



Greenprints

for

Tomorrow

G R Infraprojects Limited

Sustainability Report 2022-23

About

the Report

This is the Annual Sustainability Report of G R Infraprojects (herein referred to as 'G R Infra', 'our Company' or 'We') for FY 2022-23. This report provides a comprehensive picture of our strategic vision, performance, governance, and value generation. It represents our overall achievements and potential to generate value in the short, medium, and long run, as well as the long-term sustainability of our business. This report is intended to inform our stakeholders about our sustainability performance and to demonstrate our commitment to responsible business practices.



Reporting Principles

This report has been crafted in reference to the GRI(Global Reporting Initiative) Standards 2021, upholding its fundamental principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. Moreover, it is a representation of the alignment of our endeavours with the United Nations Sustainable Development Goals (UN SDGs) and National Guidelines on Responsible Business Conduct (NGRBC) Principles.



Reporting Scope and Boundary

This report, prepared on a standalone basis, describes our sustainability endeavours, significant risks, opportunities and challenges, overall performance, and related outcomes & prospects for the year under review. We present information on our non-financial performance, including environmental and social factors and governance. This report is prepared for the period from 1st April 2022 to 31st March 2023. It complements the information presented in our Annual Report 2022-23 and the Business Responsibility and Sustainability Report (BRSR) for FY 2022-23.



Approach to Materiality

This report focusses on material matters that have the potential to significantly impact our ability to create value in the short, medium and long-term and which are of interest to our stakeholders. Report's content and presentation are based on issues material to G R Infra and its stakeholders.

Greenprints

for

Tomorrow

‘Greenprints for Tomorrow’ encapsulates our commitment to shaping the future of India’s infrastructure with a deep-rooted emphasis on sustainability. As we forge ahead we aim to transition from traditional energy to renewable alternatives like solar. This theme reflects our blueprint for a greener, more resilient tomorrow - where our projects not only stand as testaments to world-class construction

but also to our responsibility towards the environment. In our pursuit to redefine infrastructural excellence, we are aligning our strategies to the rhythms of nature, ensuring that the landmarks we erect today leave a positive mark on the future.



Table

of

Contents

01 Greenprints for Tomorrow

04 G R Infraprojects: Company Profile

- 04 ESG Vision
- 04 Business Divisions
- 05 Marquee Projects
- 05 Esteemed Clientele

06 Management's Message

08 Materiality Assessment

13 Materiality Matrix

14 Stakeholder Engagement

16 Governance

- 18 Ethics and Policies
- 18 Code of Conduct
- 18 Internal Controls and Committees
- 19 Approach to Digital Innovation

20 Environment

- 22 Energy and GHG Emissions
- 24 Circularity
- 24 Water Management
- 25 Green Initiatives

26 Social

- 28 Our Client Base
- 29 Major Project Highlights
- 29 Ensuring Customer Delight
- 30 Human Resource Management
- 31 Diversity and Inclusion
- 32 Training, Development and Employee Retention
- 34 Employee Well-Being & Health Benefits
- 34 Ensuring a Conducive Environment at Work
- 36 Operational Health and Safety
- 36 Safeguarding against Operational Risks
- 38 Important Guidelines to Maintain Utmost Safety
- 40 Social Commitment
- 40 Our Focus Areas

43 GRI Content Index



Simply scan the QR code to view the report

To browse the report, please visit
<https://www.grinfra.com/sustainability-report>

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G R Infraprojects

Company Profile

One of India's Largest Infrastructure Companies

Established in 1995, G R Infraprojects Limited has emerged as a renowned player in the field of Engineering, Procurement, and Construction (EPC). Over the years, we have continuously enhanced our capabilities and expanded our portfolio to undertake projects of greater magnitude and complexity across diverse sectors. As India's infrastructure

sector experiences a remarkable upswing, supported by the Government's ambitious initiatives in roadways, railways, and metro development, we are strategically positioning and building ourselves to cater to the substantial demand in the industry.

ESG VISION

G R Infra's visionary ESG approach drives sustainable development, while prioritising environmental stewardship, social well-being, and exemplary governance. We strive to build a resilient future where thriving ecosystems, flourishing communities, and transparent governance become the standard for success.

Business Divisions



Highways & Bridges



Railways & Metro



Tunneling & Hydro



Power Infrastructure



Logistic Parks



Ropeways



Manufacturing



O&M

Marquee Projects

Delhi – Vadodara Greenfield Alignment (NH-148N) - Package 18: construction of eight lane access-controlled expressway carriageway from Jodmi village to Bani village of Mandasaur district, Madhya Pradesh (33.00 km). [NHAI EPC]



Delhi – Vadodara Greenfield Alignment (NH-148N) - Package 12: Construction of eight lane carriageway starting near major bridge on Mej river to junction with SH-37A in Rajasthan (28.14 km). [NHAI EPC]



Ganga Path: Construction of four lane elevated road from Digha to Deedarganj, from Dulli Ghat to Nuruddin Ghat, from Dharamshala Ghat to old NH-30 along with connectivity to Ashok Rajpath at Kangan Ghat and Patna Ghat with allied facilities at Patna in Bihar (4.09 km). [BSRDCL EPC]



Bangalore Metro Rail Project – Phase 2: The project is part of the expansion of the Bangalore Metro Rail network. G R Infra is engaged in the construction of elevated structures (viaduct & stations) from Gottigere to Swagath Road Cross, including Kothnur Depot entry line, road widening & allied works, and the construction of five Metro Stations (Gottigere, Hulimavu, IIMB, JP Nagar 4th Phase, Swagath).

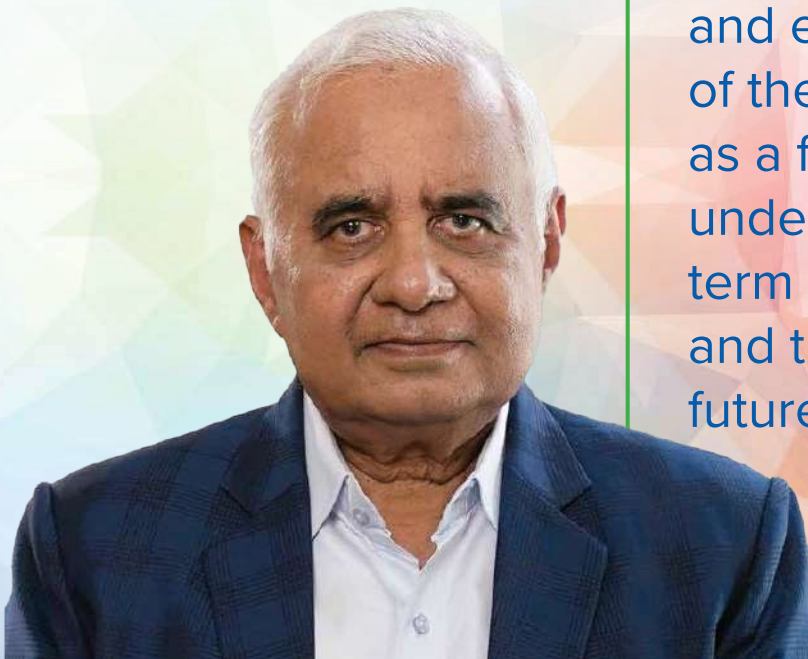


Esteemed Clientele



Management's

Message



“Sustainability has transcended mere business considerations and emerged as the need of the hour. It stands as a fundamental pillar underpinning the long-term viability of our planet and the well-being of future generations.”

Dear Stakeholders,

I am thrilled to present G R Infra's Sustainability Report for FY 2022-23, shining a spotlight on our persistent dedication to sustainability and an urgent imperative for sustainable practices in today's world. As the global community grapples with environmental challenges and social inequalities, we deeply recognise our responsibility as an infrastructure development company to drive

positive change and contribute to a more sustainable future.

Sustainability has transcended mere business considerations and emerged as the need of the hour. It stands as a fundamental pillar underpinning the long-term viability of our planet and the well-being of future generations. At G R Infra, we wholeheartedly embrace sustainability as an integral part of our core values, which encompass Care and Commitment, Being

Responsible, Being Agile, and Being Connected to Our Roots. These values serve as guiding beacons, steering our actions and decisions as we tirelessly strive to create a lasting impact on the environment, society, and governance.

Within our sustainability framework, we place strong emphasis on three key aspects: Environment, Social, and Governance. In the realm of the environment, we prioritise the principles of a circular economy,

actively manage emissions and pollutants, address climate change risks, and adapt to sustainable practices. Responsible water management is another crucial aspect we underscore to ensure the prudent utilisation of this precious resource.

“In the realm of the environment, we prioritise the principles of a circular economy, actively manage emissions and pollutants, address climate change risks, and adapt to sustainable practices.”

In the social sphere, we attach great importance to enhancing the consumer experience, promoting diversity and inclusion, making a positive impact on local communities,

ensuring employee satisfaction and retention, and upholding human rights and labour management. Operational health and safety, sustainable supply chain practices, and responsible purchasing are vital components that shape our social sustainability initiatives.

