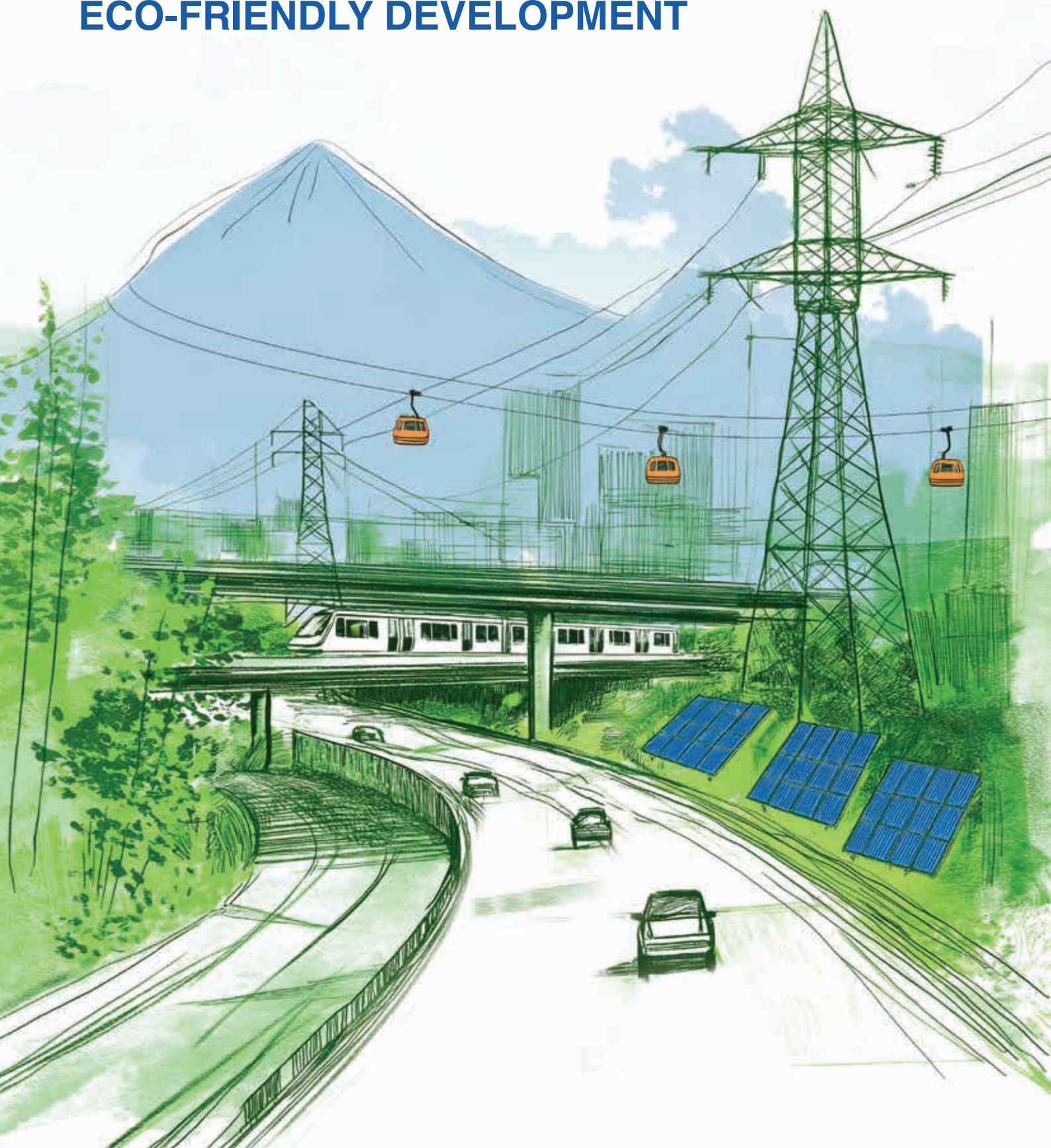


ACCELERATING

ECO-FRIENDLY DEVELOPMENT



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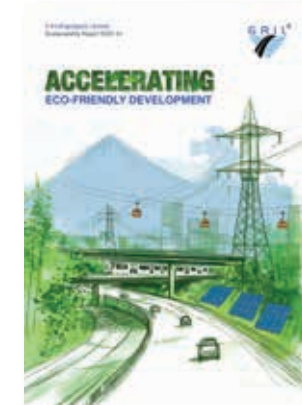
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Simply scan the QR code to view the report



To browse the report, please visit

<https://www.grinfra.com/sustainability-report>



ABOUT THE REPORT

REPORTING APPROACH

G R Infraprojects Limited (GRIL) presents the Sustainability Report for FY 2023-24, showcasing its comprehensive approach towards integrating sustainability into its governance framework, operational management, and corporate policies.

The primary aim of this report is to put across the Company's sustainability commitments with its stakeholders, including clients, employees, investors, suppliers and local communities.

This report highlights the positive societal impact of the Company's CSR initiatives and the environmental and economic effects of its operational and developmental activities.



REPORTING AMBIT & TIMELINE

GRIL publishes the Sustainability Report annually. This report highlights the Company's sustainability performance, outlines key material risks, details its stakeholder engagement strategies, provides an in depth overview of its Social and Governance initiatives, and outlines the measures taken to reduce carbon emissions.

The report has been prepared on a Standalone Basis for the reporting period from 1st April 2023 to 31st March 2024, in reference to Global Reporting Initiative (GRI) Standards.



APPROACH TO MATERIALITY

The report highlights Key Material Issues that could significantly influence the capacity to create an impact over the short, medium and

long-term, while also addressing the interests of the stakeholders.



