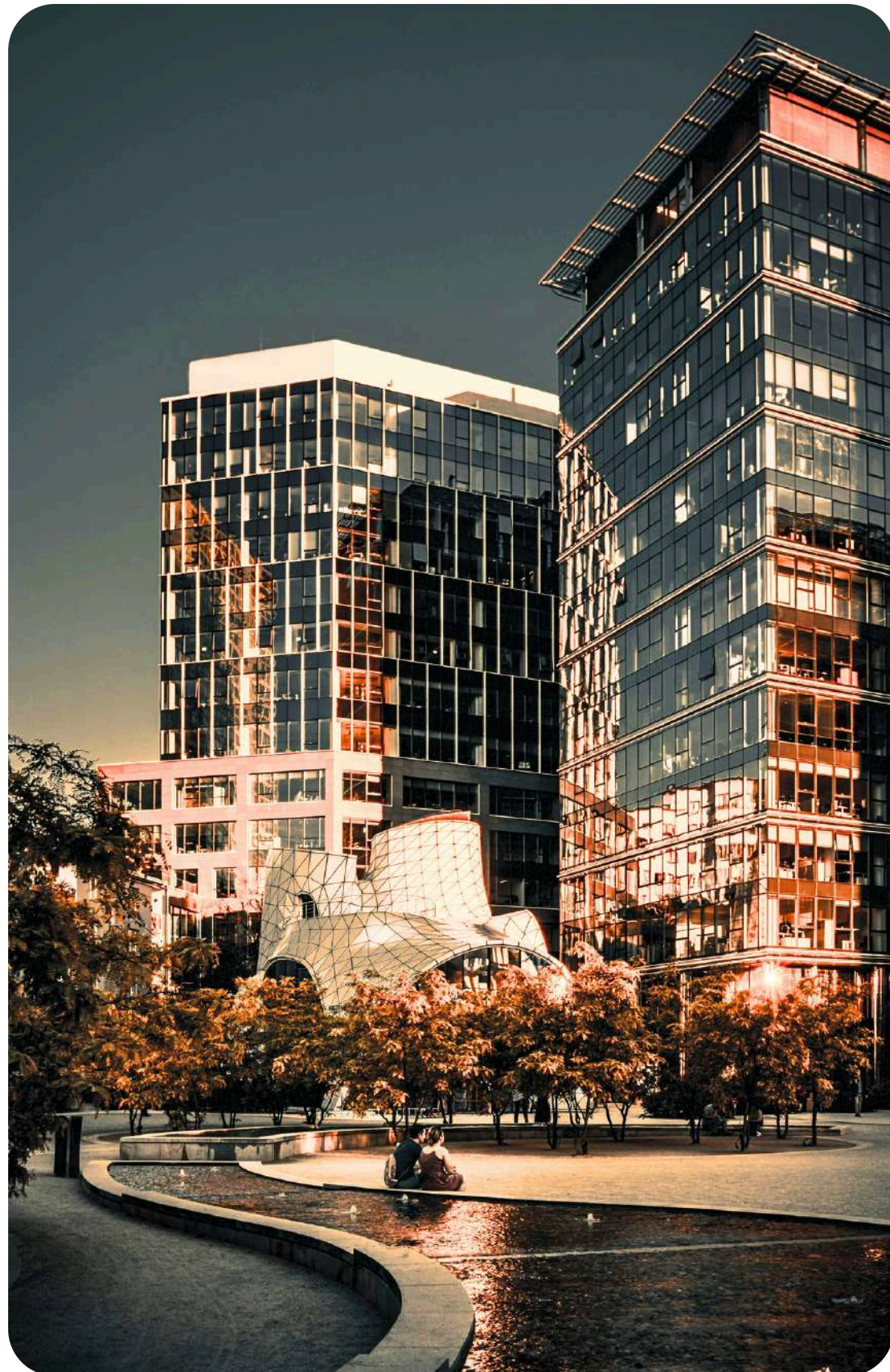




# GLS Towards Sustainability

20  
25



# Our Business Overview

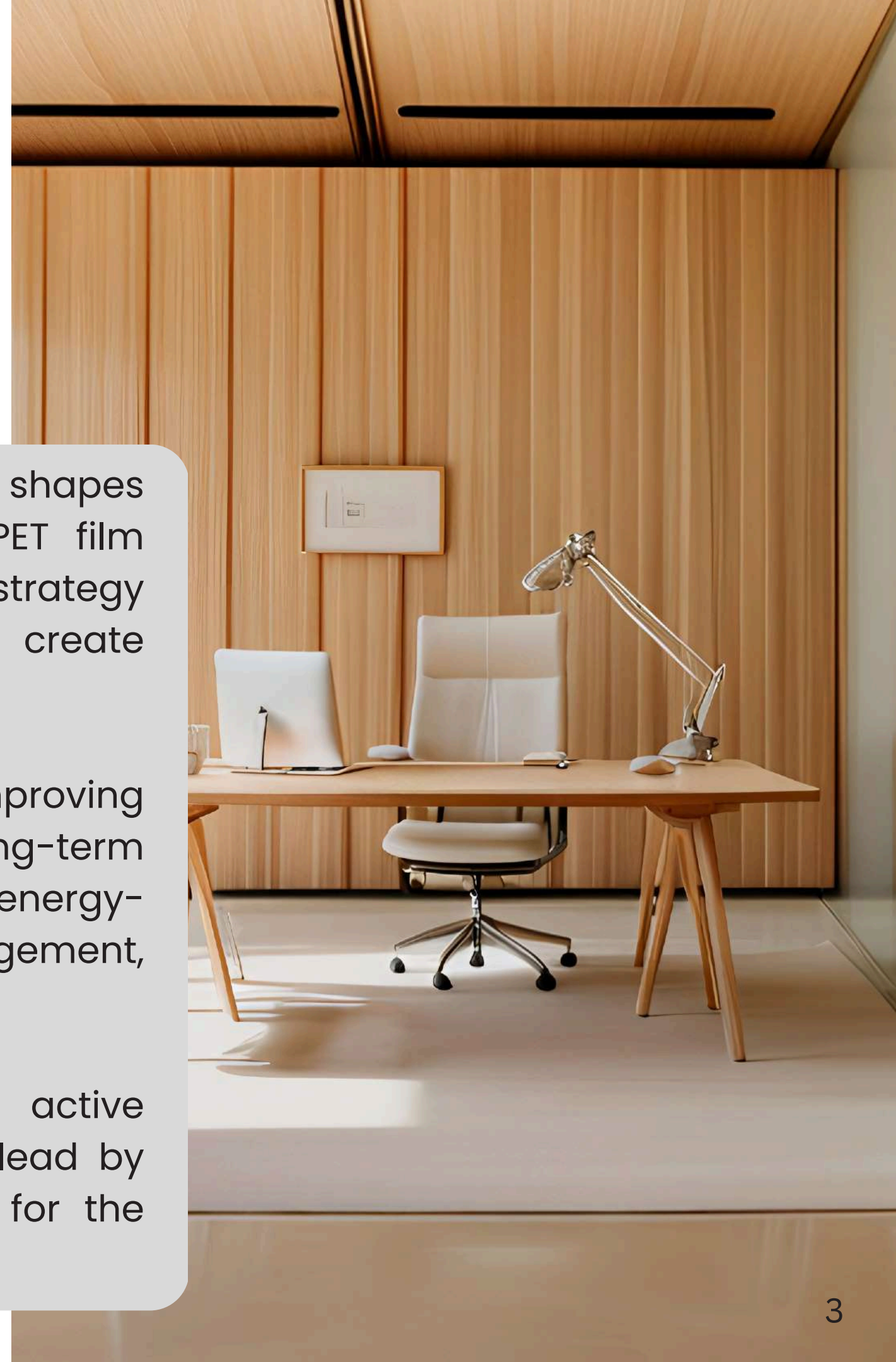
GLS Polyfilms Private Limited, established in 2020, is a fast-growing manufacturer of high-performance PET films, operating a world-class facility in Rewari with a capacity of 45,000 MTPA. Equipped with state-of-the-art German technology, advanced R&D labs, and strong quality systems, we produce a wide range of films including transparent, metallized, heat-seal, AlOx, and alu-alu bond variants for diverse packaging and industrial applications. Guided by innovation, responsibility, and community engagement, we are committed to delivering reliable solutions to global markets while actively contributing to sustainability through environmental initiatives, social welfare programs, and a culture of continuous improvement.