With regard to governance, we uphold the highest standards of compliance, business ethics, and corporate governance. We prioritise data security, privacy and cybersecurity, and actively combat corruption and bribery. Our deep commitment to these principles fosters transparency, accountability, and long-term trust from our esteemed stakeholders.

To propel our sustainability initiatives, we adhere to a structured approach of Review, Plan, and Action. We vigilantly monitor the outcomes of our actions and initiatives, meticulously record their impact, and make necessary updates to continuously enhance our performance. Through regular assessments of our sustainability framework, we identify areas for improvement and close any gaps, ensuring that we are always ready to meet the evolving sustainability challenges head-on.

We effectively translate inputs into actionable plans by carefully considering their impact on our operations and regional operating

hubs. By leveraging project and initiative methodologies, we proficiently implement our plans, ceaselessly striving for positive change and sustainable development. We diligently develop and test initiatives and solutions, ensuring their functionality and effectiveness in meeting our sustainability objectives.

At G R Infra, our decision-making and actions are unequivocally aligned with our sustainability goals. We thoroughly analyse opportunities for improvement, prioritise actions based on their significance, and evaluate their value and impact on environmental, social, and economic sustainability. Through successful implementation and seamless integration into our operations, we actively contribute to creating a more sustainable future for all.

In conclusion, I extend my heartfelt gratitude to all our stakeholders for their relentless support and trust. It is through your consistent collaboration and active engagement that we can achieve meaningful progress towards sustainability. Together, let us embrace the urgency of sustainability and pave the way for a brighter and more resilient future.

Thank you,

Vinod Kumar Agarwal
Chairman and Whole-Time Director

Materiality

Assessment

In FY 2022-23, we undertook an extensive materiality assessment, aligning with GRI (Global Reporting Initiative) standards. This was an effort to gain a thorough insight into the concerns paramount to our Company. We aligned these material topics based on peer evaluations and guidance from sustainability norms and frameworks

relevant to the infrastructure sector. Our Company thoroughly examined the potential impacts of these material topics. Through this detailed evaluation, our goal is to preemptively tackle pertinent issues, bolster our sustainability measures, and maintain resilience against challenges.

Phase 1 - Identification of Sustainability Topics



In the preliminary stage of our materiality assessment, we conducted an evaluation of our Company's landscape, encompassing our core activities, strategic business relationships and impact areas. This entailed a scrutiny of our Company's operational methodologies, assessing both current and prospective impacts. Additionally, we incorporated feedback from senior leadership and industry experts, to comprehend the magnitude and implications of these impacts.

Phase 2 - Shortlisting

After analysing sustainability areas, G R Infra compiled a final list of topics. This selection process considered our industry and the overall business environment. We also factored in sustainability topics highlighted by our industry peers and the recommendations of our senior management.















Phase 3 - Prioritisation






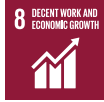





During this stage, G R Infra identified and prioritised material issues based on their impact on the economy, environment, and society, including human rights considerations. We distributed survey forms electronically to our senior leadership to gather diverse feedback. A list of the 15 most important material topics was finalised.

Key Material Topics

 Positive  Negative

Material Topic	Management Approach	Potential/ Actual Impact	SDG Linkage	GRI Linkage
Circular Economy	Undertaken initiatives that help reduce generation of waste, to identify waste that can be reused and to dispose the waste generated in an environmentally friendly manner.			GRI 306: Waste
Emissions and Pollutants	<p>Focussed interventions towards monitoring and reducing energy consumption through various energy and emission saving initiatives like:</p> <ul style="list-style-type: none"> • Decrease in energy intensity ratio • Increased use of renewable energy • To implement Internet of Things for manufacturing plants • Increased use of technology such as video conferencing, electric vehicle to commute 		 	GRI 305: Emissions
Climate Change Risk and Adaptation	GRIL's mission is to aid in creating a sustainable society by taking on the challenges of climate change and efficient use of resources, in response to climate change, which is particularly an urgent issue. We will work on solutions for targeting decarbonisation, carbon neutrality through the value chain. As a responsible company in the creation of environmental value, we will further accelerate our initiatives aimed at realising these goals.			GRI 201: Economic Performance GRI 305: Emissions
Water Management	Undertaking initiatives that help reduce, reuse and recycle water to minimise freshwater consumption.			GRI 303: Water and Effluents
Consumer Experience	GRIL has always ensured the timely and quality delivery in all its projects. It has allowed us to create trust with our customers and the people who use the infrastructure we construct. We are also diversifying to take our experience into other sectors and help build a better India.		 	GRI 416: Customer Health and Safety

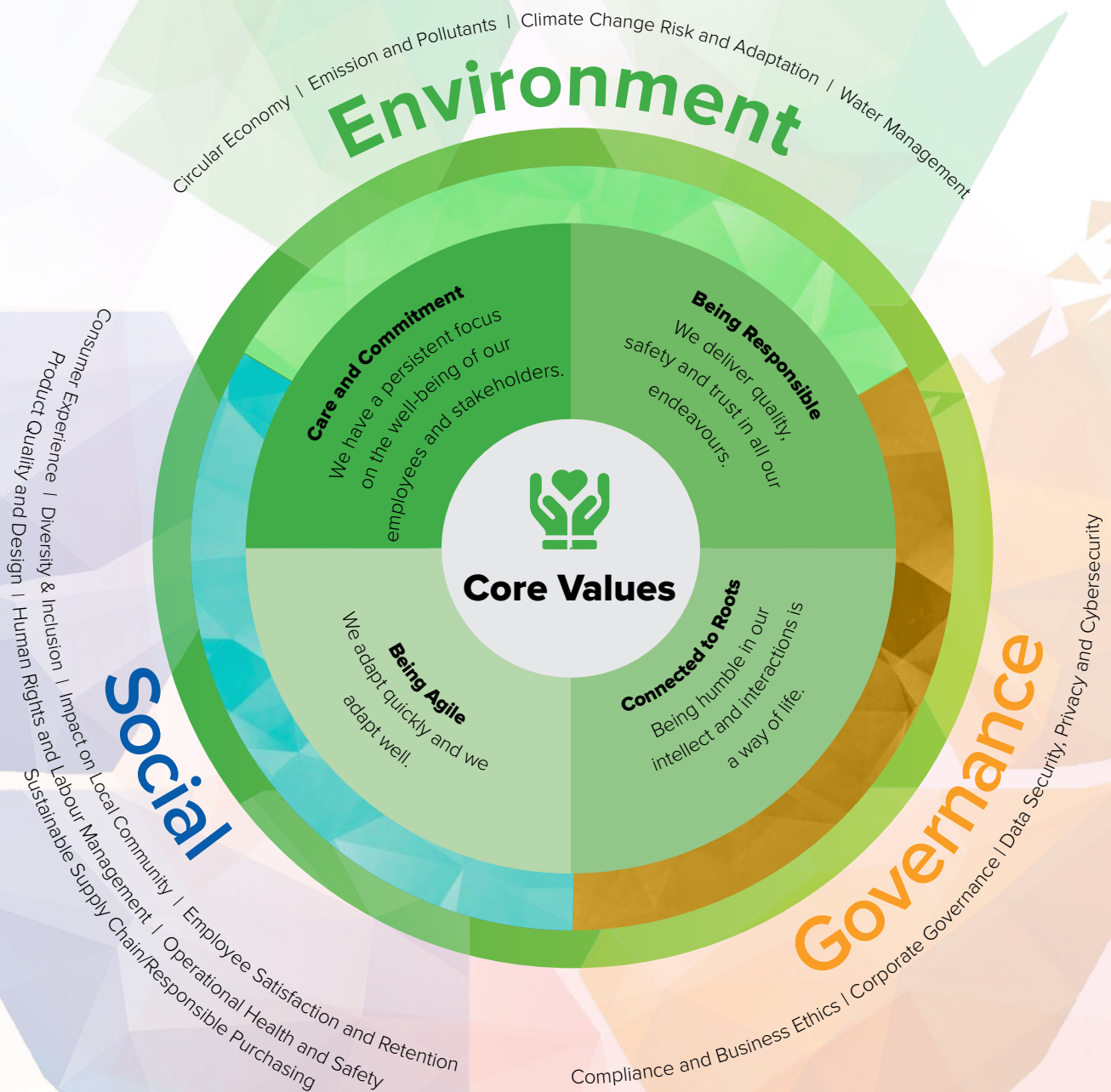
Material Topic	Management Approach	Potential/ Actual Impact	SDG Linkage	GRI Linkage
Diversity & Inclusion	Managing workplaces and maximising the potential of its diverse talent pool in line with our basic philosophy that 'Health and Safety Always Come First.' Respecting all people, including co-creation partners and those who support the value chain, contributing to a society in which everyone can work safely and with peace of mind. Continuous efforts are being put in place to maintain healthy ratio of female employees across levels and also employment of people with disabilities.		 	GRI 405: Diversity and Equal Opportunity
Impact on Local Community	To create a long-term sustainable impact on the community through regular interactions, and increased CSR spend, among others.		 	GRI 413: Local Communities
Employee Satisfaction and Retention	Developing mechanisms to gauge employee sentiments and feedback. To drive change across the organisation, we have established a digitally-enabled and transparent Performance Management System for the managerial level to provide feedback to employees which enable them to engage with their teams better and address any concerns. These insights have led us to create focus areas for action on a quarterly basis which is socialised with the leadership team and progress on the same is updated periodically.			GRI 401: Employment, GRI 404 Training and Education

