employment.

”

At Gloster Limited, sustainable development is ingrained in our ethos and the same is reflected in our mission and vision statement. Sustainable development acts as an enabler to run our operation in a progressive way, while keeping us aware of our operational impacts through constant communication with all our stakeholders. We believe that understanding our stakeholders' concerns or issues through proactive investigation, assessing and mitigating the identified issues through our actions and efforts is the key blueprint to achieve long term value creation. It is this recipe, which has successfully steered our path through tumultuous times and will continue to do so in the future, such as the current global pandemic scenario.

In context of global manufacturing, FY 2019-2020 began with continued growth, but in the second half of 2019 the manufacturing sector slowed, as the risk for a downturn in global manufacturing and trade increased. In key emerging market economies like India, Mexico and South Africa continued to weigh on global economic activity especially manufacturing and trade. In India, the estimated GDP growth was 4.8% compared to the projected GDP growth of 6.8%. The decline in the growth was primarily due to sharp decrease in domestic demand and due to decline in credit growth in Non- Banking Financial Sector (NBFC). In the last quarter of FY 2019-2020, amidst the abovementioned stresses the World experienced one of the worst pandemic, COVID -19 in the modern history of mankind, the varied effects of the pandemic included disruption in public and private operation, supply chain and change in human behavioural norms. Textile sector and jute industries in India were no exception to feel the impact of the pandemic.

Indian textile and apparel industry is one of the largest and the most important sectors for the Indian economy in terms of output, foreign exchange earnings and employment. The jute industry is the second most important industry in the textile sector and the industries performance is highly dependent on the export market. Due to the recent pandemic, countrywide lockdown was implemented and various transport facilities including trains and flights were suspended causing temporary downturn effect on the domestic operations in India. In general, the crisis is severe on labour force and employment, export of finished products, disruption in supply chain, change in consumer behaviour and sentiment and cash flow constraint.

Despite the current downturns, Gloster Limited's decade long- effort to attain sustainable growth through economic, social and environment inclusivity, transparency and accountability has put our Company

in a comfortable foothold to steer us out of the current murky global scenario. Our decade long strong emphasis and effort on reduced resource dependency, responsible procurement of organic jute, reduction of environmental and social negative impacts, increased recycling, continuous and inclusive stakeholder dialogue while framing corporate policies and plans has created a positive impact and trust among our various stakeholders, which we consider to be our most precious asset.

We, at Gloster Limited are extremely optimistic about the future of jute products. Jute being a biodegradable material is increasingly becoming a preferred choice of material, primarily due to the drastic change in consumer behaviour and increased environmental awareness among various stakeholders, thereby, providing us a head wind in the export sector. Jute product will also observe an increased demand as new multinational retail sectors giants are entering India.

Moreover, India is likely to observe a surge in manufacturing activity, due to relaxation of government norms, ease in acquiring incentives, funds and consequently India becoming a preferred manufacturing destination for global manufacturing giants. Our numerous R&D efforts and collaboration with Indian and foreign research institutes to develop hybrid material for packaging and product designing has placed us in a unique position to explore the exciting market and capture the seamless opportunities currently available. Through this Sustainability Report, we would like to showcase our efforts to ensure greater transparency, sustainability and responsibility in our business.

Hemant Bangur
Executive Chairman

Message from The Managing Director

(GRI 102-14)



Gloster Limited has a proud heritage and is driven by strong principles, with quality, values and integrity at the heart of our business strategy. We have powered our way to become one of the largest players in the jute industry. The journey we have adopted to reach this position has involved transforming ourselves and our business strategies. We believe that long term creation of value is inherently depended on producing resource efficient and high-quality products, increased customer centricity from acting on customer feedback to efficient management of data and processes to achieve customer excellence.

At Gloster Limited, sustainability is ingrained in every aspect of our operation. Our Mission and vision statement act as a grail to embed and ensure economic, environmental and social sustainability in each aspect of our operation. In line with our mission and vision statement, we engage our various stakeholders and their feedback plays a pivotal role in devising our management approach, goals, targets, action plans and in monitoring and evaluating the implementation progress of the above plans.

In this report, our 7th sustainability report, we highlight some of the transformational initiatives undertaken as part of our business and our sustainability performance for FY 2019-20. We have aligned our processes and procedure with global best practices, international and national regulatory

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We believe integration of sustainability tools in our manufacturing process is our responsibility towards environment and society. Gloster Limited emphasizes on maintaining balance between improvement of human

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frameworks, guidelines and certificates, some of these frameworks are UN Sustainable Development Goals, IFC Stakeholder Engagement Guidelines, IMO, OEKO-TEX, OHSAS 18001, ISO 14001, ISO 9001, SA 8000, etc.

Gloster Limited's constant strive for excellence in the field of sustainable development, has helped us to identify key focus areas. Emphasis on these areas will help us to continue with our strong lineage of maintaining integrity and inclusiveness in every aspect of our operation and also prepare us for the ever evolving future business landscape. The key focus areas are as follows:

Responsible Supply Chain: We are constantly finding new ways to make our supply chain responsible, inclusive, resource-efficient and agile. Our raw materials supply is prone to disruptions due to the many climate-related and market forces, and we continuously work on building resilience to these forces. Our organic farming initiative is a vivid example of our efforts to build capacity for our farmers in using modern farming technique to cultivate organic jute and generate constant livelihood.

Circular Economy: The idea of circular economy is built on the concept of circular material use, including recycling, reuse, and industrial symbiosis. We believe that circular economy has immense potential to unlock environmental and economic benefit. We are happy to declare that for the past 4 to 5 years we have been recycling almost 100% of our jute waste in our multi fuel fired hybrid boiler. Subsequently, this has led to 0 MT use of coal as a fossil fuel in our operation. We are also buying jute waste from other jute industries for firing them in our boiler to generate steam.

Social Responsibility: Our employees are the most important asset of our company. We owe our growth to our employees, vendors, farmers, suppliers, distributors and community. We at Gloster Limited consider the safety of our people, their training and development, the diversity of our workforce, ethical working practices in our operations and our supply chain as the most important aspect. We constantly strive to improve our workplace environment, through various installation of

green and modern equipment and initiatives leading to reduction of dust, increase in ventilation, workplace hygiene and safety. Apart from a robust collective bargaining and freedom of association system, we have an open-door policy, where our employees can place their grievances and achieve quick and efficient redressal.

Customer Centricity: In recent years we have observed that there has been a rise in the concept of responsible consumerism such as Environmental, Social and Governance (ESG) investing, sustainable fashion etc. Jute being a biodegradable material, is achieving global popularity over other alternatives. We, at Gloster Limited believe that we need to constantly transform and design our products as per the customer trends and demands. As we write this report, we are going through one of the worst crises (COVID-19) in human history. Through, consultation with various customers, research institute and chambers of commerce we are currently aligning our product base such as jute- based PPE, plastic-jute based partition wall and many more to tackle the current situation.

As we finalise this report, the spread of COVID-19 is affecting people, communities and businesses all over the world. Though, we will face various complex challenges, but our strive for excellence through solid work described in this report, keeps us inspired and positive about the future.

Dharam Chand Baheti

Managing Director: Gloster Limited

Ex-Chairman: Indian Jute Industries Research Association

Council Member & Member: IJIRA Core Committee

Ex-Chairman: Jute Product Development & Export Promotion Council

Ex-Council Member: National Jute Board

Ex-Member: Geo-textile Exports Committee (N.J.B.)

Council Member: IJMA

ABOUT GLOSTER LIMITED



About Gloster Limited

(GRI 102-1, GRI 102-3, GRI 102-4, GRI 102-5)

Gloster Limited (formerly Kettlewell Bullen & Co. Ltd.) is one of the leading manufacturers of jute & jute allied products in India, headquartered in Kolkata. It is a global exporter of jute based products for interior decoration and packaging of industrial and agricultural produce, woven & non-woven jute geotextiles, treated, scoured, bleached and dyed fabric-rot proof, fire retardant. Gloster Limited (referred further in this report as Gloster or our company) was incorporated in 1923 and is currently listed on BSE Ltd. and The Calcutta Stock Exchange Ltd.

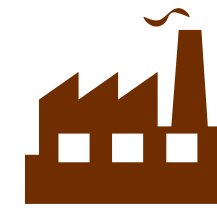
Gloster owns and operates two manufacturing units: Main and Ananya, that are situated in Bauria, Howrah in West Bengal. The two mills are located within 1.5km from each other. The operational heritage of Main unit goes back to 1872 when it was started by Kettlewell Bullen & Co. Ltd. (KBCL). Later, it was taken over by Bangur Group by whom the company is being professionally managed till date.

Scale of our Organization (GRI 102-7)



4841

Total number of
employees



Total number of
operations

We have two operating units: Main and Ananya located within 1.5km from each other at Bauria, Howrah in West Bengal, India.



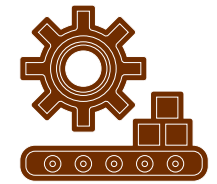
5,060.21

Revenues from Operation
(INR Million)



9312.61

Total Equity
(INR Million)



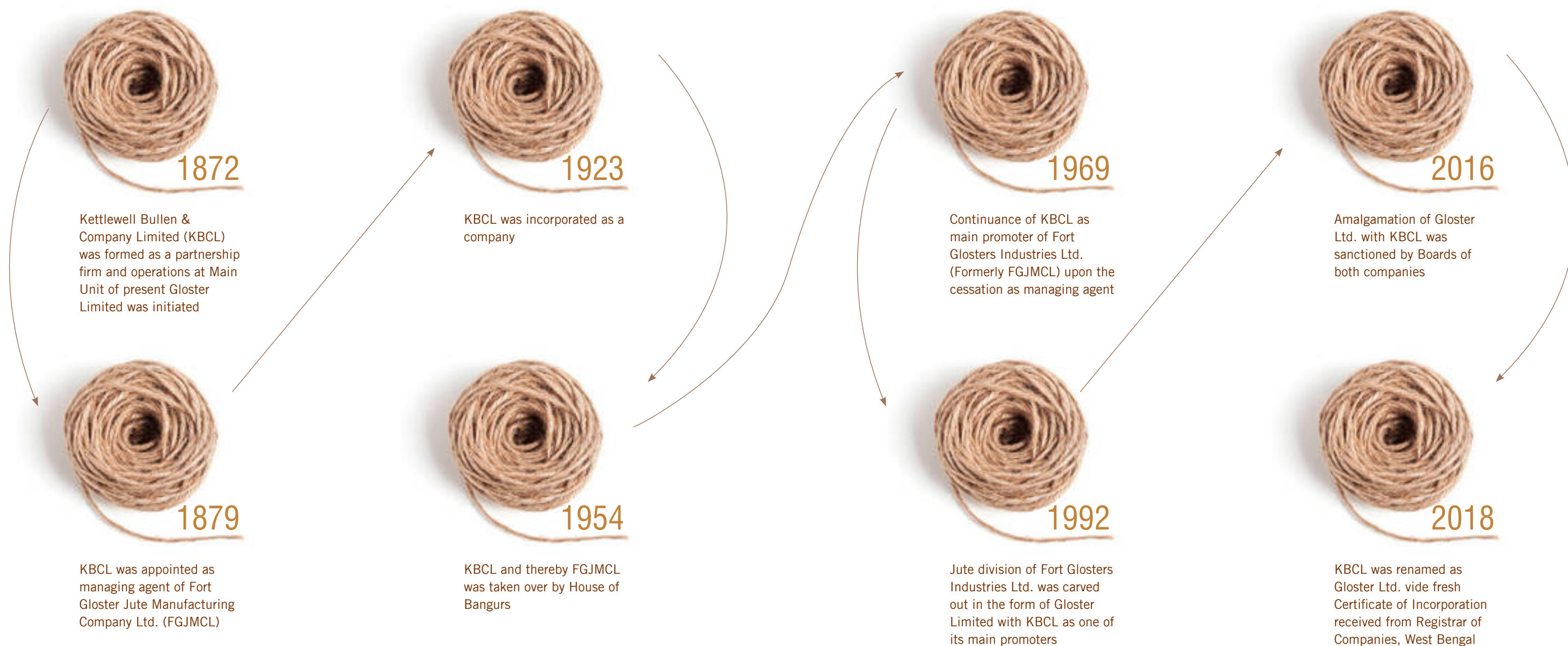
48,222

Production during
FY:2019-20 (MT)

Main Unit

Ananya Unit

Our Journey



The Amalgamation of erstwhile Gloster Limited ("the Transferor Company"), with Kettlewell Bullen & Company Limited (renamed as Gloster Limited) ('the Company') filed under Section 391 to 394 and other applicable provisions of the Companies Act, 1956 & Companies Act, 2013, to the extent applicable and sanctioned by the National Company Law Tribunal, Kolkata ("NCLT") vide its order dated 19 January 2018 (the 'Scheme' became effective on and from 30 March 2018. (the 'Effective Date').

The merger of erstwhile Gloster Limited with Kettlewell Bullen & Company Limited helped in creating organizational synergy, strengthening fundamentals, driving transparency and facilitating a faster and sustainable organizational growth. The combined entity is significantly bigger than the individual components, with opportunities for multi-fold business growth.

Gloster Limited’s Brand Products and Services

(GRI 102-2)

Our product range undergoes continual upgradation to remain at par with evolving market trend and customer choice. Both our mills have extensively been modernized to facilitate bulk production of diversified jute merchandise. Having more than 50 years of experience in running large jute manufacturing units, the present management of Gloster Limited takes care of varying government and private, national and international demands for value added jute items conscientiously to expand the business portfolio, besides raising the product quality. The company has an annual production capacity of around 50,000 metric tons of jute textiles and products.

Biodegradable nature of jute, a vegetable fibre, makes our products environment-friendly. Life span of final products depend on the material composition (jute blend) and processing in the value chain steps. An exhaustive list of our products is showcased below:

Our New Products



Narrow Carpet Backing Cloth (NCBC)



Bags Made With Valve



Curing Membrane Fabric



Box Shaped Bag



Binder Twine



Jute Cotton Canvas



Leno Net Fabric



Jute Pocket for Sapling



Sand Anchor Bag



Softened Fabric



Washed Jute Canvas



Leaf Bag



Spirally Sewn Tube

Our Hallmark Products



Bags /Cloth:
Rice Bags, Food
grade Hessian and
Sacking Bags



Furnishing
Fabrics



Jute Canvas
Cloth Canvas Bags
& Treated Bags



Cords/Ropes- Jute
ropes/ Cabled



Geo-Textiles



Agro-Textiles



Jute-PP
Composites



Health Care
Products



Fine Yarn



Fashion
textiles

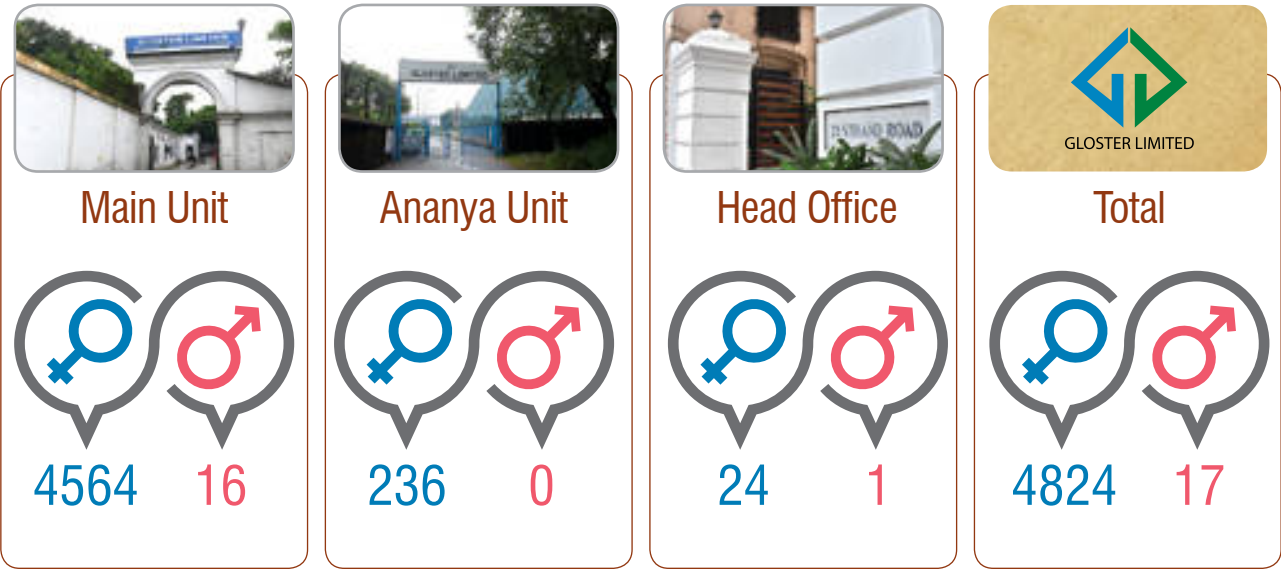
Gloster Limited's Export Geographies (GRI 102-6)

India based businesses have marked their influence in international market with the wake of globalization in the country. Access to world-class technologies and newer production methods along with the opportunity to exchange good, services and ideas with advanced countries has boosted India's economy. For Gloster Limited, globalization has eased greater movement of goods across border through rapid transportation facilities. Product export to foreign countries has expanded Gloster Limited's market overseas, thereby, assuring increased trade volume. We have exported our goods to thirty-nine countries across six continents in the current reporting period. The majority of our exports is made up of our jute bags along with other lifestyle products. This map displays the geographical presentation of our export markets:

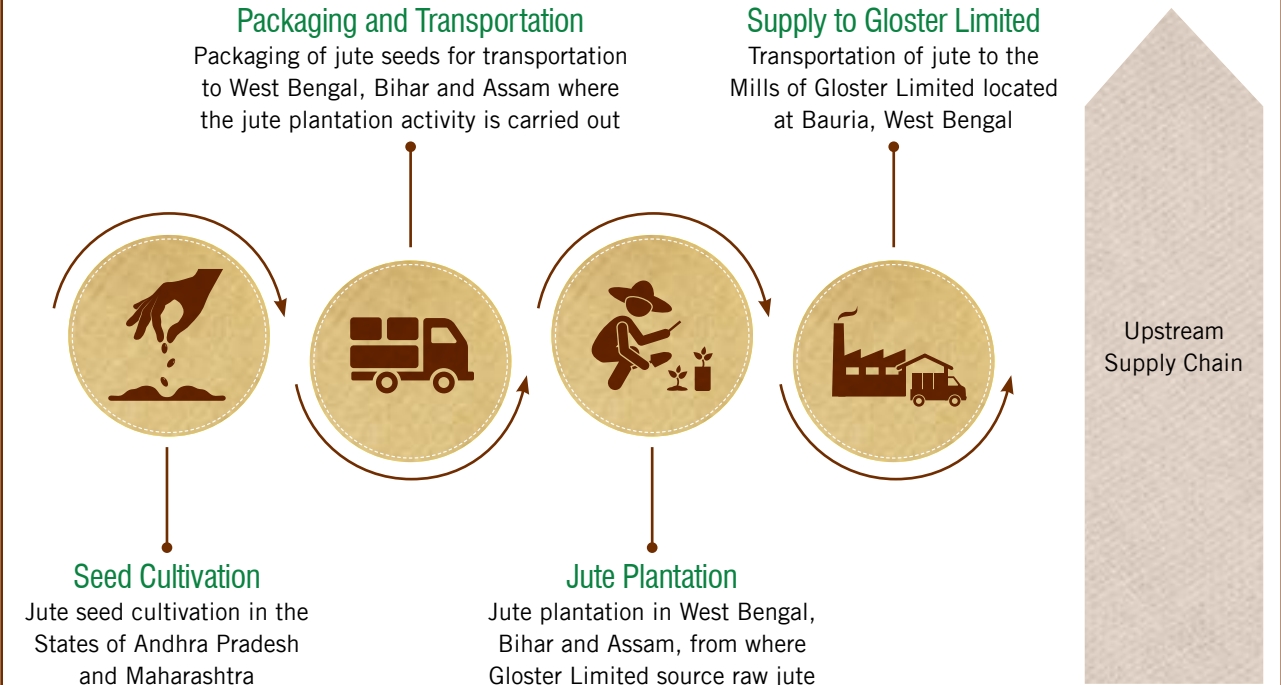


Information on employees and other employees (GRI 102-8)

The following table shows us the total number of employees in the organization as on 31st March 2020:



Our Supply Chain (GRI 102-9)



Supply chain and significant changes in our supply chain (GRI 102-10)

Gloster Limited's efforts on continuous enrichment of our farms and farmers, mainstream suppliers, and other stakeholders, domestic as well as abroad, bringing in growth and roots of greener supply chain year after year. Participation of jute farmers increased from 110 in 2013 to 200 in 2017 and currently we have approximately 300 IMO registered organic jute farmers. Out of these 300 IMO registered farmers, 100 farmers are in first year on conversion, 90 farmers are in second year of conversion and 110 farmers have got organic certification.

Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses (GRI 102-12)

We invest our resources in the long-term growth and development of our business. We work for maximization of our contributions towards our country's goals and commitment towards climate change.

We are member of Indian Green Building Council (IGBC) and are on our way to get our mill buildings certified as green factory buildings manufacturing green products for our society.

How the precautionary approach or principle is addressed by the organization (GRI 102-11)








Gloster Limited has a risk management policy in place to safeguard the interests of stakeholders and maintain sustainable growth. The Risk Management Committee and Audit Committee assist to periodically review the risk areas, evaluate the consequences, initiate risk mitigation strategy and implement corrective and preventive actions wherever required. The risk and compliance management framework acts as a precautionary mechanism adopted by Gloster Limited to anticipate various environmental, social and economic risks as well as compliance related issues, thereby planning corrective actions for the same. We believe that minimizing risks can help in maximizing returns.



Membership of Associations

(GRI 102-13)

Our in-house R&D for product development efforts have helped us to develop a wide range of non- woven, woven, made-ups, composites, treated, laminated, bonded and coated textiles. One of our geo-textiles has been approved by the Indian Roads Congress (IRC) and Central Road Research Institute (CRRI) as suitable for road construction. Research is a collaborative effort and we are proud of our close ties with the leading research institutes of the Indian jute industry. We have completed a study conducted by the National Jute Board (NJB) and the National Institute of Industrial Engineering (NITIE), on “Productivity Improvement and Total Quality Management”. We have collaborated with Ahmedabad Textile Industry’s Research Association to design jute composites and jute-based sanitation facility for our mill employees. We are also closely associated with the following research and development institutes and business institutes:

 Indian Jute Industries Research Association (IJIRA)	 The South Indian Textile Association (SITRA)	 Federation of Indian Export Organizations	 Confederation of Indian Industries
 Indo-German Chamber of Commerce		 Indo-American Chamber of Commerce	
 Indo-Italian Chamber of Commerce			

Systems

Gloster Limited uses a variety of systems to improve its sustainability performance. These tools are integral to our company and their use is important to all our sustainability initiatives. Apart from our Integrated Management System (IMS), our operations are certified by various international and national bodies. The systems and certifications acquired by Gloster Limited are:

A. Occupation Health and Safety Management System

Gloster Limited is aware of the vital importance of environmentally friendly and safe operations. It is our policy to ensure that all our operations are conducted in a manner such that we can ensure the safety of all the people concerned. Gloster Limited has been awarded the OHSAS 18001:2007 by the Bureau of Indian Standards for our main unit and OHS 558016 from British Standards Institution India for our Ananya Unit, for operation the Occupational Health and Safety Management System in the mills for manufacturing jute and jute allied products.

B. Social Accountability System

We are cognizant of the importance of ensuring that our production process is not only environmentally safe but also socially responsible. We strive to ensure that our production process does not involve child labour or forced labour; that our units are a safe and healthy workplace; that our employees have freedom of association and

the right to collective bargaining; that there is no discrimination in hiring, remuneration, access to training, promotion, termination or retirement on the basis of race, nationality, social origin, caste, birth, religion, gender, disability, sexual orientation, family responsibilities or marital status; that all personnel are treated with dignity and respect; that our working hours comply with all relevant standards and laws; that our remuneration is fair and matches industry standards and that we have a coherent and effective management system in place. To this end we have applied for and received the SA 8000:2008 Certificate from Social Accountability International (SAI). The Certificate has been issued to us for the Manufacture and Supply of Jute and Allied Fibre Products at our Ananya unit.

C. Hazardous Waste Disposal System

Gloster Limited is conscious of the negative impact of the hazardous waste generated by us. We take all necessary steps to ensure that our hazardous waste is disposed by government authorized vendor in compliance with applicable national and local hazardous waste handling norms.

D. Environmental Management System

Gloster Limited has implemented an Environment Management System (EMS) to ensure desired environmental performance. The EMS allows us to meet all the legal standards in place for our industry. It also allows us to monitor and manage our energy and water consumptions as well as our waste generation. We have received the ISO 14001:2004 certification for our

Environmental Management System. The certification has been provided to both Gloster Limited’s Main Unit and Ananya Unit.

E. Quality Management System

Gloster Limited has implemented a Quality Management System to ensure that our quality standards are monitored and maintained throughout our manufacturing process. We have received ISO 9001:2008 certification for both our Main Unit and Ananya Unit.

F. Raw/Natural Yarn Production Certification

Gloster Limited is committed to manufacturing products made from raw jute or from natural yarn made from 100% jute and blended with other fibres. Pursuant to this, we applied for and received the Oeko-Tex Standard 100 Certificate from the Hohenstein Textile Testing Institute.

G. Organic Jute Cultivation and Processing

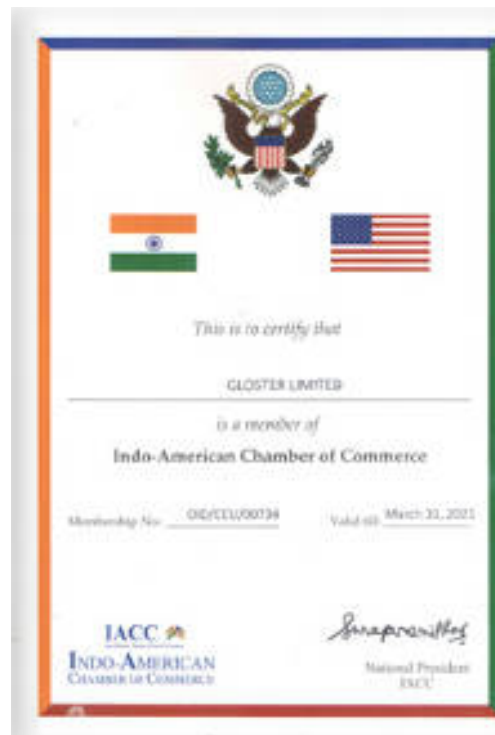
Gloster Limited is a pioneer in the field of organic jute cultivation and processing in India. We are committed to producing jute which meets all requisite organic cultivation standards, thereby reducing our impact on the environment. Pursuant to this, we applied for and received the Organic Jute Cultivation ORG/ SC/1112/002572 and Processing Certification ORG/SC/1211/001681 from the National Programme for Organic Production (NPOP) through Institute for Marketecology (IMO). The certificate conforms to the organic standards of National Program for Organic Production (NPOP)

Certifications

We understand the value of receiving certifications of the various systems for our company. The following is a listing of the certifications awarded to us during the current reporting period.







Our Collaboration with Indo-German Chamber of Commerce

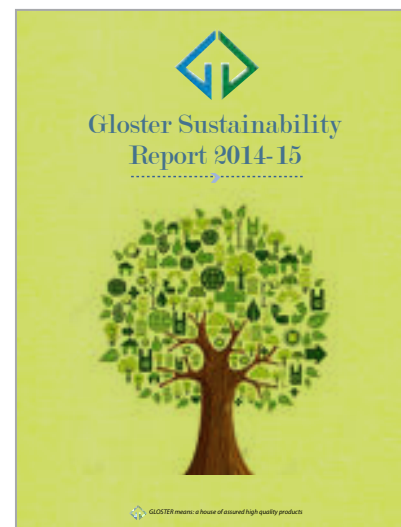
Gloster Limited takes pride in partnering with Indo-German Chamber of Commerce. We proactively collaborate and participate in all IGCC events such as seminars/workshops, Indo-German Business Meet (IGBM) and other similar events. In FY 2019-20 we have lobbied in international and national forums on environmental sustainability through promotion of jute good for packaging. Through our collaborative effort we have been successful to enter the German and European market and work with some of the prestigious companies and market leaders in the global packaging industry.



ABOUT THIS REPORT



This is the seventh Sustainability Report of Gloster Limited. This report has been prepared in accordance with the GRI Standards: Core option'. (GRI 102-54). Our overall sustainability performance during FY 2019-20 is reported according to selected GRI disclosures on economic, environmental, social and governance related topics (GRI 102-50). Our annual reporting cycle reflects our company's commitment to the continued improvement in monitoring, reporting and verification of its sustainability progress (GRI 102-52). This year's report highlights our responsible activities to reduce environmental footprint and encourage social upliftment while incorporating the principles of stakeholder inclusivity and materiality in continuation with last report published in January, 2020 (GRI 102-51). Our Sustainability Report FY 2019-20, has no restatement of information as our scale and accountability methodology of indicators remains the same. (GRI 102-48). A glimpse of our previously released reports are as follows (available on www.glosterjute.com):



Scope:

This report covers the sustainability performance of our Head Office, Main Unit and Ananya Unit (GRI 102-46). A selection of 20 relevant disclosures were reviewed by EY India in accordance with ISAE3000. There have been no changes in the consolidation scope compared to the previous sustainability report (GRI 102-49).

Assurance

All the data is reviewed by relevant third-party auditors. The scope and basis of assurance have been described in the assurance letter attached at the end of this report (GRI 102-56).



Entities included in the consolidated financial statements (GRI 102-45)

The consolidated financial statement comprises of financial statements of Gloster Limited (the "Parent Company") and its subsidiary companies Gloster Lifestyle Limited, India (100 % holding as of 31st March, 2020), Gloster Specialities Limited, India (100 % holding as of 31st March, 2020), Gloster Nuro Limited, India (100% holding as on 31st March 2020) and Network Industries Limited (100% holding as on 31st March, 2020)



Contact point for questions regarding the report (GRI 102-53)

Mr. D.C. Baheti

Managing Director,
Gloster Limited

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West Bengal, India

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CORPORATE GOVERNANCE



Report on Corporate Governance

1.Company’s Philosophy on Code of Governance2.Board of Directors Composition and Category

The Company’s philosophy on Corporate Governance envisages accountability, responsibility and transparency in the conduct of the Company’s business and affairs. The Company firmly believes that Corporate Governance is a powerful tool to serve the long-term growth of the Company and it continues to give priority to the principles and practice of Corporate Governance. The Company lays great emphasis on the broad principles of Corporate Governance and views corporate governance in its widest sense, almost like trusteeship. The Company’s philosophy on corporate governance is to enhance the long term economic value of the company, sustainable return to its stakeholders i.e. the society at large, by adopting best corporate practices in fair and transparent manner and by aligning interest of the company with that of its shareholders/other key stakeholders. Corporate governance is not merely compliance and not simply creating checks and balances, it is an ongoing measure of superior delivery of company’s objects with a view to translate opportunities into reality. All details in the Corporate Governance Report have been updated up to the date of signing of Directors Report unless otherwise specifically mentioned in the Corporate Governance Report.