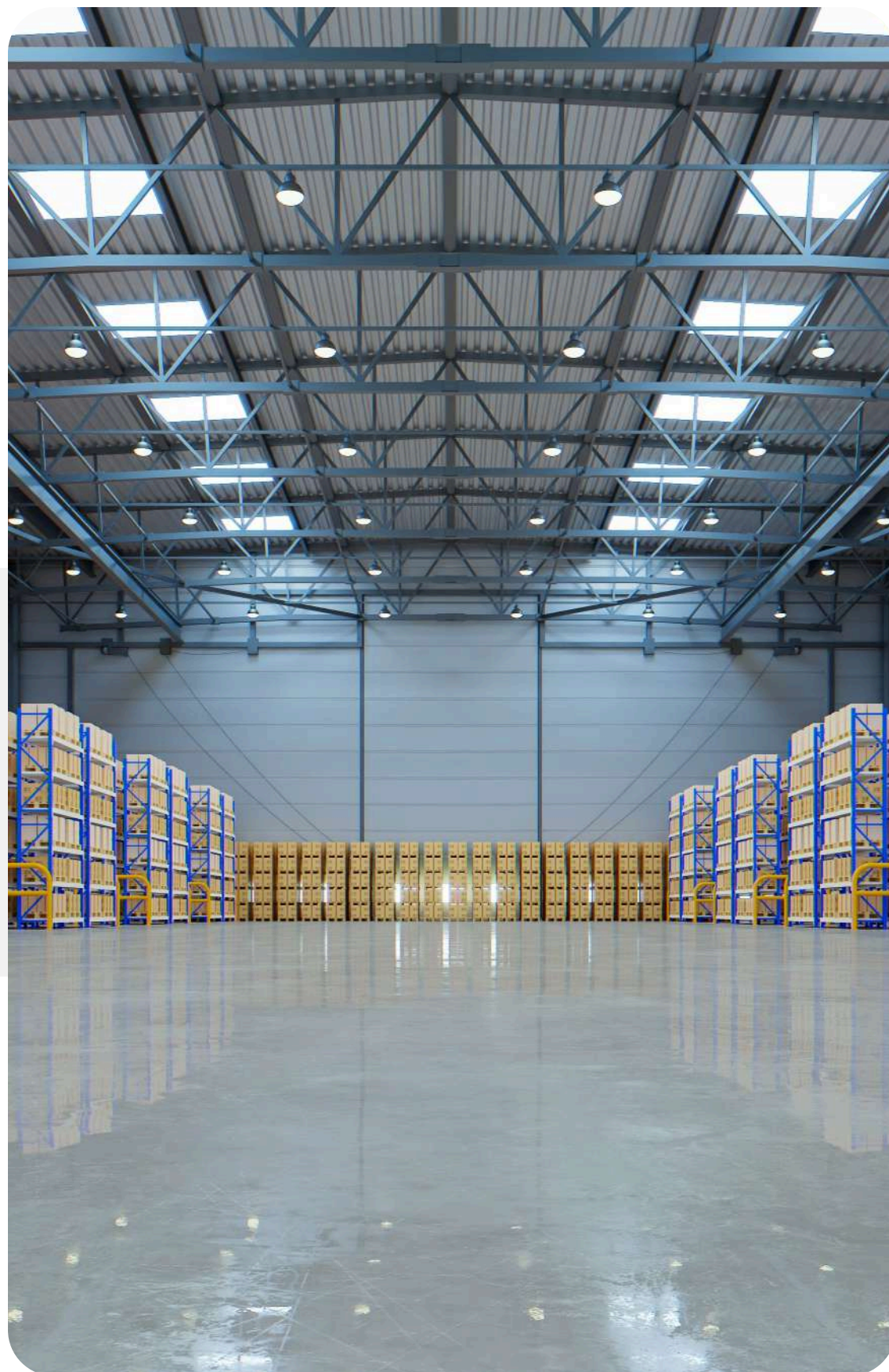
# GLS Towards Sustainability

At GLS Polyfilms, sustainability is not a choice, it is a commitment that shapes the way we manufacture, innovate, and grow. As a responsible PET film producer, we are embedding sustainability at the heart of our business strategy to reduce environmental impact, enhance resource efficiency, and create shared value for our stakeholders and communities.