Material Topic	Management Approach	Potential/ Actual Impact	SDG Linkage	GRI Linkage
<p>Product Quality and Design</p>	<p>Our endeavour is to deliver the projects with highest quality, design and safety standards. Our proactive risk prevention approach during the designing phase, rapid and effective mitigation of safety and quality risks identified in the field and our governance and coordination among our projects help to deliver quality output. The Quality Assurance and Quality Control teams ensure that work done is as per quality assurance plan and non-conformances are reported and actioned upon timely.</p>			<p>GRI 416: Customer Health and Safety</p>
<p>Human Rights and Labour Management</p>	<p>GRIL is committed to good citizenship and promoting better working conditions for all. We take robust and thorough measures to protect our employees. We can also promote positive change by encouraging our business partners and communities to respect human rights as well.</p> <p>We ensure safe, healthy and sustainable working conditions; require a respectful, harassment-free workplace; prohibit discrimination; deliver employee compensation and benefits to attract and retain strong talent; prohibit child or forced Labour and ensure our business partners share this commitment; and promote responsible sourcing practices for our suppliers.</p>		 	<p>GRI 408: Child Labour,</p> <p>GRI 409: Forced or Compulsory Labour</p>
<p>Operational Health and Safety</p>	<p>Our Zero Tolerance Policy, strict adherence to safety norms, employee health and safety initiatives help protect our employees and ensure our compliance with applicable laws and regulations. Periodic trainings both for employees and workers and regular monitoring at sites provide assurance to the stakeholders.</p>			<p>GRI 403: Occupational Health and Safety</p>
<p>Sustainable Supply Chain/ Responsible Purchasing</p>	<p>GRIL has developed general terms & conditions including suppliers' responsibility to comply with the environment, safety and other related regulations. We have developed a process of conducting due diligence and technical evaluation of suppliers before onboarding. Through this process, GRIL tries to communicate and emphasise on the importance of responsible sourcing to the suppliers. However, considering the industry, it's a long way to go through continuous dialogue and education to the suppliers.</p>			<p>GRI 204: Procurement Practices</p>

Material Topic	Management Approach	Potential/ Actual Impact	SDG Linkage	GRI Linkage
Compliance and Business Ethics	G R Infra is committed to the highest standards of compliance – in all places, at all times. We ensure strict adherence with GRIL Code of Conduct through periodic communication, trainings and review.			GRI 205: Anti-Corruption GRI 206: Anti-Competitive Behaviour
Corporate Governance	<p>G R Infra’s Board of Directors oversees the strategic direction of the Company to advance the long-term interests of the Company and its various stakeholders.</p> <p>Our Board, Audit Committee and Risk Managing Committee are unitedly responsible for the Enterprise Risk Management Framework, Department Policies and Standard Operating Procedures, maintaining segregation of duties. The Board and various Committees regularly review major risks.</p>			
Data Security, Privacy and Cybersecurity	<p>GRIL respects the privacy of the people from whom it collects and processes personal information and ensures the same through data privacy policy and various control mechanisms.</p> <p>Protecting our Company, employees and customers begins with our cybersecurity approach. As part of our digital roadmap and through cyber defence strategy, we detect, mitigate and respond to cyberthreats. We engage industry experts to continually improve our cyber capabilities and processes. We conduct regular assessments to validate defensive measures, employing a comprehensive risk management framework to enable effective escalation and management.</p>		 	GRI 418: Customer Privacy GRI 306: Security Practices

Materiality

Matrix



Stakeholder

Engagement

Understanding Different Stakeholders







At G R Infra, stakeholder engagement is more than just a business approach—it is the bedrock of our success. Recognising the multi-faceted needs and viewpoints of our stakeholders, from employees and customers to regulatory bodies and local

communities, we're committed to fostering value creating relationships with all stakeholders. This dedication not only fuels the success of our projects but also ensures the longevity of our efforts towards sustainability.

The first step in our approach is stakeholder identification. Through consistent engagement, we uphold transparent communication, navigate potential challenges, and nurture lasting relationships. Our quarterly sessions invite shareholders to gain insights and voice concerns, while our commitment to employee wellness is expressed through our health initiatives, comprehensive training, and engagement activities.

We actively abide by all applicable compliance rules to ensure consistency in everything from project standards to meal provisions. G R Infra engages with stakeholders far beyond the construction site through our CSR initiatives in education, animal healthcare, sports, and rural development, directly impacting the communities we serve.



Stakeholder Group	Importance	What Matters to Them	Stakeholder Engagement
 Employees and Workers	The backbone of our operations, their skills and dedication are the keys to the success of our operations.	<ul style="list-style-type: none"> Employee Satisfaction and Retention Diversity & Inclusion Operational Health and Safety Human Rights and Labour Management 	<p>Purpose: Our goal is to nurture our employees' and workers' development, offer benefits, promote professional growth, support continuous learning, facilitate effective internal communication, and enhance their overall well-being.</p> <p>Modes: E-mail, SMS, meetings, website, social media, circulars, etc</p>
 Customers	Customer's satisfaction and trust are essential for our reputation and continued business growth.	<ul style="list-style-type: none"> Consumer Experience Product Quality and Design 	<p>Purpose: Ensuring seamless project delivery, timely execution, addressing challenges proactively, and maintaining open communication to meet and exceed their expectations.</p> <p>Modes: E-mail SMS, meetings, website, business interactions, advertisement</p>
 Shareholders and Investors	Our shareholders' and investors' support fuels our Company's development and ensures its financial stability.	<ul style="list-style-type: none"> Corporate Governance Data Security, Privacy and Cybersecurity 	<p>Purpose: Providing a transparent disclosure of our performance, to aid informed decision-making and fostering trust among our valued investors and shareholders.</p> <p>Modes: Annual General Meeting, Investors' Meet, Email, website, newspaper, stock exchange filings</p>
 Suppliers & Vendors	We rely on our business partners to provide crucial resources, enabling us to deliver quality projects on time.	<ul style="list-style-type: none"> Sustainable Supply Chain/Responsible Purchasing 	<p>Purpose: Maintaining an open communication regarding delivery status, addressing supply chain issues collaboratively, while ensuring compliance with regulations, and promoting mutual development and growth.</p> <p>Modes: E-mail, SMS, business meetings</p>
 Government & Regulatory Bodies	Regulators and policy-makers directly contribute to our industry's expansion and success. With their help, we can deliver ongoing benefits to everyone involved in our business.	<ul style="list-style-type: none"> Compliance and Business Ethics 	<p>Purpose: Complete adherence to statutory compliance, fulfil reporting obligations, collaborate with Government entities to foster growth and advancements in the infrastructure industry, and contribute to the overall benefit of the sector.</p> <p>Modes: E-mail, meetings, website, annual report, stock exchange filings, industry body representations</p>
 Local Communities	The support and acceptance of the local communities are vital for successful project execution. G R Infra recognises the importance of nurturing and giving back to the communities in which we operate.	<ul style="list-style-type: none"> Impact on Local Community 	<p>Purpose: Driving positive impact and uplifting the well-being of the local communities through our CSR activities, fostering a strong sense of social responsibility and sustainable development.</p> <p>Modes: Onsite community meetings, direct engagement through project teams</p>

G R Infra stands anchored in its commitment to exemplary governance standards. We have developed and implemented policies and protocols encompassing essential areas ranging from risk mitigation and transparent financial reporting to robust internal controls and compliance with legal benchmarks. Our governance paradigm is based on time-tested principles and is tailored to the contemporary corporate landscape. This commitment fosters trust and instills confidence among our stakeholders and charts a sustainable trajectory for long-term value creation in the G R Infra continuum.







Strong Governance Framework

We hold corporate governance in the highest regard, maintaining a firm commitment to achieving high transparency and governance standards. Our dedication to adherence is resolute, as we meticulously follow established compliance practices mandated by applicable laws. Our audit mechanism continuously scrutinizes these practices, ensuring their ongoing relevance and effectiveness. This approach is instrumental in propelling us towards our organisational goals, as we employ a structured and disciplined strategy to continually assess and elevate risk management, control, and regulatory compliance procedures.

100%

Board members and key managerial personnel trained on- corporate governance, BRSR awareness, and code of conduct.

Ethics and Policies

We foster trust, accountability, and conscientious business conduct, driving sustainable growth and nurturing enduring relationships with our stakeholders. We place paramount importance on aligning every facet of our operations with the highest ethical standards, ensuring strict compliance with laws and regulations. Our firm commitment to business integrity is highlighted by our strong position against corruption and bribery. We actively manage conflict of interest to ensure transparency and fairness in all our decision-making.

Code of Conduct

We have a comprehensive Code of Conduct to maintain a positive corporate culture, foster trust among stakeholders, prevent unethical behaviour, comply with legal and regulatory requirements, and uphold our reputation and integrity. We have instituted a stringent Gift Policy which extends to all employees.