The Board of Directors of the Company have an optimum combination of Executive, Non–Executive and Independent Directors having requisite knowledge and expertise in business & industry, corporate finance, taxation, legal matters, risk management and marketing.

Sri S.B. Mainak an Independent Director resigned from the Board of the Company with effect from 15.02.2020 due to personal reasons.

The Board of Directors comprises of 8 Directors that include one Independent Woman Director whose composition is given below:

- one Promoter, Executive Chairman
- one Promoter, Non-Executive Director
- one Non-Executive Director
- one Non-Promoter, Managing Director
- four Independent, Non-Executive Directors



The names and category of the Directors on the Board, the number of Directorships and Committee memberships / Chairmanships held by them in other Companies during the year ended 31st March, 2020 and as on 28.07.2020 are given below:

Name of the Director	Category of Directorship	Directorship in Other Companies [#]	No. of Board Committees (other than Gloster Ltd) in which Chairman / Chairperson / Member		Shareholding as at 31.03.2020
			Chairman / Chairperson ^{\$}	Member @	
Sri Hemant Bangur	Promoter Executive Director	9	Nil	3	3,76,139
Smt. Pushpa Devi Bangur	Promoter Non-Executive Director	3	1	3	7,89,636
Sri Dharam Chand Baheti	Non-Promoter Managing Director	6	Nil	Nil	2,128
Sri Satyendra Nath Bhattacharya	Independent Non-Executive	Nil	Nil	6	Nil
Dr. Prabir Ray	Independent Non-Executive	Nil	Nil	Nil	Nil
Sri Rohit Bihani*	Independent Non-Executive	Nil	Nil	Nil	N.A.
Ms. Ishani Ray*	Independent Non-Executive	Nil	Nil		N.A.
Ms. Priti Panwar*	Non-Executive	1	Nil		N.A.

*Appointed with effect from 21.07.2020

#Other Directorships do not include Directorships of private limited companies, section 8 companies and foreign companies and Alternate Directorships

\$Only membership of Audit Committee and Stakeholders Relationship Committee is considered

@Member includes Chairman/Chairperson

None of the Directors on the Board is a member of more than ten Committees and Chairman of more than five Committees across all companies in which they are Director.

No Director is related to any other Director on the Board in terms of the definition of Relative given under the Companies Act,2013 except Smt. Pushpa Devi Bangur & Sri Hemant Bangur

The Directors of the Company do not serve as Independent Directors in more than seven listed Companies.

Smt. Pushpa Devi Bangur is mother of Sri Hemant Bangur. Except for this there is no other pecuniary relationship or transactions of the Non-Executive Directors vis-a-vis the Company and inter-se among themselves.

Particulars about Directors retiring by rotation and eligible for re-appointment and seeking re-appointment are annexed to the Notice.

The names of the listed companies where Directors of the Company are Directors are as follows:

Name of the Director	Name of the listed company	Category
Sri Hemant Bangur	1. Joonktolee Tea & Industries Ltd.	Non Executive & non-independent
	2. The Cochin Malabar Estates & Industries Ltd.	
	3. The Phosphate Company Ltd.	
	4. Fort Gloster Industries Limited	
Smt. Pushpa Devi Bangur	1. Joonktolee Tea & Industries Ltd. 2. Port Shipping Co. Ltd.	Non Executive & non-independent
Sri Dharam Chand Baheti	Fort Gloster Industries Limited	Non Executive & non-independent



Independent Directors

The Non-Executive Independent Directors fulfill the conditions of Independence specified in Section 149 of the Companies Act, 2013 and Regulation 16(b) of the Listing Regulation and are independent of the management. A formal letter of appointment to Independent Director as provided in Companies Act, 2013 and the Listing Regulation is issued and disclosed on website of the Company and can be accessed at <http://www.glosterjute.com/documents/appntdir.pdf>.

An Independent Director inducted on the Board is briefed about the Company’s culture and are also introduced to the organization structure, Board procedures and business strategy.

During Financial Year 2019-2020, Independent Directors met separately in compliance with Regulation 25(3) of the Listing Regulation and Schedule IV of the Act.

Board Procedure

The Board meets at least once a quarter to review the quarterly business and the financial performance of the company. The yearly calendar of the meetings is finalized before the beginning of the year and additional meetings are held whenever necessary. The Board Meetings are generally scheduled well in advance and the notice of each Board Meeting is given in writing to each Director. The Board papers, comprising the agenda backed by comprehensive background information are circulated to the Directors in advance and in exceptional cases, the same is tabled at the Board Meeting. The Board is also free to recommend the inclusion of any matter for discussion in consultation with the Chairman. The Audit Committee and the Board periodically reviews the status of the compliances with the applicable laws.

The Company provides the information as set out in Regulation 17 read with Part A of Schedule II of Listing Regulation to the Board and the Board Committees to the extent it is applicable and relevant. Such information is submitted either as part of the agenda papers in advance of the respective meetings or by way of presentations and discussions during the meeting.

To enable the Board to discharge its responsibilities effectively, the members of the Board are briefed at every Board Meeting, on the overall performance of the Company.

The Board’s function is not limited to matters requiring statutorily the Board’s approval. The Board is involved in all the important decisions relating to the company and policy matters, strategic business plans, new avenues of investment and expansion, compliance with statutory/regulatory requirements, major accounting provisions and write-offs are considered by the Board.

The Minutes of the Board Meetings are circulated to all Directors and are signed at subsequent Meeting.

The Minutes of Audit Committee and other Committees of the Board are regularly placed before the Board. The Minutes of the Board Meetings of the subsidiary companies are also regularly placed before the board.

Attendance of Each Director of the Board Meetings and the Last Annual General Meeting

During the financial year ended 31st March, 2020, 4 (four) Board Meetings were held on 14th May, 2019, 13th August, 2019, 13th November, 2019 and 10th February, 2020. The attendance of each Director at Board Meetings and the last Annual General Meeting (AGM) is as under:

Name of the Director	No. of Board Meetings attended	Attendance at last AGM held on 13th August, 2019
Sri Hemant Bangur	4	Yes
Smt. Pushpa Devi Bangur	4	Yes
Sri Dharam Chand Baheti	4	Yes
Sri Satyendra Nath Bhattacharya	4	Yes
Dr Prabir Ray	4	Yes
Sri S.B.Mainak*	3	Yes
Sri Rohit Bihani#	N.A.	N.A.
Ms. Ishani Ray#	N.A.	N.A.
Ms. Priti Panwar#	N.A.	N.A.

*Resigned with effect from 15.02.2020

#Appointed with effect from 21.07.2020

Performance Evaluation Criteria for Independent Directors

The Board Evaluation policy provides a framework and set standards for the evaluation of the Board as a whole, its committees and individual directors.

Following are the major criteria applied for performance evaluation of the Independent Directors:

- Professional qualification & experience
- Level of integrity & confidentiality
- Availability for meetings and preparedness
- Understanding of governance, regulatory, legal, financial, fiduciary, ethical requirements.
- Knowledge of the Company’s key activities, financial condition and key developments
- Contributions to strategic planning process and value addition to the Company
- Ability to work as a team
- Independence & conflict of interest
- Adherence to ethical standards & code of conduct
- Voicing of opinion freely and independently

Familiarisation Programme

The Independent Directors have been familiarized with the nature of operations of the Company & the industry in which it operates, business model of the Company. The details of familiarization programme have been posted in the website of the Company and can be accessed at <http://www.glosterjute.com/documents/FPID.pdf>.

The skills / expertise / competence of the Board of Directors identified by Board of Directors as required for the Company can be broadly categorized as follows:

- Knowledge of Industry
- Financial Experience
- Risk Management
- Effective Leadership
- Corporate Sustainability & Responsibility
- Innovation Research & Development

The Board is skill based comprising of Directors who collectively have the skills, knowledge and competencies to effectively govern and direct the organization.

The skills, knowledge and competencies required on the Board will change as the organization evolves.

The skill / expertise / competence of Independent Directors are as below:

Independent Director	Skills / Expertise / Competence
Sri S.N.Bhattacharya	Marketing and Corporate Risk Management
Sri Prabir Ray	Rich & Considerable experience in Jute & Textile industry
Sri Rohit Bihani	Finance & Business Management, Education
Ms. Ishani Ray	Strategic planning and financial management
Ms. Priti Panwar	Fund Management



3. AUDIT COMMITTEE COMPOSITION

Composition

The Audit Committee comprises of 4 Non-Executive Independent Directors, and one Executive Director. The composition, quorum, powers, role and scope are in accordance with Section 177 of the Companies Act, 2013 and the provisions of Regulation 18 of the Listing Regulation. All the members of the committee are well versed with finance & accounts, legal matters, company law, corporate affairs and general business practices.

The composition of the Committee is as follows:

Name of the Director	Position	Category
Ms. Ishani Ray#	Chairperson	Independent, Non-Executive
Sri S.N. Bhattacharya	Member	Independent, Non-Executive
Sri Prabir Ray	Member	Independent, Non-Executive
Sri Rohit Bihani#	Member	Independent, Non-Executive
Sri Hemant Bangur	Member	Promoter, Executive
Sri S.B. Mainak*	Chairman	Independent, Non-Executive

#Appointed with effect from 21.07.2020

*Resigned with effect from 15.02.2020

The Company Secretary acts as a Secretary to the Committee.

The Chairperson of the Audit Committee is an Independent Director.

The Committee is empowered, pursuant to its terms of reference, inter-alia to:

- investigate any activity within its terms of reference or referred to it by the Board
- seek information from any employee
- obtain outside legal or other professional advice
- secure attendance of outsiders with relevant expertise, if it considers necessary
- have full access to information contained in the records of the Company

The Minutes of the Audit Committee Meetings are noted by the Board of Directors at the subsequent Board Meetings.

Broad Terms of Reference

The Audit Committee assists the Board in discharging its responsibilities regarding compliance with legal and regulatory requirements, the quality and integrity of the accounting, auditing, reporting practices & financial disclosures of the company and broadly performs the following functions

- a) Oversight of the Company's financial reporting process and the disclosure of its financial information to ensure that the financial statement is correct, sufficient and credible.
- b) Recommending to the Board the appointment, remuneration, and terms of appointment of auditors of the company.
- c) Approval of payment to statutory auditors for any other services rendered by the statutory auditors
- d) Reviewing, with the management, the annual financial statements and auditors' report thereon before submission to the Board for approval, with particular reference to:
 - Matters required to be included in the Directors' Responsibility Statement to be included in the Board's report in terms of clause (c) of sub-section 3 of section 134 of the Companies Act, 2013.
 - Changes if any, in accounting policies and practices and reasons for the same.
 - Major accounting entries involving estimates based on the exercise of judgement by management.
 - Significant adjustments made in the financial statements arising out of audit findings.
 - Compliance with listing and other legal requirements relating to financial statements.
 - Disclosure of any related party transactions.
 - Qualifications in the draft audit report.
- e) Reviewing, with the management, the quarterly financial statements before submission to the Board for approval.
- f) Reviewing with the management, the statement of uses /application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilized for purposes other than those stated in the offer document/ prospectus/notice and the report submitted by the monitoring agency, monitoring the utilization of proceeds of a public or rights issue, and making appropriate recommendations to the Board to take up steps in this matter;

- g) Review and monitor the auditor's independence and performance, and effectiveness of audit process;
- h) Approval or any subsequent modification of transactions of the Company with related parties;
- i) Scrutiny of inter-corporate loans and investments;
- j) Valuation of undertakings or assets of the Company, wherever it is necessary;
- k) Evaluation of internal financial controls and risk management systems;
- l) Reviewing with the management, performance of statutory and internal auditors, adequacy of the internal control systems;
- m) Reviewing the adequacy of internal audit function, if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;
- n) Discussion with internal auditors of any significant findings and follow up there on;
- o) Reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the Board;
- p) Discussion with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern;
- q) To look into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;
- r) To review the function of the Whistle Blower mechanism;
- s) Approval of appointment of CFO (i.e. the Wholetime Finance Director or any other person heading the finance function or discharging that function) after assessing the qualifications, experience & background, etc. of the candidate;
- t) To carry out any other function as is mandated by the Board from time to time and / or enforced by any statutory notification, amendment or modification, as may be applicable.

The Audit Committee also reviews the following –

- Management discussion and analysis of financial condition and result of operations;
- Statement of significant related party transactions (as defined by the Audit Committee), submitted by management;
- Management letters / letters of internal control weaknesses issued by the Statutory Auditors;
- Internal audit reports relating to internal control weaknesses; and
- The appointment, removal and terms of remuneration of the Internal Auditor shall be subject to review by the Audit Committee.

statement of deviations, if any



Meetings and Attendance

During the financial year ended 31st March, 2020, four Audit Committee Meetings were held on 14th May, 2019, 13th August, 2019, 13th November, 2019 and 10th February, 2020. The Audit Committee also met prior to the finalization of accounts for the year ended 31st March, 2020.

The attendance at the Audit Committee Meetings during the financial year ended 31st March, 2020 is as under:

Name of the Director	No. of meetings attended
Sri S.N. Bhattacharya	4
Sri Prabir Ray	4
Sri Hemant Bangur	4
Sri S.B. Mainak	3

The Company Secretary was present at all the above meetings.

Internal Auditors

The Company has appointed M/s. R B S C & CO. Chartered Accountants & Co. as Internal Auditors to review the internal control systems of the Company and to report thereon. The report of the Internal Auditors is reviewed by the Audit Committee.

4. Nomination and Remuneration Committee:

Composition

The Nomination & Remuneration Committee comprised of three Non-Executive Independent Directors, and one Executive Director. The composition of the Committee is as follows:

Name of the Director	Position	Category
Sri Prabir Ray	Chairman	Independent, Non-Executive
Sri S.N. Bhattacharya	Member	Independent, Non-Executive
Sri Hemant Bangur	Member	Promoter, Executive
Sri Rohit Bihani#	Member	Independent, Non-Executive
Sri S.B. Mainak*	Member	Independent, Non-Executive

#Appointed with effect from 21.07.2020

*Resigned with effect from 15.02.2020

The Composition of Nomination & Remuneration Committee is pursuant to the provisions of Section 178 of the Companies Act, 2013 and Regulation 19 of Listing Regulation.

The Company Secretary acts as a Secretary to the Committee

Broad Terms of Reference

The Terms of Reference of Nomination & Remuneration Committee inter-alia includes following:

- Reviewing the overall compensation policy, service agreements and other employment conditions including Annual increments and Commission of Whole-time Directors & Managing Directors
- Approving the minimum remuneration payable to Whole-time Directors & Managing Directors in accordance with Schedule V of the Companies Act, 2013, in the event of loss or inadequacy of profits
- Formulating the criteria for determining qualifications, positive attributes and independence of a Director and recommend to the Board their appointment, removal & a policy, relating to the remuneration of the Directors, Key Managerial personnel and other employees and evaluating every Director's performance
- Formulating the criteria for evaluation of Independent Directors and the Board
- Identifying persons who can be appointed as Directors, Key/ Senior Managerial personnel & recommend to the Board their appointment & removal

- Devising a policy for Board diversity
- To carry out any other function as is mandated by the Board from time to time and/or enforced by any statutory notification, amendment or modification, as may be applicable

Meetings and Attendance

During the financial year ended 31st March, 2020, two Nomination and Remuneration Committee Meetings were held on 14th May, 2019 and 10th February, 2020.

The attendance at the Nomination and Remuneration Committee Meetings during the financial year ended 31st March, 2020 is as under:

Name of the Director	No. of meetings attended
Sri Prabir Ray	2
Sri S.N. Bhattacharya	2
Sri Hemant Bangur	2
Sri S.B. Mainak	1

The Company Secretary was present at all the above meetings.

Nomination & Remuneration Policy

The Company has formulated a remuneration policy which determines the compensation structure of the Executive/Non Executive Directors. The Company's remuneration policy is in consonance with the existing industry practice and aims at attracting and retaining high calibre talent.

The policy is provided in annexure to the Board's Report and the detailed policy is available on the website of the Company at <http://www.glosterjute.com/documents/NRPolicy.pdf>.

A. Remuneration to Non-Executive Directors

The Non-Executive Directors are paid remuneration by way of Commission and Sitting fees. Non-Executive Directors are paid sitting fees ₹ 20,000 for each meeting of the Board and ₹ 10,000 for any Committee meeting thereof.

B. Remuneration to Whole-time Directors / Managing Directors

The Whole-time Directors & Managing Directors are appointed by the Board at such remuneration as recommended by Nomination & Remuneration Committee and approved by the Board subject to approval of the Shareholders in a General Meeting. The remuneration package of Whole-time Directors & Managing Directors comprises of salary, perquisites and allowances, commission and contributions to Provident and other Funds as approved by the shareholders at General Meetings. Annual increments are recommended by the Nomination & Remuneration Committee and recommended to the Board for approval thereof. Presently, the Company does not have any stock option plan or performance linked incentives for its Directors.

Details of Remuneration to All The Directors for The Year Ended 31st March, 2020

Non-Executive Directors

Name of the Director	Sitting Fees ₹	Commission ₹
Smt. Pushpa Devi Bangur	40,000	6,00,000
Sri Satyendra Nath Bhattacharya	1,80,000	6,00,000
Sri S.B.Mainak *	1,00,000	--
Dr Prabir Ray	1,80,000	6,00,000

*Resigned with effect from 15.02.2020

Whole-Time Directors

Name of the Director	Salary & Benefits ₹	Commission ₹	Service Contract	Notice Period	Severance Fees
Sri Hemant Bangur Executive Chairman	1,44,50,000	-	3 years w.e.f. 01.04.2018	3 months	Nil
Sri Dharam Chand Baheti Managing Director	1,81,02,000	-	5 years w.e.f. 01.04.2018	3 months	Nil

The company has not issued any stock options.

The Company is seeking shareholders approval in ensuing AGM for payment of above remuneration in terms of second proviso to Item (B) of Clause II of Part II of Schedule V of the Companies Act, 2013.

Relationship of Non-Executive Directors with the Company and inter-se: Smt. Pushpa Devi Bangur is mother of Sri Hemant Bangur. Except for this and sitting fees paid / payable to them for attending the Board and Committee meetings there is no other pecuniary relationship or transactions of the Non-Executive Directors vis-a-vis the Company and among inter-se themselves.

5. Stakeholders Relationship Committee

Composition

The Stakeholders Relationship Committee comprises of two Non-Executive Independent Directors, one Non-executive Director and one Executive Director.

The composition of the Committee is as follows:

Name of the Director	Position	Category
Sri S.N. Bhattacharya	Chairman	Independent, Non-Executive
Sri Prabir Ray	Member	Independent, Non-Executive
Ms. Priti Panwar#	Member	Non-Executive
Sri Hemant Bangur	Member	Promoter, Executive

#Appointed with effect from 21.07.2020.

The Company Secretary acts as a Secretary to the Committee.

Broad Terms of Reference

The terms of reference of the Stakeholders Relationship Committee inter alia includes following:

- I. transfer/transmission/transposition of shares;
- II. consolidation/splitting of folios;
- III. issue of share certificates for lost, sub-divided, consolidated, rematerialised, defaced, etc;
- IV. review of shares dematerialised and all other related matters;
- V. investors' grievances and redressal mechanism and recommend measures to improve the level of investor services.
- VI. over seeing performance of the Company's Registrars and Share Transfer Agents.
- VII. carrying out any other function as is referred by the Board from time to time or enforced by any statutory notification / amendment or modification as may be applicable.

The Committee has delegated its functions to its Registrar & Share Transfer Agents, M/s. Maheshwari Datamatics Pvt Ltd to redress shareholders grievances and provide a periodical report to the said committee at every meeting about the grievances received, solved and pending in addition to their existing functions as follows: -

- I. to approve share transfers;
- II. to issue duplicate shares against lost or mutilated share certificates;

- III. to issue shares against consolidation and sub-division;
- IV. to send a summary of complaints redressed on fortnightly basis;
- V. to send periodical report on transfers & transmission processed, duplicate share certificates issued.

Share transfer formalities are done within the stipulated time period by the Registrars, M/s. Maheshwari Datamatics Pvt. Ltd. The Compliance Officer is authorised to give effect to share transfers as approved by the Registrars & Share Transfer Agents.

The Share Department of the company and the Registrar and Share Transfer Agents, M/s. Maheshwari Datamatics Pvt. Ltd. attend to all grievances of the shareholders and investors received directly or through SEBI including SEBI Complaints Redress System (SCORES), Stock Exchanges, Department of Company Affairs, Registrar of Companies etc.

The Minutes of the Stakeholders Relationship Committee are noted by the Board of Directors at the Board Meetings.

Continuous efforts are made to ensure that grievances are more expeditiously redressed to the complete satisfaction of the investors. Shareholders are requested to furnish their telephone numbers and e-mail addresses to facilitate prompt action.

Meeting And Attendance

During the financial year ended 31st March, 2020, four Stakeholders Relationship Committee Meetings were held on 14th May, 2019, 13th August, 2019, 13th November, 2019 and 10th February, 2020.

The attendance of the Stakeholders Relationship Committee meetings during the financial year ended 31st March, 2020 is as under:

Name of the Director	No. of meetings attended
Sri Prabir Ray	4
Sri S.N. Bhattacharya	4
Sri Hemant Bangur	4

Details of Shareholders' Complaints Received, Not Solved and Pending Share Transfers

The total number of complaints received during the year ended 31st March, 2020 was 2 and the same was replied to the satisfaction of the shareholder. There were no complaints outstanding as on 31st March, 2020.

The number of share transfers and requests for dematerialization pending as on 31st March, 2020 were Nil.

Name, Designation & Address of the Compliance Officer:

Mr. Ajay Kumar Agarwal, Company Secretary

Gloster Limited

21, Strand Road

Kolkata-700001

Telephone 033-22309601(4 lines)

E-mail id – shares@glosterjute.com

Shareholders'/ Investors' complaints and other correspondence are attended to within the stipulated time period except where constrained by disputes or legal impediments.

Corporate Social Responsibility (CSR)

Pursuant to Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, the Board of Directors of your Company has constituted a CSR Committee and has simultaneously approved and adopted a CSR policy based on the recommendations of the CSR Committee.

The CSR Committee's composition is as below:

Name of the Members	Category
Smt. Pushpa Devi Bangur, Chairperson	Promoter Non-Executive
Sri Dharam Chand Baheti, Member	Managing Director
Sri Rohit Bihani#	Independent Director
Ms. Priti Panwar#	Non-Executive Director

#Appointed with effect from 21.07.2020

During the financial year ended 31st March, 2020 a CSR Committee meeting was held on 14th May, 2019.

The attendance at the CSR Committee meeting during the financial year ended 31st March, 2020 is as under:

Name of the Director	No. of meetings attended
Smt. Pushpa Devi Bangur, Chairperson	1
Sri Dharam Chand Baheti, Member	1
Sri Prabir Ray, Member	1

6. Subsidiary Companies

The Company does not have any material Subsidiary Company as defined under Listing Regulation.

The Company has formulated the Policy for determining material subsidiaries which is uploaded on the website of the Company and can be accessed at <http://www.glosterjute.com/documents/PDMS.pdf>

7. Risk Management

The Company has a Risk Management Policy to strengthen its financial position, safeguarding interest of stakeholders and enhancing its ability to continue as a going concern and maintain a sustainable growth.

8. GENERAL BODY MEETINGS

A. Location and time, where last three Annual General Meetings (AGM) were held is given below:

Financial Year	Day, Date & Time	Venue of the Meeting	Special resolution passed
2016-17	Wednesday, 6th September 2017 At 01.30 P.M.	21, Strand Road. Kolkata - 700001	None
2017-18	Saturday 22nd September, 2018 At 11.00 A.M.	Bhasha Bhawan Auditorium National Library Belvedere Road, Kolkata 700 027	Consent under Section 180(1) (a) of the Companies Act, 2013 to create mortgage / charges /hypothecation for amount not exceeding ₹ 250 crore. Consent under Section 180(1) (c) of the Companies Act, 2013 for borrowing not exceeding ₹ 250 crore. Amendment in Memorandum of Association
2018-19	Tuesday 13th August 2019 At 11.00 A.M.	Shripati Singhanian Hall, Rotary Sadan, 94/2, Chowringhee Road, Kolkata – 700020	None

B. Passing of Resolutions by Postal Ballot

During the year under review no Special Resolution has been passed through postal ballot process. No resolution requiring postal ballot is being proposed at the ensuing Annual General Meeting.

9. Code of Conduct

The Board of Directors has adopted the Code of Conduct and Ethics for Directors and Senior Management. The said Code has been communicated to the Directors and the members of the Senior Management. The Code has also been displayed on the Company's website - www.glosterjute.com. All the members of the Board and the senior management personnel have affirmed compliance with the Code for the year ended 31st March, 2020 and a declaration to this effect signed by Sri Dharam Chand Baheti, Managing Director forms part of this report.

10. Code of Conduct for Prevention of Insider Trading

In compliance with the Securities & Exchange Board of India (Prevention of Insider Trading) Regulations, 2015, the Company has adopted a "Code of Practices for Fair Disclosure" and "Code of Conduct for Insider Trading" for prevention of Insider Trading by Company insiders.

11. Disclosures

- a) All transactions entered into with the Related Parties as defined under the Companies Act, 2013 and Regulation 23 of the Listing Regulation during the financial year were in the ordinary course of business and on arm's length basis and do not attract the provisions of Section 188 of the Companies Act, 2013. There were no materially significant transactions with Related Parties during the financial year. Transactions with related parties as per requirements of Indian Accounting Standard are disclosed in Note No.34 to the Accounts in the Annual Report.

A statement in summary form of transactions with Related Parties in ordinary course of business and arm's length basis is periodically placed before the Audit Committee for review and recommendation to the Board for their approval. As required under Regulation 23(1) of the Listing Regulation, the Company has formulated a policy on dealing with Related Party Transactions.

There were no materially significant related party transactions, which may have potential conflict with the interest of the Company.

The policy on Related Party Transactions has been uploaded on the website of the Company and can be accessed at <http://www.glosterjute.com/documents/RPTPolicy.pdf>. All the transactions are in the ordinary course of business and have no potential conflict with the interest of the Company at large and are carried out on an arm's length basis.

- b) The Company has complied with all requirements of the Listing Agreements entered into with the Stock Exchanges as well as the regulations and guidelines of SEBI. Consequently, there were no strictures or penalties imposed by either SEBI or the Stock Exchanges or any statutory authority for non-compliance of any matter related to the capital markets during the last three years. Pursuant to Regulation 17 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 the Company was required to have an Independent Women Director in its Board by 1st April 2020. The Company was unable to comply with the timeline in this regard due Covid-19 restrictions and lock down declared in India. However post easing of lock down restrictions, the Company has appointed Independent Women Director in its Board on 21st July, 2020.

- c) Pursuant to Section 177(9) and (10) of the Companies Act, 2013, and Regulation 22 of the Listing Regulation, the Company has formulated Whistle Blower Policy for vigil mechanism of Directors and employees to report to the management about the unethical behavior, fraud or violation of Company's Code of Conduct any other point of concern. The policy has been uploaded in the website of the Company and can be accessed <http://www.glosterjute.com/documents/WBPolicy.pdf>. No personnel has been denied access to the Audit Committee.
- d) The Company has adopted sexual harassment policy and has established necessary mechanism for protection of women from sexual harassment at work place. No complaints were received during the financial year.
- e) The company has no materially significant related party transactions that may have potential conflict with the interests of listed entity at large.
- f) The financial statements for the year 2019-2020 have been prepared in accordance with the applicable accounting standards prescribed by the Institute of Chartered Accountants of India and there are no deviations.
- g) The Board has accepted all the recommendation of the committees of the board which is mandatorily required, in the relevant financial year.
- h) Disclosure of Compliance of Non-mandatory requirements as specified in Part 3 of Schedule II of Listing Regulations are as under:
- **Non-Executive Chairman's Office:** The Company has an Executive Chairman.
 - **Shareholder's Rights:** As the quarterly and half yearly financial performance along with significant events are published in the newspapers and are also posted on the Company's website, the same are not being sent to the shareholders separately.
 - **Modified opinion in Auditors Report:** Company's financial statement for the year 2019-20 does not contain any modified audit opinion.
 - **Separate posts of Chairperson and Chief Executive Officer:** Company is having separate posts of Chairman designated as Executive Chairman and Chief Executive Officer designated as Managing Director.
 - **Reporting of Internal Auditors:** The Internal Auditors of the Company submit reports to the Audit Committee.

12. Means of Communication

- The Unaudited quarterly/ half yearly results are announced within forty-five days of the close of the quarter or such extended time as allowed. The audited annual results are announced within sixty days from the closure of the financial year or such extended time as allowed as per the requirement of the Listing Regulation.
- The approved Unaudited quarterly/ half yearly results and Audited financial results are forthwith sent to the Stock Exchanges and are generally published in Economic Times & Ei Samay. Presently the same are not sent to the shareholders separately.
- The Company's Annual Reports, financial results and official news releases are displayed on the Company's website www.glosterjute.com.
- No formal presentations were made to the institutional investors and analysts during the year under review.
- Management Discussion and Analysis forms part of the Annual Report, which is posted to the shareholders of the Company.
- The Company has an exclusive e-mail id for Shareholders/ Investors and they may write to the Company at shares@glosterjute.com.

CERTIFICATE OF COMPLIANCE WITH CODE OF CONDUCT

ANNUAL DECLARATION UNDER REGULATION 34(3) READ WITH PART D OF SCHEDULE II OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

I declare that in terms of Schedule V under Regulation 34(3) of SEBI (Listing Obligations & Disclosure Requirements) Regulations,2015 the Company has received affirmation of Compliance with Code of Conduct from all Board Member and Senior Management Personnel of the Company for the financial year ended 31st March, 2020.