We are committed to scaling up renewable energy adoption, improving material circularity, and steadily reducing our carbon footprint with a long-term vision of aligning with global climate goals. Our approach spans energy-efficient manufacturing, water stewardship, responsible waste management, eco-friendly product innovation, and employee well-being initiatives.

Through continuous improvement, transparent reporting, and active collaboration with partners and communities, GLS Polyfilms aims to lead by example in shaping a cleaner, safer, and more sustainable future for the packaging and industrial films sector.





# About The Report

This Sustainability Report presents GLS Polyfilms' ESG performance and initiatives for the reporting period from 1st April 2024 to 31st March 2025. It reflects our continued commitment to transparency, accountability, and responsible growth as we work towards integrating sustainability into every part of our business.

The report covers key aspects of our operations, including energy and resource consumption, emissions reduction, waste management, occupational health and safety, community engagement, and social responsibility initiatives. It is intended to serve as a comprehensive update for all stakeholders and the communities in which we operate.

All data and insights included in this report have been collected from our operational facilities and validated through internal reviews to ensure accuracy and relevance. Beyond numbers, this report also highlights the stories, initiatives, and values that guide GLS Polyfilms in its journey towards building a more sustainable and inclusive future.

# Key Certificates



## ISO 14001

Demonstrates our proactiveness to minimize environmental impact and complying with applicable environmental regulations.



## ISO 45001

Ensures a safe and healthy workplace by identifying and managing occupational risks effectively.



## SA8000

Reflects our commitment to upholding the highest standards in labor rights, workplace conditions, and human rights.



## ISO 27001

Validates our robust practices in protecting sensitive data and ensuring information confidentiality, integrity, and availability.



## ISO 37001

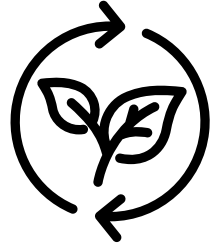
Confirms our dedication to ethical business practices and preventing corruption across all operations.



## ISO 50001

Demonstrates our commitment to responsible energy management by improving efficiency and reducing consumption.

# Our Policies



E

Our environmental policies at GLS Polyfilms emphasize responsible energy use, reduction of greenhouse gas emissions, water stewardship, air quality management, and sustainable handling of materials, chemicals, and waste. We invest in energy-efficient technologies and circular solutions to reduce our footprint while supporting operational excellence and compliance with global standards.



S

Our social policies focus on building a safe, fair, and inclusive workplace where employees can thrive. We prioritize health and safety, training, skill development, and equal opportunities. We strictly prohibit child labor, forced labor, and human trafficking, while actively promoting diversity, equity, and inclusion. We also engage with communities through programs in education, health, sanitation, and environmental conservation.



G

At GLS Polyfilms, governance means upholding the highest ethical standards across all our operations. Our policies address corruption, fraud, money laundering, conflicts of interest, and responsible business conduct. We also maintain strict information security protocols and a whistleblower framework that ensures data protection and empowers employees to report unethical practices safely, confidentially, and without fear of retaliation.

# Our Initiatives

1

## **Fair Recruitment Practices**

GLS Polyfilms ensures ethical and transparent hiring by bearing all recruitment-related costs. No job applicant or employee is required to pay fees at any stage. This practice promotes fairness, prevents exploitation, and reflects our strong commitment to labor rights and human dignity.

2

## **Employee Health & Safety Measures**

GLS Polyfilms prioritizes employee well-being through regular health check-ups, preventive programs to reduce repetitive strain injuries, and initiatives supporting mental health. Stress management sessions, workplace ergonomics, and awareness campaigns help create a safe, supportive, and healthy environment for all employees.

3

## **Hazard & Noise Control Measures**

GLS Polyfilms safeguards employees by strictly managing hazardous substance exposure through proper handling, storage, and protective equipment. To prevent noise-related risks, we use advanced insulation, soundproofing, and provide personal protective gear, ensuring a healthier and safer working environment for our workforce.

# Our Initiatives

4

## Health & Safety for Contracted Workers

GLS Polyfilms extends its safety commitment to non-employee and contracted workers through mandatory health and safety training, regular supervision, and access to protective equipment. Awareness sessions, detailed in Training-on-Health-and-Safety-for-Non-Employee-and-Contracted-Workers.pptx, ensure compliance and a secure workplace for all.

5

## Fair Working Conditions & Compensation

GLS Polyfilms manages working hours responsibly, with clear overtime policies and fair compensation for extra shifts. Employees receive adequate wages aligned with legal standards, and the remuneration process is communicated transparently. Our employee handbook also highlights family-friendly programs supporting work-life balance.

6

## Flexible Work Practices

GLS Polyfilms supports employee well-being and productivity through flexible work arrangements where operationally feasible. Options such as adjusted shifts, task-based scheduling, and leave flexibility help employees balance personal and professional commitments while ensuring business efficiency and a supportive workplace culture.



# Our Initiatives

7

## Employee Well-being & Engagement

GLS Polyfilms provides comprehensive healthcare coverage to safeguard employee wellness. Regular satisfaction surveys capture feedback to enhance workplace practices, while a structured grievance mechanism ensures concerns on working conditions are addressed promptly, fairly, and transparently, reinforcing trust and employee engagement.

8

## Living Wage & Employee Representation

GLS Polyfilms regularly analyzes wages against IDH-recognized living wage benchmarks and implements measures to close any identified gaps. In regions with restrictions on freedom of association, we enable dialogue through employee representatives or representative bodies, ensuring fair treatment and employee voice in decision-making.

9

## Collective Bargaining Commitments

GLS Polyfilms upholds employee rights through collective bargaining agreements covering health and safety, working hours, overtime, and leave. Agreements also address fair wages, career development, training opportunities, and protection against discrimination and harassment, fostering a fair, inclusive, and supportive workplace for all.

# Our Initiatives

10

## Internal Mobility Opportunities

GLS Polyfilms encourages employee growth through structured internal mobility programs, enabling staff to explore new roles, projects, and responsibilities. Career development plans, skill-based training, and transparent posting of internal vacancies support professional advancement while retaining talent and fostering long-term employee engagement.