Internal Controls and Committees

At G R Infra, we have formed the Audit Committee, Nomination & Remuneration Committee, Stakeholders' Relationship Committee, Risk Management Committee, Corporate Social Responsibility (CSR) Committee and Finance Committee. Each committee has predefined roles and responsibilities, as stated below:

-  The Audit Committee ensures financial transparency and oversees the effectiveness of the Company's internal controls
-  The Nomination & Remuneration Committee ensures a robust process for selecting and rewarding Board members and Executives
-  The Stakeholders' Relationship Committee strengthens communication and engagement with stakeholders
-  The Risk Management Committee identifies and mitigates business risks
-  The Corporate Social Responsibility (CSR) Committee drives G R Infra's commitment to social and environmental initiatives
-  The Finance Committee oversees financial strategies and planning
-  The ESG Committee drives the sustainability strategy and implementation

In FY 2022-23, we established an ESG Committee, which is responsible for the sustainability agenda of the Company. The ESG Committee is chaired by our Chairperson, Mr. Rajendra Kumar Jain, accompanied by Mr. Ajendra Kumar Agarwal and Mr. Vikas Agarwal as members.

Sustainability-Linked Policy Coverage

Corporate Environment Policy 	 Code of Conduct Policy
Waste Water Management Policy 	 Nomination and Remuneration Policy
Emission Management and Carbon Reduction Policy 	 Policy for Prevention of Sexual Harassment at Workplace
Health, Safety and Environment Policy 	 Board Diversity Policy
Corporate Social Responsibility Policy 	 IT End-User Policy
Quality Policy 	 Dividend Distribution policy
Training and Development Policy 	 Vigil Mechanism & Whistle Blower Policy

Approach to Digital Innovation

The digital tide is reshaping the construction landscape. At the heart of this transformative wave is the digital revolution, encompassing various technological marvels—from drones capturing intricate topographical data, the migration towards cloud platforms enhancing scalability, to the advent of artificial intelligence heralding unparalleled efficiency. Key tools facilitating real-time collaboration have become paramount. Moreover, with advancements like Building Information Modeling (BIM), 3D printing, and AR/VR tools, design visualisation, prototyping, and training are witnessing a revolution.

Being at the forefront of infrastructure development, we've observed these shifts and proactively embedded them into our core operations. Our adaption of aerial technology has redefined site evaluations, providing unmatched precision in our assessments. The transition to the cloud hasn't just been about embracing new technology; it signifies our dedication to enhancing data management and overall operational efficiency. In an age where data is gold, our cybersecurity infrastructure stands tall, reflecting our unyielding commitment to stakeholder trust.

Artificial intelligence, no longer just a buzzword, is now intrinsic to our systems, amplifying our operational efficacy. Our teams, equipped with cutting-edge digital tools, have witnessed a surge in collaborative efforts, ensuring seamless communication. Digital training modules, an emblem of our commitment to continuous learning, have kept our workforce synchronised with industry evolution.

The results speak volumes. Through aerial-driven planning phases, our projects consistently outshine expectations. Cloud-driven collaborations exude operational brilliance, setting new industry benchmarks. The security of our digital fortresses has solidified stakeholder trust, and our digitally adept teams represent the zenith of industry best practices.

Peering into the future, the prospects of BIM, 3D printing, AR/VR, and more beckon us. These, coupled with modular construction and sustainability analytics, outline the next chapters of our digital narrative. Our commitment to innovation is undeterred, and as we tread these digital territories, we aim not just to align with industry advancements but to possibly be the beacon that redefines them.

Environmental Sustainability

At G R Infra, we are deeply committed to environmental responsibility. We consistently work to achieve our sustainability goals and positively impact the environment. We continuously monitor our environmental footprint, look for ways to improve, and aim to exceed industry standards by fostering a culture of environmental conservation throughout our operations.







Pioneering in Environmental Stewardship

We hold the conviction that the trajectory of infrastructure advancement hinges on its integration with and enhancement of natural capital. As a dedicated infrastructure entity, we stand committed to forging a sustainable future, underpinned by our emphasis on environmental stewardship. The profound grasp of our environmental obligations and our commitment to responsible infrastructure further reinforces our dedication to cultivating a resilient and eco-conscious future.

ISO 14001:2015 Certified

For Environmental Management System

Energy and GHG Emissions (FY 2022-23)

4,31,677 Gigajoule

Reduction in Fuel Consumed

35%

Reduction in Energy Intensity

6,638 Gigajoule

Reduction in Electricity Consumed

36,223 MTCO₂ Equivalent

Reduction in Scope 1 Emissions

1,922 MTCO₂ Equivalent

Reduction in Scope 2 Emissions

18%

Reduction in GHG Emissions Intensity

500 KW

Rooftop Solar Power Plant Installed

40,000 KWH

Consumed In-House

1,902 Joules

Total Energy Consumption from Renewable Sources

10 Litres

Daily Diesel Savings due to replacing DG Set for Lighting at Remote Locations

400 Watts

Portable Solar Power Source Product Developed

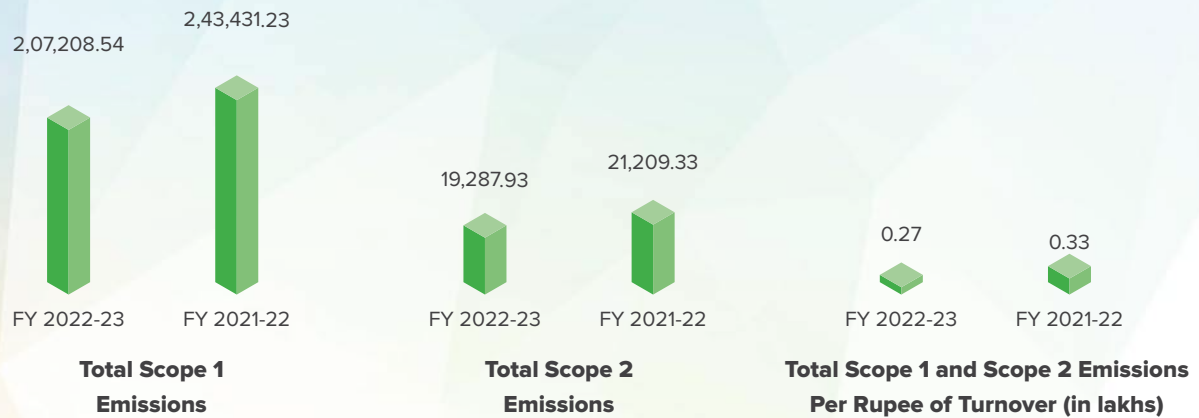
We have undertaken an extensive assessment of our carbon footprint by recording and reporting the Greenhouse Gas (GHG) emissions stemming from our nationwide operations throughout the last two fiscal years. This thorough examination has yielded invaluable perspectives on the Company’s Scope 1 and Scope 2 GHG emissions, lending a deep comprehension of our ecological footprint and pinpointing avenues for enhanced sustainability.

In FY 2022-23, G R Infra implemented several strategies to lower energy usage. We installed a 500 KW rooftop solar power plant, using 40,000 KWH of the generated power internally. This significantly reduced our dependence on conventional energy and cut down on greenhouse gas emissions.

Additionally, we launched a 400-Watt portable solar power product designed to replace diesel generators for lighting in remote areas, saving 10 litres of diesel per day at each location. We also started using adblue fluid with diesel to minimise air emissions from diesel engines. These initiatives have effectively lowered our energy and fuel consumption, leading to a significant decrease in GHG emissions.

Moreover we have started using heatless vaporisers in LPG installations. This initiative promotes energy efficiency and effectively offsets nearly 90 Metric Tonnes CO₂ emissions per year, reflecting our commitment to sustainable practices and environmental well-being.

GHG Emissions (Metric Tonnes of CO₂ Equivalent)



Circularity

73%

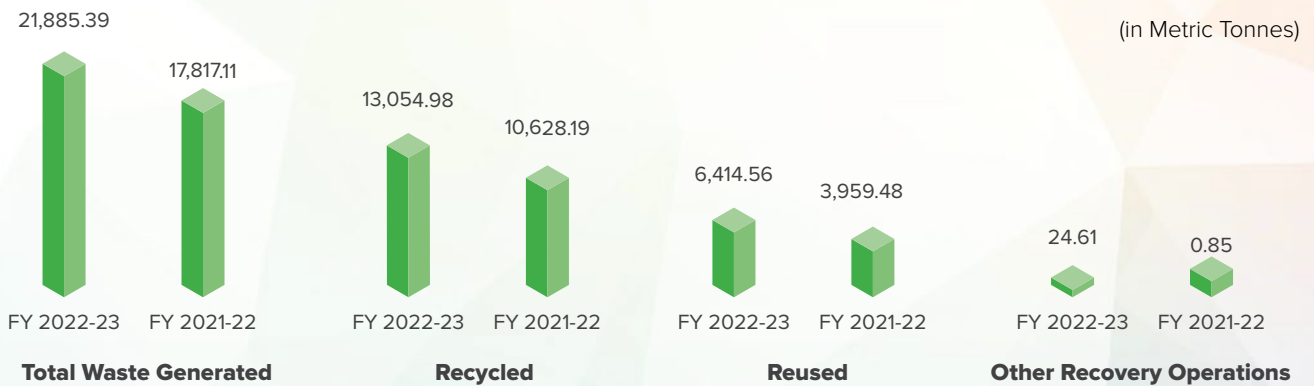
of the Waste Generated was Recycled or Reused

11,942.62 MT

Waste Recycled in FY 2022-23

Our waste management approach includes a strong emphasis on resource efficiency, aligning with our resolute intent to mitigate environmental impact. The plastic waste, E-waste, and hazardous waste generated at the operational hubs are sent to designated storage warehouses. The details of waste collected are dispatched to the Head Office (HO). The waste is then reused or recycled as per policy and the remaining is sold to registered vendors for responsible disposal. We manage 100% of our e-waste through authorised waste handlers.