Place: Kolkata
Date : 28th July, 2020

For Gloster Limited
Dharam Chand Baheti
Managing Director

CERTIFICATE ON NON-DISQUALIFICATION OF DIRECTORS

[Pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Based on our verification of the books, papers, minutes books, forms and returns filed and other records maintained by M/s. Gloster Ltd. having its registered office at 21, Strand Road, Kolkata 700001 and the information and explanation provided by the Company I hereby certify that during the financial year ended 31st March, 2020 none of the directors of the Company have been debarred or disqualified from being appointed or continuing as director of the Company by the Board / Ministry of Corporate Affairs or any such Statutory authority

Place: Kolkata
Date : 28th July, 2020

Sweety Kapoor
Practising Company Secretary
Membership No. FCS 6410,
C.P.No. 5738

CERTIFICATE ON COMPLIANCE WITH THE CONDITIONS OF CORPORATE GOVERNANCE

To
The Members of
Gloster Limited

I have examined the compliance of the conditions of Corporate Governance by Gloster Limited for the financial year ended 31st March, 2020 as per relevant provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations ,2015.

The compliance of conditions of Corporate Governance is the responsibility of the management. My examination was limited to the procedures and implementation thereof adopted by the Company for ensuring the compliance of the conditions of Corporate Governance. It is neither an audit nor an expression of the opinion on the financial statements of the Company. In my opinion and based on the relevant records and documents maintained by the Company and furnished to me for the review and information and explanations given to me by the Company, I certify that the Company has complied with the conditions of Corporate Governance as stipulated in Listing Regulations as applicable, except to the following extent:-

- As required under Regulation 17(1)(a) of the Securities & Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company was required to appoint an Independent Women Director within 1st April, 2020. However, the Company has complied with the same by appointing an Independent Women Director with effect from 21st July, 2020.
- As required under Regulation 17(1)(c) of the Securities & Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the composition of Board of Directors of the Company had fallen below the minimum requirement of six directors on 31.03.2020 due to resignation of one Independent Director with effect from 15.02.2020. The same vacancy was filled by the Board of Directors at its next Board Meeting held on 21.07.2020 by appointing 2(Two) Independent Directors and 1(One) Non-Executive Director.

Place: Kolkata
Date : 28th July, 2020

Sweety Kapoor
Practising Company Secretary
Membership No. FCS 6410, C.P.No. 5738



STAKEHOLDER
ENGAGEMENT
AND
MATERIALITY
ASSESSMENT

Stakeholder Relationship

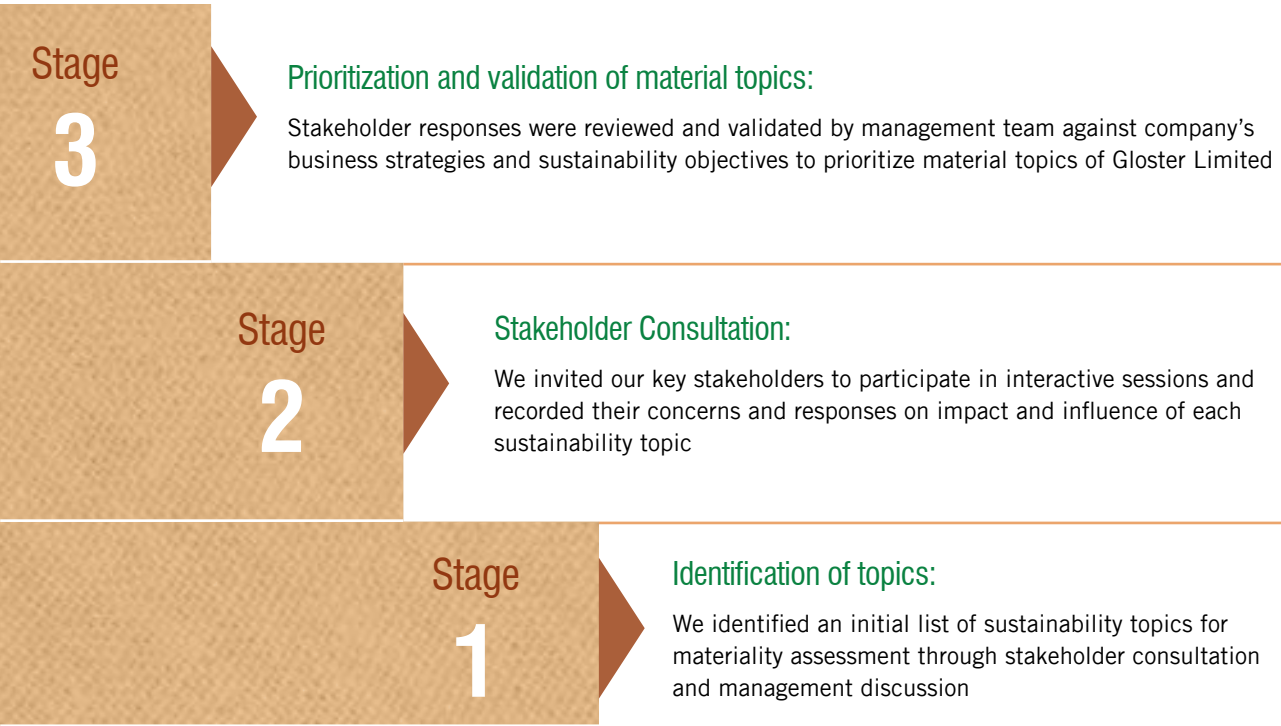
(GRI 102- 42)

Our stakeholders are those people who either influence the activities of Gloster Limited or get affected by our actions or both. They are our employees, shareholders, organic jute farmers, customers /buyers, suppliers, commission agents, textile research institutions, jute mill association, local community, NGOs etc who have been very supportive since our initial days of establishment. The top management of Gloster Limited gives great importance to stakeholder communication and engages with stakeholders proactively to understand their collective experiences and concerns. These interactions help us resolve existing issues, wherever possible and ensure optimum value creation from our sustainable initiatives. Maintaining transparency with these stakeholders foster good relationship, trust, understanding and mutual respect which is significant for the Company's growth in the ever-evolving business-consumer landscape. Consulting with stakeholders has always been a part of the legacy of Gloster Limited and we strongly believe that transparency and accountability of our actions will uphold our values and principles of sustainability.

Materiality Assessment

Materiality assessment is the process of identifying and prioritizing economic, social, environmental and governance issues that are most significant to a company and its stakeholders. During FY 2019-20, we have conducted materiality assessment to re-evaluate our material topics through stakeholder consultation and management discussion. It was conducted in the following three stages:

Stages of Materiality Assessment:



This exercise helped us understand issues that are critical for uninterrupted functioning of our organization in the coming years.

Engagement Mechanism

The course of actions undertaken by Gloster Limited for effective stakeholder engagement and materiality assessment is elaborated below:

Step 1: Identification of stakeholder groups

The preliminary step of successful stakeholder engagement is to identify and consult with the right set of stakeholders (or representatives) who can provide useful insights based on their dependency, responsibility, immediacy and influence on our commercial, operational and social ventures. We have categorized our stakeholders into two broad groups- External and Internal. The table below lists all Gloster Limited's external and internal stakeholders.

List of stakeholder groups (GRI 102-40):

Internal Stakeholders	External Stakeholders
<ul style="list-style-type: none">OfficersShareholdersEmployeesEmployee Union Representatives	<ul style="list-style-type: none">Indian Jute Mills AssociationJute Textile Educational & Research Association of IndiaLocal School RepresentativesSuppliersBuyers/CustomersNGOsLocal ClubsLocal Community representativeContractors/PartnersMedia



Step 2: Identification and selection of material topics (GRI 102-47)

Materiality assessment begins with identification of sustainability topics relevant to company’s key stakeholders besides business and its value drivers.

To start with the process, we referred to the sector specific sustainability topics recognized by Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) to derive sustainability topics that might be of significance to Gloster Limited. Material topics reported by peer companies were also considered, while preparing an initial list of issues for further analysis.

An internal discussion was facilitated between departmental heads and senior management representatives to select topics that are material to Gloster Limited based on their impact magnitude on the business and importance to stakeholders from the broad funnel of sector specific issues. The narrowed list of material topics was approved by top management prior to circulation among stakeholders for materiality assessment.

The shortlisted list material topics is presented below:



Economic

Material topics FY 2019-20

- Economic Performance
- Market Presence
- Indirect Economic Impact



Social

Material topics FY 2019-20

- Employment (Hiring and Exits)
- Occupation Health & Safety, Emergency Preparedness
- Training and Education
- Diversity and Equal Opportunity - caste/religion, geography (local/outside), abilities (differently able), gender, etc.
- Compensation & Benefits to employees
- Employee Practices
- Customer Relations
- Community Impact, Relations and Development



Governance

Material topics FY 2019-20

- Corporate Governance
- Compliance
- Grievance Redressal Mechanism (for all stakeholders)



Environmental

Material topics FY 2019-20

- Material Sourcing
- Energy Management (Consumption, Efficiency, Alternative Use)
- Water usage and conservation
- Air Emissions
- Effluents and Waste Management



Product

Material topics FY 2019-20

- Research Development & Innovation
- Product Quality Standard
- Sustainable Products

Step 3: Stakeholder Consultation (GRI 102-43)

For materiality assessment, we carried out an exercise to prioritize material topics in consultation with various stakeholder groups. We conducted one-on-one interviews with representatives of local community and focus group discussions with Employee Union representatives in order to capture their concerns and interests. Formal and informal feedbacks were received from jute suppliers, vendors and customers. Stakeholders assigned ‘importance rating’ as high, medium or low to various topics based on the concerns raised by them during year-round interaction sessions with our committee members.

Key Topics and concerns raised (GRI 102-44) Key impacts, risks, and opportunities (GRI 102-15) & Defining report content and topic Boundaries (GRI 102-46)

Besides involving our stakeholder in materiality analysis, we engage with our stakeholders on an ongoing basis to understand their needs and gauge the effectiveness of our ongoing initiatives. The following concerns were expressed and discussed by our stakeholders during regular interaction sessions over this reporting period:

Stakeholder Group	Consultation Mechanism	Key Concerns (GRI 102-44)
Employees	<ul style="list-style-type: none">Training/ WorkshopMeeting with employee union headPerformance reviewGrievance redressal mechanism	<ul style="list-style-type: none">Compensation and benefits to employeesTraining and developmentWorkplace safety and Healthcare facilitiesWaste managementInfrastructure development
Investors	<ul style="list-style-type: none">Industry eventsPeriodic meetings	<ul style="list-style-type: none">Financial performanceExpansion and growth of the businessEmergency reserve fundInvestment in infrastructure and process efficiencyGovernance
Regulatory authorities	<ul style="list-style-type: none">Formal liaisonMonthly meetings	<ul style="list-style-type: none">Legal complianceTax paymentEnergy managementEffluent discharge post treatmentWaste disposal process
Local communities	<ul style="list-style-type: none">Group discussionVolunteering activitiesGrievance redressal mechanism	<ul style="list-style-type: none">Skill development programs for local peopleHealthcare facilities for local communityWaste managementAvailability of clean water for consumptionAir pollutants dispersed in surrounding area due to industrial emission
Customer/ Buyer	<ul style="list-style-type: none">Customer satisfaction surveyGrievance redressal mechanism	<ul style="list-style-type: none">Product Quality and safetyFair pricingData securityNew range of products; improvisation of old products

Stakeholder Group	Consultation Mechanism	Key Concerns (GRI 102-44)
Supplier	<ul style="list-style-type: none">One-to-one discussionGrievance redressal mechanism	<ul style="list-style-type: none">Payment processFuture opportunitiesProcurement quantityResolution of logistic issues
Jute research organization	<ul style="list-style-type: none">Collaborative projectsIndustry events	<ul style="list-style-type: none">Use of organic jute materialNature of raw material used for productionProduction of sustainable goodsDevelopment of new products
NGOs	<ul style="list-style-type: none">Collaborative projectsNeed assessment surveys	<ul style="list-style-type: none">Emergency preparednessSafety measures undertaken by employeesEqual opportunities provided to employeesInitiatives undertaken for welfare of local communitiesCompliance with environmental norms
Media	<ul style="list-style-type: none">Industry eventsSocial media	<ul style="list-style-type: none">Emergency PlanLegal compliance



Discussion with our valued stakeholders

Mr. Lucien Scheers (CEO)
NEBIG VERPAKKINGEN BV



“

Nebig Verpakkingen BV (Nebig) has decades of experience as a supplier of packaging materials. We are an indispensable supplier to the Chemical, Food, Construction and Agricultural industries.

Nebig has grown into a versatile and innovative supplier of bags of various materials and sizes: paper, jute, polypropylene, polyethylene and big bags. Our strength is not only our price and quality, but also our advisory role and especially our unique optimization and standardization program that ensures innovation, cost reduction, better quality and the most efficient packaging method.

Nebig FIBC Solutions meets all high-quality requirements at international level, which are necessary in the field of packaging according to the applicable standards and laws in accordance with ISO 9001 and food safety standard ISO 22000. The production locations also have all the quality certificates and certificates that are necessary to guarantee good business operations in accordance with the AIB and BRC certificates.

Our packaging meets all environmental and food grade requirements. In close cooperation with the production management, Nebig FIBC Solutions ensure that everything meets today's high international quality requirements. We have included all these activities in a CSR policy plan (Corporate Social Responsibility). This contributes to the fact that we deliver quality in accordance with today's requirements as agreed.

”

Relationship with Gloster Limited

“

Our relationship with Gloster Limited dates back for more than 15 years. We have been purchasing jute bags from Gloster Limited.

Our 15 years with Gloster Limited has been remarkable and they have been always quick and agile in responding to any of our grievances. We have hardly had any complaints w.r.t. product quality. Whenever there is a new requirement of products our communication and partnership to solve the requirements has been outstanding over the 15-year-old relationship.

We feel that Gloster Limited's thrust for sustainability is the best among its competitors. Gloster Limited really pays attention to the environment and takes it social responsibility both towards workers as well as society.

”

Mr.Till Noor (CEO)
REINHOLD NOOR INTERNATIONAL GMBH & CO. KG



“

On June 28, 1913, Reinhold Robert Noor (Noor) founded Reinhold Noor OHG. From this company today's Reinhold Noor International GmbH & Co. KG emerged, which 100 years later is still owned by the family. The roots of the company, which was originally founded in Mannheim, were trading in jute, linen, paper and cotton sacks for the milling industry, our company survived two world wars.

Recurring technical innovations such as the development of sacks made of synthetic fabric, replaced the tried and tested sacks made of natural materials. Our company has always managed to keep up with the trend through its own productions or with the help of friendly partnerships with leading manufacturers.

From the nineties onwards, the internet presented the classic packaging business with increasing challenges. We used our experience in the international trade with jute and products made of special PP fabric and developed numerous new products for the house and the garden. Garden products of the Noor brand such as garden bags, privacy screens and tarpaulins, are still the most important line of our business today.

”

Relationship with Gloster Limited

“

Our cooperation with Gloster Limited goes back to the year 1913 when the founder of the company Noor was dealing with Gloster Limited's predecessor company Kettlewell Bullen & Company Limited. While, at the time, business was executed mainly through agents, we are now collaborating directly. We purchase all sorts of jute products like clothes, stripes and bags

The length and increasing trust of our relationship stands as a testimony of our good will with both our stakeholders and we collaborate or liaison frequently to bring out the best in each and every aspect of our value-chain. Listed below are few key points that has helped us to increase trust and transparency between each other over the last century.

- a. Claims and complaints are being treated by Gloster Limited promptly, seriously and professionally. They always try to find solutions, if necessary, providing testing samples under short notice.
- b. Noor's motivation to cooperate with and buy from Gloster is that they offer highest quality standards.
- c. As already stated under Gloster Limited's profound treatment and handling of problems and complaints also applies to customization and agility to solve customer's requirement.
- d. Gloster Limited's documents are presented through the bank and invoices are being paid at 90 days from date of bill.
- e. Our director had the chance to visit Gloster Limited's production facilities personally to get an idea of the situation at site. He was introduced to what steps Gloster are undertaking regarding safety at work and environmental protection. It has been an impressing tour, giving no reason of complaint in any way. Furthermore, we are getting always latest information on their certifications, like SA8000.

Moreover, for many years we are working intensely on quality improvements of our products as well as their sustainability. Our aim is to totally refrain from using mineral oils and have, additionally, got our own OEKOTEX Standard 100 certificate. Gloster has immensely supported our efforts towards eco-friendly packaging solutions, refraining consequently from plastic materials.

”

Mr. Sayan Ghosh (Business Manager – East),
Asian Paints Limited
Role: Technology Provider

“ We have been associated with Gloster Limited for the past 7 years. Based on our diverse experience in providing various infrastructure solution in the jute industry, Gloster Limited is one of the very few organizations that believe in selecting the most premium of our solutions and products. As an example, Gloster Limited has always opted for zero VOC and minimum emission grade paints that are either green certified or are manufactured using water-based system. Similarly, Gloster Limited preferred installing zero VOC, polyurethane material for roof water-proofing material than other material which are cancerous and hazardous in nature. Amidst this pandemic scenario, we aided Gloster Limited to sanitize their entire plant. During our 7 years of association, we have observed that Gloster Limited maintains the highest safety and hygiene standards in their respective industry. The structural integrity of the mill is one of the best in the jute industry. Gloster Limited has an extremely robust Grievance Redressal Mechanism, whereby, the top management of the company is easily accessible, and the senior officials are extremely collaborative. Any issues or challenges that arises while implementing the solution is resolved in an extremely effective manner. ”

Mr. Snehashis Dutta (Zonal Manager – East)
Master builders solution (I) pvt Ltd. [formerly BASF (I) Ltd]
Role: Construction material provider

“ We and our authorized channel partners are associated with Gloster Limited for more than 8 years. Our channel partners supply various construction chemical products to Gloster Limited for the maintenance work of the plant. We check the safety at work environment before the commencement of the job and we have always found the safety in workplace in Gloster Limited. Over our 8 years relationship we have found

- Payment mechanism- very good
- Employee collaboration- very good
- Onsite policies and procedures- good

Environmental, Health and safety standards and procedure -good ”

Mr. Indranil Sarkar (Zonal Manager),
Thermax India Limited
Role: Technology Provider

“ Thermax is associated with Gloster for almost 20 plus years now. Thermax's association of Gloster Limited goes back to well over 20 years providing steam solution, water solution, air pollution control solutions and other industry ancillaries. All products provides a sustainable solution to the business, and has enormous environmental benefits.

Thermax is into the business of providing sustainable solution to industries across the globe where the main priority is on providing sustainable solution especially in the area of pollution control. Thermax provides best in class air and water pollution control systems to Gloster Limited. It's a very successful partnership between Gloster Limited and Thermax that a plant of such capacity is running successfully matching all pollution norms and improving it every day as is evident from the plant data logs.

Gloster Limited has always been frontrunners and trend setters in Jute industry and whatever Gloster Limited does in terms of modernization becomes a trend in the industry. Thermax on the other hand is a trend setter in the industry they work in and it has always been seamless in transferring technology and latest development on existing technologies to Gloster Limited.

Moreover, based on our two-decade long association with Gloster Limited, we would like to highlight following about Gloster Limited

- Gloster Limited has always been appreciative of latest technologies that helps in reducing costs and bettering pollution levels.
- There has not been a noticeable instance where there has been a payment related issue between the two companies.
- Gloster Limited has enough skilled manpower to understand and implement technologies in the plant.
- Gloster Limited has always provided the best support to its labors in terms of maintaining safety at the site.
- Quality of housekeeping is top notch as is noticeable when one visits the offices ”

Mr. Deepak Mussadi

Role: Jute Goods Purchaser

“ Basantlal Musaddi & Sons have been associated with Gloster for the last 22 years as a buyer and commission agent. Gloster Limited has always been a very trusted name in the domain of jute and jute products in India as well as in International Markets. The key factors behind Gloster Limited’s success have always been their focus on maintaining the product quality in line with the customers’ expectations, addressing the requirements of the customers, understanding the market behaviour and maintaining long term relationship with the customers by delivering value.

In connection with the business deals we have come across many end customers of Gloster Limited’s products; almost hundred percent of the customers have shared excellent feedback regarding the product quality and Gloster Limited’s focus on building relationship. Delivering value to the customers and engaging with them for long term relationship have always been the focus of the Company’s Management and they have been doing this successfully for years.

Mr. Jai Surana

Role: Jute Goods Purchaser

“ We have a very long and successful business association with Gloster Limited. Gloster Limited’s continual focus on quality improvement and customer relationship has been the key to success for our business model. Gloster Limited has always been one step ahead of their peers in the jute Industry in terms of dedication, continuous effort in process innovation and focus on R&D to come up with new product lines in order to address the market requirement.

Product quality wise Gloster Limited has always been unparalleled. The Company has a very efficient management group who have years of enriching experience in dealing with the jute industry. During our long business association over the last few decades, I have always seen that Gloster Limited’s management remained committed to ensuring product quality, process upgradation through continuous innovation and addressing the requirements of their customers in a dedicated way.

Step 4: Management discussion

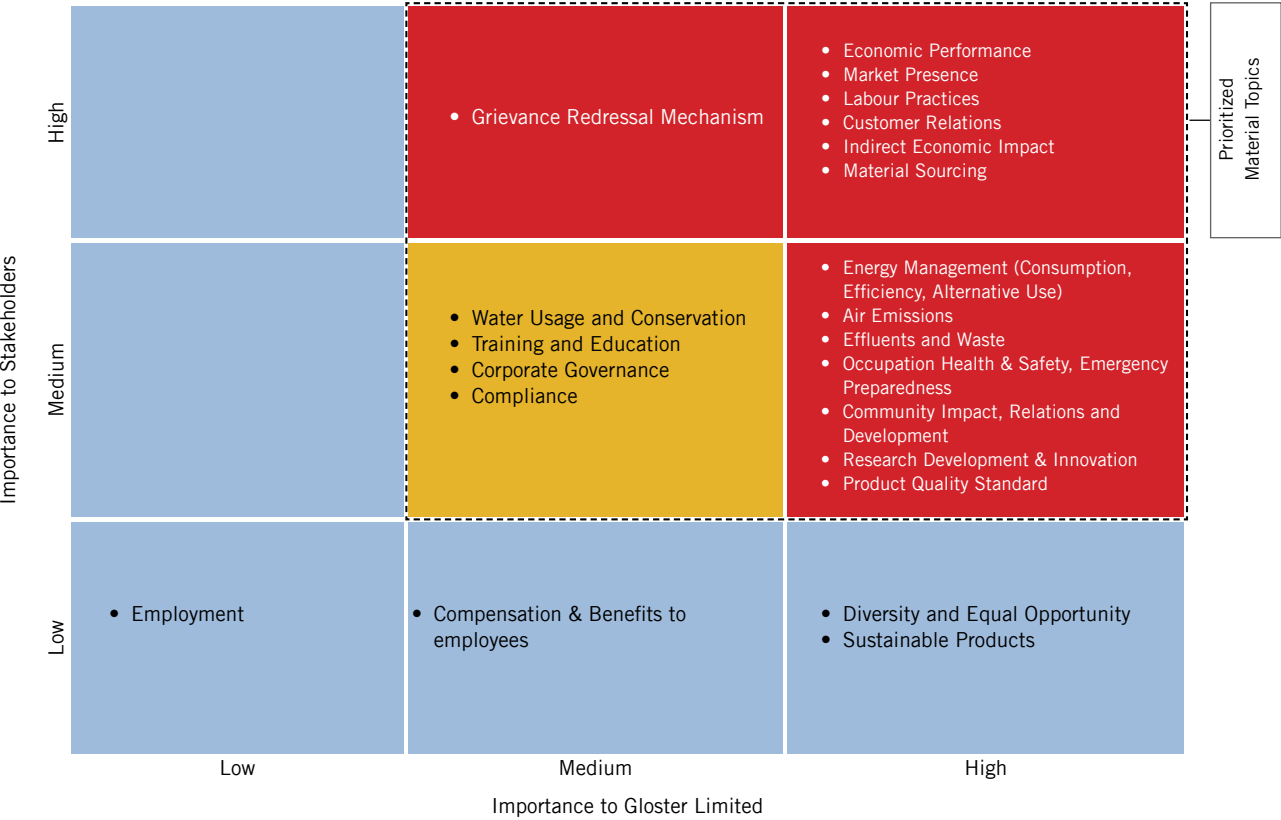
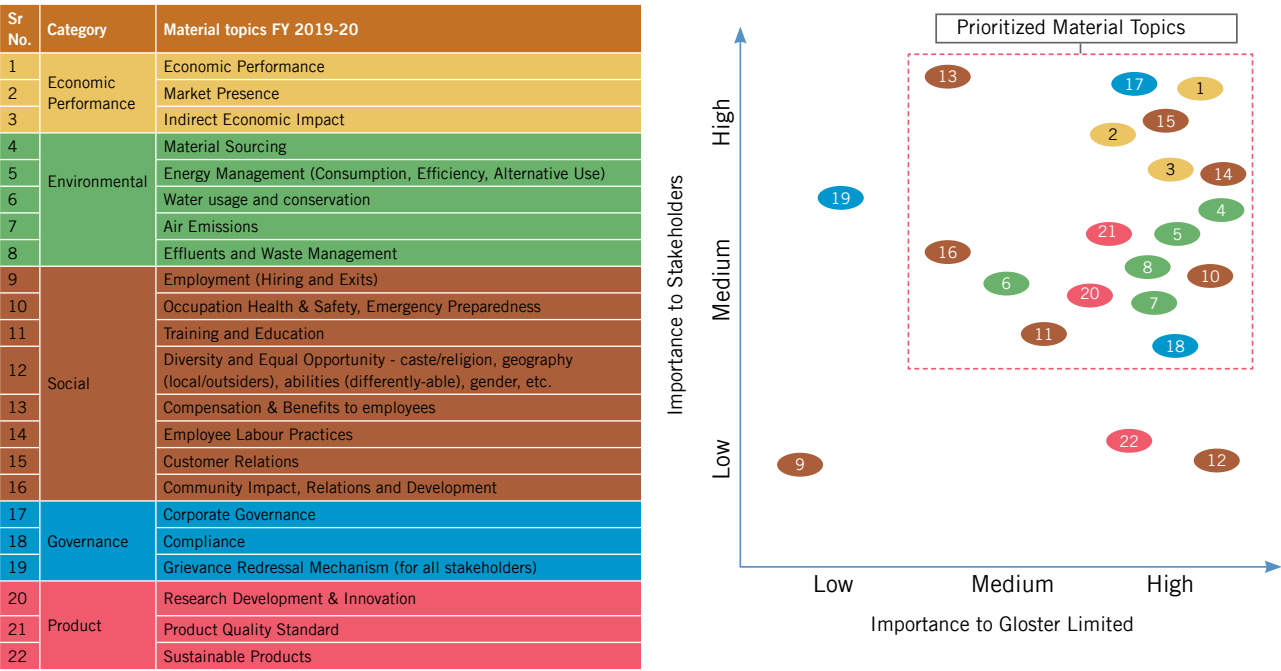
Management representatives of Gloster Limited analysed the impact of shortlisted material topics on the company, taking our sustainability objectives, business strategies, company policies and global market trend into consideration. Also, the responses and feedbacks gathered during stakeholder consultation was reviewed by top management to understand internal and external stakeholders’ perspectives and concerns. Post review and assessment of material topics, management team validated the prioritized material topics.



EY Officials in a review discussion with Gloster Limited

Step 5: Materiality matrix and List of Material Topics (102-47)


In the final step, a materiality matrix was prepared to map the outcome of materiality analysis that presents material topics based on their importance to company and importance to stakeholders. The ratings given by stakeholders is plotted on X-axis and the ratings given by company is plotted on Y-axis. Below, the matrix reveals importance of each issue as high, medium, or low.



GRI 103: Management Approach 2016

Gloster Limited’s values are driven by the triple bottom approach of economic excellence, environmental harmony and social security. These values steer our decisions and actions related to procurement, operations, production, distribution and overall business development. Our vision includes our commitment to continue producing high quality products, organic and traditional, while addressing the myriad sustainability concerns of our organization, to remain committed to our workforce, the communities in which we operate, our shareholders, our customers and the society at large.

Gloster Limited’s management team interacts with departmental heads, sustainability officials and key stakeholder representatives from time to time to check alignment of the processes, products and services with company’s sustainability strategy to ensure sustained growth. Our growth monitoring process is worked out in four steps- Target setting, Action plan preparation, Plan execution and Performance review. Targets are set for various departments after conducting brainstorming sessions and meetings with experts and heads. Action plans are prepared by departmental heads according to the targets received. The plans are executed upon receiving approval from management representatives. Performance of each department is reviewed at periodic interval by various committees and the management is updated about the progress on regular basis. Necessary actions are taken for performance improvement based on the review reports.



Economic

Economic Performance

Gloster Limited is committed to generate exponential value for all our stakeholders through promotion of new businesses, strategic investments, focused research and inclusive growth. We are inspired to improve our financial performance year after year through responsible business practices associated with sustainable sourcing, energy saving, water conservation, transparency, accountability and customer relations.

Our financial performance is disclosed in the “Economic Performance” section of this Report. Further detailed financial information is provided in our Annual Report FY 2019-20.

Market Presence

Gloster Limited as much importance to local and national presence as international presence. Presence in local market is ensured by creating livelihood for local people at the mills. Well maintained relation with clients belonging to different parts of the country increases our visibility in the nation besides continuing years old procurement practices from various states of India. We endeavour to establish newer internal trade relations along with protecting the old ones to expand our footprint around the world. This information has been disclosed in the “Economic Performance” section of this Report.

Indirect Economic Impacts

Gloster Limited acknowledges the requisite of utilizing a portion of revenue generated to augment company’s indirect economic benefits by investing in focused research, infrastructure, product development and skill enhancement of our manpower. Our obligation towards societal development emboldens implementation of education, healthcare and other social upliftment initiatives. Information on the indirect economic impacts has been discussed in the “Economic Performance” section of this Report.



Environment

Material Sourcing

Highly diversified products manufactured by our company requires various grades of raw jute. We emphasize on procurement of organic jute material and have increased the percentage of organic jute in our manufacturing process. We even support our registered farmers and to produce of organic jute in village Kankrasuti and receive certification from international agency. Further information on the material sourcing and usage has been discussed in the “Environmental Performance” section of this Report.

Energy Management

As a sustainable jute manufacturing company, we attempt to curtail our energy demand, both direct and indirect by undertaking energy-saving initiatives. We have successfully eliminated fossil fuel consumption in boilers by focusing on alternative energy sources. The company aims to increase energy efficiency by improving the processes and investing in latest technology. Our energy management practices have been disclosed in the “Environmental Performance” section of this Report.

Water use and conservation

Gloster Limited pays close attention to water for being a shared resource of neighbouring area. Our efforts are directed towards wise-use of water coupled with conservation initiatives. Our water management practices have been disclosed in the “Environmental Performance” section of this Report.