11

## Diversity, Equity & Inclusion

GLS Polyfilms ensures fair recruitment, development, and promotion through non-discriminatory practices and regular DEI training. We prevent harassment via strict policies, support groups, and women's mentorship programs. Inclusive initiatives for employees with disabilities, along with grievance and remediation mechanisms, safeguard dignity and equity.

12

## Employee Development & Career Growth

We support employee growth through Individual Development Plans and regular performance reviews. Employees receive feedback, training opportunities, and guidance on career progression. By encouraging continuous learning, we strengthen skills, enhance engagement, and build a capable workforce for long-term success.

# Our Initiatives

13

## Energy & Emissions Management

We have targeted 30% renewable energy use by 2032 and conducts regular energy and carbon audits. We are improving efficiency through technology upgrades and equipment modernization, while initiating carbon reduction measures in transportation to further lower our environmental footprint.

14

## Water Stewardship

We conduct regular water audits and risk assessments while adopting technologies for water recycling and reuse. We plan advanced cooling systems with reduced consumption, and plan to implement rainwater harvesting. We have strict controls to prevent groundwater contamination, ensuring responsible water stewardship.

15

## Air Quality & Emission Controls

We actively prevents air pollution through process upgrades, particulate mitigation systems, and LDAR programs to reduce fugitive emissions. We monitor VOCs, SO<sub>2</sub>, NO<sub>x</sub>, and ambient air quality regularly. Noise and odor controls, including preventive maintenance, ensure minimal environmental nuisances and healthier surroundings.

# Our Initiatives

16

## Material & Chemical Management

We reduce material use through process optimization and promotes recovered, eco-friendly inputs. We enforce strict protocols for labeling, storing, handling, and transporting hazardous substances, supported by employee training, specialized treatment, and substitution with safer alternatives, minimizing toxicity, hazardous waste, and persistent pollutants.

17

## Waste Management Practices

GLS Polyfilms reduces internal waste through reuse, recovery, and repurposing initiatives. Employees are trained in waste reduction and sorting, supported by internal segregation and waste stream mapping. Strict measures also restrict transboundary movement of hazardous waste, ensuring responsible and compliant disposal practices.

18

## Product Health & Safety

We ensures product safety through awareness programs, SDS provision, and health risk assessments. We maintain recall procedures, emergency response systems, and feedback channels. Research using chemical databases guides safe product development, while detailed safety information is shared with customers to ensure responsible use.

# Our Initiatives

19

## **GHG Emissions Management**

GLS Polyfilms maintains a corporate-level GHG inventory aligned with the GHG Protocol, updated annually to track full-scope emissions. Regular monitoring ensures accuracy, and our latest review confirms we are on track to achieve our emission reduction targets, reinforcing climate responsibility.

20

## **Anti-Corruption Practices**

We implement an anti-corruption due diligence program for third parties and conducts regular corruption risk assessments. A formal whistleblower procedure enables stakeholders to report bribery or unethical practices confidentially, ensuring transparency, accountability, and strong governance across all business operations.

21

## **Information Security & Data Protection**

GLS Polyfilms enforces information security due diligence for third parties, with regular risk assessments and an incident response plan for breaches. We follow a records retention schedule, protect third-party data, and ensure stakeholder consent for processing, sharing, and retention of confidential information.

# Our Initiatives

22

## Sustainable Supply Chain Practices

GLS Polyfilms upholds a Supplier Code of Conduct, embedding social and environmental clauses in contracts. We conduct risk assessments and supplier evaluations on ESG practices, while grievance channels and feedback mechanisms support accountability, helping address potential sustainability impacts across the supply chain.

23

## Inclusive & Responsible Sourcing

GLS Polyfilms promotes supplier diversity by engaging women-owned, minority, and vulnerable group businesses. We encourage suppliers to adopt DEI practices and assess compliance with REACH requirements. These actions strengthen inclusivity, equity, and sustainability across our supply chain partnerships.

24

## Conflict Minerals Due Diligence

GLS Polyfilms conducts detailed conflict minerals risk analyses, requires suppliers to complete CMRT questionnaires, and maintains traceability of smelters and mines. We apply disengagement procedures for non-responding suppliers, operate a grievance mechanism, and collaborate with NGOs to strengthen responsible sourcing practices.

# Our Targets

As part of our commitment to responsible growth and long-term environmental stewardship, GLS Polyfilms has established measurable sustainability targets. These goals guide our efforts to reduce environmental impact, improve resource efficiency, and strengthen social inclusion across our operations.

- Scope 1 Emissions Reduction: Achieve a 50% reduction in Scope 1 greenhouse gas emissions by 2034 through improved operational efficiency and cleaner technologies.
- Scope 2 Emissions Reduction: Achieve a 50% reduction in Scope 2 emissions by 2034 by enhancing energy efficiency and increasing the share of renewable energy.
- Emissions Intensity Reduction: Reduce GHG emissions intensity by 50% by 2034, reflecting improvements in energy productivity across operations.
- Zero Waste to Landfill: Achieve zero waste to landfill by 2030 through waste minimization, recycling, and responsible waste management practices.
- Water Efficiency Improvement: Improve water use efficiency by 20% by 2030 through conservation initiatives, monitoring, and process optimization.
- Gender Diversity: Increase female workforce representation to 10% by 2030, strengthening diversity and inclusion within our organization.

# Trainings and Development

GLS Polyfilms believes that empowering people is central to long-term success and sustainability. Our training and development initiatives build employee capabilities, ensure workplace safety, strengthen compliance, and encourage innovation, enabling our teams to perform with excellence and contribute to continuous growth.





# Trainings and Development

1

## Employee Health & Safety Training

At GLS Polyfilms, we place the highest priority on protecting our workforce. Employees receive regular training on health and safety risks, workplace hazards, and best practices to ensure safe operations. These sessions strengthen awareness, encourage responsible behavior, and foster a culture of prevention across all functions.

2

## Skills Development Training

GLS Polyfilms invests in skills development training to enhance employee capabilities and career growth. We also conduct regular performance assessments, ensuring constructive feedback, recognition, and alignment with organizational goals, while supporting continuous learning and individual advancement across the workforce.