During FY 2022-23 and FY 2021-22, we successfully reused or recycled 90% and 82% of our total waste generated, respectively. In the near future, we plan to use Glass Reinforced Plastic (GRFP) as a replacement to steel in our construction process. In addition, we are exploring the use of slag generated by steel plants as an aggregate. These initiatives align with our commitment to fostering a circular economy and limiting our ecological footprint. We are working to continuously further improve our systems aimed at maximising resource efficiency.



Water Management

Water, a vital natural resource, is pivotal to our operations. Recognising its profound significance and our responsibility towards conservation, we aim to create a culture of water saving on-site. We have installed Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP), effectively treating the wastewater generated at our manufacturing sites and base-camps. We are committed to conserving and responsibly managing this invaluable resource, contributing to sustainability and environmental well-being.

Owing to improved recording of water withdrawal and consumption, we have observed a rise in total water consumption by 34% in FY 2022-23.



Green Initiatives

Installation of a new unit for:

In-House Production of AdBlue - A revolutionary fluid aimed at curtailing carbon emissions from diesel engines.

As part of our firm commitment to protecting the environment, we have undertaken measures to strengthen our governance mechanisms to support a seamless transition to maximising resource efficiency. To achieve this, we formulated a set of new robust policies, such as Emission Management and Carbon Reduction Policy, Quality Policy, and Wastewater Management Policy.

Following are some initiatives taken up by GRIL:

- Identify and monitor all the emission points within the operational jurisdiction & accordingly corrective actions taken to reduce the emission and carbon footprint
- To comply with EURO 6 / BS VI Emission regulations, we are using Selective Catalytic Reduction (SCR) technology to inject the tiny amounts of AdBlue i.e., Diesel Exhaust Fluid (DEF) onto the exhaust gas of our running engines of all vehicles/construction equipment to reduce the emission of harmful Nitrous Oxide (NOX) gas
- Use of solar light source concept in place of engine operated light source for lighting arrangement at our construction sites to reduce the emission and carbon footprint
- Replaced heavy rated DG set with grid supply concept to operate the construction plants to reduce the emission and carbon footprint
- In order to reduce diesel / coal operated for thermic oil heating, we adopted wood operated boiler concept in place of diesel / coal operated for thermic oil heating
- Adopted effective dust suppression concept by using advanced harmless methodology to control the emission of dust in nearby area, during the operation of plants and construction activities
- Planning to adopt electric operated vehicles in place of diesel / petrol operated wherever feasible in a phased manner as electrification is a key part of our plan to reach carbon neutrality
- Public policy and engagement, addressing climate change is a global issue that requires collaboration to drive progress. We continue to work with partners in the public and private sectors to advance consistent market-driven policies

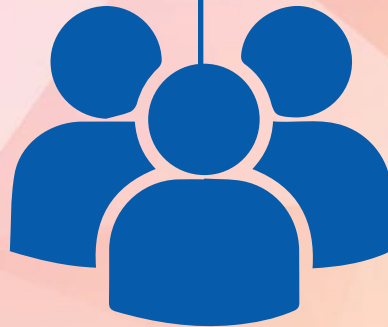


Moreover, we have embraced many horticulture initiatives that yield positive environmental impacts, including lining the highways with trees and shrubs, installing green areas near toll booths and training staff on correct tree plantation. We also implemented replantation of trees during land clearance activity saving over 15,000 trees. We construct plant nurseries at construction base camps to reduce plant mortality. These nurseries are installed with automated watering systems to optimise water use. G R Infra won the Green Highway Award for the Varanasi Ring Road.

In line with our dedication to resource optimisation, we track our vehicle fleet via GPS technology. This has led to fuel optimisation through alerts on discrepancies in fuel usage. In our production processes, we prioritise sustainability by incorporating alternative materials like fly ash and pond ash.

In the ever-evolving landscape of global sustainability, the social dimension stands as a pillar of our commitment to responsible growth. This section emphasises our dedication to fostering a harmonious, inclusive, and empowered community, both within our organisation and in our broader societal engagements. By prioritising the well-being, human rights, and aspirations of individuals and communities, we strive to create lasting positive impacts that echo our core values and vision for a sustainable future.

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Our Client Base



Trusted Partner to State and Central Governments

We take pride in establishing enduring relationships with State and Central Governments. By fostering trust and consistently delivering successful projects, we have gained a reputation for reliability, expertise, and customer-centric approach. Our long-term partnerships form the foundation for sustainable growth and future collaborations, as we continue to play a crucial role in shaping India's infrastructure landscape.



National Highways Authority of India



Ministry of Road Transport and Highways



National Highways Logistics Management Limited



National Highways & Infrastructure Development Corporation Limited



Bengaluru Metro Rail Corporation Limited



Bihar State Road Development Corporation



Rail Vikas Nigam



East Coast Railway



REC Power Development



National Hydroelectric Power Corporation



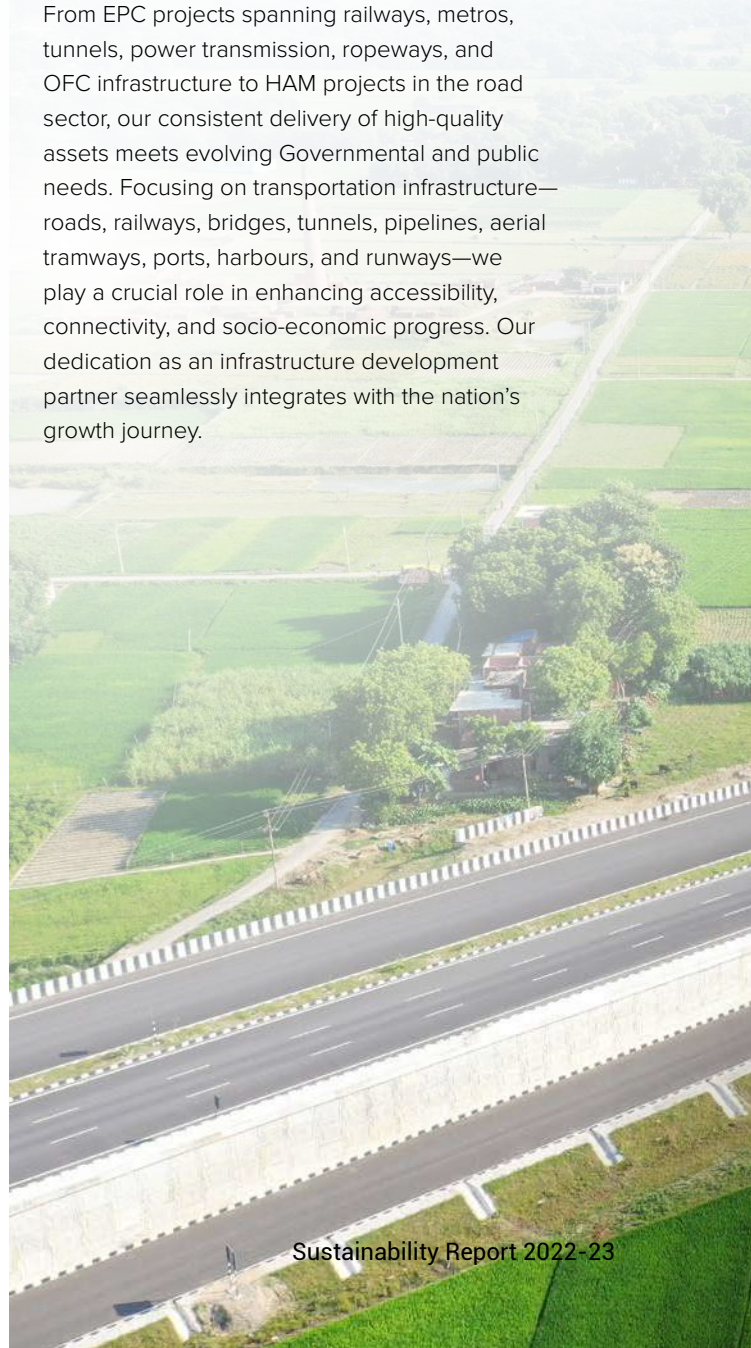
Public Works Department Government of Rajasthan



UP Expressway Industrial Development Authority

We serve as a trusted partner to Government and Semi-Government organisations in India, driving widespread infrastructure advancement. With diverse construction projects and a solid commitment to excellence, we've cultivated a distinguished customer base in the Government sector.