THEME ACCELERATING ECO-FRIENDLY DEVELOPMENT

The theme symbolises GRIL's commitment to imbibe sustainability as a deeply rooted value in the organisational culture. This is reflected in the business decisions and practices. We prioritise employee well-being and delivering innovative solutions to the clients, being environmentally and socially responsible by taking initiatives to elevate the communities.

Climate challenges threaten environmental stability and pose significant threats to the sustainability and durability of the infrastructure. As a purpose-led Company, GRIL is committed to mitigate

climate challenges by weaving long-term sustainable solutions in daily operations. 'Accelerating Eco-friendly Development' represents the blueprint of the sustainability initiatives and practices adopted by the Company.

By adopting green practices, GRIL ensures that the landmarks built today have a lasting and positive impact on the future. Significant steps have been taken to build a sustainable future and lay a foundation for a better tomorrow. This approach to eco-conservation has resulted in selecting renewable resources and energy-efficient solutions, improving water conservation, and promoting circularity.

MANAGEMENT'S MESSAGE



"We further solidified our commitment by forming an ESG Working Group and introducing an extensive ESG Charter."

Dear Stakeholders,

I am pleased to share our Sustainability Report for FY 2023-24. As we continue to advance our commitment to sustainability and responsible business practices, GRIL has achieved several significant milestones and made substantial progress in integrating Environmental, Social, and Governance (ESG) principles into our operations.

In this financial year, we took significant step towards building a robust ESG framework by establishing an ESG Committee at the Board level. We formed an ESG Working Group and an extensive ESG Charter, which outlines the responsibilities of the ESG Committee and the ESG Working Group was introduced.

Serving as the reference point, the Charter ensures that our commitment to sustainable and ethical practices is upheld across all levels and areas of our business, deeply integrating ESG principles across our operations.

Under the aegis of the Committee, the Working Group has conducted a comprehensive Materiality Assessment in accordance with the Global Reporting Initiative (GRI) standards, engaging both internal and external stakeholders. This evaluation has helped us to identify and rank the ESG topics that are most important to our stakeholders and the business. It has given us important

insights and helped in shaping our strategic direction. The group is now finalising ESG goals and targets for reaching Net-Zero emissions in alignment with stakeholder interests while advancing our sustainability commitments.

We have taken the below steps to mitigating environmental footprint:

- ◆ The shift from fuel to grid energy and capacitor bank installation brought about significant power waste reduction and pollution reduction as well as energy efficiency improvements in lighting. The system's implementation decreases the dependency on non-renewable sources, the construction of solar plants shows GRIL's dedication to green energy.
- ◆ To promote the ideas of the circular economy, using Reclaimed Asphalt Pavement (RAP) material in flexible pavement construction lowers the consumption of raw materials.
- ◆ Improved air quality and reduced Particulate Matter Emissions (PME) are the outcomes of the installation, upkeep, and frequent monitoring of filters in our cement silos and Hot Mix Plant.
- ◆ In piling operations, the environmental impact has been reduced without compromising quality by using polymer instead of bentonite.

- ◆ Creating sewage treatment facilities, building sedimentation tanks to properly manage runoff water, prevent soil erosion and contamination, assuring responsible waste management.

We have extended our efforts to our supply chain partners by introducing a robust Supplier Code of Conduct. The code's implementation is planned in stages to include all our suppliers, ensuring that our entire supply chain aligns with our ESG commitments. The supplier declaration now includes ESG criteria, demonstrating our commitment to incorporating sustainability in all facets of the business.

As another significant step towards mitigation of climate impact, we have recorded and reported Scope 3 emissions, which includes Purchased Goods and Services, Capital Goods, Waste generated, Business travel, Energy Consumption and Employee commute. By understanding and managing these emissions, we are equipped to reduce our environmental footprint and contribute to Sustainable Development Goals (SDGs). We also reduced our energy intensity by 9.78% this year.

In our commitment to supporting local economies and promote inclusive growth, we are proud to share that more than 20% of our procurement has been done through Micro, Small, and Medium Enterprises (MSMEs). This initiative not only supports small businesses but also strengthens our supply chain resilience.