Air Emissions

Energy sources and consumption quantity impacts t our emission quality. We conduct studies like Carbon Footprint Study to measure and monitor the effectiveness of our energy conservation initiatives. Our internal policies intend to curb the annual emission levels endorsing National Clean Air Programme objective- control and abatement of air pollution. In this Report we have calculated our Scope 1 and Scope 2 emissions based on our Direct and Indirect energy consumption in FY 2019-20. Detail information regarding our emission have been disclosed in “Environmental Performance” section of this Report.

Effluents and Waste Management

Gloster Limited aims at minimizing disposal of waste. We focus on effective management of waste by increasing recyclability of process waste. Jute waste is reused to manufacture certain products. The data related to our waste and effluent treatment methods have been disclosed in the “Environmental Performance” section of this Report.



Social

Employment

Our employees directly contribute to company's success and are immensely valued in the organization. Human Resource Department facilitates recruitment of experienced and talented minds. Employees are motivated to stay in the firm for longer duration to retain talent within the firm. Employment information for reporting period has been shared in the "Our Employee Practices" section of this Report.

Occupational Health and Safety

Employees' health and safety is crucial for smooth functioning of the company. We undertake all possible health and safety measures to keep a check on accident occurrence. We aspire to provide safety and security to our employees at workplace by investing heavily on safety trainings, protective equipment, hospital tie-ups, on-campus doctor, free check-up and ambulance facilities.

Training and Education

Our Learning & Development department is responsible for all training and career development initiatives at Gloster Limited. We impart technical as well as non-technical trainings round the year to our people for improving their skill set. Our training related data has been disclosed in the "Our Employee Practices" section of this Report.

Diversity and Equal Opportunity

We take great pride in the diversity of our workplace and the equal opportunities provided to all our employees in terms of remuneration and professional growth irrespective of their gender, caste, religion, demography. Competency and performance is all that is considered while assigning new responsibility to any staff.

Compensation and benefits to employees

Gloster Limited cares for wellbeing of all employees and ensures the same by providing them with certain compensation and benefits. Future security of employees is another aspect that Gloster Limited takes care of.

Employee Labour Practices

Gloster Limited believes in upholding the rights of people to take up any Labour Union Association of their own volition. We have strong policies against Child Labour, Forced Labour that are applicable for our our suppliers and vendors as well. This information is disclosed in "Our Employee Practices" section of this Report.

Community Impact, Relations and Development

We are cognizant of our responsibility towards the development of local communities residing in our area of operation. We engage with them through meetings, surveys and discussions to understand their needs and concerns. This enables us to undertake CSR projects that are in line with their requirement. We carry out need assessment study before implementation of every community welfare project. Information on our current initiatives is disclosed in "Social Performance" section of this Report.

Customer Relations

It is in our mission and vision statement to constantly strife for enhance customer satisfaction. We have a robust Customer Grievance cell.



Governance

Corporate Governance

Our philosophy on Corporate Governance envisages accountability, responsibility and transparency in the conduct of the Company's business and affairs. We firmly believe that Corporate Governance is a powerful tool to serve the longterm growth of the Company and it continues to give priority to the principles and practice of Corporate Governance. The details are disclosed in the "Corporate Governance" section of this Report.

Compliance

We comply with all the applicable national and state environmental laws and regulations; we have not been fined or notified for any violation in FY 2019-20. We constantly keep up with the everchanging regulations to ensure full compliance. This information has been disclosed in the "Corporate Governance" section of this Report.

Grievance Mechanisms

Gloster Limited has an environmental and social grievance mechanism in place, with our Safety, Environmental and Corporate Communications Departments receiving and resolving complaints from the local communities. It is not feasible for us to have separate mechanism for social and environmental grievances since the issues are intertwined in our areas of operation.

We constantly engage with our Labour Unions to understand their concerns and resolve them before the filing of an official grievance. Investors' grievances are handled by Company's Registrar and Share Transfer Agents in consultation with Company Secretary via redressal mechanism. We aim to address every single environmental and social grievance we receive with due urgency.

This information has been disclosed in the "Corporate Governance" section of this Report.



Product

Product Quality Standard

Assuring product quality is our unique point that strengthens our relationship with clients.

Research Development and Innovation

Gloster Limited lays great importance to research and innovation to ensure expansion of its product portfolio. We invest in collaborative research projects and testing equipment to encourage development of new product having wide applicability.

Sustainable Products

Our products are the tangible outcomes of our philosophy, processes, policies and practices. Product responsibility at Gloster Limited has a self-sustaining business model which begins with responsible sourcing of raw material and retains focus through the chain till the finished product. This information is disclosed in "Product Responsibility" section of this Report.

ECONOMIC **PERFORMANCE**



Gloster Limited is a professionally managed company engaged in the manufacture of jute and jute allied products. Our present management has an experience of over 60 years in running large jute manufacturing units producing jute and value-added diversified jute products like floor covering, geo-textiles, processed decorative and industrial fabrics, food grade quality jute cloth and bags. Our wide range of products include Hessian Cloth/Bags, Sacking Cloth/Bags, Chemical Treated Fabrics, Geo-textiles, Agro-textiles, Yarns, Non-woven, floor coverings and home furnishings, Lifestyle bags.

Our company holds a responsibility towards our stakeholders to maintain a long-term sustainable financial status. Information on creation and distribution of economic value provides a basic indication of how our organization has created wealth for our shareholders and the relevant stakeholders.

In the last quarter of FY 2019-20, the outbreak of Coronavirus Virus Disease (COVID-19) infected millions of people. Unlike few industries such as IT industry etc,

where remote work is possible, manufacturing of jute is a factory-oriented process and the process of turning Jute Fibres into fine textiles and fabrics involves a combination of manual and mechanical procedures, such as Retting, Batching, Softening and many other, thereby leading to slowdown of our operation in the months of March, April and May. The country wide lockdown due to COVID pandemic and destruction of raw jute due to heavy rainfall accompanied by super cyclone Amphun did affect our operation, but our experienced leadership and strong stakeholder relationship helped us to steer our way into calmer waters.

Like the past few years, we have continued to demonstrate strong economic performance to meet the demands of our customers through efficient execution of our employees even throughout the reporting period of FY 2019-20. Diversified expertise and diversified product range are our catalysts to success.

The parameters through which we are disclosing our financial performance in the year FY 2019-20 as per GRI standards are listed below.

GRI 201 – 1: Direct economic value generated and distributed

GRI 201 – 2: Financial implications and other risks and opportunities due to climate change

GRI 201 – 3: Defined benefit plan obligations and other retirement plans

GRI 201 – 4: Financial assistance received from government

GRI 202 – 1: Ratios of standard entry level wage by gender compared to local minimum wage

GRI 202 – 2: Proportion of senior management hired from the local community

GRI 203 – 1: Infrastructure investments and services supported

GRI 203 – 2: Significant indirect economic impacts

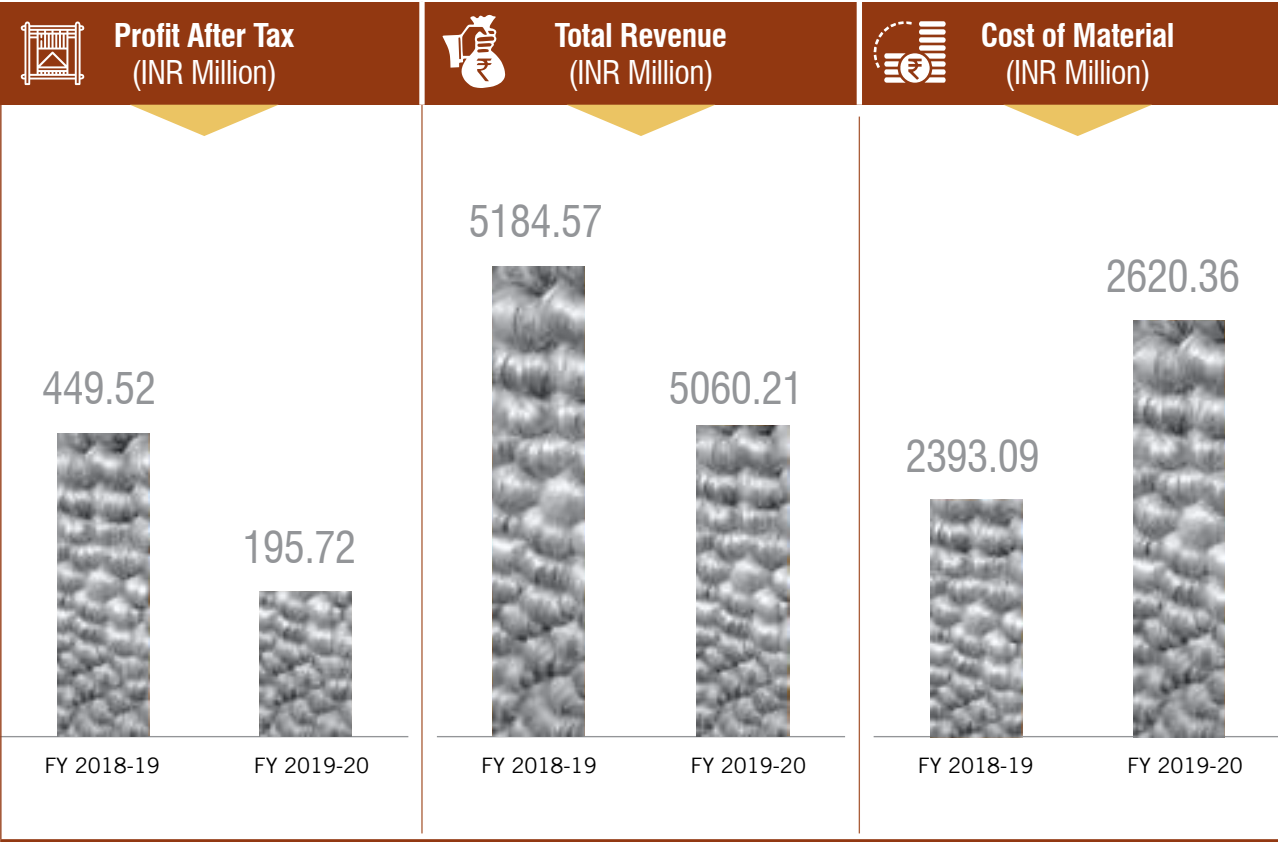
GRI 204 – 1: Proportion of spending on local suppliers

GRI 201: Economic Performance

Direct economic value generated and distributed (GRI 201-1)

We provide economic welfare through our responsible business practices. Our direct economic value is represented by the cost of raw materials incurred, total revenue and the profit incurred after paying taxes (PAT).

The following graphical representations showcase the trend of our cost of materials, total revenue and profit incurred during the past two financial years:



*Figures from Annual Report FY 2019-20: p.131

In the FY 2019-20, Gloster Limited witnessed increase in cost of material, by 9.49%, whereas total revenue and profit after tax decreased by 2.39% and 56.46% respectively w.r.t the previous year's figures.

Gloster Limited has been ensuring a profitable economic growth over the years. All our operations are steered not only by reaching for growth but also taking into account the desire for ethically sustainable solutions. Through our operations we seek to provide considerable value to our stakeholders, employees, customers, clients and the community in which we operate.

Economic value generated

Given below are the details of revenue generation by our company through the financial investments made as well as our sale of assets over the current reporting period:

Revenues from financial investments	Amount (INR million)	
	FY 2018-19	FY 2019-20
Proceeds from disposal of property plant and equipment	3.93	6.93
Payment for acquisition of property, plant and equipment/ intangible assets	(134.09)	(238.34)
Proceeds on disposal of Non-Current Investments (net)	0.62	45.30
Interest received from investing activities	68.16	62.73
Dividend Received from investing activities	6.37	10.67
Purchase of other non-current investments (net)	(143.16)	(140.93)
Sale/(Purchase) of other current investments (net)	(197.33)	494.83

*Figures from Annual Report of FY 2019-20 p.133

Economic value distributed

We, at Gloster Limited, value our employment policy that aims to give maximum employment to people from the local and surrounding community. Given below is a snapshot of our employee wages and benefits for the reported financial year:

Employee benefit expenses in FY 2019-20			
Total payroll	Employee salaries/wages/bonus (INR million)	Contribution to Provident and Other Funds (INR million)	Workmen and Staff Welfare expenses (INR million)
	753.35	136.60	5.96

**Figures from Annual Report of FY 2019-20 p.158

Our expenditure on employee benefit has increased by 3.68 % for FY 2019-20 when compared to last year owing to the employment generation during the year.

In addition to the direct economic value distribution in the form of employee wages and benefits, taxes, return form investments, we also create an indirect economic value for the communities surrounding our operations as well as ensuring their economic growth. We, at Gloster Limited, contribute to the economic development by ensuring local procurement wherever possible. Depicted below are our details of dividend paid to shareholders for the current reporting year.

Year	FY 2019-20
Dividend paid inclusive of dividend distribution tax (INR million)	66.17

*Figures from Annual Report of FY 2019-20 p.134



Throughout the financial years taken into account, we have ensured compliance with international transfer pricing regulations and local tax laws and regulations. The following table represents the amount of taxes paid by our company.

Payments to Government in FY 2019-20	
	Income Tax paid (INR million)
	67.60

*Figures from Annual Report of FY 2019-20 p.133

Corporate Social Responsibility (CSR) Activities/ Initiatives

The Company is conscious of its social responsibilities and acts as a responsible corporate citizen. The Company believes that integrating social, environmental and ethical responsibilities into the governance of businesses ensures their long term success, competitiveness and sustainability. In terms of section 135 of the Companies Act, 2013, the Board of Directors of the Company has constituted a CSR Committee.

The CSR Committee has developed a CSR Policy which lays down basic principles and the general framework of action for the Company to fulfill its CSR obligations in accordance with the framework of the Companies Act, 2013. The CSR policy is available on the website of the Company and can be accessed at <http://www.glosterjute.com/assets/pdf/policy/CSRPolicy.pdf>.

During the year the CSR activities of the Company focused on eradicating hunger, poverty, malnutrition, promoting health care including preventive health care, promoting education, including special education and ensuring environment sustainability, protection of flora & fauna, conservation of natural resources. The Company will continue to give thrust on the activities initiated during the year under review.



1. The Composition of the CSR Committee as at 31st March 2020 is as under:

Smt. Pushpa Devi Bangur	: Chairperson
Sri Dharam Chand Baheti	: Member
Sri Prabir Ray	: Member

At Board Meeting held on 21.07.2020 the CSR Committee has been reconstituted as under:

Smt. Pushpa Devi Bangur	: Chairperson
Sri Dharam Chand Baheti	: Member
Sri Rohit Bihani	: Member
Ms. Priti Panwar	: Member

2. Average net profit of the company for last three financial years - ₹6,454.53 lakhs
3. Prescribed CSR Expenditure (two per cent of the amount as in item 2 above) - ₹129.09 lakhs
4. Details of CSR spent during the financial year

a) Total amount to be spent for the financial year - ₹130.26 lakhs

b) Total Amount spent during the year - ₹73.80 lakhs

c) Amount unspent, if any - ₹56.46 lakhs

d) The Manner in which the amount spent during the financial year is detailed below

CSR Project or activity identified	Sector in which the project is covered (vide schedule VII to the Companies Act, 2013)	Projects or programs Local area or other Specify the state and district where projects or programs was undertaken	Amount outlay (budget) project or programs wise (INR Million)	Amount spent on the projects or programs Sub heads (INR Million)	Cumulative expenditure up to the reporting period (INR Million)	Amount spent: Direct or through implementing agency
Eradicating hunger, poverty, malnutrition, promoting health care including preventive health care and sanitation	Eradicating hunger, poverty, malnutrition, promoting health care including preventive health care and sanitation	Kolkata & Bauria, Howrah, West Bengal	4.50	4.05	4.05	Direct
Ensuring environment sustainability, protection of flora & fauna, conservation of natural resources	Ensuring environment sustainability, protection of flora & fauna, conservation of natural resources	Kolkata, West Bengal	10.50	3.33	3.33	Direct

*Figures from Annual Report of FY 2019-20 p.27

There is no unspent committed amount towards CSR activities.

Financial implications and other risks and opportunities for the organization’s activities due to climate change (GRI 201-2)

Global crop production threatened by climate change is one the most important crisis of the 21st century. The total production of crops that is subject to the perils of climate variability like surface temperature rise, resulting in erratic rainfall patterns will most likely be affected. Climate variability has been identified as one of the major factors influencing the year on year production of crops such as maize, wheat, paddy, cotton, jute etc.

Jute is a rain-fed crop and is grown in areas with high rainfall, with a high amount of water stagnation. Hence, jute production does not require additional irrigation or drainage provisions. Jute rarely suffers from total damage due to calamities, making it naturally resilient to extreme events. However, change in the climatic factors listed below can affect the natural environmental conditions that are conducive for the growth of jute.

Climate variability induced risks on jute production:

Natural Calamity like cyclones/tornados, flooding:

The raw jute crop in the ongoing season has been badly impacted because of the effect of Cyclone Amphan followed by heavy monsoon rains.

Water shortage

Water resources play a vital role in the, production of jute, processing and manufacturing of jute products. Climate variability exerts extra pressure on the water cycle as a result of increased temperatures, altering the hydrological cycle. Water availability is under threat due to decreased availability in certain regions and excess precipitation in others. Water scarcity will arise when water requirements increase. Surface water is more sensitive to rainfall than evapotranspiration, therefore, installing water storage and ground water recharge system is increasingly becoming important for water dependent operations.

Surface temperature rise

Jute production is dependent on the availability of water, fertilizers, soil organic content, moisture and other factors that are essential for the growth of the crop. The

metabolism of jute is strongly influenced by temperature, jute, as it requires the right amount of exposure to sunlight and humidity to reach a certain level of growth. Photoperiod is a dominant factor affecting the flowering and hence the growth habit of the crop. Prolonged periods of excessive hot weather can affect the growth period of the crop. In addition to this, the fall in humidity can lead to change in growth patterns, wilting of jute and nutritional disorders.

Gloster Limited is aware of all such climate change related risks and working towards minimizing their impacts on jute cultivation through research and development.

We, as an organization firmly believe that with every risk comes opportunities to mitigate the same and make our operations, controls and approach more robust and effective. Listed below are some business opportunities, and risks, concerns or threat we have identified.

Opportunities

- More & more concerns are being shown for reducing carbon foot-prints world over and this opens doors for use of more biodegradable & sustainable products made from natural fibers;
- Demand for Company’s industrial as well as promotional Jute goods like Hessian & Sacking, lifestyle products & other made ups have grown over the years and is expected to see further increase;
- The Government is incentivizing export through schemes such as Merchandise Exports from India Scheme (MEIS) and Rebate of State

Risk & Concerns/threats

- Unstable global economic outlook due to Covid-19 scenario
- Further dilution of compulsory Jute Packing Order and lower order from government quarters can adversely affect the market of jute products;
- Ever increasing employee cost may overall result into higher conversion cost;
- Stiff competition from Bangladesh jute goods and synthetic packaging materials.

Coverage of the organization’s defined benefit plan obligations (GRI 201-3)

Gloster Limited has chosen certain benefit plans for their employees which would ensure their long term economic well-being. A properly funded pension plan can help to attract and maintain a stable workforce and support long-term financial and strategic planning on the part of the employer. The details of the nature of benefit plans for our employees are depicted below and the and the corresponding contribution to each of them is depicted under section GRI 201 Economic value distributed.

Type	Response (FY 2019-20)
Types of benefit plans for employees	Gratuity, Compensated absences and other Employee Benefits

Financial assistance received from Government (GRI 201-4)

For an organization, the significant financial assistance received from Government, in comparison with taxes paid, can be useful for developing a balanced picture of the transactions between the organization and Government. We have provided below a snapshot of the financial assistance received by Gloster Limited in various forms such as tax relief and tax credits, subsidies, investment grants, awards, royalty holidays, other financial incentives to mention a few, during the reporting years:

Type	Amount (INR million)	
	FY 2018-19	FY 2019-20
Financial incentives (Export)	102.07	88.54

*Figures from Annual Report of FY 2019-20 p.156

GRI 202: Market Presence

Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation (GRI 202-1)

Offering wages above the minimum is a factor in building strong community relations, employee loyalty, and strengthening an organization’s social license to operate. The entry level wage in Gloster Limited is always equal as per the law of the land irrespective of gender. The standard entry-level wage as per the industry-wide tripartite agreement is INR 370 per day plus one-time ad-hoc payment of INR 52 per month (for 208 hours) to all workmen.

Proportion of senior management hired from the local community at significant locations of operation (GRI 202-2)

According to our existing hiring system, we encourage inclusion of members from local community in order to ensure diversity within the management team. A significant portion of the senior management is also drawn from the local community. Usually, we engage young people from distressed families residing in and around the local areas of the mill as on the job trainees who are subsequently absorbed in the mill as Registered Badli Employee with admissible statutory benefits after satisfactory completion of their tenure of hands on training with stipend.

In case of appointment in the Senior Management level, we usually publish advertisement in widely circulated daily newspapers for selecting the suitable candidate and recruit them through interviews. On the other hand, for appointment in the Junior Management level, the recruitments are usually made on recommendations of the authorities of the Jute / Textile Technology Institutes or other sources. Other than these, we also take into consideration recommendations of the office bearers or workmen representatives of the operating trade unions of the mill and employees as well as recommendations of local social organizations and industrial training institutes.

GRI 203: Indirect Economic Impacts

Indirect economic impact refers to the ancillary effect observed to set in, consequential to the direct economic activities. Secondary impacts draw the link between upliftment of local community and growth of economy.

Development and impact of infrastructure investments and services supported (GRI 203-1)

Gloster Limited concurs with the outlook that investment in infrastructure and associated development activities increases productivity, optimizes efficiency and most importantly transforms society by improving quality of life. To understand the essential requirements of the local people, an assessment is carried out based on interaction with local community representatives. Specific domain for investment is determined based on the results of need assessment and feasibility. Few of the noteworthy actions taken by Gloster Limited to bring a positive change in society thereby affecting economy are as follows:

- Modernization of mercerizing line
- Modernization of sacking loom
- Modernization of hessian loom
- Development of new product
- Paper laminated jute bag
- Nonwoven bags of jute MLF
- Non- woven bags of jute PLA
- Non -woven bags of recycled PE
- Non -woven acoustic insulation pads of recycled jute
- Denim and PE fiber blends
- Technology installation
- EFFIMAX: Boiler automated regulation system for 2 thermax boiler

Significant indirect impacts (GRI 203-2)

Gloster Limited provides large scale employment opportunities to the people living around its two units and head office. The indirect economic impacts can be felt within a 10 km radius of its two Units.

ENVIRONMENTAL PERFORMANCE



Our concern towards environment

Earth and atmosphere, being a closed system has finite resources; the present elements/components like water, carbon, sulphur, etc. can be used more than once because of the existence of natural recycling processes that repair and reconstitute the resources¹. Over the past century, uncontrolled developmental activities across the globe has weakened the rejuvenating capacity of earth and instigated issues pertaining to environmental degradation, public health, loss of resilience in ecosystems, accelerated weather pattern shift in various climate zones^{2,3}.

Nations of the world have come together on international forums like UN Conference on Environment and Development (1992), World Summit on Sustainable Development (2002), UN Sustainable Development Summit (2015), to endorse environmental principles and device solutions for dealing with regional and local issues of pollution, acid rain, deforestation, desertification, resource depletion, etc. Participating governments have reached consensus on policies, regulations and agendas set out for countries and industrial sectors. Some of the notable agreements that are widely accepted, signed, and ratified by countries including India are Basel Convention Control of Trans-boundary Movements of Hazardous Wastes and their Disposal (1989), UN Framework Convention on Climate Change (1992), Agenda 21 (1992), 17 Sustainable Development Goals (2015), Paris Agreement (2015), Amendment of Basel Convention to include plastic waste management (2019). Proceedings and developments at international platforms greatly have influence environmental policies and laws of India⁴. In concurrence with national guidelines, Gloster Limited endeavours to function responsibly.

We are cognizant of the exigency of sustainable business management through judicious use of resource, recovery and recycle of material, efficiency enhancement of process, proper waste management. The principles of positive work culture and responsible functioning is embedded at the core of our operations. We follow day-to-day performance monitoring and take actions to improve unceasingly.

Our sustainable outlook envisages steady economic development while minimizing environmental footprint. As a part of this commitment, we comply with applicable local laws and regulations, streamline our processes as per internal standards and receive relevant certifications such as ISO:14001, GOTS, and other similar certificates. We also invite external agencies to provide recommendations for refinement of our system. Sincere implementation of these recommendations, adoption of advanced operating procedures and modernization of our existing infrastructure have helped us minimize environmental risks and reduce negative impact caused by our operations. We are proud to declare that we have 0 cases of environmental non compliance in FY 2019-20.

In this chapter, we have discussed our performance around the environmental topics that are crucial for long term sustainability of the company.

During FY 2019-20, we did not receive any fine or sanction for non-compliance with environmental legislation.

¹Kemp, D. (2004). Global Environmental Issues: A Climatological Approach (Second Edition). London, UK: Routledge
²Online article accessed on 02/06/2020 at <https://research.noaa.gov/article/ArtMID/587/ArticleID/1510/New-study-Pace-of-climate-zone-shifts-quickens-as-climate-warms>
³Online article accessed on 02/06/2020 <https://www.omicsonline.org/scientific-reports/srep632.php>
⁴Online article accessed on 02/06/2020 <https://www.geographyandyou.com/international-agreements-environment-india/>



Material (GRI 301)

Indian jute industry caters to more than half of global demand for jute⁵ and captures an important position in national economy⁶. Jute has maintained its popularity in international market for being safe and natural in origin. Main jute producing states in India are West Bengal, Bihar, Assam, Orissa, Andhra Pradesh & Tripura^{9,7}. Gloster Limited, an eminent jute product manufacturing company has a trusted and established upstream supply chain for procuring required raw and associated materials.

Material Sourcing and Utilization (GRI 301-1)

Raw material primarily used in our mills for production is jute. Various grades of conventional and organic jute are treated and utilized for manufacturing products. The natural source and bio-degradable nature of our raw material form the roots of our eco-friendly product range, laying foundation to our environment-conscious approach towards resource utilization and the manufacturing process. Jute being an agricultural produce is seasonally procured from Indian states of West Bengal, Assam, Andhra Pradesh and Orissa stocked in our warehouses for year-round production. We have started procuring certain quality of jute from parts of Bangladesh and the same is used as raw as well as blending material. A portion of our raw jute requirement is fulfilled by the organic jute cultivated by Gloster Limited supported organic farmers.

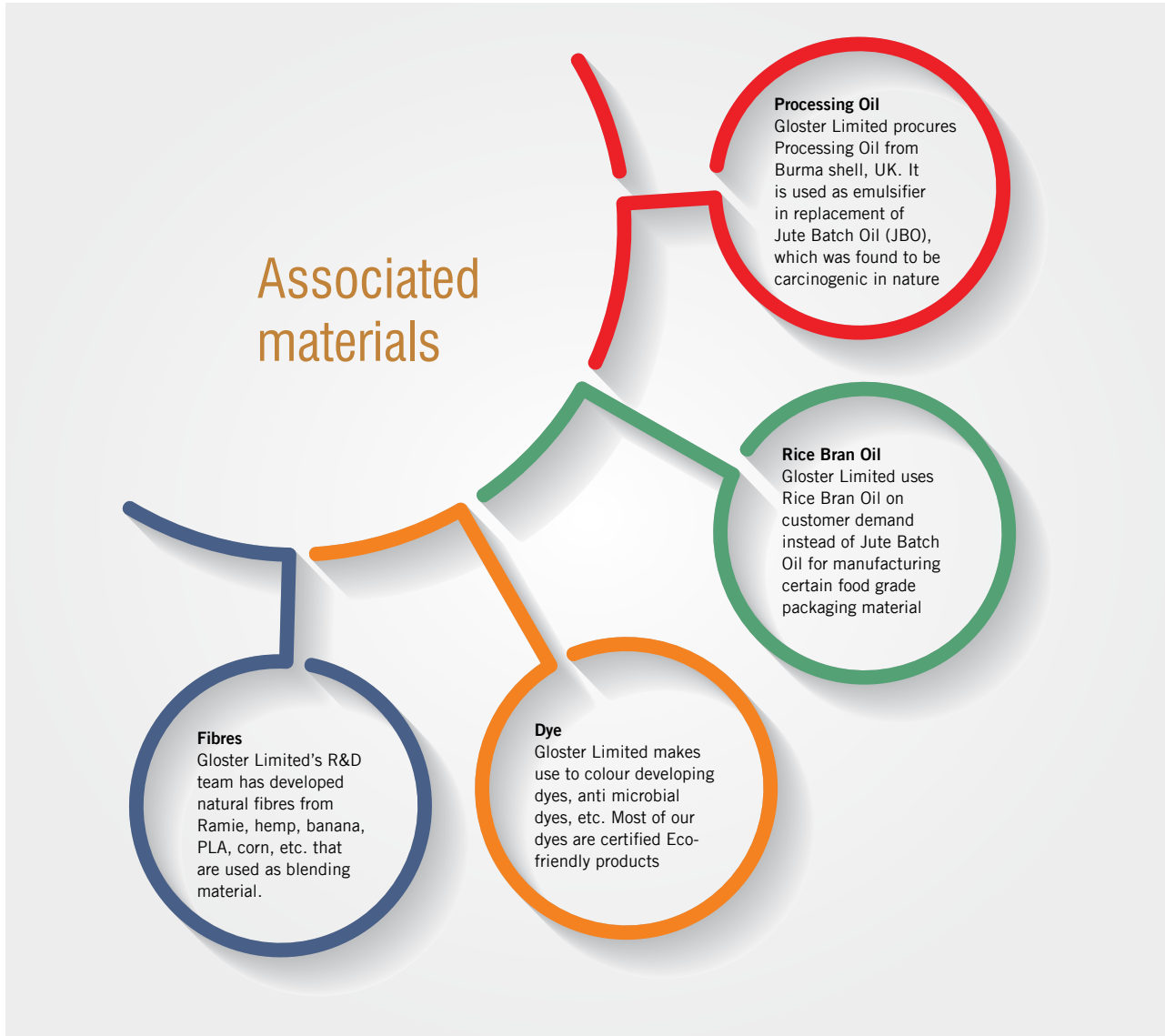
We have increased our organic farmers from 110 to 300 in the last three years. The organic jute farms of Gloster Limited are inspected by IMO Control Pvt. Ltd. and certified as organic as per the standards of India's National Programme for Organic Production. During FY 2019-20, 87.40 MT of organic jute farmed by Gloster Limited was certified by IMO Control Pvt Ltd.

The table below shows the raw material consumption at Gloster Limited in FY 2019-20.