From EPC projects spanning railways, metros, tunnels, power transmission, ropeways, and OFC infrastructure to HAM projects in the road sector, our consistent delivery of high-quality assets meets evolving Governmental and public needs. Focusing on transportation infrastructure—roads, railways, bridges, tunnels, pipelines, aerial tramways, ports, harbours, and runways—we play a crucial role in enhancing accessibility, connectivity, and socio-economic progress. Our dedication as an infrastructure development partner seamlessly integrates with the nation's growth journey.



Ensuring Customer Delight

At G R Infra, the pursuit of customer satisfaction is deeply embedded within the fabric of our core values and operational ethos. We have nurtured a culture of trust, fostering an environment where our clients can place their reliance upon us to consistently deliver exceptional outcomes. Our firm commitment to furnishing superior solutions within timelines stands as a testament to our dedication.

We are committed to delivering customer value, while placing a high emphasis on safety and convenience in all our civil engineering initiatives. Guided by a continuous focus on innovation, we are dedicated to achieving sustained excellence.

Ensuring the Utmost Customer Delight through:

Fostering a

Culture of Trust

Providing the

Best-in-Class Project Delivery

Maintaining the Track Record of the Projects

Timely Execution

HUMAN RESOURCE MANAGEMENT



Inclusive People Culture

In our commitment to responsible business practices, Human Resource Management serves as a foundational pillar for our organisation, combining talent development and workplace safety. We prioritise employee welfare with a focus on safety, trainings and benefits cultivating a positive environment to enhance productivity and amplify employee engagement.

At G R Infra, our paramount dedication revolves around nurturing the advancement and well-being of our employees and workers through an equitable framework of Human Resource (HR) practices. This encompasses offering competitive remuneration, placing a paramount emphasis on health and safety, and anchoring rewards upon individual performance. Our deep commitment to equitable compensation underscores our unyielding regard for our employees' contributions, ensuring a rewarding and comfortable working environment.

To duly recognise the efforts of our workers and employees within the workplace, we have instituted a comprehensive quarterly/bi-annual Performance Management System. This system serves as a catalyst for inspiring and retaining our pool of exceptional talent by incentivising exemplary performance. We actively gather feedback and insights to identify areas that warrant improvement and to better comprehend the sentiments of our valued employees. Leveraging our digitally-enabled Performance Management System, we provide a platform for employees to receive invaluable feedback, foster enhanced team engagement, and address any concerns that may arise, thereby ensuring a harmonious and productive work environment.



Diversity and Inclusion

We recognise the power of diversity and inclusion in fostering creativity, collaboration, and personal growth.

A diverse workforce brings numerous benefits to an organisation. By fostering diversity within our workforce, we intend to facilitate:

<div data-bbox="130 481 758 683">  <p>Building perspective as people from diverse cultures and backgrounds come under the same roof</p> </div>	<div data-bbox="877 481 1460 750">  <p>High-quality, nutritious food for on-site workers is aimed at fair and consistent treatment of our workforce, which results in building trust, enhancing morale, deepening loyalty and making employees and workers feel good factor</p> </div>
<div data-bbox="130 705 758 907">  <p>Enhancing problem-solving and decision-making processes, leading to innovative solutions and a broader understanding of the world</p> </div>	<div data-bbox="877 772 1460 963">  <p>100% workers given health and accidental insurance coverage</p> </div>
<div data-bbox="130 940 758 1142">  <p>Empowering employees by respecting their distinct backgrounds and treating them equally as others</p> </div>	<div data-bbox="877 996 1460 1187">  <p>100% return to work rate of females who took maternity leave</p> </div>
<div data-bbox="130 1176 758 1377">  <p>Input materials sourced directly from within the district and neighbouring districts - FY 2022-23: 46%, FY 2021-22: 42%</p> </div>	<div data-bbox="877 1220 1460 1411">  <p>100% staff paid more than minimum wages</p> </div>
<div data-bbox="130 1422 758 1612">  <p>Supply and installation of oxygen generator plant at Seth Baldev Das District Hospital and District Women's Hospital</p> </div>	<p>A workforce comprising of individuals from diverse backgrounds enriches our organisation with multi-dimensional knowledge, enhancing our capacity to understand and meet clients' intricate needs with utmost respect. This cultivates trust, enhances credibility, and elevates the overall level of customer satisfaction. Furthermore, a diverse workforce establishes profound connections with various communities, fostering an environment where initiatives promoting diversity, inclusion, and social responsibility can thrive.</p>
<div data-bbox="130 1646 758 1848">  <p>Financial support for procurement of various kitchen items, sports materials and educational assessment tools for vocational training of differently abled children</p> </div>	
<div data-bbox="130 1881 758 2065">  <p>Building perspective as people from diverse cultures and backgrounds come under the same roof</p> </div>	

Training, Development and Employee Retention

As our Company continues to grow and diversify, we recognise the importance of attracting and onboarding talent on a large scale in a highly competitive market.

Our HR initiatives and practices are geared towards cultivating an inclusive workplace. The establishment of our HR Transformation Function last year has resulted in significant progress, like process improvements, technology adoption, and policy enhancements. Our recruitment practices prioritise fairness and diversity, while policies addressing Code of Conduct, Sexual Harassment, and Retaliation ensure a safe environment. We launched the 'SAHYOG' CLOOBOT for efficient employee grievance redressal and conducted regular pay and grade equity analysis to ensure fairness across the organisation.

693

Trainings Held for Employees



Percentage Coverage by Training and Awareness Programmes on Any of the Principles During the Financial Year:

Segment	Total areas of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	3	Awareness session on corporate governance, BRSR awareness, code of conduct	100%
Key Managerial Personnel	3	Awareness session on corporate governance, BRSR awareness, code of conduct	100%
Employees other than BoD and KMPs	114	Quality, health and safety, technical (system and software), behavioural, BRSR awareness, onboarding, code of conduct	100%
Workers	579	Quality, health and safety	97.43%*

*includes site and office numbers

In order to cultivate a culture characterised by perpetual learning and advancement, we have devised comprehensive development programmes that encompass a broad array of domains, including health and safety, quality assurance, technical proficiency, and behavioral competencies. Our in-house skill enhancement initiatives specifically concentrate on augmenting the proficiencies of both supervisors and foremen. These programmes involve an array of training sessions, ranging from topics, such as emotional intelligence, construction safety, negotiation prowess, MS Excel proficiency to project management. By implementing these initiatives, we empower our diligent workforce to continuously evolve and surmount new challenges that arise in their professional journeys.



Employee Well-Being & Health Benefits

We are committed to creating a safe and peaceful environment where everyone can work with respect and dignity.



At G R Infra, we are deeply committed to cultivating a workplace that prioritises the well-being and contentment of our employees.



We offer the following health and support to our employees:

- Collaborating with nearby hospitals to ensure quick access to healthcare services in case of emergencies or medical needs
- Providing comfortable accommodations for employees, especially for those working night shifts
- Conducting regular first aid checks and ensuring employees receive prompt medical attention if required
- Providing comprehensive health and accidental insurance coverage
- Enhancing the employees' and workers' wellness through retiral benefits like PF and gratuity

Our commitment to supporting our employees goes beyond the provision of health benefits. We firmly believe in fostering a culture of open and effective communication

within our teams. By actively listening to and valuing the opinions of each team member, we strive to achieve clarity and promote knowledge-sharing across the organisation.

To facilitate this communication process and ensure a seamless flow of information, we have introduced 'Sahyog', a dedicated online portal exclusively designed for our employees. Through Sahyog, our workforce can conveniently submit any grievances or concerns they may have, knowing that they will be promptly and proactively addressed by our dedicated HR department. This streamlined system allows us to effectively resolve issues and create an environment where employee satisfaction and well-being are prioritised.

100%

Employees and Workers are Covered under Health and Accidental Insurance



Operational Health and Safety



Adhering to a 'Safety First' philosophy, we prioritise the well-being of our employees, fostering an inclusive culture that values skill enhancement and encourages empowerment. This approach not only strengthens our internal operations but also resonates with our broader sustainability goals, emphasising individual growth and collaborative efforts within the team.

At G R Infra, we recognise the importance of ensuring a safe working environment for the overall well-being of our valued employees. To fulfill this commitment to operational safety, G R Infra has carefully implemented effective measures and constituted rigorous protocols.