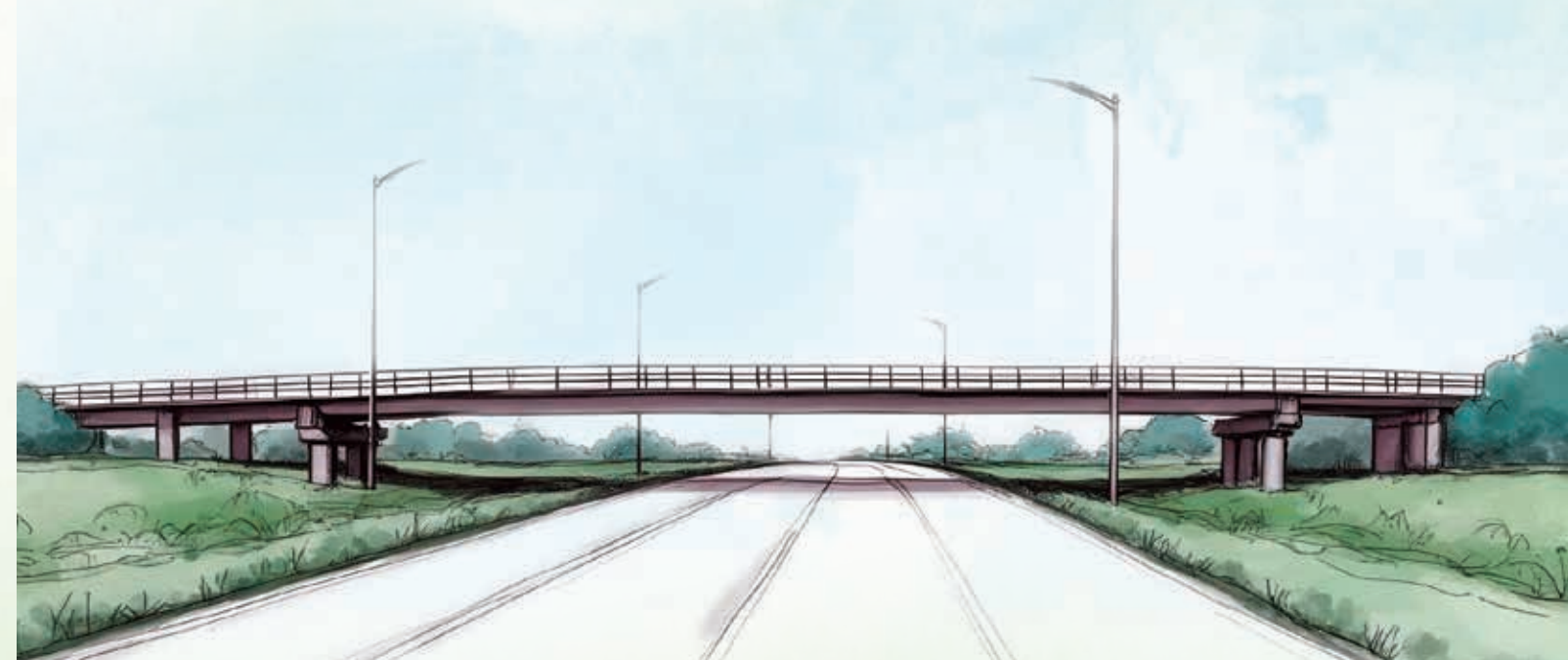
Our workforce is the core of our operations, and their well-being remains a top priority. We are pleased to report a positive trend in the coverage and frequency of safety trainings conducted for our employees, which has correspondingly reduced workplace incidents.

To enhance transparency and accuracy in our reporting, we have digitised our ESG data collection process through a state-of-the-art technology tool. This enhances operational efficiency, ensuring the correctness and reliability of the information.

As we move forward, I am confident that our unwavering commitment to ESG principles will enable us to create lasting value for our stakeholders. I would like to extend my heartfelt thanks to all our stakeholders for their continued support and dedication. Together, we are shaping a sustainable and responsible future for all.

Thank you.

Ajendra Kumar Agarwal
Managing Director



ABOUT

G R INFRAPROJECTS LIMITED

Established in 1995, with nearly three decades of experience in building infrastructure projects across various sectors, GRIL has positioned itself as a name to reckon in the infrastructure construction space. Since the first road project that the Company undertook for the Public Works Department (PWD) in Rajasthan, it has come a long way in building large-scale projects in Railways, Metros, Tunnelling, Power Infrastructure, Logistics Parks, Hydro and Ropeways. The Company has developed deep expertise in executing projects with accuracy and precision.

GRIL's concerted efforts to develop its capability and expertise in the critical areas of design, raw material depicts strong backward integration than relying on the third-party suppliers.

The organisation's strong focus on completing projects within the scheduled time has developed longstanding relationships with major clients, including NHAI, MoRTH, and state authorities. Owing to the Company's fleet of 8000+ construction vehicles & equipment and more than 14,400 employees, GRIL has completed around 100 projects across 23 states in the country.

In the years to come, GRIL aims to position itself as a leader in the infrastructure sector in India by pioneering innovation that promotes sustainability and being a socially responsible corporate citizen.

VISION, MISSION AND CORE VALUES

VISION

- ◆ To leave Indian footprints in the global infrastructure industry backed by world-class performance and operational excellence.
- ◆ To build its position among the most admired infrastructure companies in India.
- ◆ To become a best-in-class service provider globally.

MISSION

- ◆ Maintain high standards of precision, quality and punctuality.
- ◆ Preserve nature and enriching life of public at large.
- ◆ Set new benchmarks of resource utilisation and efficiency.
- ◆ Focus on being a socially responsible organisation.

CORE VALUES

Care and Commitment

We have an unwavering focus on the well-being of the employees and stakeholders.

Connected to Roots

Being humble in the intellect and interactions is a way of life.

Being Responsible

We deliver quality, safety and trust in all our endeavours.