Material Name	FY 2019-20
Jute (in MT)	48093

⁵Online article accessed on 02/06/2020 <http://jute.com/web/guest/about-us/faq>
⁶Online article accessed on 02/06/2020 http://texmin.nic.in/sites/default/files/note_on_jute_sector_1.pdf
⁷Mahapatra N. (2016). Degree of Global Competitiveness: A Case on Jute, Kenaf & Allied Fibres Industry. Accessed at SSRN: <https://ssrn.com/abstract=2888085> or <http://dx.doi.org/10.2139/ssrn.2888085>

Finished goods at mills are usually packed in jute sheets before disbursement. Some of the associated materials used for treating, processing and manufacturing goods are given below:

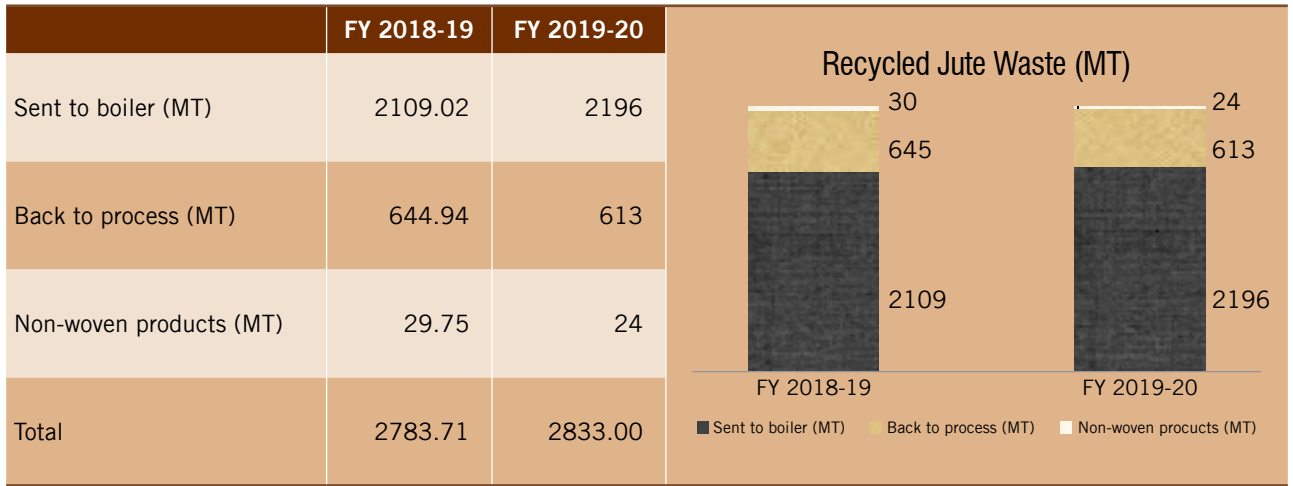


Recycled Material (GRI 301-2, GRI 301-3)

We sought to increase usage of recycled material year-on-year to lessen the pressure of waste disposal on landfills. As per our Zero Waste Policy, 100% of process waste derived from input from raw jute is either in the same process or in an alternative process, to ensure that no resource is wasted. Non-spinnable jute fibre is either sent for non-woven textile manufacture and very small length fibres are sent to boiler as fuel. Recycling and reusing raw or processed material cuts down required procurement quantity of raw material and energy, thereby increasing resource utility.

It is observed that quantity of material recycled by Gloster Limited in FY 2019-20 has increased to 5.8% from 5.6% in FY 2019-20 due to reduction in process waste.

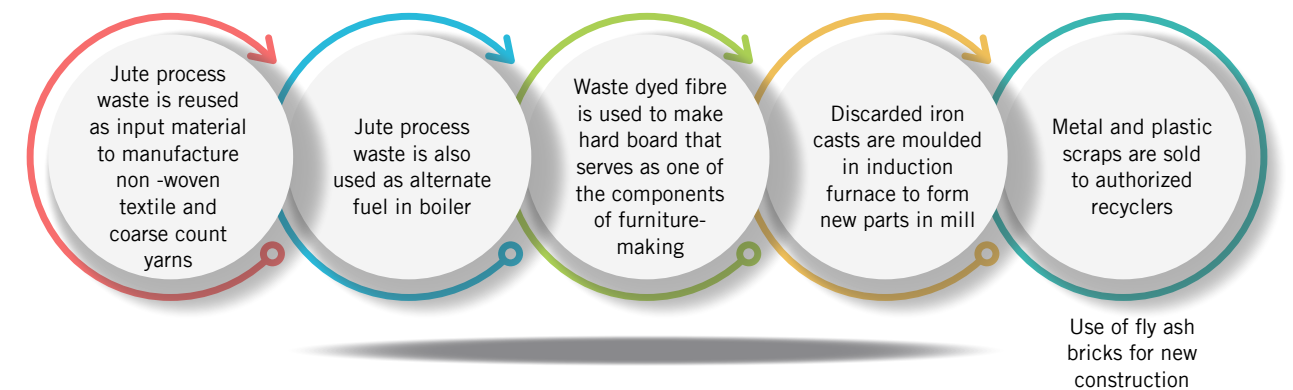
Recycled materials as input (Jute caddies)



As most of our goods are packed in jute sheets, they are reused by recipients for wrapping and covering other items. After being exhaustively used, the packaging material gets torn and loses its applicability. Such jute material can be grinded into pulp form and used in paper and pulp industry as an alternative fibre material^{8,9}. We encourage our clients to hand over the discarded jute material to authorized third party for recycling in pulp industry.

Listed below are the recycling and reusing initiatives adopted by Gloster Limited:

Material Recycling Initiatives



⁸Liu, Z. Wang, H. Hui, L. (2018). Pulping and Papermaking of Non-wood Fibers. Source: <https://www.intechopen.com/books/pulp-and-paper-processing/pulping-and-papermaking-of-non-wood-fibers>

⁹Online article accessed on 02/06/2020 <https://www.downtoearth.org.in/news/a-reprieve-for-the-paper-industry-31753>



Energy (GRI 302)

Energy is a critical input and indicator of development in every sphere- wealth, health, nutrition, education¹⁰. Economic development is directly linked with energy usage¹¹. Industrial sector accounts for more than 50% energy consumption around the world¹², India being no exception. India's energy consumption has been increasing at a relatively fast rate and the country is jeopardized by energy crisis¹³. As a strategy to deal with the scenario, India's energy policy is focuses on securing adequate energy resources to meet the growing demands¹⁴. Through Nationally Determined Contribution under Paris Agreement 2015, India sets forth targets to reduce the emissions intensity of India's economic activity and increase the share of non-fossil fuels in its power generation capacity while also creating an additional carbon sink by increasing forest and tree cover. As a responsible corporate citizen, we are working towards increasing our share of cleaner fuel usage to limit fossil fuel consumption and restrict emission levels in return.

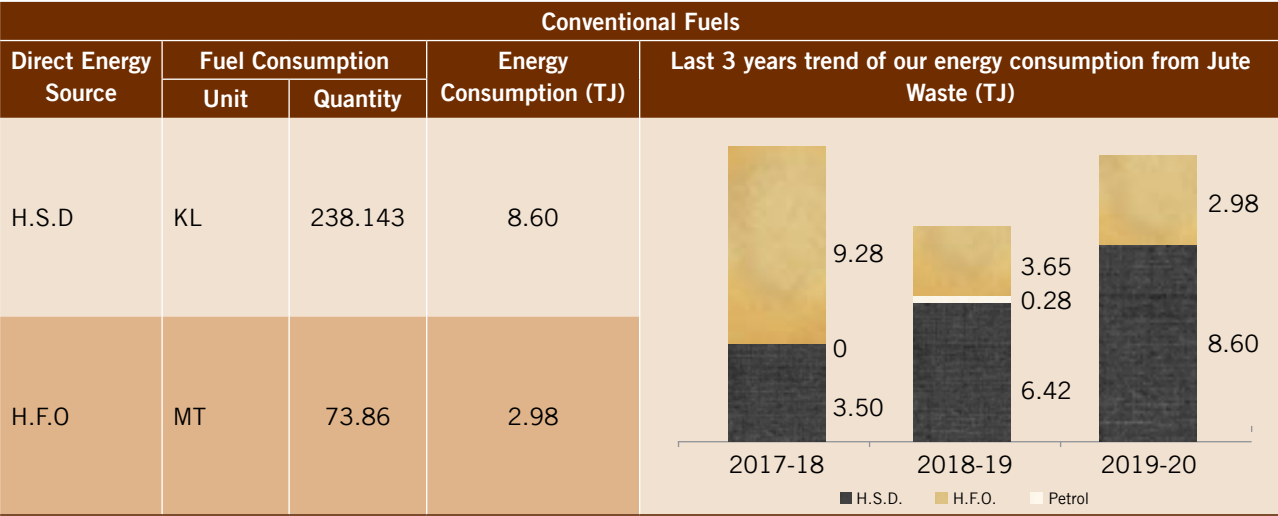
Gloster Limited gives high priority to the topic of energy efficiency and continues to work towards diminishing energy requirement without restraining production. Our attempts to curtail our energy consumption, especially from conventional sources is to defend the planet from effects of GHG emission, acid rain and global warming. We carry out regular

¹⁰Lloyd, Philip J. (2017). The role of energy in development. Journal of Energy in Southern Africa, 28(1), 54-62 <https://dx.doi.org/10.17159/2413-3051/2017/v28i1a1498>
¹¹Soni, A. Mittal, A. Kapshe M. (2017). Energy Intensity analysis of Indian manufacturing industries. Resource-Efficient Technologies. 3(3). 353-357. <https://doi.org/10.1016/j.reffit.2017.04.009>
¹²Online article accessed on 02/06/2020 <https://www.eia.gov/outlooks/ieo/pdf/industrial.pdf>
¹³Garg, P. (2012). Energy Scenario and Vision 2020 in India. Accessed online on 10/06/2020 at <https://www.semanticscholar.org/paper/Energy-Scenario-and-Vision-2020-in-India-Garg/a7852f3678da7893be1c1327481e92ddee4edf2a>
¹⁴Online article accessed on 02/06/2020 <https://www.eia.gov/todayinenergy/detail.php?id=10611#:~:text=India's%20energy%20policy%20is%20focused,doubled%20between%201990%20and%202011.&text=Coal%20is%20India's%20primary%20source,than%2070%25%20of%20coal%20consumption>

maintenance of factory machineries, monitor our energy performance and continue to transform processes to decrease carbon footprint of our energy mix. Complete elimination of usage of coal in operations, is our biggest step towards environmental cautiousness and sustainable future.

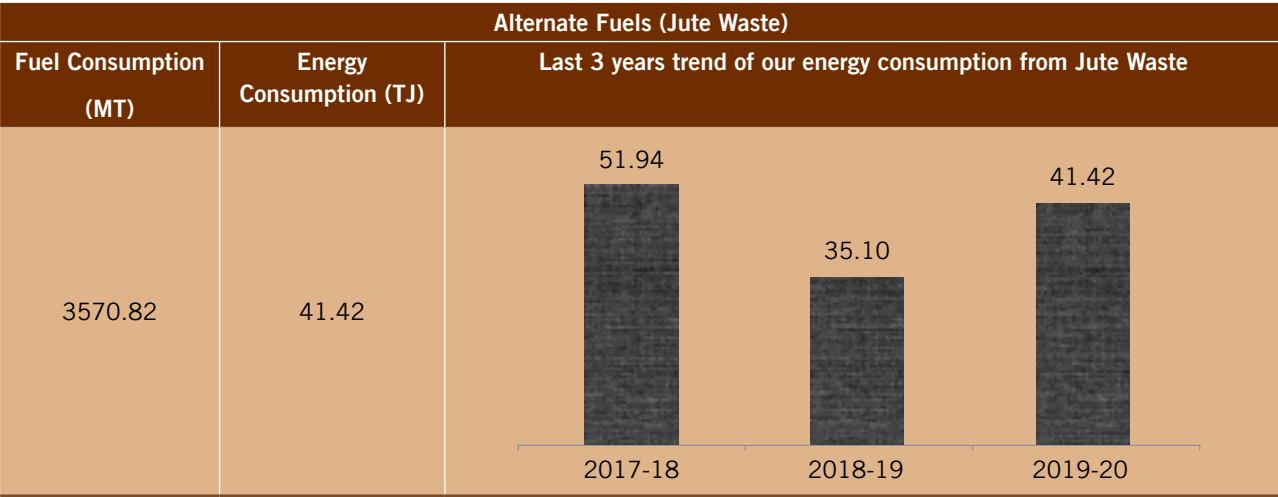
Energy consumption (GRI 302-1, 302-2)

Our energy requirement is fulfilled by direct as well as indirect sources. The energy generated and consumed within the plant are direct sources; whereas the energy generated outside plant premises but utilized for plant operations is referred to as indirect energy. During reporting period, our direct sources of energy were High Speed Diesel (HSD), Heavy Fuel Oil (HFO), and Jute Caddies and indirect source of energy was purchased electricity. We purchase from Calcutta Electricity Supply Corporation (CESC).



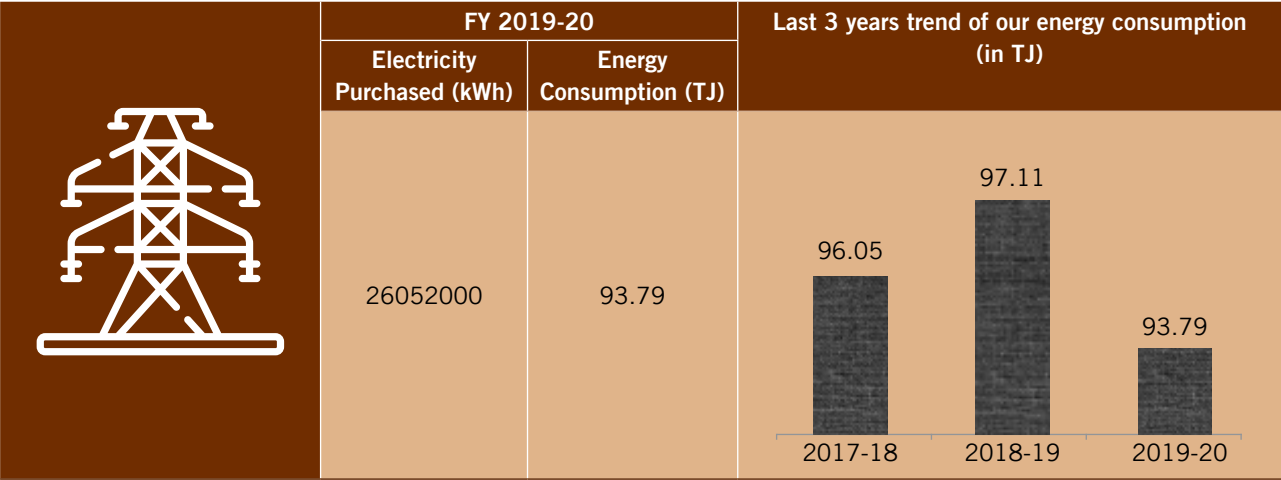
The above chart delineates the consistent increase in the usage of HSD over last three years. Energy Consumption from Heavy fuel oil (HFO) usage is found to decrease by around 18.24 % in FY 2019-20 when compared with previous years. Energy consumption from HSD has increased by approximately 33.95% in reporting year 2019-20 when compared to that for previous year.

Moving to the next type of fuel, the following table showcases the quantity of fuel and energy consumed from jute waste and the consumption trend over last three years.



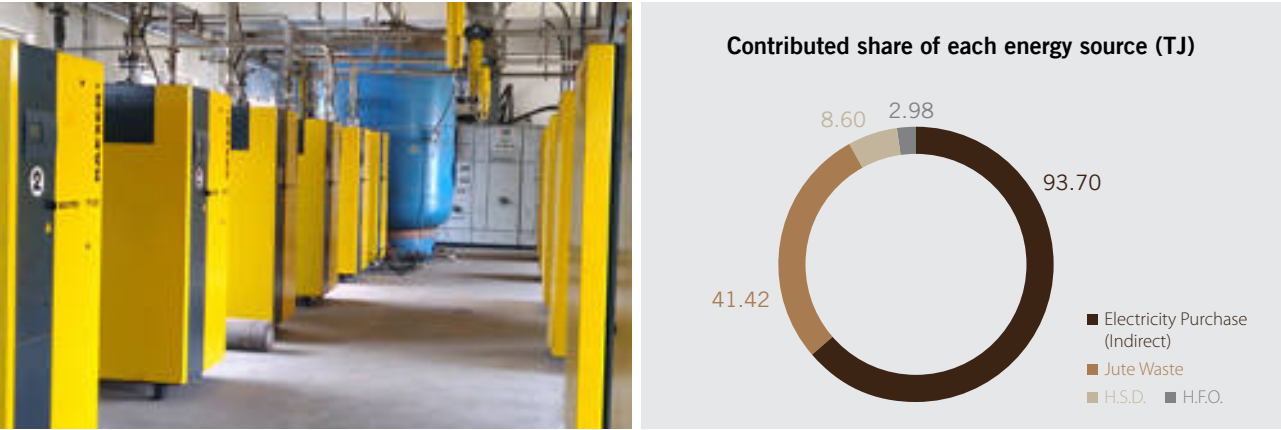
The graph demarcates the rise in usage of recycled jute process waste at Gloster Limited by 17.99% this year in comparison with last year's figure.

The tables represent the total electricity consumed in the production process in the year FY 2019-20.



The graph indicates decrease in consumption of electricity by approximately 3.41% during reporting year in comparison to consumption in FY 2018-19. This decrease can be attributed to country wide lockdown due to COVID pandemic.

The following doughnut chart sketches the contributed share of each energy source:



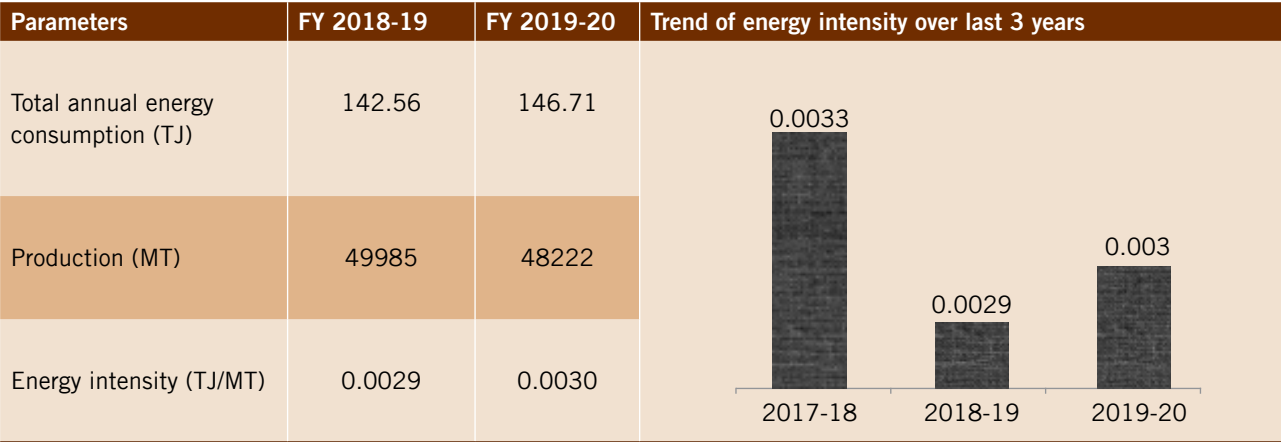
It is observed that approximately 63.89% of energy is consumed from indirect sources and about 36.10% is consumed from direct sources. Alternative fuel (jute waste) around 28.22% of total energy requirement of the plant, contributing to the largest share of direct energy consumed. HSD and HFO contribute approximately 5.85% and 2.03% respectively to meet total energy requirement.

Energy efficiency (GRI 302-3, 302-4)

Energy efficiency is related with energy conservation; the objective of conserving energy can be achieved by making a process more energy efficient. Improvement in energy efficiency is our main lever for reducing energy consumption and conservation. Energy intensity acts as a yardstick for evaluating energy efficiency. It is the quantity of energy consumed per unit of production; lower energy intensity of a process signifies higher efficiency. We modify our processes and

upgrade equipment from time to time to upscale technology, elevate capacity, reinforce productivity and limit pollution. People are trained on machinery handling and maintenance. Energy audits are carried out annually to gauge energy efficiency of the mills. We constantly endeavour to plug energy leakages of anyform such as steam, compressed air and electricity.





Plant modernization and implementation of recommendations provided to us from energy audits is an ongoing process, we have been successful in lowering our annual energy consumption, approximately by 11% to 12%, even though our production increased by 2.88% in this financial year w.r.t previous year, but in FY 2019-20 we observed an increase in energy consumption by approximately 3%, this is primarily because our diesel consumption increased by 33.95%.



Our energy efficiency measure is listed below.

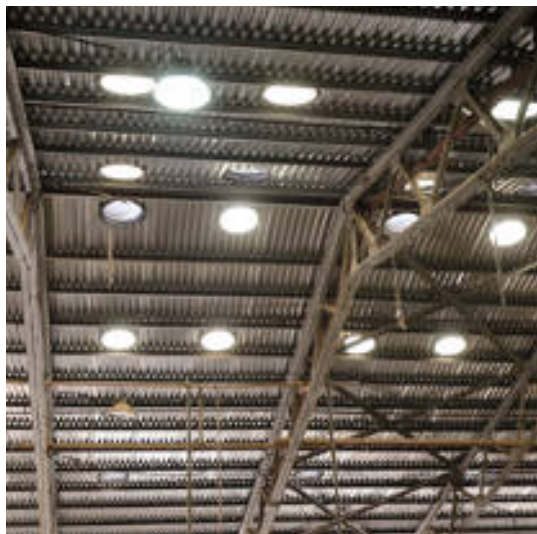
Conservation of energy

- Installation of Energy efficient (IE3) motors in roving machines
- Replacement of metal halide flood light with LED flood light
- Installation of energy efficient air generation and distribution system by Kaiser Legris Parker-Transair
- Installation of variable frequency drive
- Replacement of DC drive to AC drive in auto leveller system
- Insulation of steam pipelines and incorporation of leakage prevention system
- Checking and repairing of compressed air leakages, steam leakages and rrepair/replacement of bad steam traps.
- In Ananya unit, installation of Belgium automatic boiler replacing Thermax boiler has reduced energy consumption by 66% approx.
- Use of refracted solar lighting system for lighting our industrial shades
- Steam energy audit by Forbes Marshall and implementation of all the audit recommendation
- Replacement of coal fuel with mill process waste
- Steam Energy audit by TERI and implementation of all the audit recommendation
- Replacement of 100 HP motor by 50 HP IE3 motor at Line Shaft
- Replacement of 20 watt GSL lamp by 14 watt LED light
- Installation of 50 LED lamps of 150 watt in Ananya Unit
- Fitting of 10 LED street lights
- Installation of 100 NR turbo ventilators on mill roofs
- Installation of high efficiency feed water pump at boiler and WILO energy efficient river water pump
- Replaced 10 motors with IE3 energy efficient meters

	Technology absorption <ul style="list-style-type: none"> Installation of Effimax controller for both boilers for optimized efficiency and for generation of high dryness fraction steam for the mills process Installation of dust suppression and humidification system at mill's main processing areas Installation of air pressure reducing system to control the air consumption Installation of PLC controlled energy efficient rolling machine Installation of PLC controlled high efficiency washing machine Installation of 500 KVAR Automatic Power Factor Controller in low voltage distribution system Installation of dust evacuation and collection system APFC panel connected with 33 kv feeder Battery operated bikes for our security personnel Use of Ultrasonic leakage detector to precisely locate air/steam leakage points
	Utilising alternate sources of energy <ul style="list-style-type: none"> Utilisation of jute waste in multi-fuel boiler as a fuel Use of solar street lights in our Ananya Unit Use of refracted solar lighting system for lighting our industrial sheds Use of translucent sheets in industrial sheds roof Wind energy for turbo-ventilator to control room air changes 1.14 Km chain hook natural drying system for dyed jute and jute yarn hanks Installation of save light system for using natural day light at Section and Bale Godown.
	Energy recovery <ul style="list-style-type: none"> Waste hot water heat recovery system
	Behavioural change <ul style="list-style-type: none"> Encouraging use of bicycles by employees in place of fuel driven vehicles Imparting training to employees for efficient use of electricity, steam and water.



Translucent sheets for lighting our industrial sheds



Refracted solar light for lighting our industrial sheds

Emission (GRI 305)

Air pollutants emitted during industrial activities like Carbon dioxide, Methane, Nitrous oxide, Fluorinated gases have high heat trapping capacity and long persistence period in atmosphere, thereby causing warming of earth^{15,16}. The greenhouse gases also contribute to respiratory diseases, increased wildfire, acid rain, ozone depletion, thus threatening lives of humans, animals and plants¹⁷. Chemical reaction and fossil fuel combustion during material processing primarily contribute to greenhouse gas emission of manufacturing sector¹⁸. India currently stands at third position among world's largest greenhouse gas emitting countries and has solemnly committed to curb 33-35% emission intensity of its economy by 2030, compared to 2005 level¹⁹. The impacts arising from GHG emission can be controlled by increasing renewable energy share and cutting down carbon emissions²⁰.

Emission Management (GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5, GRI 305-7)

We, at Gloster Limited, seek to negate the impacts of our operational process and improve emission intensity by switching to alternate fuel use, boosting energy efficiency and backing carbon sequestration at facility. The major sources of emission at Gloster Limited are- material and product transportation, burning of jute caddy in the boiler, oil used in furnace, diesel consumed by DG sets and emissions from purchased electricity consumption. Emission from fuel burning, chemical reaction, leakage from equipment taking place on site due to production process is categorized as Direct (Scope 1 Emission); and offsite emission taking place due to energy utility at production site, for example electricity, is categorized as indirect (Scope 2) emission.

The following graphical representation delineates the emission caused by each emission source:

Scope of Emission	Emission Source	FY 2019-20
Scope 1: Direct Emission	Diesel (in TCO ₂)	637.38
	Heavy Fuel Oil (TCO ₂)	230.97
	Petrol (in TCO ₂)	0
	Jute Caddies (in TCO ₂)	4142.15
Scope 2: Indirect Emission	Electricity from Grid (non - renewable sources) (in TCO ₂)	25270.44

¹⁵Online article accessed on 05/06/2020 at <https://www.massaudubon.org/our-conservation-work/climate-change/why-we-care/greenhouse-gases>

¹⁶Online article accessed on 05/06/2020 at <https://www.livescience.com/37821-greenhouse-gases.html>

¹⁷Majewski Addy W., Jaaskelainen H. (2004). Environmental Effects of Emissions. Online article accessed on 05/06/2020 at https://dieselnet.com/tech/env_effect.php#:~:text=Abstract%3A%20Air%20pollutants%20are%20responsible,global%20warming%20of%20Earth's%20climate.

¹⁸Online article accessed on 05/06/2020 at <https://www.epa.gov/ghgemissions/sources-greenhouse-gas-emissions>

¹⁹Online article accessed on 05/06/2020 at <https://www.carbonbrief.org/the-carbon-brief-profile-india>

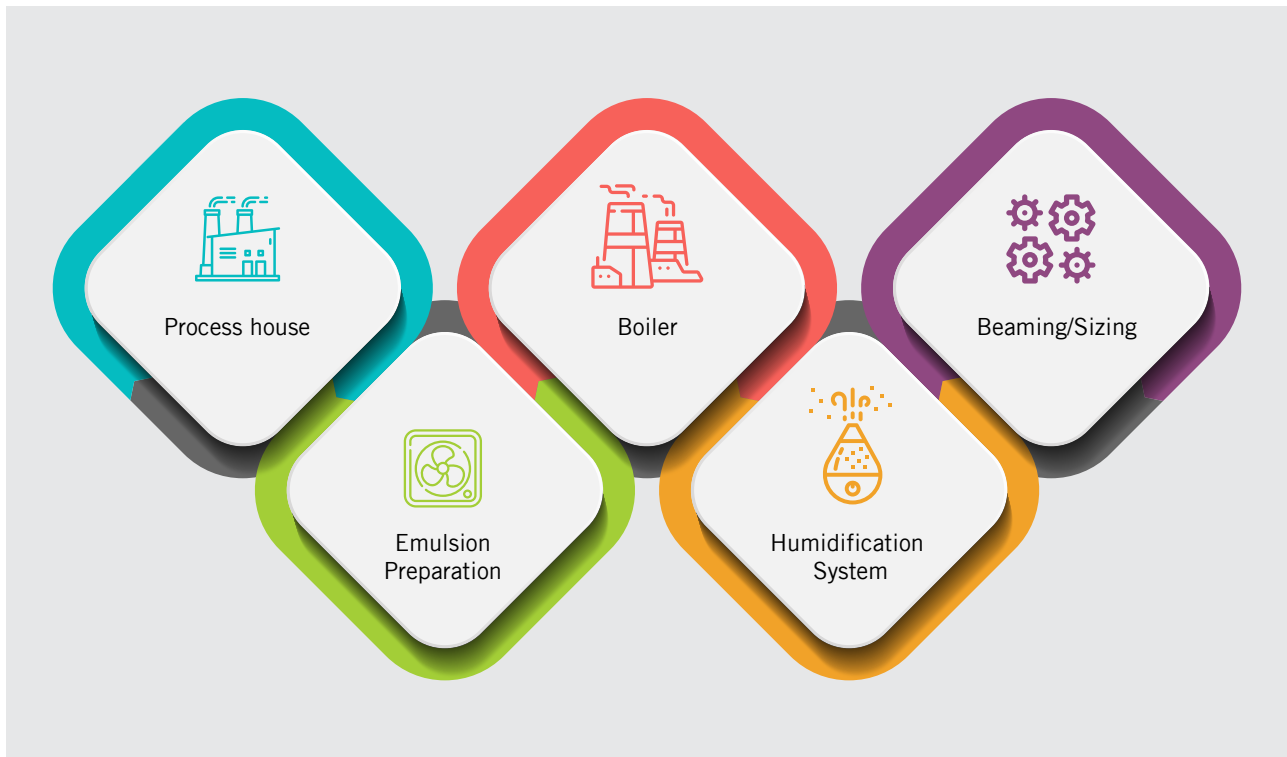
²⁰Online article accessed on 05/06/2020 at <https://www.nationalgeographic.com/environment/global-warming/greenhouse-gases/#:~:text=Greenhouse%20gases%20have%20far%20Dranging,change%20caused%20by%20greenhouse%20gases.>

Water and Effluent (GRI 303)

The issue of water scarcity is largely local in nature owing to topography of catchment area, capacity, accessibility, rainfall pattern and demand from nearby area. Jute processing is a water intensive operation and given the nature of our business, we are highly dependent on the critical resource of water. We take resolute steps for effective management of water and have implement recommended measure to minimize our water consumption and recycle treated effluent to avoid wastage.