# Trainings and Development

3

## Training on Labor Rights

GLS Polyfilms conducts regular employee training on child labor, forced labor, and human trafficking risks. These programs build awareness of human rights standards, reinforce our zero-tolerance policy, and ensure that all employees uphold ethical practices across operations and the wider supply chain.

4

## Diversity, Equity & Inclusion Training

GLS Polyfilms delivers comprehensive diversity, equity, and inclusion (DEI) training to all employees, aimed at promoting fairness, respect, and collaboration. These programs help address unconscious bias, strengthen awareness of inclusive practices, and ensure equal opportunities. By fostering openness and acceptance, we create a workplace where every individual feels valued and empowered.



# Trainings and Development

5

## Energy Conservation & Climate Action Training

GLS Polyfilms conducts dedicated training programs on energy conservation and climate action, equipping all employees with knowledge to reduce energy use and minimize emissions. These sessions highlight practical actions in daily operations, encourage innovation in sustainability, and foster collective responsibility for addressing climate challenges and advancing our long-term environmental goals.



6

## Training on Safe Management of Hazardous Substances

All Employees are provided with specialized training on the safe handling, storage, and disposal of hazardous substances. These sessions emphasize protective measures, emergency response, and regulatory compliance. By strengthening awareness and preparedness, we minimize risks to people and the environment, while promoting a culture of safety and accountability.



# Trainings and Development

**7 Training on Waste Reduction & Sorting**  
GLS Polyfilms trains employees on waste reduction, segregation, and responsible disposal practices. The program focuses on minimizing waste at the source, proper sorting by waste streams, and encouraging reuse or recycling. These efforts empower employees to contribute directly to operational efficiency and environmental sustainability goals.

**8 Training of Procurement Team on Social and Environmental Issues within the Supply Chain**  
GLS Polyfilms provides structured training to its procurement teams on responsible sourcing, labor rights, and environmental risk management. Currently, 100% of procurement personnel are covered under this training program, ensuring that procurement decisions consistently support ethical practices, minimize supply chain risks, and align with the company's sustainability commitments.



# Trainings and Development

9

## **Training of Employees on Information Security**

GLS Polyfilms trains employees on secure data handling, phishing prevention, and incident reporting. These practices strengthen cybersecurity awareness and protect sensitive stakeholder information from unauthorized access or misuse.

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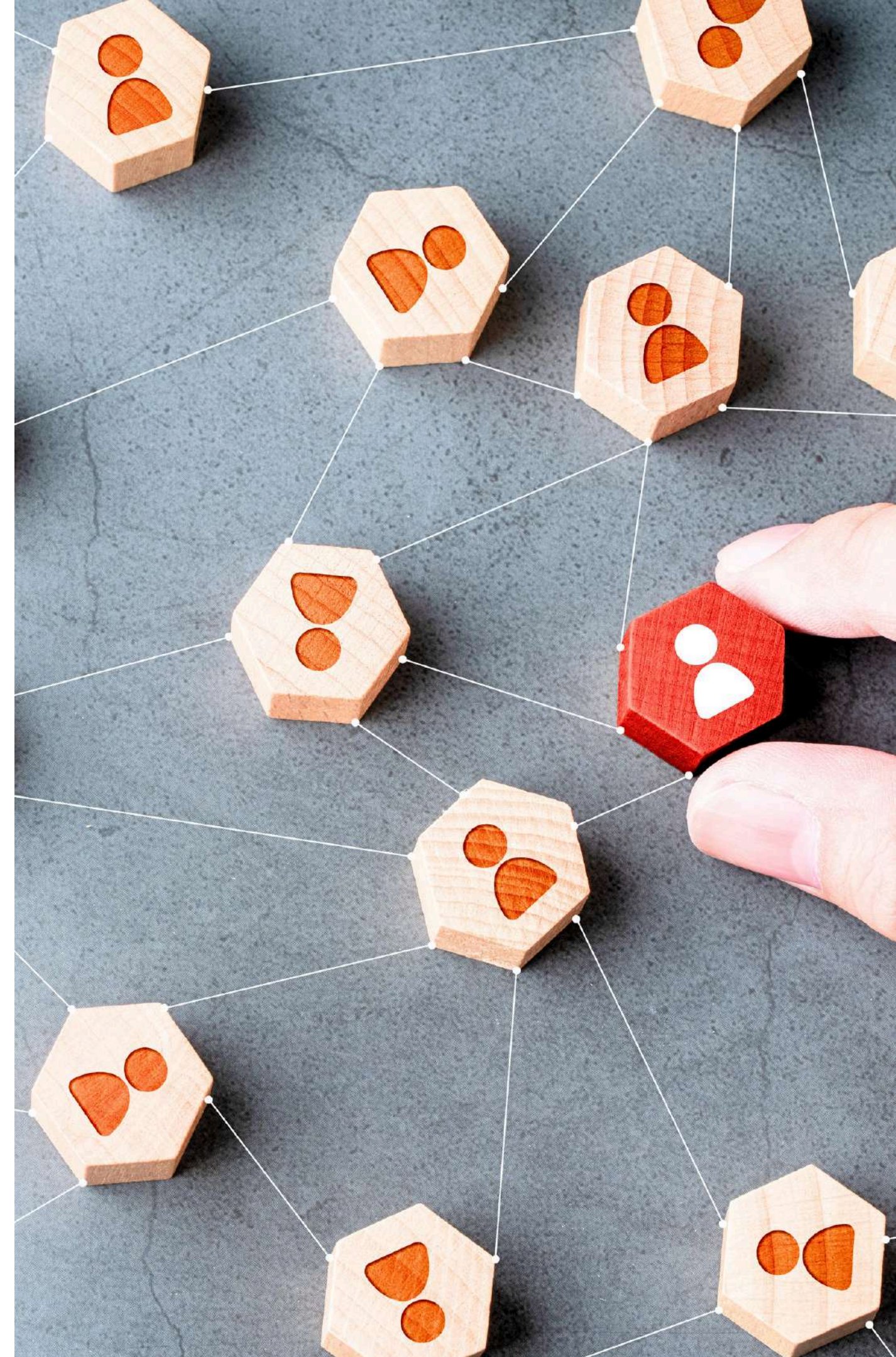
## **Training of Employees on Discrimination and Harassment**

GLS Polyfilms trains employees on workplace respect, equal opportunity, and prevention of discrimination and harassment. These initiatives promote awareness, encourage responsible behavior, and help maintain a safe, inclusive environment where all employees are treated with dignity and fairness.