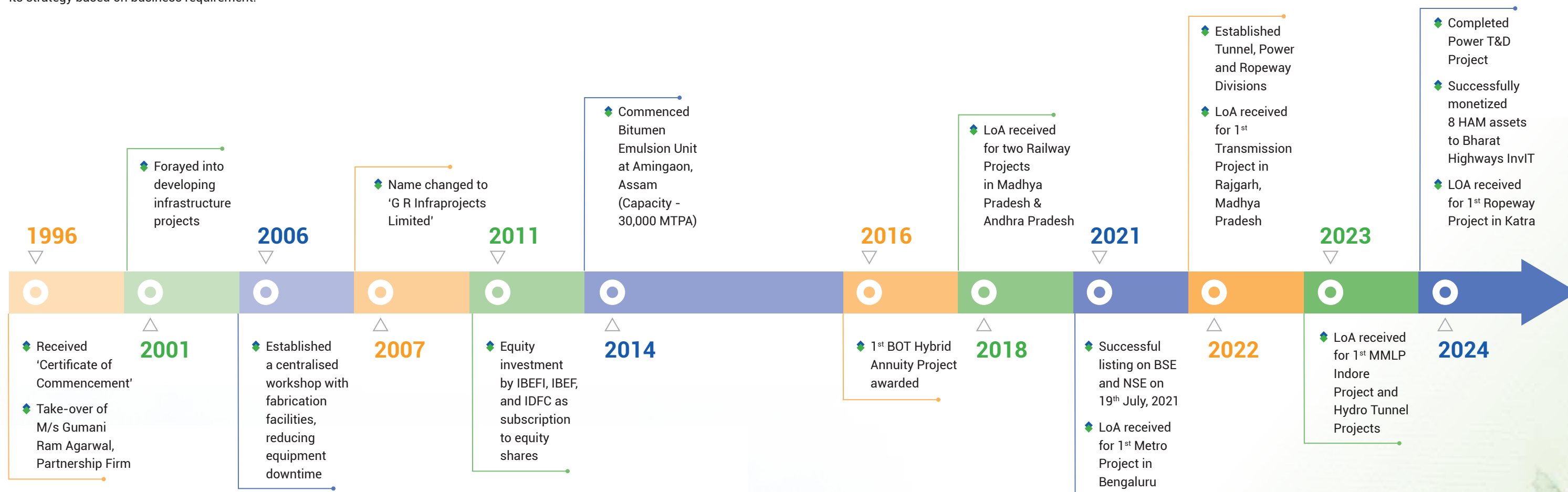
Being Agile

We adapt quickly, and we adapt well.



BUILDING LEGACY OF GROWTH & TRUST

The Company was incorporated as 'G. R. Agarwal Builders and Developers Limited' in 1995. Over the years, to enhance the impact of the business, the stakeholders made a collective decision to rename the Company G R Infraprojects Limited. Through a combination of a highly skilled team, a strong focus on cutting-edge technology, and delivering multiple complex projects, GRIL has become a prominent name in the infrastructure development sector. To increase its contribution to the sector and deliver to the best of its potential, The company keeps making periodic changes to its strategy based on business requirement.



BUSINESS ACTIVITIES & BUSINESS DIVISIONS

Since 1996, when GRIL completed its first road project for PWD in Rajasthan, the Company has scaled up tremendously, expanding its diverse portfolio. The broad range of infrastructure projects that GRIL has undertaken across various sectors, including Highways & Bridges, Railways & Metros, Tunnels, Hydro, Logistic Parks, Ropeways and Power T&D Projects showcase its expertise in delivering projects of varied complexity as per stipulated time and budget. GRIL's dedicated team of professionals and adherence to regulatory guidelines are its biggest strengths, and they have helped in winning several accolades.

HIGHWAYS & BRIDGES



GRIL is one of the largest infrastructure development companies in India and has successfully completed the construction of more than 100 highways, bridges, culverts, airport runways, flyovers, rail over bridges, and tunnels. This has been possible due to decades of experience coupled with deep expertise in Engineering Procurement and Construction (EPC), Build Operate Transfer (BOT) and Hybrid Annuity Model (HAM) projects.

24

Number of Projects

₹ 13,13,637 lakh

Order Book



Till 31st March, 2024

RAILWAYS & METRO



GRIL has become one of the biggest players in the construction of Railways and Metro in India. The Company provides a host of services in this sector which includes constructing bridges, earthworks, & station buildings; laying new tracks, building power systems; and developing infrastructure for electrification, signalling & telecommunication.

3

Number of Projects

₹ 31,702 lakh

Order Book



Till 31st March, 2024

HYDRO & TUNNELING



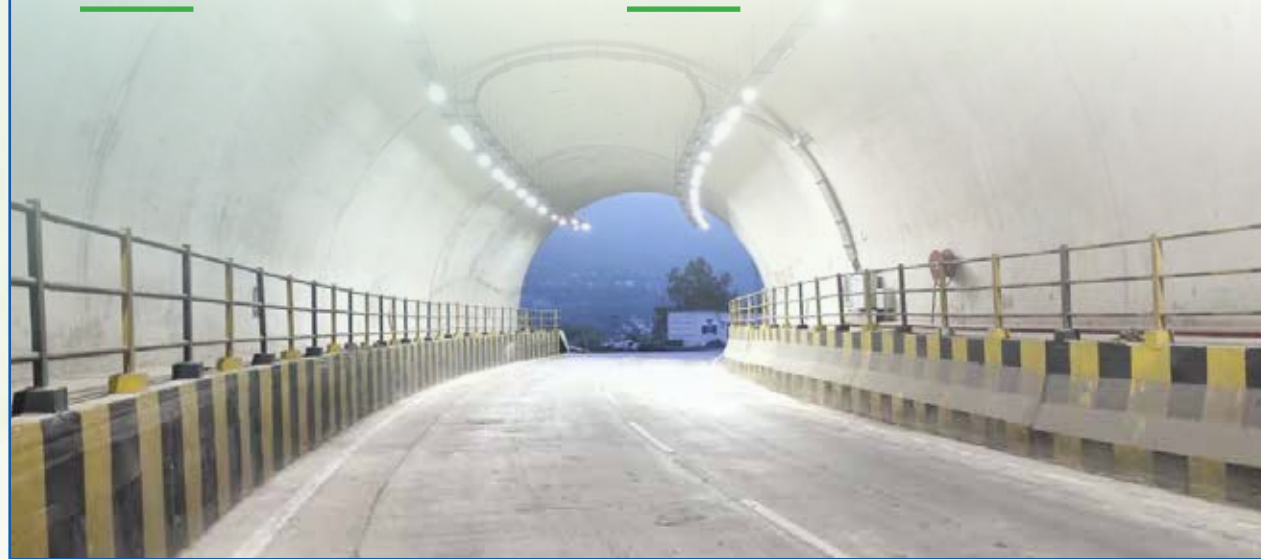
GRIL has geared itself up to transform the construction of tunnels in different sectors, including Hydropower, Railways, Metro Rail, Roads, and Highways across the Country.