Water Utilization (GRI 303-1, GRI 303-3, GRI 303-4)

The primary source of water is the Hooghly River which is a distributary of the Ganges River, flowing in the state of West Bengal. Jute processing requires considerable quantity of water; some of the stages at which water utilization is high are mentioned below:



We have adapted new technologies and upgraded our system to optimize water usage within our operation. Reuse recovered steam condensate, as advised by Forbes Marshall in 2016. Condensate recovery system installed at Ananya Unit recovers 100% steam upon condensation. Other water-saving initiatives are highlighted under following categories:

Water-saving initiatives

Minimization of wastage

- Insulation of steam lines to improve steam efficiency
- Closing all steam leakages and trap leakages
- Flash steam recovery and use
- Condensate recovery

Recycle and Reuse

- Process Steam Condensate is trapped and sent to the boiler Feed Water tank (FWT)
- Water used in wet processing of jute is entirely treated at ETPs and reused for maintaining gardens on site

Conservation

- Rain water harvesting tanks inside Main unit have an approximate capacity of 172,750 KL approximately. This water is used in mill's hydrant sprinkler systems which have been designed to go off in the go-downs and mill process areas in case of a fire. The three rainwater collection tanks are interconnected and each of them is also connected to the mills pump house through underground water drains for continuous supply of water to the hydrant and the sprinkler pumping sets. The system is pressure actuated for auto controlling of their operations.

The above-mentioned steam recovery system is expected to conserve energy by recovering heat along with water, that in turn help us keep our emission level from other energy sources low.



Effluent Management (GRI 303-2)

The wastewater generated from the process contains various organic and inorganic pollutants that have the potential to destroy aquatic life if discharged without proper treatment. The pollutants arise from dye, waste oil, emulsifier, detergent, starch etc. We consider wastewater treatment and recycling as our obligation and responsibility. Effluent generated across our units is treated at on site Effluent Treatment Plants (ETPs). Post treatment, quality of output water is tested regularly and maintained well below the permissible limit given by Central Pollution Control Board (CPCB) for jute processing industry²³. No industrial water is discharged from our units. We recycle the treated water within the facility for sanitation purposes, gardening and maintaining landscapes. In FY 2019-20 we have discharged 5429.20 KL of treated water from our ETP and reused in our landscaping activities.

The below table describes the physico-chemical quality of treated effluent water as per the test reports of West Bengal Pollution Control Board and SGS India Pvt. Ltd.:

FY 2019-20			
Sr. No.	Parameter	Unit	Quality
1	pH	-	7.83
2	TSS	MT	0.39
3	BOD	MT	0.16
4	COD	MT	0.70

Waste (GRI 306)

Waste generation is an inevitable part of industrial operation, and disposal of waste is inextricably linked with soil contamination, toxic emission, leachate entering surface water or infiltration causing groundwater pollution²⁴. To address the burning issues associated with waste disposal and limited land availability, our primary approach should be to reduce the amount of waste generated and recycling wastes as by-products^{25,26}. Also, suitable waste treatment processes are needed to protect the quality of environmental assets. At Gloster Limited, we strive to minimize waste generation and recycle unwanted residues and process refuse to the best possible extent, in order to abate the far-reaching consequences. We even encourage our customers to consign discarded jute material post usage, to authorized third party for recycling in pulp industry.

²³Online accessed on 06/06/2020 at https://cpcb.nic.in/uploads/Industry-Specific-Standards/Effluent/52-Jute_Processing.pdf

²⁴Woodard, F. (2001). Industrial Waste Treatment Handbook. USA: Butterworth-Heinemann

²⁵Kaur A. (2017) Approaches to Agro-industrial Solid Waste Disposal and Bioenergy Generation. In: Kumar R., Sharma A., Ahluwalia S. (eds) Advances in Environmental Biotechnology. Springer, Singapore

²⁶Lal, R. (2006). Encyclopedia of Soil Science (2nd edition). New York, USA: Taylor & Francis Group, LLC.

Waste management (GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5)

We follow a practice of recycling process waste onsite, where 100% of procured raw material is utilized in same or alternative process to ensure zero wastage of material. We modified our coal-fired boilers into multi fuel boilers to recycle process refuse as fuel in boilers. This fuel leaves behind residual ash and fly ash that are non-hazardous in nature and are managed through landfill technique via authorized vendor. An eco-friendly recycling practice adopted by Gloster Limited is usage of kitchen waste in bio-digester to generate fuel gas for Main Unit's guest house kitchen.

Hazardous wastes generated at site include ETP sludge, waste oil from captive DG Sets and boiler, E-waste, dry battery packets. We attempt to segregate the waste at source and handover to authorized vendor of West Bengal Waste Management Limited (WBWML) for proper treatment and disposal as prescribed under Hazardous Waste Management Rules, 2016. Special care is taken for transportation of solid, semi-solid and oily hazardous waste. Our waste disposal methods are stated below for different types of waste:



The following table presents the quantity of different waste materials generated at Gloster Limited during FY 2019-20:

Parameter	Main Unit	Ananya Unit	Total
Hazardous Waste			
ETP Sludge (Kg)	13958.80	0	13958.80
Damaged Oil Filter (Kg)	57.00	3.00	60.00
Oil Soaked Cloth (Kg)	99.20	82.20	181.40
Used Oil (L)	600	0	600
E-waste (Kg)	0	0	0
Spent Resin (Kg)	35.00	38.80	73.80
Empty Dry Packet (Kg)	200	0	200.00
Waste Oil (Kg)	0	79.20	79.20
Oil sludge (Kg)	0	340.6	340.60
Non- hazardous Waste			
Boiler Ash (MT)	702.57	0	702.57
Dust collected from ESP- Fly Ash (MT)	200.43	0	200.43



OUR EMPLOYEE **PRACTICES**



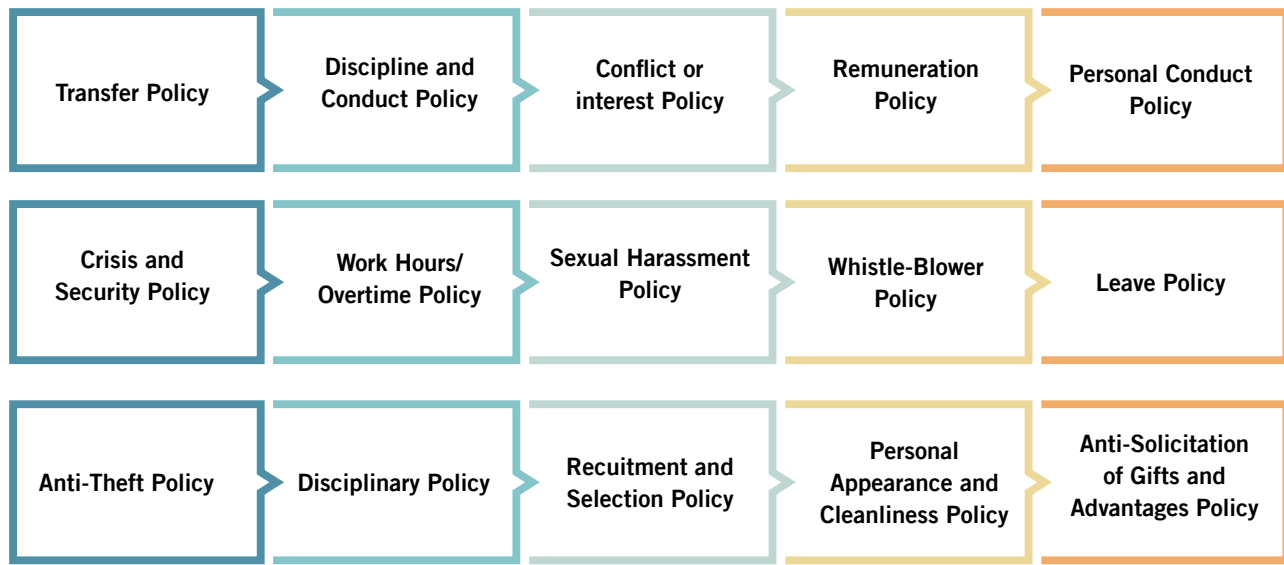
Our approach to workforce management

Workforce is the most vital asset for any company. Employee is the primary resource that directly contributes to the success of a business. We, at Gloster Limited, are mindful of the influence of healthy employee relation, on growth and sustenance of business. Our association with employees is founded on the pillars of mutual trust, respect, support and security. We consider employee satisfaction as one of our key areas of concern and invest in professional development and wellbeing of our people. Numerous training programs are organized to embolden skill set of our employees, enabling them to deliver at their highest potential.

Safe and conducive environment is a requisite for efficient implementation of operational activities and tasks. Employees prefer organizations that provide a healthy workplace environment, respect their needs and treat them with dignity. We strive to provide a conducive workplace environment and believe in strategically engaging workforce, by maintaining transparency with them through clear and timely communication. They are apprised of changes being brought in the organization with regards to policies, processes or structure (organizational and operational). They are welcomed to provide suggestion and feedback whenever required. This strengthens their trust in the system and makes them feel counted. We have adopted a policy of easy approach, which allows employees to interact with management team so that their concerns come in direct notice and are resolved quickly to the organization’s best ability.

Employees seeking advice on career development are counseled by seniors. Regular discussions are carried out for understanding their concerns and reviewing their performance. Dedication, hard work and extraordinary output of personnel is recognized and acknowledged periodically, encouraging them to keep up the good work. The reward programs motivate all employees to perform better. To retain and nurture our talent, we empower employees with training, workplace benefits and a forward-thinking culture.

India having ratified ILO Employment Policy, 1964 in the year 1998²⁷ promotes freedom of association (i.e. right to organize and collective bargaining), equal opportunity of employment, non-discrimination, occupational health and safety, prohibition of child and forced labour, tripartite consultation²⁸. Our fair employment policies and practices encompass these aspects; aim to safeguard employees’ rights, enrich their lives and imbibe high ethical working standards in our employees, in line with national and international labour standards. Some of our internal policies are listed below:



²⁷https://www.ilo.org/dyn/normlex/en/f?p=1000:11300:0::NO:11300:P11300_INSTRUMENT_ID:312267
²⁸https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_672549.pdf

Employment

Gloster Limited has combination of permanent and contractual employees arriving at total number of 4841 including head office and mills. Total strength of permanent and contractual employees at Head office, Main Unit and Ananya Unit for FY 2019-20 is given below:

Type of Employment	Head Office	Main Unit	Ananya Unit
Number of Employees	25	4580	236
Total	4841		

The following table shows us the total number of male and female employees in the organization for FY 2019-20:

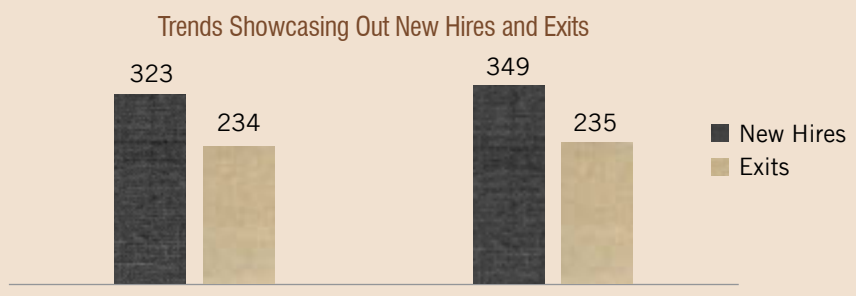
Unit	Male	Female
Main Unit	4564	16
Ananya Unit	236	0
Head Office	24	1
Total	4824	17

New employee hires and employee turnover (GRI 401-1)

Dedicated, agile and responsible employees scale up sales, marketing, production, and related processes of an organization. We acknowledge the importance of creating and maintaining talent pool to be able to stand out in market and progress continuously. We have adopted a Recruitment and Selection Policy that provides guidelines for clean hiring process. A detailed job description is provided, and Gloster Limited’s purpose is explained to candidates during application and interview processes to give a direction about their probable job responsibilities. New employees are recruited on the basis of their competency, merit and suitability, as endorsed in ILO Discrimination (Employment and Occupation) Convention, 1958²⁹. We give equal opportunities to our employees and does not discriminate in wages based on gender.

Those associated with our organization for a long time have acquired the skills and experience required to design new processes and drive initiatives to keep pace with the evolving jute market. They are comfortable with company’s working ethos and have good understanding of our long-term goal. We have adopted employee-centric practices related to growth and skill development opportunities to retain talented workforce. We have observed that the attrition rate is same in FY 2019-20 as compared to that of in FY 2018-19.

The following table gives the employee turnover at Gloster Limited in FY 2019-20 and graphical representation of trend of recruitment and exit over past two year.

Year	FY 2019-20	Graphical representation of trend of recruitment and exit over past two years	
New Hires	349	<div> Trends Showcasing Out New Hires and Exits </div>  <div> <div></div> New Hires <div></div> Exits </div>	
Exits	235		
		FY 2018-19	FY 2019-20

²⁹https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_85_en.pdf

The graph discloses that new hire at Gloster Limited has increased by 8.04 % whereas total exit has remained almost the same in FY 2019-20 when compared to new hire in FY 2018-19. The exits are mainly because of superannuation of employment, resignation due to personal reasons, termination of employment and natural cause. As on 31st March 2020, overall number of total employees has decreased over the reporting year because the few contacts were terminated for contract worker agencies due to the onset of the pandemic.

Benefits provided to full-time employees (GRI 401-2)

Satisfied employees handle work challenges with ease and put special effort to deliver efficiently³⁰, and are dedicated to their company as they take pride in their jobs. They are found to dispel apprehensions of others while defending their company on various occasions³¹. Employee satisfaction is initiated by safeguarding employee rights and interests, fulfilling their needs, providing competitive compensation, and taking care of their and their families’ welfare. Many of our employees are granted loans on special request.

We, at Gloster Limited, benchmark compensation plans and benefits with peer practices and national guidelines to ensure security of our employees and contribute to their welfare. We adhere to Indian rules and regulations of Payment of Employees’ State Insurance Act, 1948, Gratuity Act, 1972, Payment of Bonus Act,1965, Employees’ Provident Funds & Miscellaneous Provisions Act, 1952 , Employees’ Pension Scheme, 1995, etc. Our employees are entitled to retirement benefit in the form of fixed pension on basic salary beside the following benefits:

Benefits	Permanent Employees	Contractual Employees
PF Contribution	10 %	10 %
ESI	3.25%	3.25%
Bonus	8.33%	8.33%
HRA	5%	×
Holiday Pay	3.33%	3.33%
Statuary Leave	5%	×
Gratuity	4.81%	×
Deposit Link Insurance	0.50%	0.50%
P.F. INS. (inspection charges)	0.18%	0.18%

*All the percentages calculated are on Basic Salary

Training and development (GRI 404-1, GRI 404-2)

A systematic approach towards employee training and development program can help organizations close existing gaps and create additional value for the business. We endeavour to groom our people and provide them with self-development opportunity of professional skill upgradation by organizing common as well as role specific training programs. Our structured developmental programs empower employees to acquire new skills, stay updated with current trends and evolve as professionals in their fields, thus enhancing their overall performance.

Technical training program: An array of generic as well as departmental trainings and workshops are organized to impart knowledge to employees regarding the latest developments in the industry with respect to technology, process, global market scenario etc. Subject matter experts are invited from reputed institutions to conduct certain sessions. Tests are

³⁰<https://www.managementstudyguide.com/importance-of-employee-satisfaction.htm>

³¹<https://www.entrepreneur.com/article/310608>

conducted to gauge the effectiveness of these programs and based on the results, in-house trainers are chosen who conduct sessions for subsequent batches and lead refreshers training in future. Field visits are arranged with the help of associated NGOs to familiarize them with different types and grades of jute through practical training. Proficient employees are sent to different cities and countries to attend industrial seminars and specific trainings on machine handling, process demonstration, etc.

Behavioural training programs are scheduled for employees across all levels to equip them with the right skills of teamwork, leadership, planning, decision-making and communication. Certain activities for team building, situational decision-making and leadership demonstration are carried out during the year to assess the effectiveness of training engagements.

Induction training program: All new employees are introduced to the legacy, vision, mission and core strategies of Gloster Limited in the first training session. Their roles and responsibilities are explained to them along with giving an overview of their working areas. They are made familiar with the unit goals, upcoming targets and ongoing programs by manager and key personnel. New staffs and workers at mills are required to undergo training for 4 months to 3 years from the day of commencement of new job, given the technical nature of job at the mills. After the training period, the Management reviews their performance and decides if the training period should be extended.

Training Snapshot:

Training in FY 2019-20	No. of persons	No. of training hours
Department work instruction and Quality awareness	23	46
Environment and safety System Management	18	36
Environment System Management	101	202
Maintenance Quality and diligence in work	104	208
Occupational Health and Safety	99	198
Occupational Health and Safety system management	63	126
Quality and awareness Management System	12	24
Quality and Environment Management System	18	36
Quality Management System	84	168
Safety and absenteeism system management	17	34
Safety system management	39	78
Grand Total	578	1156

Performance and career development review (GRI 404-3)

We encourage our people to communicate and discuss work-related issues with their supervisors on immediate basis to minimize its impact on operations and output. We follow a practice where employees are guided by their senior team members, in case they face any difficulty. Issues faced by any employee in the organization is resolved on priority.

All our permanent employees are eligible for annual appraisal. Appraisals depend on their attendance, performance and accomplishments during the year. Respective managers and supervisors monitor and review every employee's year-round performance, make note of their observations in employee feedback form and submit to management before completion as a part of annual performance review. These reviews directly impact employee appraisals. Managers also provide continuous and ongoing one-to-one feedback to employees throughout the year and explain their expectations. They help employees to identify their strengths and improvement areas. Any employee seeking career guidance is counselled by senior officers and industry experts.

Employee/Management Relations

Minimum notice periods regarding operational changes (GRI 402-1)

Gloster Limited maintains good relationship with employees and union leaders. In case we plan to implement any operational change, meeting is arranged between management and trade unions in the mill to discuss the issue and conclude at an agreed change.



- Consultation with our employee union representative:
- 1. Mr. C.B Banerjee** – Employee Welfare Manager
 - 2. Mr. Chinmoy Dash** – INTUC Representative- 40 Years with Gloster Limited
 - 3. Mr. Binayak Jana** - INTTUC Representative- 30 Years with Gloster Limited
 - 4. Mr. Ramlal Pashi** - BCMU Representative- 26 Years with Gloster Limited
 - 5. Mr. Akash Kr. Chaubey** - TUCC Representative- 32 Years with Gloster Limited
 - 6. Mr. Suman Bhandari** – BMS Representative-18 years with Gloster Limited
 - 7. Mr. Binod Kumar Sahoo** – JWF Representative-25 years with Gloster Limited

Gloster Limited currently has 8 unions and more than 5500 employees are registered with these unions. We are indebted to Shree D.C. Baheti ji (Managing Director, Gloster Limited) for his proactive role in maintaining labour relations which has enabled us to enhance our productions over the years. Gloster Limited is the one of the most advanced mills and the management invest heavily in

- Infrastructure development
- Modernizing the plant machineries.
- Health & Safety management
- Employee Welfare, child education
- Sanitation, clean environment, community development

Investing in community and mill infrastructure had been extremely beneficiary for the employees. The improvements in roads, accessibility to good schools, clean drinking water, hospitals and other medical facilities have helped the employees immensely. These initiatives are reflected through improved performance of each and every employee, thereby enhancing the overall performance of Gloster limited.

Gloster Limited has an extremely organized HR team and provide social security, PF and DA to all the employees. In case of any grievances it is resolved amicably through dialogues between the management and the employee union representatives.

Gloster Limited’s continuous strive for improvement has made the Mill one of the most desirable place to work among the Jute Mill employees.

Gloster Limited provides on the job training to their employees as well as provides skill upgradation to the same in various fields. They provide value to their employees; timely payment of wages and other benefits are taken care of and their feedback is considered before any new policies or systems are instituted by the Management. Gloster Limited is also committed to zero fatalities at the mill.

Attention has been paid to the needs of the employees, and their inputs have been taken in the development of all the initiatives at Gloster Limited. One such example is the **provision of uniforms, free of cost** to the employees at the Ananya Unit. This reduces the purchasing burden of uniforms on the employees. The employees are provided with **safety gear within the mill premises** to prevent exposure to the probability of accidents. **Bicycles have also been provided** to the employees of the Ananya Unit free of cost, to facilitate their daily commute and reduce their financial burden. **Covered cycle sheds have also been constructed** and maintained to prevent theft and damage to the cycles, belonging to the mill employees



Occupational Health and safety

Quality of work life has significant impact on employee’s efficiency and commitment, and steers organizational performance and innovation³². We strive to provide a viable environment for our workforce by eliminating insecurities related to health and safety. ILO’s Promotional Framework for Occupational Safety and Health Convention (No. 187) promotes continuous improvement of occupational safety and health. Constant monitoring of safety performance can help to identify the flaws in system, that should be rectified.

Occupational health and safety (OHS) management system (GRI 403-1)

A good health and safety management system is one that constantly updates the mechanism to account for new risks and hazards that appear at workplace, besides the existing measures for protecting workers³³. We have developed a comprehensive health and safety management system framework and Health & Safety Policy to minimize the workplace risks and to ensure safety of our people. All our employees are trained and briefed on occupational health and safety principles and work procedures for their specific tasks based on our policy and framework. Efforts are made to develop a culture of safety among employees by regularly conducting emergency mock drills, session on importance and usage of PPEs and potential hazard identification exercises.

Occupational Health and Safety Certification: Main Unit of Gloster Limited is certified under OHSAS 18001:2007 from Bureau of Indian Standard. Our Ananya Unit has been awarded OHS 558016 certificate from British Standards Institution India for the Occupational Health and Safety Management System in the mills for manufacturing jute and jute allied product. Air quality is monitored around the mills as a part of Health & Safety risk assessment in accordance with law.

³²Hymavathi K., Rao K.S. Sekhara.2019.Impact of Quality of Work Life Dimensions on Organizational Performance: With Reference to Jute Industry in Andhra Pradesh and West Bengal, India.Indian Journal of Public Health Research & Development.10(1):206-210.

³³http://www.ilo.int/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/article/wcms_098126.pdf

Worker participation in occupational health and safety program (GRI 403-4, GRI 403-5)

Workers participation in the management of occupational health and safety helps to develop a positive health and safety culture and can potentially reduce accident absenteeism³⁴. We emphasize on worker participation in implementation and monitoring of safety practices and interact with workers during evaluation of the occupational health and safety management system so that they can suggest realistic and effective ways of protecting employees. Every employee at Gloster Limited belongs to either of the 8 unions, the representatives of these unions are involved in monitoring of health and safety practices in premises of Gloster Limited. We encourage our people to inform their supervisor, union head or floor in-charge about any work-related hazard that comes to their notice at the earliest, so that prevention or corrective measures can be taken timely. Formal safety committee comprising of employee representatives, union heads, safety officers and management review safety performance periodically and discuss action plan for upcoming period to bring necessary modifications in the system.

Safety training program: Yearly calendar is prepared to coordinate safety trainings for every employee on topics such as Fire Safety, Fire Management System, Occupational Health and Safety measures, Usefulness of use of Personal Protective Equipment (PPEs), Environmental Management System, Mock drills, etc. Special training is provided to employees for use of heavy and high-risk machinery to keep them safe.

Occupational health services and risk management (GRI 403-2, GRI 403-3, GRI 403-6, GRI 403-7)

People involved in physical labour are more exposed to the risk of experiencing injury at facility. We aim to systematically improve health and safety conditions of our people. In case of any injury or medical issue, we have doctor, male nurse and ambulance available on campus to attend workers and staffs. First aid treatment is provided at dispensary within our boundaries and in case of serious injury, patient is immediately taken to nearby government hospital for treatment.

We organize free health check-up camps and health sensitization programs periodically for our employees. We provide financial aids towards clinical care to employees during emergencies like ill health or other exigencies of life. All employees excluding senior members of staff are covered under our Employees State Insurance Scheme for providing medical treatment to employees and members of their families. Our employees are required to ensure that they have the requisite level of fitness to carry out of their jobs. We also perform health audits periodically to ensure safety of the employees. In the reporting year we have conducted 1 health audit. Workers are provided with appropriate Personal Protective Equipment (PPE) such as masks, ear plugs, gloves, head gears, etc.

Accident Performance

Frequency and severity of the accidents directly affect productivity and output of a company. It is necessary for every organization to keep track and document accidents, injuries and absenteeism taking place in their premise so that extended precautions can be taken to avoid any mishap. At Gloster Limited, we investigate every incident to come out with futuristic insights that would better our system. On-site safety teams record lost time injury, near miss case, first aid case, medical case and hospitalised case. Monthly report is sent to the management team regarding occupational health and safety issues and number of injured/medical cases so that necessary steps can be taken to design and implement improved safety system from time to time. We reveal our safety performance to stakeholders every year.

The table below shows the list of injuries in FY 2019-20:

Unit	Total Accidents		Total	Hospitalised Case	Medical Case
	M	F			
Main	366	7	373	157	216
Ananya	10	0	10	7	3
Head Office	0	0	0	0	0

As we write this report the world is engulfed in battling COVID- 19 pandemic and India is no exception. After a prolonged period of lockdown, we have resumed operation of our mills. The measures illustrated below showcases our fervent determination and resolute to battle the current grim situation and our determination and decade long best practice procedures based on our ethos, mission and vision will help us steer our company to calmer waters, thereby emerging victorious and stronger.

Covid-19 Response Plan

Gloster Limited has developed a response plan to prevent and mitigate the situation that may introduce or spread COVID 19 pandemic at our workplace. Our action plan for response is prepared with reference to guidelines provided by World Health Organization (WHO)³⁵, Occupational Safety and Health Administration (OSHA)³⁶, and Ministry of Health and Family Welfare (MoHFW)³⁷.

We are currently following mentioned steps and guidelines to control spread of COVID 19 at our offices and mills:

- Employees are familiarized with symptoms of COVID 19.
- Safety regulations displayed on Notice Boards in work premises.
- Regular body temperature scans performed for all on-site employees (contingent on availability of scanning devices, which are in short supply due to acute global demand).
- Employees provided with Personal Protective Equipment (PPE) like face masks, gloves, tissue papers etc.
- Immediate workflow audit that removes instances of employees being within 6 feet of each other.
- Reduction of on-site work hours to minimum needed to sustain operations.
- Staggered shifts and work hours to minimize on-site human presence at a given time.
- Staggered use of all shared spaces, including bathrooms, breakrooms and lunchrooms, to reduce the size of any group.
- Staggered facility entry and exit procedures.
- Ban on in-person meetings (internal or external) and employee convenings (formal or informal) of any size. Employee communication handled virtually wherever possible.
- Mandatory work at home for all employees except the absolute minimum required for

³⁴https://oshwiki.eu/wiki/Occupational_safety_and_health_management_systems_and_workers%E2%80%99participation

³⁵<https://www.who.int/docs/default-source/coronaviruse/getting-workplace-ready-for-covid-19.pdf?ua=1>
³⁶<https://www.osha.gov/Publications/OSHA3990.pdf>
³⁷[https://www.mohfw.gov.in/pdf/GuidelinesonpreventivemeasurestocontainspreadofCOVID19inworkplace settings.pdf](https://www.mohfw.gov.in/pdf/GuidelinesonpreventivemeasurestocontainspreadofCOVID19inworkplace%20settings.pdf)

baseline production and logistics functions.

- Sanitary processes implemented throughout facility (soap, hand sanitizer, single-use gloves, doors propped open, hands-free capabilities, no shared food). Employees are asked to frequently wash hands with soap and water for at least 20 seconds. When soap and running water are unavailable, an alcohol-based hand rub with at least 60% alcohol is provided.
- Employees to avoid touching eyes, nose, or mouth with unwashed hands and follow appropriate respiratory etiquette, which includes covering for coughs and sneezes.
- Employees to avoid close contact with people who are sick .
- Blue tape marking of surfaces that receive frequent human contact; disinfection of these surfaces’ multiple times daily.
- International travel ban – business and personal.
- Domestic business travel bans except for critical operations (with senior management approval).
- Domestic personal travel requires employee to self-quarantine for 14 days and be symptom-free before returning to work.
- Any employee returning from a Level 2 or 3 CDC travel country must self-quarantine for 14 days and be symptom-free before returning to work.
- No deliveries except those that support production activities or emergency building maintenance.
- No visitors (including suppliers and customers) except those approved by senior management.
- Employees asked to report contact with any person who tests positive for COVID-19; employee must subsequently self-quarantine for 14 days and be symptom-free before returning to work.
- Employees to immediately report symptoms associated with COVID-19 exposure.

Human Rights

We respect the rights of every individual and intend to preserve the same. This message is communicated to all suppliers before onboarding them. Gloster Limited complies with all applicable labour laws and strictly condemns the practice of forced labour, child labour, sexual harassment. We take special care to protect vulnerable section of our society, especially children, against any treatment that interfere with their right to education, physical, mental, social and moral development. To make sure that no human right violation occurs in our company, we conduct regular inspections. We also perform due diligence of our suppliers to ensure clean and ethically righteous supply chain. Our Discipline and Conduct Policy upholds the fundamental human rights and is applicable to all our people. No complaint on human rights such as child labour, forced or compulsory labour, sexual harassment was registered in reporting period in our operations or supply chain.

Grievance Redressal Mechanism

We have instituted open platform for our employees to share their concerns and complaints. Employees are urged to report any violation of rights or Code of Conduct, without fear through email or complaint drop box. The robust union system of Gloster Limited looks after grievances of the workers and communicate the same to the welfare officers. A formal register is maintained to record the complaints. Formal committee is administered to review the raised grievances, discuss with concerned people and fairly resolve the issues in time bound manner.

We have three full time safety officers who maintain consolidated record of workplace injuries, accidents and illness. They organize and coordinate year-round safety programs on various hazards and risks that pose threat to our employees.

Diversity and Equality (GRI 406-1)

Freedom from discrimination is a fundamental human right and is essential for employees to develop to their full potential[<https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/equality-of-opportunity-and-treatment/lang--en/index.htm>]. Organizations promoting equality enjoy access to higher quality of workforce and gain broader public support. Several laws such as The Equal Remuneration Act 1976, The Rights of Persons with Disabilities Act 2016, The Maternity Benefit Act 1961, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, Industrial Disputes Act 1947 indirectly advocate non-discrimination among employees in India. We, at Gloster Limited, do not discriminate any candidate or employee based on gender, caste, colour, religion, political opinion, social origin or any other detail that is irrelevant for job. No case of discrimination was notified during the reporting period. We encourage female employee recruitment and retention to maintain gender diversity at workplace. We follow equal pay policy for men and women working at same position/post. Equal opportunities of growth and development are provided to every employee.