579

Health and Safety Trainings Conducted

ISO 45001:2018 Certified

Occupational Health and Safety Management System

63%

of Our Plants Assessed for Health & Safety and Working Conditions

Safeguarding against Operational Risks



Monitoring and Inspecting Operational Sites



Regular Safety Practices Briefings and Trainings



Safeguarding Workforce Against Occupational Hazards

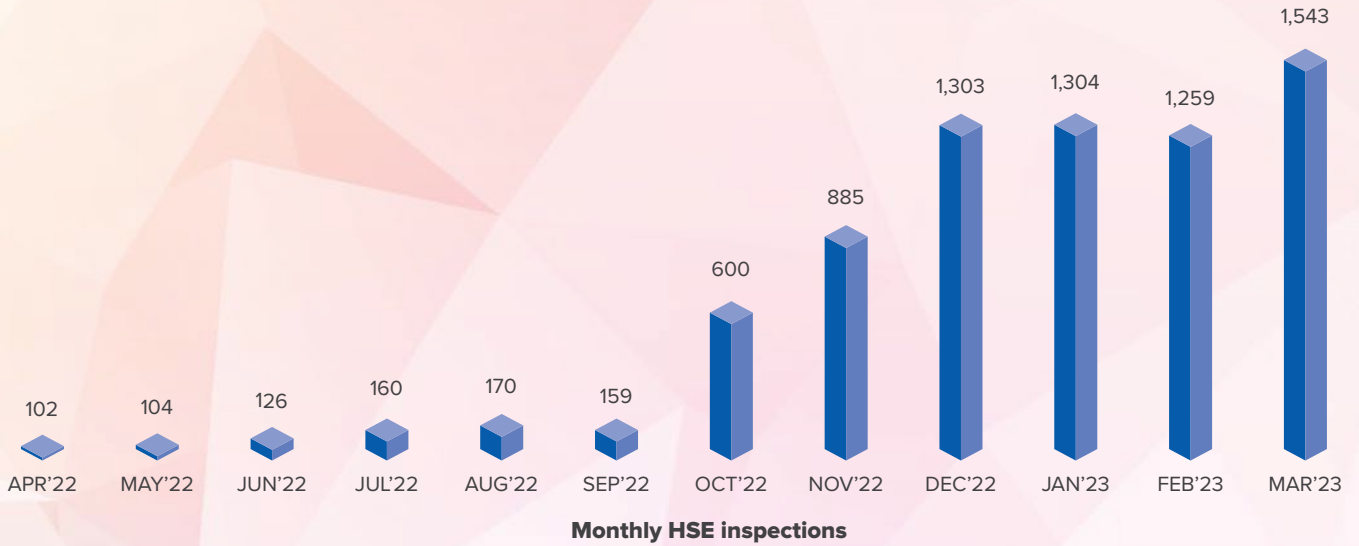
We recognise our responsibility to disseminate crucial and timely information pertaining to operational requirements and any pertinent modifications. Bearing in mind the inherent risks associated with the nature of work we have undertaken comprehensive measures to safeguard our workforce against potential hazards that may arise at project sites and plants. These include:

- Adhering to a Zero Tolerance Policy and strictly following safety norms to create a secure working environment
- Conducting daily safety training programmes
- Following standard checklists and procedures, to address various aspects of operational safety
- Site inspections and audits are carried out regularly to verify the effectiveness of safety protocols and uphold safety standards

2 times increase in number of HSE trainings

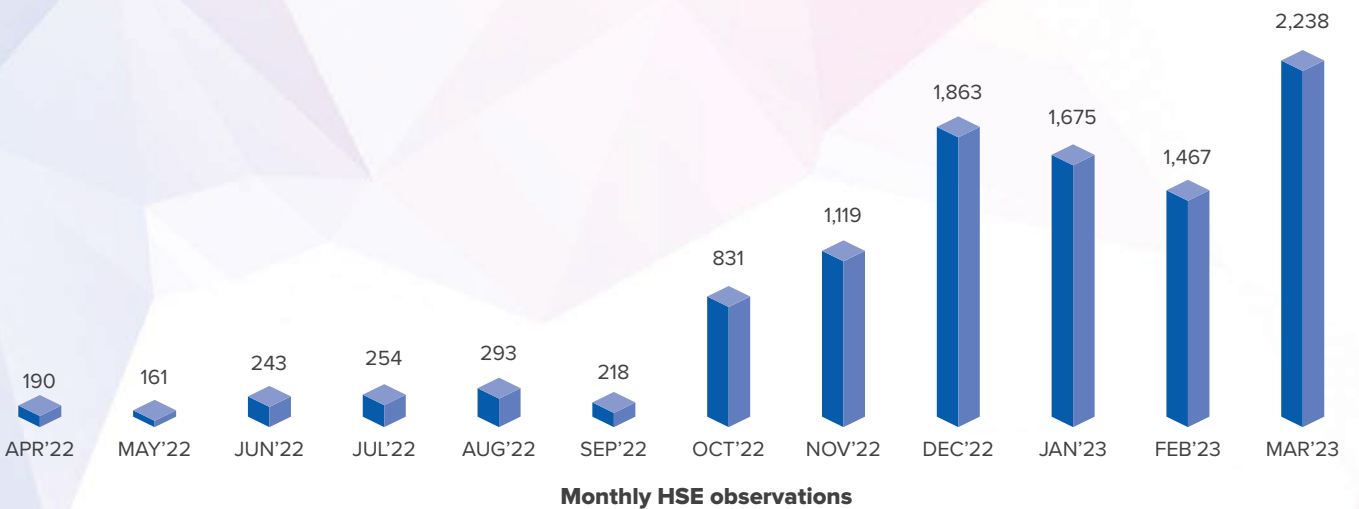
15 times increase in number of HSE inspections conducted

HSE Inspections



HSE Observations

12 times increase in observations



Our shared health and safety duties resonate as a testament to our steadfast dedication to cultivating a culture of well-being and safety. This is solidified in our constant commitment to maintaining the utmost health and safety standards across our operations.

Important Guidelines to Maintain Utmost Safety

- | | |
|--|---|
| <p>01 Ensure adequate access and egress to the excavated area</p> | <p>06 Install interlock limit switches at all man and machine interface points, including incidental and preventative maintenance areas. Regularly test the emergency pull chord switch and emergency stop button for proper functionality</p> |
| <p>02 Implement appropriate sloping/benching and for excavations deeper than 1.5m, based on soil type and groundwater table</p> | <p>07 Guard all rotating/revolving parts to prevent accidental contact</p> |
| <p>03 Conduct daily inspections before approving work permits to check for cracks, cave-ins, or water logging in the excavated areas</p> | <p>08 Obtain the necessary permits to work on plant, machinery, and other power-driven equipment. Practice Lockout & Tag Out (LOTO) procedures to ensure the safety of personnel</p> |
| <p>04 Deploy dedicated and trained flagmen with whistle, flag, and baton lights to control vehicle movement during soil disposal operations</p> | <p>09 Ensure dumpers transport materials without spillage</p> |
| <p>05 Inspect the WMM plant daily before operation, allowing only authorised and competent personnel to operate</p> | <p>10 Provide rubber mats in all electrical panel boards and control rooms to enhance safety measures</p> |

Adherence to the operational health and safety guidelines yields a substantial reduction in operational hazards, significantly mitigating the risk of accidents, injuries, and environmental mishaps. Complying to these guidelines cultivates a resilient safety culture, fortifying the work environment, protecting personnel, and bolstering operational continuity with heightened efficacy and assurance.





SOCIAL COMMITMENT



Being Socially Responsible

We are committed to creating a positive and transformative impact on the communities we engage with. Our focus areas are education, healthcare, relief efforts, rehabilitation, animal welfare, and art & culture, aligned with India's priorities. Through deliberate collaborations and impactful initiatives, we aspire to:

- Elevate communities
- Empower individuals
- Weave a stronger social fabric

By addressing these areas, we aim to forge a sustainable and inclusive future, enhancing the overall quality of life for everyone.

82,000+

People Benefitted from CSR Programmes

₹ 161 lakhs

CSR Investment in Aspirational Districts

46% of Total Input Material by Value

Procured from within the District or Nearby District

₹ 2,050.42 lakhs

Total Spent on CSR During the Year

Our Focus Areas



Education

Education is the cornerstone of societal progress, at G R Infra, we are committed to making a meaningful impact through our CSR efforts. We have initiated a series of educational initiatives that aim to provide equal opportunities, promote access to quality education, and foster the intellectual growth of the children and youth.

Initiatives Undertaken in FY 2022-23:

- Financial support for the:
 - Promotion of education - Gyan Mandir Samiti
 - Procurement of various kitchen items, sports materials and educational assessment tools to vocational training of differently abled children
 - Promotion of education (Sri Aurobindo Divine Trust)
 - Construction of academic block(Sri Prakahar Propkar Mission)

- Construction of:
 - Classroom at Chanani Senior Secondary Govt. School at Sidhmukh
 - Rooms at Govt. Girls Sr. Sec. School
 - Shakuntala Devi College (Sidhmukh)
- Contribution for promotion of education (ICSI)
- Contribution for setting up a school by providing land





Healthcare

At G R Infra, we recognise the importance of accessible and quality healthcare for all. We undertook a range of healthcare initiatives aimed at improving the well-being and medical outcomes of individuals in the communities we serve.