2

Number of Projects

₹ 1,99,624 lakh

Order Book



Till 31st March, 2024

POWER T&D



GRIL has made a mark for itself in the Power T&D sector by providing comprehensive solutions, ranging from designing and engineering, to procurement, fabrication, and erection, and finally installing and commissioning power transmission lines and substations.

1

Project

₹ 31,356 lakh

Order Book



Till 31st March, 2024

ROPEWAYS



GRIL's entry into this sector was marked by the esteemed Shri Mata Vaishno Devi Ropeway Project. Sustainable ropeway solutions provide efficient transportation across various terrains, enhancing urban connectivity, and also aligning with the Company's ESG objectives.

1

Number of Projects

₹ 25,932 lakh

Order Book



Till 31st March, 2024

MANUFACTURING & FABRICATION

GRIL has developed in-house capability with a manufacturing plant for metal crash barriers, which also includes fabrication and galvanisation unit. Other than this, the company has also building capability for processing of bitumen, thermoplastic road-marking paint and road signages.

8

Number of Plants



OPERATIONAL EXCELLENCE WITH BACKWARD INTEGRATION

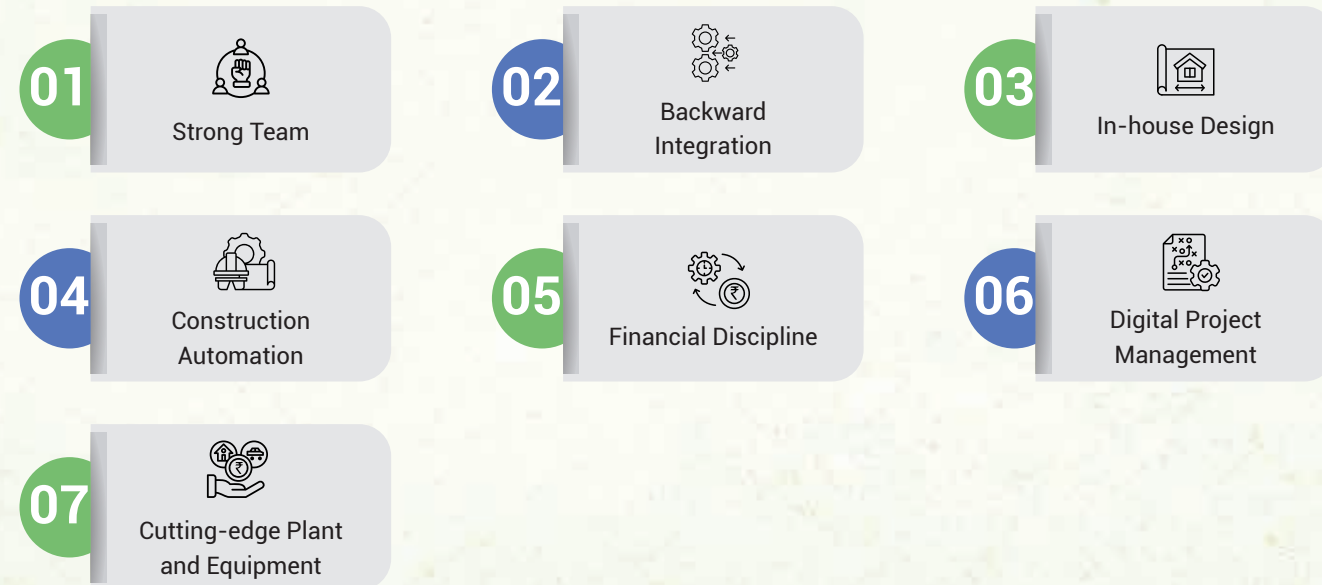
Backward integration plays a crucial role in infrastructure development as it ensures that the required raw materials are in constant supply without dependence on third-party suppliers, thereby facilitating the timely completion of projects. GRIL has developed in-house capability by establishing manufacturing plant for metal crash barriers, including fabrication and galvanisation unit. Other than this, the Company also has building capability for processing of bitumen, thermoplastic road-marking paint and also road signages.

Region	Products	Equipment Deployed
Udaipur, Rajasthan	<ul style="list-style-type: none"> ◆ Different grades of PMB ◆ Grade VG-40 bitumen ◆ Thermoplastic Road Marking Paint ◆ Road Signages ◆ Overhead structures, toll boards, bus shelters 	<p>For manufacturing</p> <ul style="list-style-type: none"> ◆ Milling machine, boilers, storage tanks <p>For fabrication</p> <ul style="list-style-type: none"> ◆ Retro plotter, rolling machine, shearing and welding equipment
Guwahati, Assam	<ul style="list-style-type: none"> ◆ Bitumen Emulsion ◆ Polymer Modified Emulsions 	<ul style="list-style-type: none"> ◆ Cutting edge in-line Bitumen Emulsion Plant with fully automatic production control ◆ Emulsion pilot unit State-of-the art Testing Laboratory. <p>For fabrication</p> <ul style="list-style-type: none"> ◆ Micro Surfacing ◆ Slurry Seal ◆ Cold Mix application support
Ahmedabad, Gujarat	<ul style="list-style-type: none"> ◆ Metal Crash Barrier ◆ Electrical Poles ◆ Fabrication 	<ul style="list-style-type: none"> ◆ Fully automated metal slitting machine ◆ Fully automated roll forming machines ◆ Galvanisation plant ◆ CTL Machine ◆ Power Press Bending Machine
Sandila, Uttar Pradesh	<ul style="list-style-type: none"> ◆ Different grades of Emulsion ◆ Micro Surfacing Emulsion ◆ Polymer Modified Bitumen ◆ Construction Chemicals 	<ul style="list-style-type: none"> ◆ Milling machine ◆ Boilers ◆ Storage tanks