# Our People, Our Strength

At GLS Polyfilms, we believe that people are at the heart of our progress. Our HR initiatives are designed to protect rights, nurture talent, and create an inclusive workplace where every individual feels valued, respected, and empowered to grow.



# Our People, Our Strength

1

## Individual Development and Career Plan

GLS Polyfilms has a structured career policy that ensures every employee has access to individual development and career planning. Regular reviews, mentoring, and training opportunities empower employees to build long-term careers while aligning personal growth with organizational objectives.

2

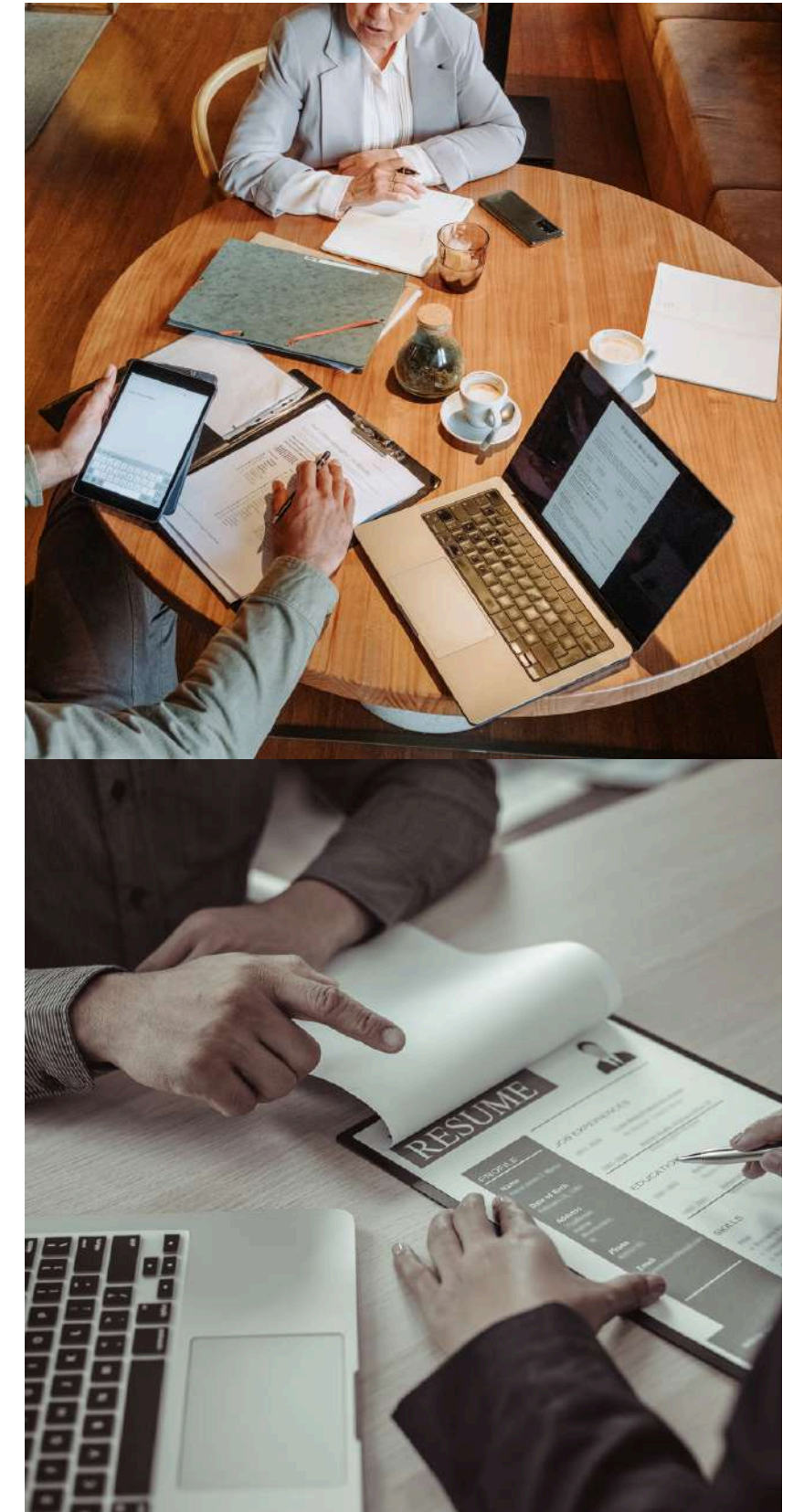
## Age Verification of Candidates

To uphold human rights and labor laws, GLS Polyfilms conducts strict age verification before hiring. Birth certificates, government-issued IDs, and verified records are reviewed to ensure no underage workers are employed in any part of our operations or supply chain.

3

## Prevention of Retention of Identification Documents

GLS Polyfilms prohibits retaining original employee identification documents. Workers maintain full control over their personal records, ensuring freedom of movement and choice. This practice safeguards dignity, prevents dependency, and aligns with global standards against forced or bonded labor.