Initiatives Undertaken in FY 2022-23

- Construction of a hospital block for cows at Shri Mahaveer Gaushala Kalyan Sansthan
- Maintenance of the children's ward at Maharana Bhupal (MB) Government Hospital, Udaipur
- Distribution of indoor gym equipment
- Supply and installation of oxygen generator plant at Seth Baldev Das District Hospital and District Women's Hospital

As part of our commitment to social welfare through CSR, we are excited to launch a range of initiatives dedicated to providing immediate relief, long-term rehabilitation, and sustainable support to communities facing hardships. Together, we can rebuild lives, restore hope, and create resilient communities.



Animal Welfare

In accordance to our value of care and commitment we undertake animal welfare activities. These include providing care and shelter to the voiceless species.

Initiatives Undertaken in FY 2022-23

- Construction of Gaushala - capital at Sidhmukh
- Construction of a godown to store dry husk at Sri Krishan Gau Sewa Samiti





Community Development

We firmly believe in the power of community and the importance of uplifting the areas we serve, as a part of our Corporate Social Responsibility (CSR) activities, we have undertaken significant community development initiatives in FY 2022-23:

Initiatives Undertaken in FY 2022-23

- Maintenance of Mohini Devi Chachan Rajkiya Samudayik Kendra
- Installation of inverters and fans in community centres at various locations
- The excavation of a pond under Amrit Sarovar Scheme for water conservation by providing the JCB for 300 hours at three locations in Ratlam
- Reconstruction of pond at Sidhmukh for water conservation
- Contribution for promotion of sports (Kabaddi)
- Supporting old age people through Sewa Samiti Pali
- Supporting sports for scouts and guides



Local Economic Development

We drive local economic development by employing local workforce and utilising local resources during project implementation and operations. Our Corporate Social Responsibility (CSR) objective is to engage and empower the local community, fostering their active participation and ownership within society.

Initiatives Undertaken in FY 22-23:

- Constructed a CHC hospital in Sahawa, Churu, Rajasthan and hired five individuals from the same village for hospital maintenance.
- Establishing a Government College in the same area, employing local workforce, utilising local resources, and collaborating with local vendors to promote local employment.



Our unyielding commitment to social responsibility is evident in the initiatives we have undertaken. We are forging a path to a sustainable and promising future by embracing a proactive approach to safety, upholding stringent environmental standards, fostering a diverse and inclusive workforce, and strengthening our governance framework. With each project, partnership, and initiative, we propel ourselves and our stakeholders towards a more resilient, responsible, and prosperous tomorrow.

GRI Content

Index

Statement of Use	G R Infraprojects has reported the information cited in this GRI content index for the period 1 st April, 2022 to 31 st March, 2023 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational Details	G R Infraprojects
	2-2 Entities Included In the Organisation's Sustainability Reporting	About the Report
	2-3 Reporting Period, Frequency and Contact Point	About the Report
	2-4 Restatements of Information	There are no restatements of information in the report
	2-5 External Assurance	The Company has not conducted any external assurance of its ESG report
	2-6 Activities, Value Chain and Other Business Relationships	Company Profile
	2-7 Employees	Human Resource Management
	2-8 Workers Who are Not Employees	Human Resource Management
	2-9 Governance Structure and Composition	Governance
	2-10 Nomination and Selection of the Highest Governance Body	Annual Report - BRSR Report (Page 61)
	2-11 Chair of the Highest Governance Body	Governance
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Governance
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Governance
	2-15 Conflict of Interest	Annual Report - BRSR Report (Page 98,99)
	2-17 Collective Knowledge of the Highest Governance Body	Annual Report - BRSR Report (Page 42)
	2-18 Evaluation of the Performance of the Highest Governance Body	Annual Report - BRSR Report (Page 61)
	2-19 Remuneration Policies	Annual Report - BRSR Report (Page 62)
	2-20 Process to Determine Remuneration	Annual Report - BRSR Report (Page 61)

GRI STANDARD	DISCLOSURE	LOCATION
	2-22 Statement on Sustainable Development Strategy	Management's Message
	2-23 Policy Commitments	Internal Controls and Committees
	2-25 Processes to Remediate Negative Impacts	Training Development and Employee Retention Annual Report - BRSR Report (Page 90)
	2-27 Compliance With Laws and Regulations	Ethics and Policies
	2-28 Membership Associations	Annual Report - BRSR Report (Page 112)
	2-29 Approach to Stakeholder Engagement	Stakeholder Engagement
	2-30 Collective Bargaining Agreements	Annual Report - BRSR Report (Page 101)
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Materiality Assessment
	3-2 List of Material Topics	Materiality Assessment
	3-3 Management of Material Topics	Materiality Assessment
GRI 201: Economic Performance 2016	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Materiality Assessment
	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	Annual Report (Page 170, 258)
	201-4 Financial Assistance Received from Government	Annual Report (Page 50)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure Investments and Services Supported	Social Commitment
	203-2 Significant Indirect Economic Impacts	Social Commitment
GRI 205: Anti-Corruption 2016	205-2 Communication and Training about Anti-Corruption Policies and Procedures	Annual Report - BRSR Report (Page 97)
	205-3 Confirmed Incidents of Corruption and Actions Taken	Annual Report - BRSR Report (Page 98)
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organisation	Energy and GHG Emissions
	302-3 Energy Intensity	Energy and GHG Emissions Annual Report - BRSR Report (Page 107)
	302-4 Reduction of Energy Consumption	Energy and GHG Emissions Annual Report - BRSR Report (Page 107)
GRI 303: Water and Effluents 2018	303-1 Interactions With Water as a Shared Resource	Water Management Annual Report - BRSR Report (Page 107)
	303-3 Water Withdrawal	Water Management Annual Report - BRSR Report (Page 107)
	303-4 Water Discharge	Water Management Annual Report - BRSR Report (Page 107)
	303-5 Water Consumption	Water Management Annual Report - BRSR Report (Page 107)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Ghg Emissions	Energy and GHG Emissions Annual Report - BRSR Report (Page 108)
	305-2 Energy Indirect (Scope 2) Ghg Emissions	Energy and GHG Emissions Annual Report - BRSR Report (Page 108)
	305-4 Ghg Emissions Intensity	Energy and GHG Emissions Annual Report - BRSR Report (Page 108)
	305-5 Reduction of Ghg Emissions	Energy and GHG Emissions Annual Report - BRSR Report (Page 108)
	305-6 Emissions of Ozone-Depleting Substances (Ods)	Energy and GHG Emissions Annual Report - BRSR Report (Page 107)
	305-7 Nitrogen Oxides (Nox), Sulfur Oxides (Sox), and Other Significant Air Emissions	Energy and GHG Emissions Annual Report - BRSR Report (Page 107)
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	Circularity Annual Report - BRSR Report (Page 108)
	306-2 Management of Significant Waste-Related Impacts	Circularity Annual Report - BRSR Report (Page 108)
	306-3 Waste Generated	Circularity Annual Report - BRSR Report (Page 108)
	306-4 Waste Diverted from Disposal	Circularity Annual Report - BRSR Report (Page 108)
	306-5 Waste Directed to Disposal	Circularity Annual Report - BRSR Report (Page 108)
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	Diversity and Inclusion Annual Report - BRSR Report (Page 88)
	401-2 Benefits Provided to Full-Time Employees that are not Provided to Temporary or Part-Time Employees	Human Resource Management Annual Report - BRSR Report (Page 99, 100, 105)
	401-3 Parental Leave	Human Resource Management Annual Report - BRSR Report (Page 99)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Operational Health and Safety Annual Report - BRSR Report (Page 99, 101, 102)
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Operational Health and Safety
	403-3 occupational Health Services	Operational Health and Safety
	403-5 Worker Training on Occupational Health and Safety	Operational Health and Safety Annual Report - BRSR Report (Page 99, 101)

GRI STANDARD	DISCLOSURE	LOCATION
	403-6 Promotion of Worker Health	Operational Health and Safety
	403-8 Workers Covered by an Occupational Health and Safety Management System	Operational Health and Safety Annual Report - BRSR Report (Page 100, 101)
	403-9 Work-Related Injuries	Operational Health and Safety Annual Report - BRSR Report (Page 104)
	403-10 Work-Related Ill Health	Operational Health and Safety Annual Report - BRSR Report (Page 104)
GRI 404: Training and Education 2016	404-1 Average Hours of Training Per Year Per Employee	Training, Development and Employee Retention
	404-2 Programmes for Upgrading Employee Skills and Transition Assistance Programmes	Training, Development and Employee Retention Annual Report - BRSR Report (Page 101)
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	Training, Development and Employee Retention Annual Report - BRSR Report (Page 101)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	Governance Diversity and Inclusion Annual Report - BRSR Report (Page 87, 88)
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	Annual Report - BRSR Report (Page 105)
GRI 406: Non-Discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	Annual Report - BRSR Report (Page 106)
GRI 413: Local Communities 2016	413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programmes	Social Commitment Annual Report - BRSR Report (Page 112,113)
GRI 418: Customer Privacy 2016	418-1 Substantiated Complaints Concerning Breaches Of Customer Privacy and Losses of Customer Data	Annual Report - BRSR Report (Page 114)





G R InfraProjects Limited

Registered Office

Revenue Block no 223, Old Survey No.
384/1,384/2 Paiki and 384/3,
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Corporate Office

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