DIVERSE BUSINESS PORTFOLIO

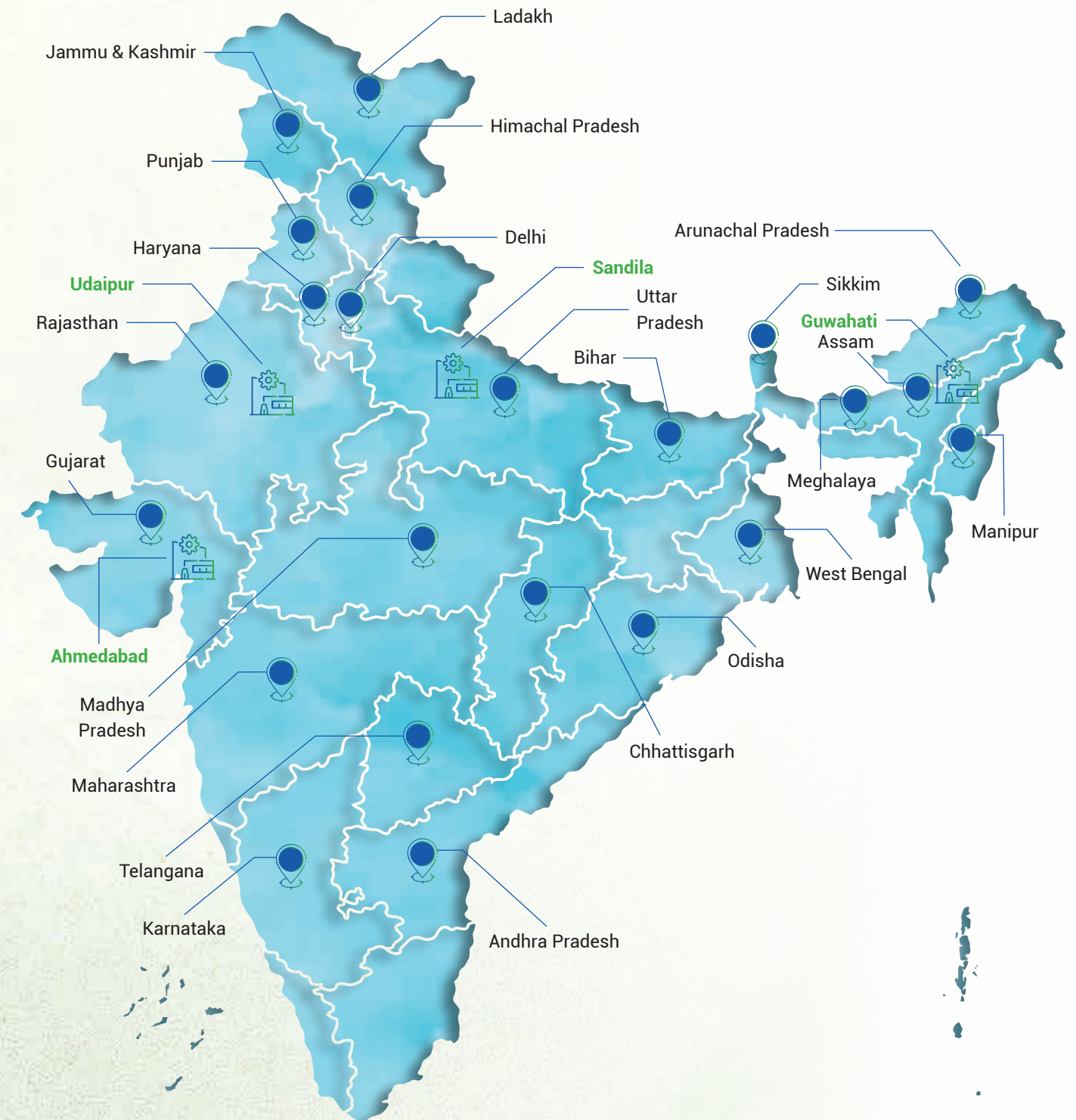


OUR CAPABILITIES



GEOGRAPHICAL PRESENCE

EXPANDING HORIZONS



Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. The Company or any of its directors, officers or employees, cannot be held responsible for any misuse or misinterpretation of any information or design thereof. The Company does not warrant or represent any kind of connection with its accuracy or completeness.

HALL OF FAME

AWARDS AND ACCOLADES



RATINGS

The Company has good ratings from CARE Ratings Limited and CRISIL Ratings Limited. Notably, in June 2023, CARE Ratings Limited upgraded the Company's Long-term and NCD Ratings from CARE AA/Stable to CARE AA+/Stable.

Type of Instrument	Rating Agency	
	CARE	CRISIL
Long-term	AA+/Stable (Re-affirmed)	AA/Stable (Re-affirmed)
Short-term	A1+ (Re-affirmed)	A1+ (Re-affirmed)
NCD	AA+/Stable (Re-affirmed/Assigned)	AA/Stable (Re-affirmed/Assigned)

PRESENCE IN INDUSTRY ASSOCIATIONS

The Associated Chambers of Commerce & Industry of India (ASSOCHAM)

Confederation of Indian Industry (CII)

Construction Industry Development Council (CIDC)

Federation of Indian Chambers of Commerce & Industry (FICCI)

Indian Chamber of Commerce (ICC)

National Highways Builders Federation (NHBF)

PROJECTS AND CLIENTELE

DRIVING INNOVATION THROUGH TRANSFORMATIVE PROJECTS

GRIL's vast array of projects across multiple sectors is testimony of its commitment to engineering excellence. The Company deploys various models for project delivery. These primarily include Engineering, Procurement, and Construction (EPC); Build, Operate, and Transfer (BOT); Hybrid Annuity Model (HAM); Design, Build, Finance, Operate, and Transfer (DBFOT); and Build, Own, Operate, and Transfer (BOOT).