# Our People, Our Strength

4

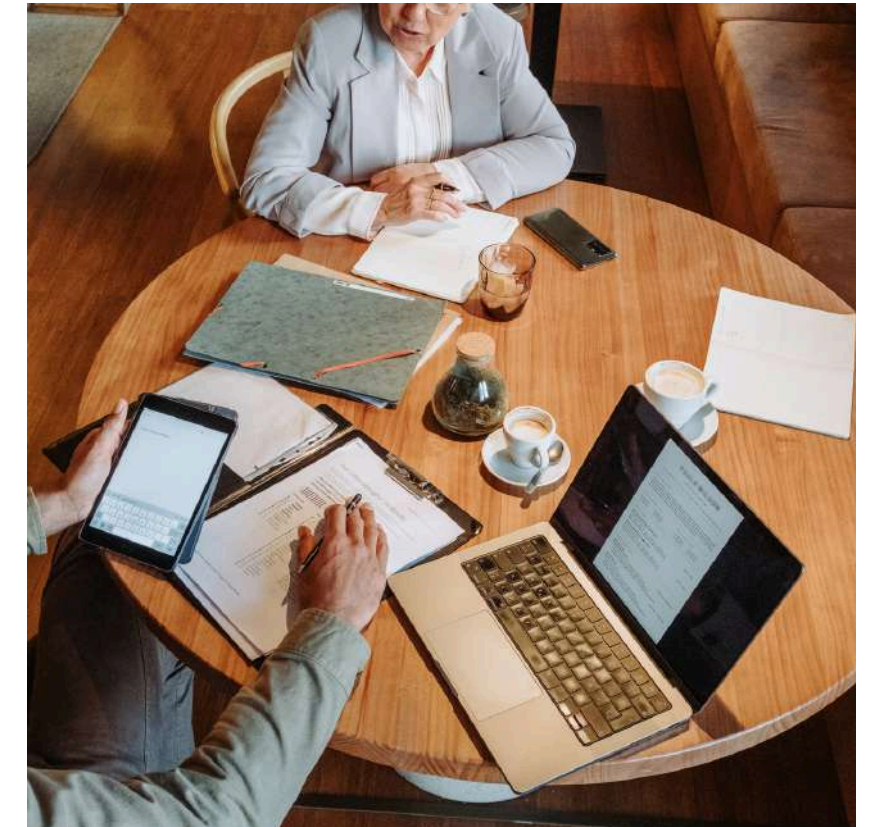
## Grievance Mechanism on Child Labor, Forced Labor, or Human Trafficking

Employees and stakeholders have access to a confidential grievance mechanism to report concerns related to child labor, forced labor, or trafficking. Reports are handled with sensitivity, impartiality, and non-retaliation, ensuring swift investigation and corrective measures when required.

5

## Remediation Procedure for Victims

In the rare event that child labor, forced labor, or trafficking is identified, GLS Polyfilms follows a defined remediation procedure. This includes immediate removal from harmful conditions, counseling, safe reintegration, and collaboration with local authorities or NGOs to ensure protection and rehabilitation.





# Key Environmental Metrics

Material Topic	KPI	UOM	2025	2024	GRI Indicator
GHG Emission	Scope 1 (100% coverage)	tCO2e	4012.15	5647.55	305-1 (2016)
	Scope 2 (100% coverage)	tCO2e	19272.29	21767.75	305-2 (2016)
	Scope 3 (100% coverage)	tCO2e	26481.43	NA	305-3 (2016)
	Emission Intensity	tCO2e/INR mn	0.51	0.59	305 (2016)
Energy Consumption	Non-Renewable Energy Consumed	GJ	25622712	28707931	302-1 (2016)
	Renewable Energy Consumed	GJ	0	0	302-1 (2016)
	Total Energy Consumed	GJ	25622712	28707931	302-1 (2016)
	Energy Intensity	GJ/INR mn	556.94	617.85	302-1 (2016)

# Key Environmental Metrics

Material Topic	KPI	UOM	2025	2024	GRI Indicator
Water	Total Water Withdrawn	m3	70,500	74,400	303-4 (2018)
	Total Water Discharged	m3	68,230	72,500	303-4 (2018)
	Total Water Consumed	m3	2,270	1,900	303-4 (2018)
Waste	Total Hazardous Waste Generated	ton	0	1.30	306-3 (2020)
	Total Non-Hazardous Waste Generated	ton	5,091.09	3,862.49	306-3 (2020)
	Total Waste Generated	ton	5,091.09	3,863.79	306-3 (2020)
	Total Waste Recycled	ton	3,307.89	2,998.09	306-3 (2020)
	Total Waste Reused	ton	1,218.70	309.40	306-4 (2020)
	Rate of Recycling and Reusing	%	89	86	306-4 (2020)

# Key Social Metrics

Material Topic	KPI		UOM	2025	2024	GRI Indicator
Employee Data by Gender	Total Employees	Male	number	178	189	2-7 (2021)
		Female	number	6	6	2-7 (2021)
		Total	number	184	195	-
	New Hires	Male	number	57	102	401-1 (2016)
		Female	number	4	5	401-1 (2016)
	Employee Turnover	Male	%	32.6	43	401-1 (2016)
Female		%	1.1	1.5	401-1 (2016)	
Employee Data by Position	Top Management	Female	Number	1	1	405-1 (2016)
	Middle Management	Female	Number	3	3	405-1 (2016)
	Staff	Female	Number	2	2	405-1 (2016)

# Key Social Metrics

Material Topic	KPI		UOM	2025	2024	GRI Indicator
Employee Data by Age	Total Employees	<30 years	number	93	103	401-1 (2016)
		30-50 years	number	83	80	401-1 (2016)
		>50 years	number	8	12	401-1 (2016)
	New Hires	<30 years	number	32	45	401-1 (2016)
		30-50 years	number	26	38	401-1 (2016)
		>50 years	number	2	19	401-1 (2016)
	Employee Turnover	<30 years	number	42	53	401-1 (2016)
		30-50 years	number	19	59	401-1 (2016)
		>50 years	number	1	4	401-1 (2016)
Employee Inclusivity	Differently abled employees	Male	number	0	0	401-1 (2016)
		Female	number	0	0	401-1 (2016)

# Key Social Metrics

Material Topic	KPI		UOM	2025	2024	GRI Indicator
Human Capital Development	Total Top Management who received regular performance and career development reviews	Male	number	6	6	404-3 (2016)
		Female	number	0	0	404-3 (2016)
	Total Middle Management who received regular performance and career development reviews	Male	number	0	0	404-3 (2016)
		Female	number	0	0	404-3 (2016)
	Total Staff who received regular performance and career development reviews	Male	number	133	120	404-3 (2016)
		Female	number	5	3	404-3 (2016)
Health and Safety	Number of fatalities as a result of work-related injury	Employees	number	0	0	403-9 (2018)
		Non-Employees	number	0	0	403-9 (2018)
	Number of recordable work-related injuries	Employees	number	34	58	403-9 (2018)
		Non-Employees	number	0	0	403-9 (2018)
	Number of work-related ill health cases	Employees	number	0	0	403-9 (2018)
		Non-Employees	number	0	0	403-9 (2018)