Labour Management Practices

Good relation between employees and employers bring in success for an organization. Good relation fosters employee loyalty and reduce conflicts at workplace thus helping employees to concentrate on work. Gloster Limited values every employee and undertakes fair labour practices to strengthen employee relationship.

Freedom of association and collective bargaining (GRI 102-41, GRI 407-1)

Collective bargaining allows workers to negotiate freely with their employers regarding working conditions, salary and other benefits to reach at a common point of agreement. Gloster Limited promotes freedom of association as well as collective bargaining. Collective bargaining is an important form of stakeholder engagement for us. Gloster Limited has a tripartite agreement under which all employees are covered.



Tripartite Agreement 2019

A reformed Tripartite Agreement was discussed and agreed upon by jute industry-wide trade unions, government and Jute Mill Association on 13th March 2019 upon expiry of the previous Tripartite Agreement, 2015. The latest agreement mentions minimum wage to be Rs. 370 per day, reconfirms payment of benefits (PF, ESI, Gratuity, Bonus etc.), facilitates payment of dearness, attendance and house rent allowances, directs Management to ensure canteen facility to employees on no-profit-no-loss basis. In addition to this, the agreement guides the Management to provide identity cards, letter of appointment and other document to employees.

The percentage of employees covered by collective bargaining agreements is the most direct way to demonstrate an organization's practices in relation to freedom of association. We currently have 8 unions and more than 5500 employees are registered with these unions. We ensure that every permanent employee is covered under collective bargaining agreements. Each union has a chosen representative who is consulted by management as and when required. An easy approach policy is followed in Gloster Limited where employees are emboldened to interact with the management without hesitation. A harmonious relationship exists between employees and Management, any dispute is resolved in an amicable way.

GRI 408: Child labour

Operations and suppliers at significant risk of incidents of child labour (GRI 408-1)

Child labour refers to worked performed by children that interferes with their right to education, physical, mental, social and moral development²⁵. Poverty forms the base for child labour resulting into unskilled future generation. Children fall in vulnerable section of the society owing to under developed mental and physical ability to defend their own interest. India has ratified International Labour Organization Convention 138 (Minimum Age Convention) and 182 (Worst Forms of Child Labour Convention) to eradicate child labour from the country²⁶. We conduct surveys and inspections to ensure that no child is employed at any of our units. We also perform due diligence of its suppliers to ensure clean and ethically righteous supply chain.

GRI 409: Forced or Compulsory Labour

Operations and suppliers at significant risk of incidents of child labour (GRI 409-1)

Forced labour refers to compulsion imposed on people to work under threat or as punishment against their will. This form of labour is prohibited under international human rights law and India has ratified ILO core conventions 29 & 105 to ban compulsory labour²⁷. Gloster Limited condemns the practice of forced labour and respects the right of every individual to work voluntarily. No case of compulsory labour has been spotted in supply chain during reporting period

Other Policies





OUR COMMUNITY INVOLVEMENT

Commitment towards community

We respect the rights of community and are of the opinion that industries and society are inter-reliant. Our relationship with community stakeholders has evolved over time on the founding blocks of good faith, transparency and credibility.

We engage with local people for on-site operational work and initiate projects to catalyse a skilled and economically resilient community. The company prominently contributes to local economy by providing employment to thousands of labourers residing around our mills in Bauria. Local people willingly participate in projects and support our enterprises. The harmony existing between local community, a key stakeholder group and Gloster Limited influences our business positively. We utilize our strengths to build a sustainable society. Our social vision is to be a

Socially committed corporate by building vibrant communities in harmony with nature. Aiming to become the most admired company in India. Meet customer expectations and be rewarded with a smile.

At Gloster Limited, we have always believed in giving back to the community who have been instrumental in the development of the organization. Every year we conduct consultation with relevant local community stakeholders through the following process:



Step 1. Local stakeholder identification: Among the many stakeholder identification processes, we follow impact and interest-based identification process. We draw a sketch of the stakeholder groups from surrounding who are affected by our activities and those groups from in and around mills and raw material producing areas whose interests are associated with our activities. Some of the stakeholder groups are- farmers of our mill, residents, and other representatives and accountable NGOs and community-based organizations such as NGOs like SEVA, local clubs, medical team, nearby schools, religious associations.




Step 2. Past local stakeholder consultation reference: We go through past consultation reports to update our team with previous discussions and commitments. It also helps us track progress of our ongoing initiatives. We follow through our commitments to local stakeholder, periodically.



Step 3. Local stakeholder interaction: We organize meetings and discussions with representatives from these stakeholder groups to identify gaps in the existing initiatives, and map new areas of development. We also utilize this platform to disseminate information about our projects and their role. Discussions with broader groups are conducted at a venue suggested by community people, to provide a comforting environment for them to share their concerns and grievances. Upon reviewing the requests placed by them, need based modifications are carried out in the ongoing projects.



Step 4. Document local stakeholder discussion: An important step of effective management of local stakeholder engagement is to document consultation activities, points of discussion and their outcomes. We sincerely record the process, discussed issues, observations and points of action to maintain clarity and accountability. This also forms the basis and reference for communication at all levels, especially at a later stage.



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A diverse range of social activities is systemized by our CSR team to address urgent community needs. Initiatives undertaken by Gloster Limited focus on the areas of education, healthcare, hunger eradication, infrastructure development, transport facility, to empower less privileged and marginalised sections of the society. We also take interest in ecological restoration and animal welfare. All our productive activities involving communities are acknowledged and appreciated by local people as well as municipal bodies.



Our Community Engagement Framework

We follow a strategic approach to ensure financial stability of Corporate Social Responsibility (CSR) fund. Under Section 135 of Companies Act, 2013, Gloster Limited has incurred an expenditure of INR 7.38 million in FY 2019-20.

Key focus areas and initiatives (GRI 413-1)

Education for an inclusive growth

Education paves the path for social and economic upliftment. It is a tool has that upgrades living standard of people by making them more able and opening multiple avenues for earning. Gloster Limited believes that every child of the nation should have access to universal education to eliminate social evils. Even the *United Nations Development Program (UNDP) designed Sustainable Development Goal 4*, emphasises on the provision of quality education with specific targets to achieve the goals.

We facilitate free of cost education to children of employees and neighbouring communities at a nearby primary school. We look after the operation and management of Fort Gloster Primary School in the region and support the infrastructure development of Gloster Vidyalaya Higher Secondary School. We also distribute brail study materials to the students of Ananda Bhavan, a school for visually and auditory challenged children.


i. Fort Gloster Primary School



Fort Gloster Primary School

- | | |
|-------------------------------|----------------------------------------------|
| ✓ Fort Gloster Primary School | ✓ Pre-nursery, Nursery, Class I, II, III, IV |
| ✓ Bengali Medium | ✓ Funded and managed by Gloster Limited |

The unprivileged section of society must be provided with a better learning environment that attracts them towards education. We attempt to make children aware and self-reliant by equipping them with knowledge and skills. Gloster Limited has made provisions to ensure that children belonging to low income families have access to education free of cost. Fort Gloster Primary, managed by Gloster is open to not only the children of our employees, but also to the children from the local communities. The school has been nurturing young minds from pre-nursery to fourth standard for over a few decades, with a strongly reputed alumnus, comprising doctors, teachers and policemen. We interact regularly with the teaching staff at the school and provide any additional support required to improve the learning conditions for the children. We also provide woollen sweaters to the students of the school during winter. Currently, we are in the process of expanding the boundaries of the school to accommodate more students.



Rebati Mohan Adhikary
Head Teacher- Fort Gloster Primary School

This school provides opportunity children belonging to weaker section of society to receive education. Our primary focus here is to inculcate the habit of reading and learning among our student. We make constant effort to explain the significance and relation between education and overall wellbeing. We work tirelessly to encourage of Children from diverse background to avail this opportunity. I feel privileged to be a part of this inspiring initiative since childhood. I was once a student of this institution, and now the head teacher. The journey has been overwhelming for me.

We are grateful to the Management team of Gloster Limited for promoting quality education and managing the school in an effective way. We have expressed our desire to bring about certain changes in the school to be able to accommodate more students. The management of Gloster Limited has appraised the idea and is willing to give us a hand of help. We are thankful to Gloster Limited for engaging with community year after year and putting effort to transform our lives

Our team of enthusiastic staff members consist of:

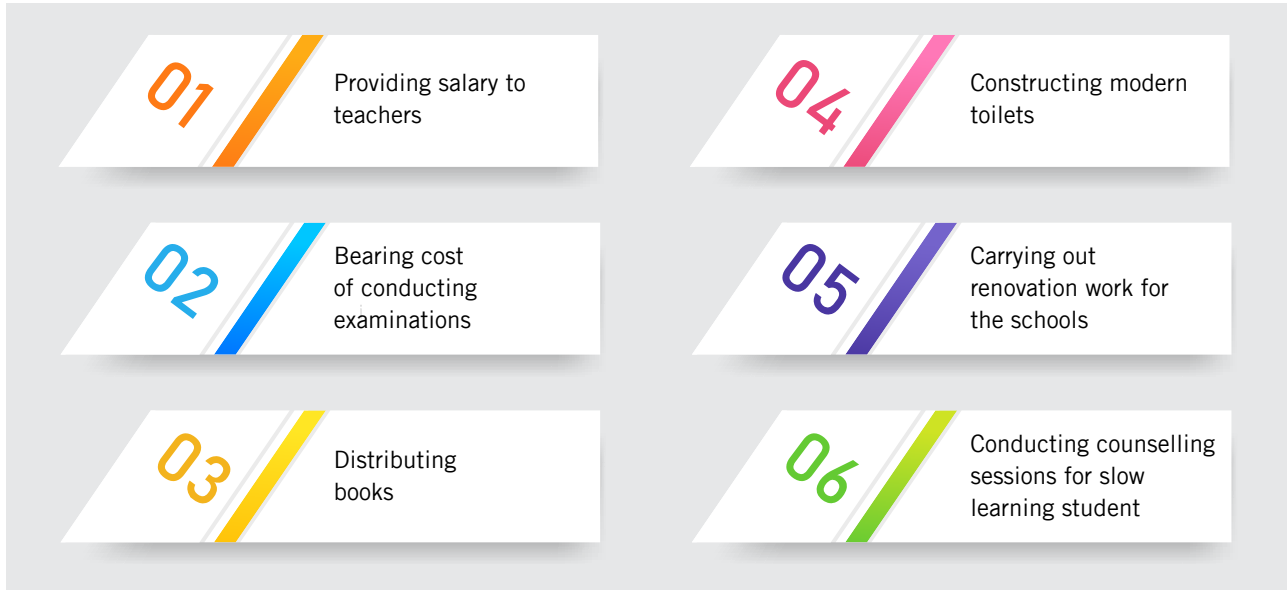
01	Rebati Mohan Adhikari Head Teacher	02	Renendra Mohan Ganguly Assistant Head Teacher
03	Ashok Kumar Ghosh Assistant Head Teacher	04	Mou Charan Assistant Lady Teacher
05	Debarati Ghose Assistant Lady Teacher	06	Papia Chakraborty Assistant Lady Teacher

ii. Fort Gloster Vidyalaya



Another initiative of ours is to bring support infrastructural maintenance and upgradation at Fort Gloster Vidyalaya, a higher secondary school located near our Main processing unit in Bauria. Computers and other necessary equipment have been donated to the school to provide advance learning space for students. Extra-curricular activities are organized for students to mature their skills. Admissions at Fort Gloster Vidyalaya are open to children of employees, as well as to the children from the local communities. This is demonstrative of our support for free and universal education for the children of residents of Bauria, neighbouring localities and children of jute mill employees. Furthermore, we arrange training

facilities for teacher to develop new teaching methodologies and skills that would make learning process interesting for students. Listed below are some of the support provided by Gloster Limited to enhance the learning experience at Fort Gloster Vidyalaya in Bauria.



Taking care of community health

Health, hygiene and sanitization impact wellbeing of a community at a stroke. Health issues can put social as well as economic development of a region on hold. Marginalized section of society face challenges related to access affordable and adequate healthcare facility in developing countries. Similar situation prevails in certain rural area of India. The *United Nations Development Program (UNDP)*, *Sustainable Development Goal (SDG) 3* states '*provision of healthy life and well-being for all*' as a goal for every country. Keeping this in view, Gloster Limited takes up projects related to healthcare facilities and access to clean water and sanitation.

We address this issue of health and hygiene very seriously. While planning our CSR initiatives for a year, increasing accessibility to clean water, healthcare facilities, sanitation and hygiene of the community is considered to be imperative by our team. We reckon it to be our responsibility to address existing health issues in the area where we operate. Following initiatives are undertaken by Gloster Limited to look after societal wellbeing:

- We have collaborated with NGOs to make medicines available free of cost at charitable medical dispensary.
- We organize weekly and monthly health campaigns where doctors are called from neighbouring areas to conduct health check-ups for community people.
- Certain health and hygiene awareness camps are set up with the help of volunteers to educate people about the causes, symptoms and effects of various diseases cancer, tuberculosis, etc.
- Eye care campaigns are also conducted at times where cataract operations are carried out for patients at zero cost.
- Besides, we have constructed public toilets in certain areas to ensure a hygienic surrounding for local employees.
- Yoga sessions are often arranged at community yoga centre constructed by Gloster Limited to look align mental health with physical wellbeing.

Provision of free transport

We extend our social responsibility for our employees by looking after their daily commute need. Our employees are required to travel to Budge Budge from Jute Mill on a regular basis for various reasons. Gloster Limited has made provision of free ferry service for all employees from Bauria to Budge Budge. This service is accessed by family members of our employees as well. The ferry takes numerous trips across Hooghly River throughout the day according to a fixed schedule. The following pictures have captured some moments of the ferry service:

Other CSR activities

One of our initiative aims to fulfil one of the basic needs of life. It falls under the umbrella of *Sustainable Development Goal 1 of UNDP*, that is, Zero Hunger where we provide mid-day meals to differently able residents from the local community every day.

We find it important to identify the entrepreneurial acumen amongst local businessmen and to foster such small-scale practices, as the long term value of such initiatives are unquantifiable. Gloster Limited tries to contribute in recreational social activities to elevate the happiness quotient in peoples' lives. These activities help in building trust and fostering an inclusive community which works in harmony with our business vision. Some of our voluntary contributions towards community are:



Picture requirement (any other new initiatives to be included):

Our Employee Cycle Stand	Community Festivals sponsored and organized by Gloster Limited
Doctor checking patients	Gloster Limited's Ambulance
Blood donation camp	Eye check up camp
Gloster school, teachers, students, etc.	Yoga centre
Mid-day meal for differently able person	Garment distribution
Animal welfare	Festivals
Annual sports/ picnic	Ferry service

Public Policy

Gloster Limited's Public policy positions (GRI 415-1)

Gloster Limited is conscious of its responsibilities towards the public at large and acts as a responsible corporate citizen. We have not made contributions of any kind to any political party, politicians and related institutions in FY 2019-20.

Socioeconomic Compliance

Non-compliance with laws and regulations in the social and economic area (GRI 419-1)

We have strict policy against anti-competitive behaviour and given the collaborative nature of jute industry in India, anticompetitive policies are non-existent. In FY 2019-20, we have no legal actions taken against us for anti-competitive behaviour, antitrust and monopoly practises. In FY 2019-20, we have no monetary fines imposed or non-monetary sanctions initiated against us for non-compliance with laws.

RESPONSIBLE PRODUCT



GRI 417: Marketing and Labelling

Requirements for product information and labelling (GRI 417-1)

At Gloster Limited, product responsibility is embedded in each stage of product development, right from sourcing of raw material, finished products, satisfaction of the end users and its eco-compatible disposal. This self-sustaining business model finds its roots in three core practices.



Organic Jute Farming



Research & Development



Green Product Portfolio

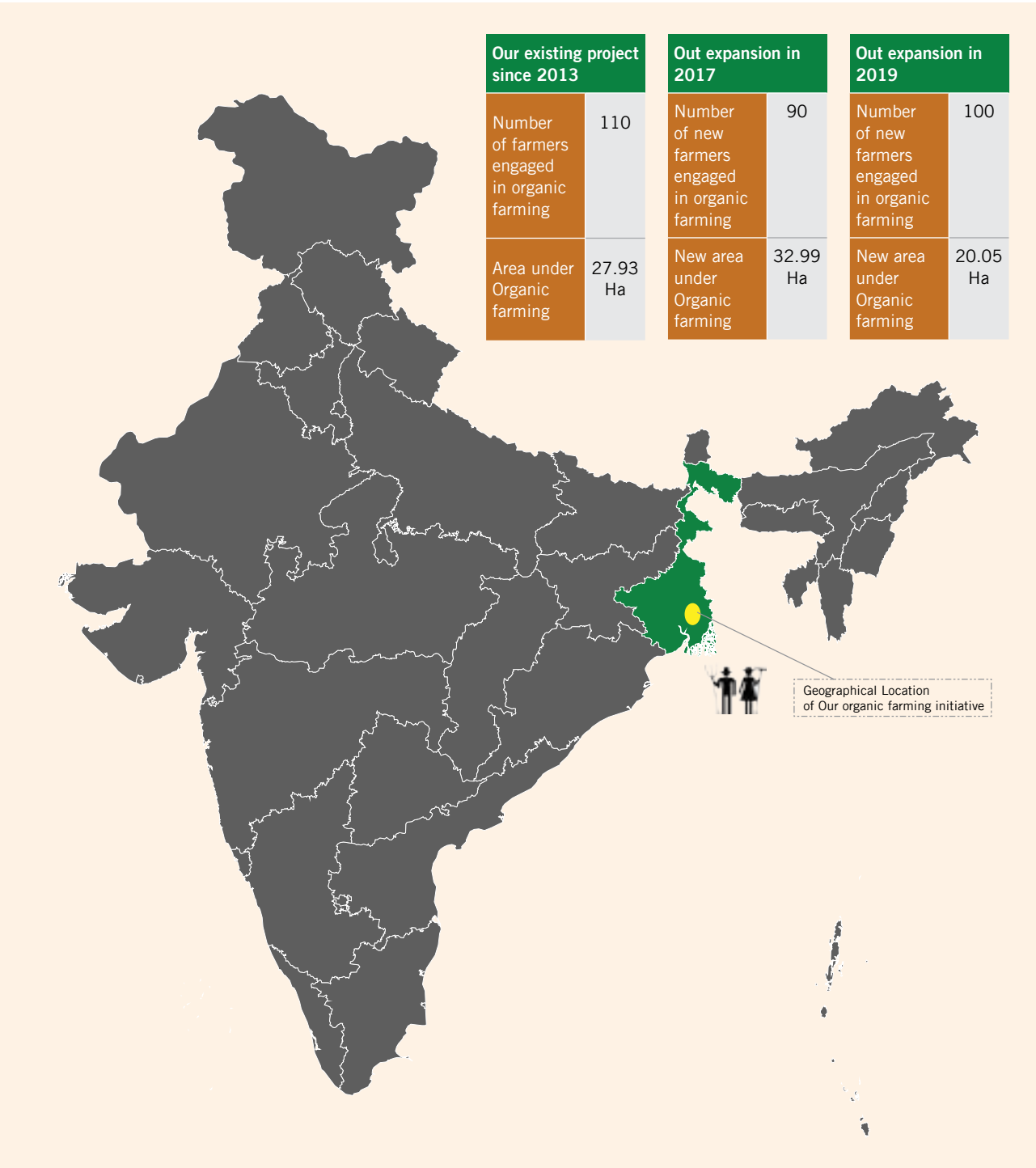
We provide our customers a wide array of ingenious jute & jute-allied products and packaging solutions, compliant to international standards. The versatile range of products from our company include Hessian, Double warp cloth, Sacking cloth, Tarpaulin cloth, Canvas cloth, Scrim cloth, Hessian bags, Sacking bags, Double warp bags, Lifestyle products, Yarn, Geo textiles, Non-woven fabrics, Jute tape, Nursery liners, sheets, treated, laminated, coated products and other specialty upstream products like Technical textile and Healthcare products.



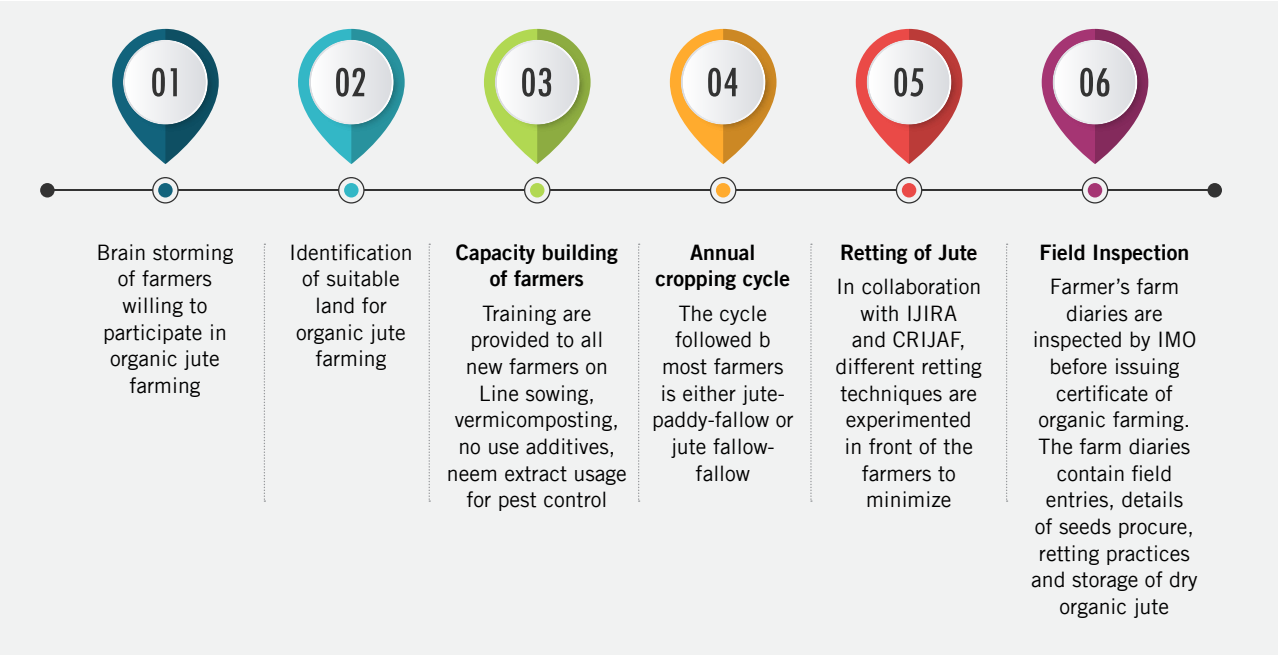
1.Responsible sourcing of raw material: Organic jute farming

Gloster Limited anticipated the upcoming demand for organic material almost a decade ago. We wanted our product to have a sustainable life-cycle that would begin with the raw material being sourced from our own organic jute fields. In 2013, we initiated a unique programme regarding cultivation of organic jute in Kankarasuti, Baduria Block, District North 24 Parganas, West Bengal in association with SEVA, a NGO. The program is funded by Gloster Limited and organic agricultural training is given by SEVA to registered organic jute farmers. Starting form 110 farmers in 2013, now at 2019, 300 local farmers are beneficiaries to our program.

The registered organic jute farms are annually inspected by IMO Control Pvt. Ltd and certified in accordance with requirements of India’s national Programme for Organic Production Standards as conversion- I quality (first year of farming), conversion-II quality (second year of farming) and organic jute certification at 3rd year of organic farming.



The steps involved in embarking organic jute farming and organic jute certification on a land are as follows: Gloster Limited carried out a survey in which the Kankrasuti, Parpatna and Kurulgachi of Baduria block were identified to be suitable for organic jute cultivation. These villages in low lying areas are submerged under water during monsoon. Various aquatic plants and weeds like water hyacinth grow there. Post monsoon when the water recedes, these aquatic plants form a layer of natural fertilizer after being composted. This helps in revitalizing the soil making the area extremely conducive for organic jute cultivation.



Stakeholder Consultation with organic farmers		Governance structure:
Name of the farmers	Location	Gloster ensure robust governance structure by paying honorarium to the eco volunteers, internal inspector and SEVA. Eco volunteers are the backbone of organic farming initiative. Eco-volunteers are residential farmers who actively participates in conducting the following activities: <ul style="list-style-type: none">• Total documentation of produces• Help the farmers in maintaining farm diaries• Supervise jute harvesting and retting• Organize meeting and trainings Internal inspector checks entries in the farm field diaries for IMO inspection. SEVA takes care of smooth purchase and transportation of organic jute to SEVA's godown and then to Gloster Limited.
Sabiqur Mondal	Par Patna	
Kuddus Mondal	Kurulgacha	
Abul Fazal	Kankrasuti	
Abdur Rehman	Kankrasuti	
Support provided to farmers:		Enviro-social issues identified in area under organic farming:
Gloster Limited provides the farmers with certified high yield seeds and seed drill equipment, training and supervision cost, raw material transportation cost and taxes. It helps us in the following ways: <ul style="list-style-type: none">• Reduced cost of weed management• Reduced cost due to thinning of plants• Reduced cost of seeds required per hectare as it provides higher yield per hectare Better quality jute fibres		During the stakeholder consultation, farmers mentioned some issues faced by them: <ul style="list-style-type: none">• Lesser availability of water during non-rainy season• Contamination of field due to presence of brick kiln nearby• Lesser employment opportunity for women• Absence of adequate educational facility

Case Study: Upliftment of Jute Farmers' economic, environmental and social wellbeing

Our Team in collaboration with CRIJAF and IJIRA are constantly finding ways to uplift the social well-being of the farmers. We at Gloster Limited engage periodically with the farmers, members of IJIRA and CRIJAF, to identify certain measures that will ensure the upliftment of the farmers. The solutions identified by us are listed below and we plan to work with international and national bodies to organize the jute farming sectors thereby improving the economic, environmental and social wellbeing of the jute farmers and the area where jute cultivation is most prevalent.

- 1) Increased lab and field work on dry retting of jute for standardization of the process is needed to render its ready acceptance by the farmers
- 2) Seeds should be produced in West Bengal this will reduce the following, transport cost reducing, middle man cost and provide timely availability of the seed to the farmers
- 3) Jute grade determination and moisture measurement arrangement should be made available in respective villages to enable the farmer to ask for the rightful price of his produce.
- 4) Jute seed drills should be provided and made compulsory as the standard jute seeding practice requires almost double amount of jute seeds. The seed drills will also reduce labour cost for rarefication
- 6) Use of needler for taking out weeds. The same must be provided and made compulsory for every farmer
- 7) The water bodies presently used for retting can be used for fish farming
- 8) Test for field soil for nutrients value etc. must be ensured
- 9) Farmers capacity should be built for the most suitable cropping cycle to be followed.
- 10) A professional organization should be authorized to produce the required kgs. of fungi for dry fermentation of jute stalks moistened with required dose of 1) aspergillus tamari l 2) a. flavus 3) a. niger and sportrichum isolation from rotten fruits and vegetables.,

The above recommendations will solve the following:

- Water problem
- No emissions of methane
- Reduce labour cost by 50%
- Reduce jute seeds cost by more than 50%
- Rain water ponds can be used for fish farming
- No need to stand in muddy waters for retting and splitting
- Keep the soil tested and treated for nutrients supplements
- Enabling the farmers through awareness generation program and skill development program

Case study: fungal retting:

Retting is a process in which the tied bundles of jute stalks are taken to the ponds (stagnant water) by which fibres get loosened and separated from the woody stalk. The bundles are steeped in water at least 60 cm to 100 cm depth. The retting process is completed in 8 to 30 days. Production of quality jute fibre primarily depends on the retting process of jute. Retting also requires huge quantity of water.

However, retting is biological decomposition of biomass in stagnant water. Based on several studies the post retting water showed several fold increases in BOD, COD levels, increase in bacteria quantity and loss of pre-retting ecology leaving the water body unusable for the local community.

We at Gloster Limited in collaboration with CRIJAF is working towards implementing a research finding by Shyamal Banik in our organic jute area, where we are carrying out research on implementing an eco-friendly and water saving retting technology of jute, using pectinolytic fungi by dry fermentation procedure to overcome the shortcomings of conventional retting of jute. Four pectinolytic fungi have been used for these fungal dry retting of jute, viz. *Aspergillus tamarii*, *A. flavus*, *A. niger* and *Sporotrichum thermophile*. This fungal dry retting is found to be an aerobic process unlike conventional water retting, and hence one adopted by the farmers the process of jute retting will be environment pollution free, faster, water saving and able to produce good quality jute fibre with strong and unbroken full-length jute stick as desired by the jute farmers.