Reengus-Sikar



Nagaur-Mukundgarh



Aligarh-Kanpur



Ena-Kim



Shirsad-Masvan



Bilaspur-Urga



Warangal-Khammam



Bahadurganj-Araria



Amritsar-Bathinda Corridor



Ludhiana-Rupnagar



Bamni to MH/TG Border



Madanapalli-Pileru



Anjar-Bhuj



Govindpur-Rajura



Bandikui-Jaipur



Ujjain-Badnawar



Transmission system in Rajgarh II



Tarakote - Sanjichhat (Katra)



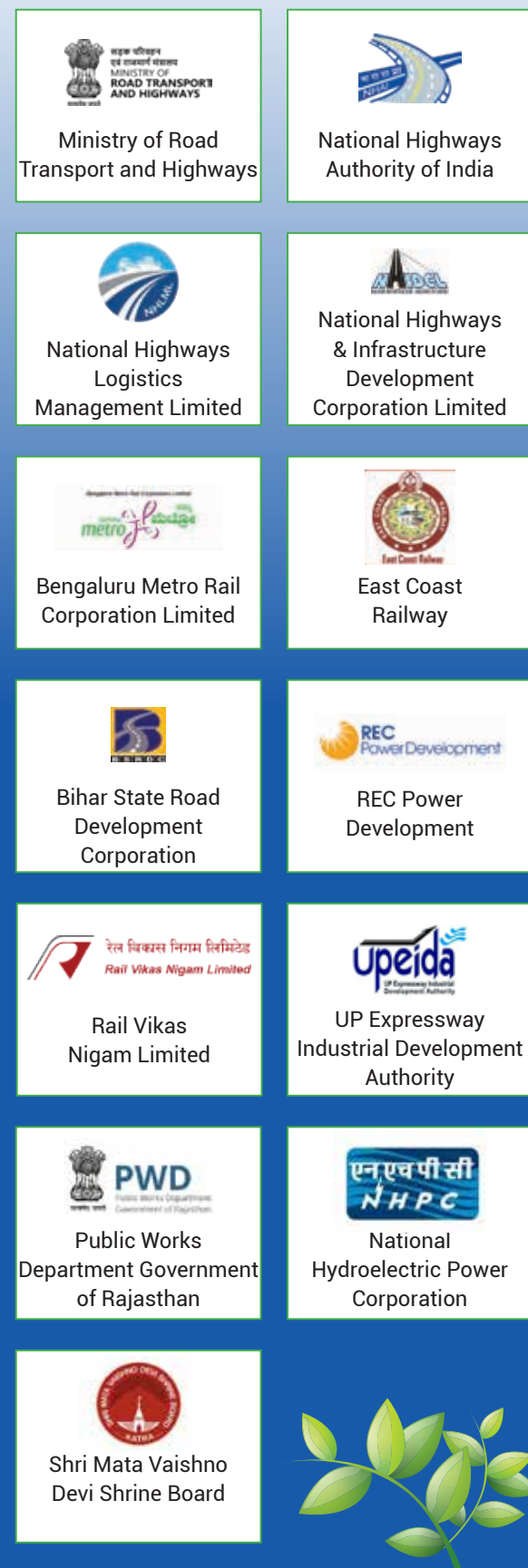
Adenigarh-Purunakatak



Dibang Multipurpose Project

CLIENTELE

GRIL is proud to have the most prestigious organisations & Government bodies in India as clients, and deliver best-in-class projects for them.



KEY ESG HIGHLIGHTS

Environment

85%

Waste Recycled & Reused

45%

Reduction in Freshwater Consumption

7.69%

Reduction in Scope 1 Emissions

Social

97.54%

Sourcing within India

1,993

Total training and awareness programmes held

₹ 2,296.35 Lakh

CSR expenditure

Governance

30 years

Average experience of the Board Members

62.5%

Independent Directors on Board



APPROACH TO SUSTAINABILITY

GRIL's sustainability commitment extends beyond the scope of business performance. The Company prioritises a comprehensive Environmental, Social and Governance roadmap, which is crucial for wholesome growth. This holistic sustainability strategy is the blueprint guiding responsible environmental stewardship, supporting community development, and fostering robust corporate governance.

ENVIRONMENT



E

Environmental stewardship is integrated into daily business practices and aligned with industry standards, leading to a carbon footprint reduction, resource conservation, and adoption of circularity.

SOCIAL



S

Social initiatives are focused on enhancing stakeholder benefits, promoting employee well-being, upholding human rights, and addressing the needs of the community.

GOVERNANCE



G

Governance framework is reflected in the company's commitment to upholding principles of corporate governance and fostering an ethical, inclusive, equitable, and transparent workplace.

ESG AT GRIL

GRIL has taken significant steps towards sustainability by establishing an ESG Committee at the Board level and forming an ESG Working Group. To provide clear direction, the Company introduced an ESG Charter that outlines the roles and responsibilities of ESG committee and Working Group, ensuring that ESG principles are seamlessly woven into daily operations.

Working under the guidance of the ESG Committee, the ESG Working Group conducted a thorough materiality assessment based on Global Reporting Initiative (GRI) standards, engaging with both internal and external stakeholders to identify key sustainability priorities. The ESG goals are being finalised as the next step including a roadmap to achieve Net-Zero Emissions—aligning business strategies with long-term sustainability commitments and stakeholder expectations.