# Key Social Metrics

Material Topic	KPI		UOM	2025	2024	GRI Indicator
Employee Benefits	Employees Entitled for Parental Leave		%	0.03	0.03	401-2 (2016)
	Employees Aailed Parental Leave		number	0	1	2-7 (2021)
	Employees Return to Work Post Parental Leave		%	0	100	401-1 (2016)
	Employees Entitled for Life and Health Insurance		%	100	100	401-1 (2016)
	Employees Entitled for Disability & Accidental Coverage		%	100	100	-
	Employees Received Performance Bonus		%	0	0	401-1 (2016)
	Employees Entitled for Retirement Benefits		%	100	100	401-1 (2016)
Training & Development	Average Training Hours per Employee	Overall	hours	20	17	404-1 (2016)
		Male	hours	20	17	404-1 (2016)
		Female	hours	20	17	404-1 (2016)
	Total number of training hours provided to employees		hours	3720	3315	-

# Key Social Metrics

Material Topic	KPI	UOM	2025	2024	GRI Indicator
Employee Received Awareness and Training	Environmental and Climate Issues	number	7	18	-
	Resource Efficiency	number	4	8	-
	Health & Safety	number	58	66	-
	Working Condition	number	24	107	-
	Data Security & Privacy	number	4	6	-
	Workplace Behaviour, Ethics & Code of Conduct	number	19	17	-
	DEI	number	18	0	-
Hours Worked	Total Number of Hours Worked	hours	471040	499200	-

# Key Governance Metrics

Material Topic	KPI	UOM	2025	2024	GRI Indicator
Accounts and Finance	Gross Revenue	INR Mn	46006.21	46463.98	206-1 (2016)
	Total Expenses	INR Mn	45330.51	48934.90	206-1 (2016)
	EBITDA	INR Mn	5795.59	1151.94	206-1 (2016)
Transparent Governance	Number of Whistleblower Cases Reported	number	0	2	206-1 (2016)
	Number of Whistleblower Cases Resolved	number	0	2	206-1 (2016)
	Number of Grievance Reported	number	0	0	406-1 (2016)
	Number of Grievance Resolved	number	0	0	406-1 (2016)
	Number of POSH Related Cases Reported	number	0	0	406-1 (2016)
	Number of POSH Related Cases Resolved	number	0	0	406-1 (2016)



# Key Governance Metrics

Material Topic	KPI	UOM	2025	2024	GRI Indicator
Transparent Governance	Number of Child Labour Reported	number	0	0	408-1 (2016)
	Number of Child Labour Resolved	number	0	0	408-1 (2016)
	Number of Discrimination Cases Reported	number	0	0	406-1 (2016)
	Number of Discrimination Cases Resolved	number	0	0	406-1 (2016)
	Number of Forced labour/Involuntary labour Cases Reported	number	0	0	409-1 (2016)
	Number of Forced labour/Involuntary labour Cases Resolved	number	0	0	409-1 (2016)

# Key Governance Metrics

Material Topic	KPI	UOM	2025	2024	GRI Indicator
Corruption and Fraud Prevention	Number of Corruption/Fraud Related Cases Reported	number	0	0	205-3 (2016)
	Number of Corruption/Fraud Related Cases Resolved	number	0	0	205-3 (2016)
Information Management	Number of Data & Privacy Related Cases Reported	number	0	0	418-1 (2016)
	Number of Data & Privacy Related Cases Resolved	number	0	0	418-1 (2016)
Customer Satisfaction	Number of Complaints Received from Customers	number	19	44	418-1 (2016)
	Number of Complaints from Customers Resolved	number	19	44	418-1 (2016)

# Key Governance Metrics

Material Topic	KPI	UOM	2025	2024	GRI Indicator
Sustainable Procurement	Suppliers who have signed the supplier code of conduct	%	100	70	308-1 & 414-1
	Suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	70	60	308-1 & 414-1
	Suppliers covered by a sustainability assessment	%	50	40	308-1 & 414-1
	Audit key suppliers for sustainable practices (e.g., waste, emissions).	%	50	40	418-1 (2016)

# Alignment with United Nations Sustainable Development Goals (SDGs)

At GLS Polyfilms, sustainability is embedded in our business strategy through a structured ESG approach aligned with the United Nations Sustainable Development Goals (SDGs). Our initiatives contribute to key global priorities while supporting responsible and resilient growth.

We demonstrate strong alignment with SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action) through efforts in energy efficiency, emissions reduction, waste management, and circular practices. Our commitment to reducing greenhouse gas emissions, improving resource efficiency, and achieving zero waste to landfill reflects our focus on environmental stewardship.

We prioritize employee well-being, safety, and fair labour practices, supporting SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth). Through health and safety programs, living wage initiatives, fair recruitment, and continuous skill development, we foster a safe and inclusive workplace.



# Alignment with United Nations Sustainable Development Goals (SDGs)

Our focus on learning and development aligns with SDG 4 (Quality Education), while diversity and inclusion initiatives support SDG 5 (Gender Equality). Environmental practices such as water conservation, energy efficiency, and responsible chemical management contribute to SDG 6 (Clean Water and Sanitation) and SDG 7 (Affordable and Clean Energy) and nd SDG 15 (Life on Land).

Our governance framework, including anti-corruption measures, whistleblower mechanisms, and information security systems, supports SDG 16 (Peace, Justice and Strong Institutions), while our engagement with suppliers and stakeholders advances SDG 17 (Partnerships for the Goals).

GLS Polyfilms remains committed to strengthening its impact across these SDGs through measurable targets, transparency, and continuous improvement across the value chain



GLS POLYFILMS

SUSTAINABLE DEVELOPMENT GOALS

WE SUPPORT THROUGH OUR ESG COMMITMENTS



CORE FOCUS SDGS: SDG 8 • SDG 12 • SDG 13 • SDG 16



# Conclusion

At GLS Polyfilms, we believe that sustainability begins with our people. Our HR initiatives are designed to nurture a culture of integrity, inclusion, and continuous growth—ensuring that every individual feels valued, protected, and empowered to contribute their best. From fair employment practices and skill development to strong safeguards against unethical labor practices, we uphold the highest standards of human rights and workplace ethics.

As we move forward, we remain committed to evolving our policies and practices in alignment with global sustainability goals. By fostering collaboration, transparency, and accountability, GLS aims to build a resilient workforce and a responsible business that drives lasting positive impact for our employees, communities, and partners.





**GLS Polyfilms Private Limited**

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