2. Research & Development

At Gloster Limited, we have a full facility unit with modern textile process laboratory equipment that inspire analysis and development. Gloster Limited collaborates with national and international research centres and educational institutions such as National Jute Board (NJB), Department of Jute & Fibre Technology, University of Calcutta (Institute of Jute Technology), Central research Institute for Jute and Allied Fibres (CRIJAF), The South Indian Textile Association (SITRA), National institute of Research on Jute Allied Fibre Technology (NIRJAF), Indian Jute Industries Research Association (IJIIRA). Any improvement/change that takes place in any of the manufacturing criteria, it goes under rigorous testing and double checking before we present to the world with our new or improved product, we always make sure they do make a considerable difference

1. Quality Assurance and testing of various raw materials includes jute and allied fibres, yarns and fabrics, various chemicals, water, dye stuffs, coal, lubricants, electricity, fuel oils, effluents etc.
2. Monitoring and guiding the manufacturing process so that the final products comply with the various international/national standards and norms like REACH, Oeko Tex-100 Standard, IJO Standard 98-01 (2005) and German Regulation for AZO dyes conforming to the buyer's requirements
3. Constant evaluation and technological up-gradation of the existing process for manufacturing improved and cost-effective products
4. Developments of new products as guided by the national and international market dynamics

5. Standardization of spinning technique to manufacture different jute blended fine yarn
6. Value addition of products through stiffening, softening, rot proofing, fire-retardance, water repellence, odour-free products, eco-friendly Mildew proofing, dyeing, bleaching, bonding, layering, anti-microbial, lamination, coating, sanforizing, mercerization etc.
7. Provided guidelines in various activities like online bleaching of jute fibres
8. Production of enzymes for softening and upgrading of jute fibres
9. Tie and dye jute yarns for manufacturing decorative jute and jute cotton fabrics
10. Development of moisture management system through judicious application of chemicals
11. Development of indigenous technique for brightening of jute fibre, yarn and fabric
12. Recycling process waste into products

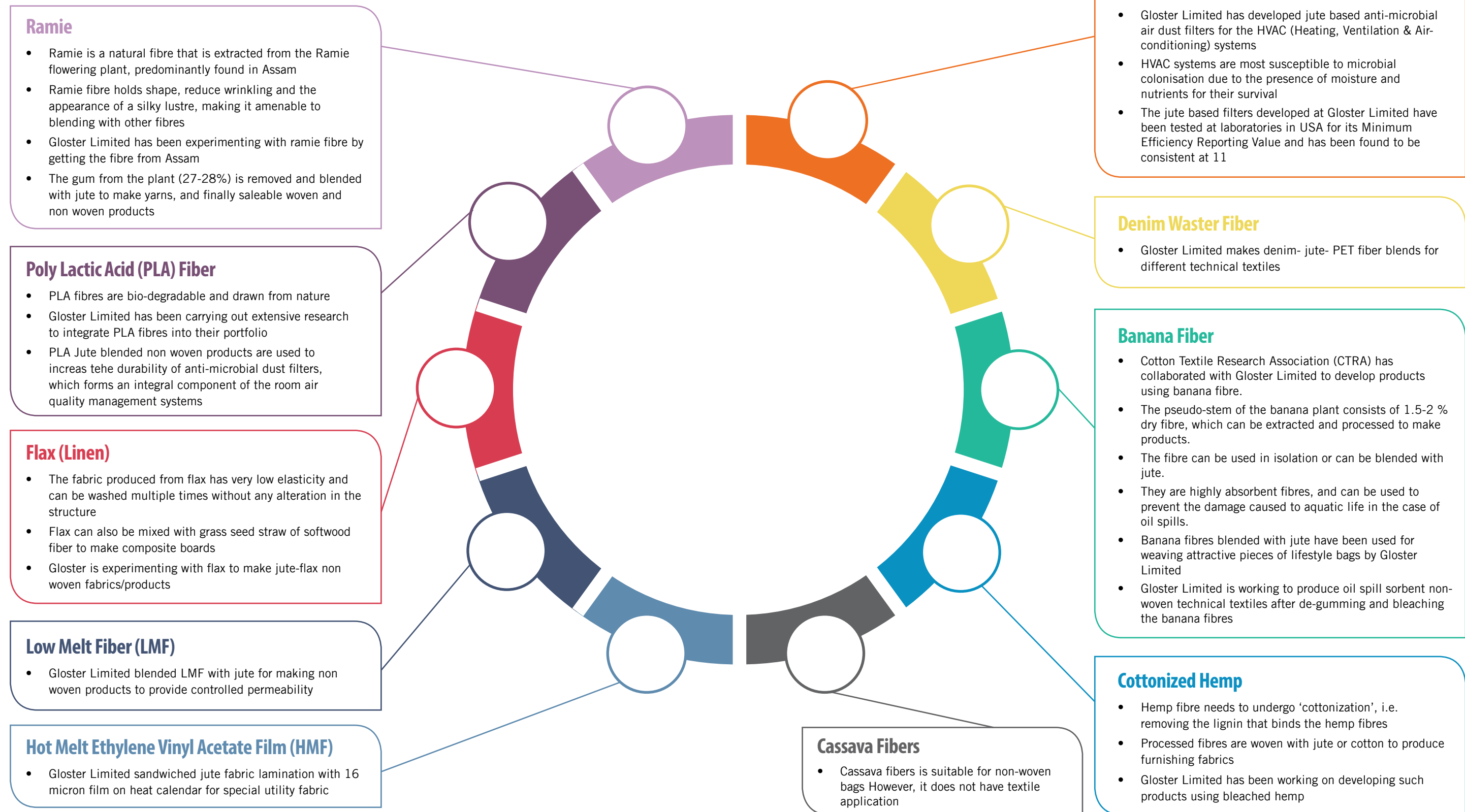


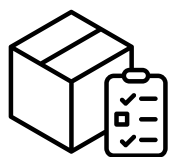
Steps undertaken for new product development include the following:

- Based on changing needs of consumers, product price portfolio analysis, global/ domestic trends and competitor analysis, we identify requirement needs of our customers
- Concept development involving trials and documentation of product specifications
- Development and finalization on new products both in-house and outsourced
- Carrying out commercial production
- Preparing launch plan, evaluation, feedback and corrective action



Some of our new products on which our research and development team are working are as follows:





3. Green Product Portfolio

We, at Gloster Limited, are determined to manufacture products with minimal negative impact. The choice of materials, whether it is the main fabric or the yarns, has a big impact on a product’s overall sustainability performance. Our product line extends to accessories and packaging materials designed to keep pace with market and consumer trends.

We strive to reduce our use of chemicals and continue to conduct research in both product and process innovations that improve resource use such as water and energy, have low environmental impacts, are long lasting in quality and have economic benefits.

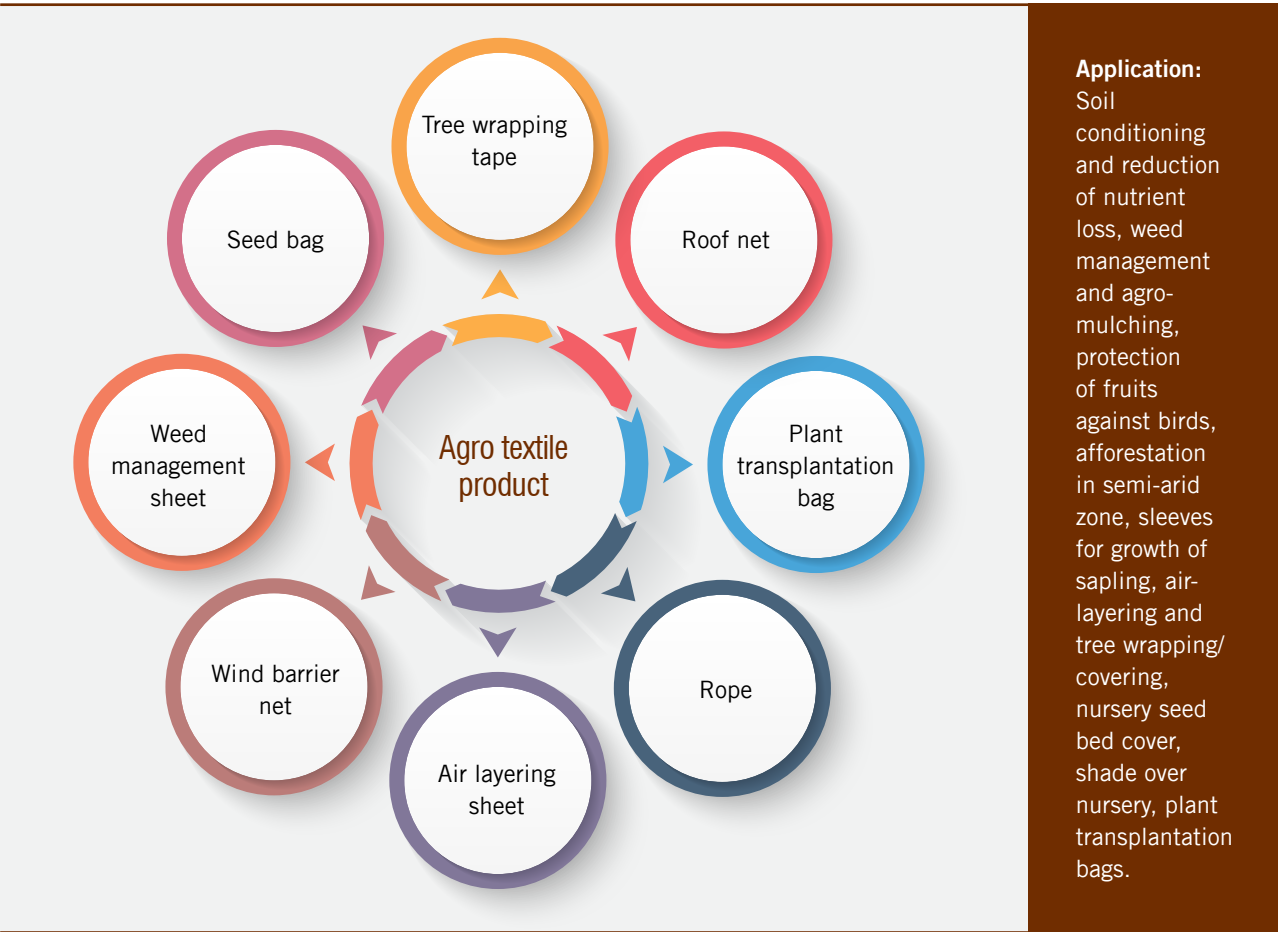


Given below are some of the broad categories of Green products and their features manufactured by us in large scale:

Agro-Textile

Jute is a widely opted fibre for agro-tech sector because of its strength, bio-degradability, water retention potential. Gloster Limited’s Agro-textiles with expert hand holding installation service go a long way in taking care of soil erosion, loss of soil nutrient due to high velocity winds, persistent heavy rains and forces of gravity on soil slopes, un-controlled growth of weeds.

Gloster Limited’s Agro-textiles offer a wide range of woven and non-woven agriculture textiles detailed in the diagram:



Application: Soil conditioning and reduction of nutrient loss, weed management and agro-mulching, protection of fruits against birds, afforestation in semi-arid zone, sleeves for growth of sapling, air-layering and tree wrapping/covering, nursery seed bed cover, shade over nursery, plant transplantation bags.

Case - Our non-woven textile used for weed suppression: Gloster Limited’s non-woven mulching textiles are used for weed suppression. They are convenient to use as individual sheets. The sheets do not need to be pulled off after use like synthetic agro-textiles and the material coalesces with the soil and acts as the soil’s nutrients supplement.

Case - Our treated agro-textiles provide site specific solutions towards host of agriculture problems: Designing of our agro-textiles is done with different structures, weights, profiles of construction to manufacture a) webbings b) tapes c) ropes d) nursery nets e) plants transplantation textiles f) substrates g) geo-pots h) air layering textiles etc. These fabrics are used for management of nutrient loss of top soil, soil erosion control and quick vegetative growth, air layering, landscaping, soil temperature and soil moisture attenuation, sunscreen, wind barrier, protection against birds, agro-mulching, SRI system of paddy transplantation, horticulture, root growth barrier, plants- transplantation, hydroponic adventitious plant root growth etc.

Geo-textiles

Jute geo-textiles are planar, flexible technical textiles that are used in civil projects like construction of road, dam, dykes, harbour, landfill, drainage system etc. It is an effective, economic and eco-friendly product. The key functions of geo-textiles are explained below:



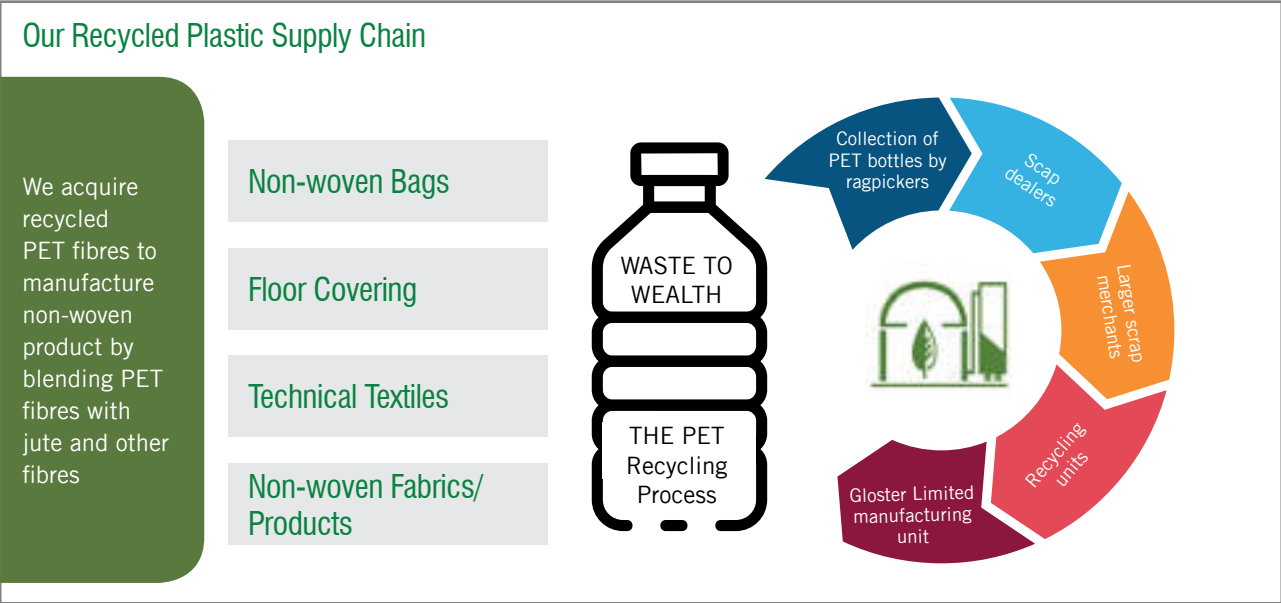
Separation	Stabilization	Moisture barrier	Reinforcement	Filtration
Jute Geo-textile separates dissimilar materials like different layers of soil and ballast for construction or maintenance of roads.	Jute geo-textile allows water from the soft soil to permeate through it without soil particles to pass out. This consolidates the soil making it a more reliable base.	Water and other materials are blocked by applying an asphaltic emulsion on woven geo-fabric that makes it impermeable to soil erosion.	Pre-fabricated jute drains when laid on soft compressible soil, improves its load bearing capacity by wicking out water from the loose soil thus rendering the soil suitable for civil construction	Geo-textile maintains the filtration strata and prevents finer particles from being washed out thus ensuring consistent and continuous drainage performance.

Gloster Limited has state-of-the-art infrastructure for production of woven and non-woven jute Geo-textiles which enables them to create environmentally sustainable substitutes to synthetic materials. Gloster Limited delivers value to customers by providing sustainable hand holding solutions to all the problems encountered in River/water body banks stabilization, mine spoil stabilization, soil slope stabilization and vegetation, road construction, encapsulated rubble drainage for roads, pre- fabricated drains of jute etc. Our geotextile products find their way through following applications:

Road Construction
The high tensile strength and endurability of the our jute geo-textile makes it a protective membrane used to separate and protect soil beneath sub-grades of roads during construction ensuring longer life of roads.
Drainage
Jute geo textile acts as filter to prevent in-situ soil from being washed into the drainage system thus preventing clogging.
Mud Control and Vegetation
Out jute geo-textile is used for improvement of muddy paths and trails. It promotes quick vegetation growth upon degradation; attenuation of soil moisture and temperature necessary for growth of vegetation.
Slope stabilization
Jute soil saver can control erosion by creating an array of micro-barriers against the over-land flow of rain water, thus reducing its velocity; partial storage due to capacity of jute to absorb water/ponding of rainwater over the soil slopes; entrapping detached soil particles.
Railway Work
Enveloping individual soil layer with jute geo fabric prevents the material wandering off sideways due to shocks and vibrations from running trains.
River Bank Stabilization
The flexibility and permeability, allowing cross-flow of water make our jute geo-textiles a better material for protecting riverbanks and embankments from the onslaught of floodwater.

Converting plastic waste into wealth

The growth interest of the consumers as well as manufacturers towards sustainable fabric is positively impacting the demand for the green version of the polyester textile known as the “Recycled Polyester”. The fibres are recycled materials from PET bottles, the fibres are recycled by Gloster Limited to create different fabrics which prevents PET scraps from going to landfill.



Global Recycling Standards (GRS) Certified

Gloster Limited is GRS certified by control union for use of recycled P.P granules for lamination of jute fabrics for making GOTS certified life style products.

The Plastic Waste Recycling process





Alignment with UNDP Sustainable Development Goals

Ernst & Young Associate LLP (EY) has been appointed to review Gloster Limited’s initiatives undertaken during the FY 2019-20 and aligning the same with the United Nations Development Program’s (UNDP), Sustainable Development Goals (SDGs). The methodology below illustrates the approach taken by EY during the review process:

The scope of EY’s work was limited to review of information pertaining to SDG for the period of 1st April 2019 to 31st March 2020 at our Main Unit, Howrah (West Bengal), and at our Ananya Unit, Howrah (West Bengal). The nature and scope of EY’s work was based on their professional judgment and they have performed procedures deemed necessary to provide a basis for their conclusions. The approach to the identification of sustainable development goals included interaction with the key personnel to identify the processes in place to capture SDG performance data and information. EY has reviewed and verified the data collection/measurement methodology, and logic of inclusion/omission of necessary relevant information/data. The review however, was limited to the following activities:




- Review of consistency of initiatives within the report as well as between the report and source
- Review of reliability of information, assessing related controls and their operating effectiveness
- Review of the company’s plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of Sustainable Development Goals
- Interview with the employees / other stakeholders at mill and at H.O

The following table gives the SDGs, a brief description of each of the goals, Gloster Limited’s key performance indicators for measuring and monitoring the achievement of the SDGs, along with EY’s assessment of Gloster Limited’s initiatives.

Goal No.	SDG	Key Performance Indicator	EY findings
1	No Poverty <div></div>	<ul style="list-style-type: none">• Promote economic opportunities for the poor• Conducting awareness generation campaigns about the impact of poverty• Enabling technological solutions and technologies to tackle challenges and reduce poverty	<ul style="list-style-type: none">• Gloster Limited provides books to the poor students• Gloster Limited distributes clothing to poor people twice a year• They provide free health care for the people of the community• Gloster Limited’s organic farming initiative assists the marginalized farmers and helps in their social and economic upliftment
2	Zero Hunger <div></div>	<ul style="list-style-type: none">• Providing support to local farmers or markets• Supporting good nutrition for all and fighting food waste.• Lobbying with the government for better nutrition plans• Organize camps to eradicate hunger	<ul style="list-style-type: none">• Provides free mid-day meals to children of economically challenged families as well as to differently able people of the locality

Goal No.	SDG	Key Performance Indicator	EY findings
3	Good Health and Well Being <div></div>	<ul style="list-style-type: none">• Providing health care access to all• Providing awareness campaigns on HIV aids and other STDs• Conducting awareness campaigns on protection of own health and importance good health and healthy lifestyle• Taking action to promote better health	<ul style="list-style-type: none">• Gloster Limited has constructed modern sanitation facilities for the local community• Gloster has an in-house dispensary and ambulance facility that are available 24x7 for employees.• They provide monthly financial help to local club for medical check-up and medicines• They take initiatives in organizing blood donation camps and eye check-up camps• Gloster Limited organizes HIV awareness campaigns
4	Quality Education <div></div>	<ul style="list-style-type: none">• Lobbying with local government to provide free primary school education to all• Invest resources in development of educational tools and schools	<ul style="list-style-type: none">• Gloster Limited provides quality schooling facilities to the children of the employees as well as the children of the people from the local community free of cost• They provide free books to children coming from economically challenged communities• They provide infrastructural support to primary as well as secondary school
5	Gender Equality <div></div>	<ul style="list-style-type: none">• Funding educational campaigns to curb cultural practices like female genital mutilation and change harmful laws that limit the rights of women and girls from achieving their full potential	<ul style="list-style-type: none">• Gloster Limited provides quality schooling (free books, mid-day meals, sweaters) facilities to the children of the employees as well as the children from the local community free of cost• They provide equal salaries to both male and female employees
6	Climate Water and Sanitation <div></div>	<ul style="list-style-type: none">• Developing infrastructure and management for clean water and sanitation• Generating awareness among society to ensure clean drinking water and sanitation• Conducting water campaigns with government and local community	<ul style="list-style-type: none">• Construction of modern sanitation facilities• Construction of modern jute based toilets for male and female employees of Ananya unit• Provision of clean water facilities to the employees and the community• Reduction of water consumption by installing steam condensate recovery system

Goal No.	SDG	Key Performance Indicator	EY findings
7	Affordable and Clean Energy <div>7 AFFORDABLE AND CLEAN ENERGY</div> 	<ul style="list-style-type: none"> Companies can maintain and protect ecosystem to be able to use and develop renewable sources of energy Employees can reduce the internal demand of fuel by prioritizing less energy intensive methods such as train travel over auto and air travel 	<ul style="list-style-type: none"> 100% replacement of coal with jute process waste in boilers Installation of solar water heaters in the guest houses and quarters Provision of bicycles for its employees Provides training sessions on energy efficient practices Providing E scooter
8	Decent Work and Economic Growth <div>8 DECENT WORK AND ECONOMIC GROWTH</div> 	<ul style="list-style-type: none"> Investing in training and education of highest possible quality Encouraging women employment Lobbying with the communities to promoting youth employment and women empowerment 	<ul style="list-style-type: none"> Providing employment opportunities to the local youth Equal wage to both male and female employees
9	Innovation and Infrastructure <div>9 INNOVATION AND INFRASTRUCTURE</div> 	<ul style="list-style-type: none"> Developing and supporting key infrastructures in the communities like roads, information exchanges and communication facilities Lobbying to prioritise and promote SDGs 	<ul style="list-style-type: none"> Gloster Limited is pioneer in certified organic jute farming Gloster Limited's Geo-textiles are used for protection of river banks, soil slope stabilization, prevention of soil contamination in landfill sites and road condition enhancement
10	Sustainable cities <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> 	<ul style="list-style-type: none"> Taking active interest in the governance and management of the localities for a sustainable existence 	<ul style="list-style-type: none"> Construction of road for the use of the people of the local communities Modern sanitation facilities for the people of the local communities

Goal No.	SDG	Key Performance Indicator	EY findings
11	Responsible Consumption and Production <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 	<ul style="list-style-type: none"> Enabling sustainable consumption and production patterns Ensuring proper reduction of waste so as not to harm the environment 	<ul style="list-style-type: none"> Gloster Limited performs organic jute farming while production of jute fibres eliminating use of pesticides and chemical fertilizers They have a proper waste management system and take sufficient measures for the reduction and disposal of waste
12	Climate Action <div>13 CLIMATE ACTION</div> 	<ul style="list-style-type: none"> Improving energy efficiency Reducing the carbon footprint of their products, services and processes Setting emissions reductions targets in line with climate science Scaling up investment in low-carbon, climate-smart products and services Prepare to adapt to climate change and build resilience in their operations, supply chains and the communities in which they operate 	<ul style="list-style-type: none"> Gloster Limited has reduced harmful emissions through usage of renewable sources of energy by recycling of jute process waste (jute caddies) as fuel for its boilers Gloster Limited has installed rain water harvesting systems Gloster Limited has several waste management measures
15	Life on land <div>15 LIFE ON LAND</div> 	<ul style="list-style-type: none"> Awareness amongst the local communities in the development and management of healthy ecosystems 	<ul style="list-style-type: none"> Encouraging organic farming thereby reducing use of pesticides and chemical farm additives and enhancing the soil natural health by FYM, vermi-compost and Neem leaf extract spray.

ASSURANCE STATEMENT



Independent Assurance Statement

The Board of Directors and Management

Gloster Limited
Kolkata, India

Ernst & Young Associates LLP (EY) was engaged by Gloster Limited (the 'Company') to provide independent assurance on its annual Sustainability Report (the 'Report') for the Financial Year 2019-20.

The development of the Report is based on the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2016 ('GRI Standards'); its content and presentation is the sole responsibility of the management of the Company. EY's responsibility, as agreed with the management of the Company, is to provide independent assurance on the report content as described in the scope of assurance. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

Scope of assurance

The scope of assurance covers the following aspects of the Report:

- ▶ Data and information related to the Company's sustainability performance pertaining to the GRI Standards listed below, for the period 1st April 2019 to 31st March 2020;
- ▶ The Company's internal protocols, processes, and controls related to the collection and collation of specified sustainability performance data;
- ▶ Verification of sample data and related information through desk reviews, in consultations with the Company's representatives at the following locations of operations:

- 1) Head office
- 2) Main Unit
- 3) Ananya Unit

- ▶ The environmental and social performance data that was subject to above assurance is as follows:

GRI 301-1: Raw materials	GRI 305-2: Indirect greenhouse gas (GHG) emissions (Scope 2)
GRI 301-2: Recycled input material	GRI 305-4: Emission Intensity
GRI 302-1: Energy consumption within the organization	GRI 305-7: SOx, NOx and other significant air emissions
GRI 302-3: Energy consumption outside the organisation	GRI 306-2: Hazardous and Non-Hazardous. Waste
GRI 302-3: Energy intensity	GRI 401-1: Total Hires and Exits
GRI 303-2: Water discharge by quality and destination (GRI 306-1: prior version)	GRI 403-2: Injuries, fatalities
GRI 305-1: Direct greenhouse gas (GHG) emissions (Scope 1)	GRI 404-1: Training-total hours

Limitations of our review

The assurance scope excludes:

- ▶ Operations of the Company other than those mentioned in the 'Scope of Assurance';
- ▶ Aspects of the Report and data/information other than those mentioned above;
- ▶ Data and information outside the defined reporting period i.e. 1st April 2019 to 31st March 2020;
- ▶ The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention provided by the Company;
- ▶ Review of the Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters;
- ▶ Data and information on economic and financial performance of the Company.

Assurance criteria

The assurance engagement was planned and performed in accordance with the International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000). Our evidence-gathering procedures were designed to obtain a 'Limited' level of assurance (as set out in ISAE 3000) on reporting principles, as well as conformance of sustainability performance disclosures as per GRI Standards.

What we did to form our conclusions

In order to form our conclusions, we undertook the following key steps:

- ▶ Interviews with select key personnel and the core team responsible for the preparation of the Report to understand the Company's sustainability vision, mechanism for management of sustainability issues and engagement with key stakeholders;
- ▶ Interactions with the key personnel at the Company's locations of operations to understand and review the current processes in place for capturing sustainability performance data;
- ▶ Verification of data on a sample basis at the Company's corporate office and locations of operations as mentioned in the 'Scope of Assurance' above;
- ▶ Review of relevant documents and systems for gathering, analyzing and aggregating sustainability performance data in the reporting period;
- ▶ Review of selected qualitative statements in various sections of the Report.

Our observations

The Company has developed the Report as per the GRI Standards. The Report includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics.


Our conclusion

On the basis of our review scope and methodology, nothing has come to our attention that would cause us not to believe that the Report presents the Company's sustainability performance, in material respect, in line with the GRI Standards principles and criteria. Some data pertaining to key performance disclosures underwent change as part of our assurance process. Specific observations have been provided in the management letter which has been submitted to the Company separately. These observations do not affect our conclusion presented in this statement.

Our assurance team and independence

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, EY is required to comply with the independence requirements set out in International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants¹. EY's independence policies and procedures ensure compliance with the Code.

for Ernst & Young Associates LLP,


Chaitanya Kalia
Partner
01 February 2021
Mumbai

¹ International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. This *Code* establishes ethical requirements for professional accountants.

GRI CONTENT INDEX

GRI Content Index (GRI 102 – 55)

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.



GRI-Standards	Disclosure	Page Number/ Comment
GRI 101: Foundation 2016 [GRI 101 does not include any disclosures]		
General Disclosures		
GRI 102: General Disclosures 2016	102-1 Name of the organization	10
	102-2 Activities, brands, products, and services	14
	102-3 Location of headquarters	10
	102-4 Location of operations	10
	102-5 Ownership and legal form	10
	102-6 Markets served	18
	102-7 Scale of the organization	11
	102-8 Information on employees and other workers	20
	102-9 Supply chain	20
	102-10 Significant changes to the organization and its supply chain	21
	102-11 Precautionary Principle or approach	21
	102-12 External initiatives	21
	102-13 Membership of associations	22
	102-14 Statement from senior decision-maker	04
	102-15 Key impacts, risks, and opportunities	53
	102-16 Values, principles, standards, and norms of behaviour	36
	102-17 Mechanisms for advice and concerns about ethics	36
	102-18 Governance structure	36
	102-40 List of stakeholder groups	55
	102-41 Collective bargaining agreements	109
	102-42 Identifying and selecting stakeholders	54
	102-43 Approach to stakeholder engagement	57
	102-44 Key topics and concerns raised	57
	102-45 Entities included in the consolidated financial statements	33
	102-46 Defining report content and topic Boundaries	57
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	102-52 Reporting cycle	32
	102-53 Contact point for questions regarding the report	33
	102-54 Claims of reporting in accordance with the GRI Standards	32
	102-55 GRI content index	143
	102-56 External assurance	140

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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	64
	103-2 The management approach and its components	64
	103-3 Evaluation of the management approach	64
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	71
	201-2 Financial implications and other risks and opportunities due to climate change	74
	201-3 Defined benefit plan obligations and other retirement plans	76
	201-4 Financial assistance received from government	76
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	64
	103-2 The management approach and its components	64
	103-3 Evaluation of the management approach	64
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	76
	202-2 Proportion of senior management hired from the local community	77
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	64
	103-2 The management approach and its components	64
	103-3 Evaluation of the management approach	64
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	77
	203-2 Significant indirect impacts	77
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	65
	103-2 The management approach and its components	65
	103-3 Evaluation of the management approach	65
GRI 301: Materials 2016	301-1 Materials used by weight or volume	81
	301-2 Recycled input materials used	82
	301-3 Reclaimed products and their packaging material	82
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	65
	103-2 The management approach and its components	65
	103-3 Evaluation of the management approach	65
GRI 302: Energy 2016	302-1 Energy consumption within the organization	85
	302-2 Energy consumption outside of the organization	85
	302-3 Energy intensity	86
	302-4 Reduction of energy consumption	86
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	65
	103-2 The management approach and its components	65
	103-3 Evaluation of the management approach	65

GRI-Standards	Disclosure	Page Number/ Comment
GRI 303: Water and effluent 2018	303-1 Interactions with water as a shared resource	92
	303-3 Water withdrawal source	92
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	65
	103-2 The management approach and its components	65
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GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	89
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	65
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GRI 306: Waste 2016	306-2 Management of significant waste-related impacts	95
	306-3 Waste generated	95
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	65
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GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	80
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	66
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	103-3 Evaluation of the management approach	66
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	101
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	102
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	66
	103-2 The management approach and its components	66
	103-3 Evaluation of the management approach	66

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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	66
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GRI 403: Occupational Health and Safety 2016	403-1 Occupational health and safety management system	105
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	403-3 Occupational health services	106
	403-4 Worker participation, consultation, and communication on occupational health and safety	106
	403-5 Worker training on occupational health and safety	106
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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	106
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	66
	103-2 The management approach and its components	66
	103-3 Evaluation of the management approach	66
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	102
	404-2 Programs for upgrading employee skills and transition assistance programs	102
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GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	109
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	66
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GRI-Standards	Disclosure	Page Number/ Comment
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GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	110
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	66
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GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	110
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	67
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GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	115
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	103-3 Evaluation of the management approach	67
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labelling	122
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	417-3 Incidents of non-compliance concerning marketing communications	None
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundaries	67
GRI 419: Socioeconomic Compliance 2016	103-2 The management approach and its components	67
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GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	119



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