BUILDING RISK RESILIENCE

At GRIL, risks across various categories—including financial, regulatory, cybersecurity, and enterprise are treated with utmost seriousness. To address these effectively, the Company has developed a comprehensive risk management framework designed to identify, assess, monitor, report, and mitigate risks promptly, minimising the potential for loss. This meticulously crafted framework ensures the organisation is well-protected against risks and is periodically updated to maintain its effectiveness. To empower employees in anticipating and addressing risks, the Company conducts regular training sessions and leverages advanced tools and technologies.

Risks	Implication	Management Approach
Macro-economic	<ul style="list-style-type: none"> Significant economic downturns can lead to reduced Government spending on infrastructure projects, impacting project funding and overall demand for infrastructure services. Additionally, inflation can drastically increase construction costs, impacting profit margins and causing project delays or cancellations. Fluctuations in currency exchange rates can also disrupt projects, especially for companies with international operations. 	<ul style="list-style-type: none"> India's push towards a \$5 trillion economy includes significant infrastructure development initiatives like the \$1.3 trillion Gati Shakti plan, which aims to drive systemic reforms and has already made substantial progress. At GRIL, we maintain rigorous financial discipline, long-term procurement strategies, and effective project management to ensure the timely completion of its projects.
Environment	<ul style="list-style-type: none"> Stringent environmental regulations can considerably increase project costs due to a growing demand for implementing new technologies or adhering to stricter pollution control measures. Extreme weather events can disrupt construction schedules, damage infrastructure assets and lead to costly repairs or rebuilds. Worsening concerns about climate change can lead to increased scrutiny of infrastructure projects. While environmental impact assessments can result in potential delays. 	<ul style="list-style-type: none"> In the pre-construction phase, thorough due diligence is essential to identify environmental risks by assessing site conditions. GRIL utilises a structured process for environmental risk management, which includes identifying and quantifying environmental costs and integrating them into the project's financial risk management plan.

Risks	Implication	Management Approach
Political	<ul style="list-style-type: none"> Political instability in regions where infrastructure projects are undertaken can delay obtaining permits or approvals. Changes in Government policies or priorities can defund existing projects or alter the regulatory landscape, impacting project viability. Additionally, geopolitical tensions can disrupt supply chains or increase the cost of imported materials. 	<ul style="list-style-type: none"> Future Government agendas and shifts in popular mandates can disrupt long-term investment models in emerging markets. GRIL employs strategies to mitigate political risks, including market and project selection, competent contractors, favourable working environments, error reduction, localisation strategies, contingency planning, and fostering community relations.
Regulatory	<ul style="list-style-type: none"> The introduction of new or stricter regulations regarding construction methods, materials or environmental standards can necessitate modifications in the Company's operations and potentially incur additional costs. Delays in obtaining regulatory approvals can also significantly impact project timelines. 	<ul style="list-style-type: none"> Regulations increasingly shape the project management practices. Ensuring compliance is crucial for project leaders, as failure can result in significant penalties and reputational harm. GRIL has introduced a digital solution for monitoring and reporting regulatory compliance, offering transparent visibility across projects, sites and the company.
Financial	<ul style="list-style-type: none"> Difficulties in securing project financing due to high interest rates can stall infrastructure development. Cost overruns due to unforeseen circumstances can affect the Company's profitability and financial health. Project delays caused by various factors can lead to liquidity problems and potential debt defaults. 	<ul style="list-style-type: none"> GRIL maintains strong financial discipline, excellent corporate governance and robust risk management practices to secure competitive financing rates. Budgeting at the work-breakdown-structure level controls cost overruns, while centralised planning optimises resource utilisation, including manpower and machinery, to meet targets efficiently.

Risks	Implication	Management Approach
Operational	<ul style="list-style-type: none"> Construction delays can arise due to unforeseen issues, such as labour shortages, strikes, or logistical bottlenecks. Accidents during construction can cause injuries, fatalities and damage to equipment, halting project stoppages and causing financial loss. Equipment failures can disrupt construction schedules and necessitate costly repairs or replacements. 	<ul style="list-style-type: none"> In the initial construction phase, detailed planning and risk analysis are critical for identifying potential impacts. GRIL employs advanced construction management techniques to simulate scenarios and evaluate feasibility in terms of timelines, budgets and resource allocation. Open communication channels are maintained among stakeholders, including subcontractors, suppliers and clients, ensuring swift issue resolution and alignment. Integration of Building Information Modelling (BIM) technology enhances project visualisation, measurements, materials management, and scheduling accuracy, minimising errors. Stringent quality control processes are rigorously applied across all project stages to effectively manage safety and regulatory risks.
Strategy	<ul style="list-style-type: none"> Market changes can render an infrastructure project obsolete before completion, resulting in significant financial losses. Unforeseen technological advancements can disrupt existing infrastructure models and make a company's existing strategy less competitive. 	<ul style="list-style-type: none"> Emerging disruptive technologies present opportunities and threats for organisations. Investing in these technologies fosters innovation, organisational flexibility, agility and adaptability. It improves customer service and enhances accessibility and affordability of infrastructure. We are adept at adapting to rapid technological changes and has implemented key technologies such as cloud computing, Internet of Things (IoT), facial recognition, equipment monitoring and health assessment systems.

MATERIALITY ASSESSMENT

GRIL recognises the importance of identifying key material areas. The Organisation has conducted its second materiality assessment in FY 2023-24. The process of addressing ESG issues began with identifying relevant topics through stakeholder feedback, industry trends, peer assessments, and sustainability standards, covering the Company's impacts on the economy, environment, people and human rights. We engaged with both internal and external stakeholders to gather their input on each impact area of the Company. The issues were then prioritised according to the stakeholder feedback considering their materiality to both the stakeholders and the Company.

KEY SUSTAINABILITY ISSUES

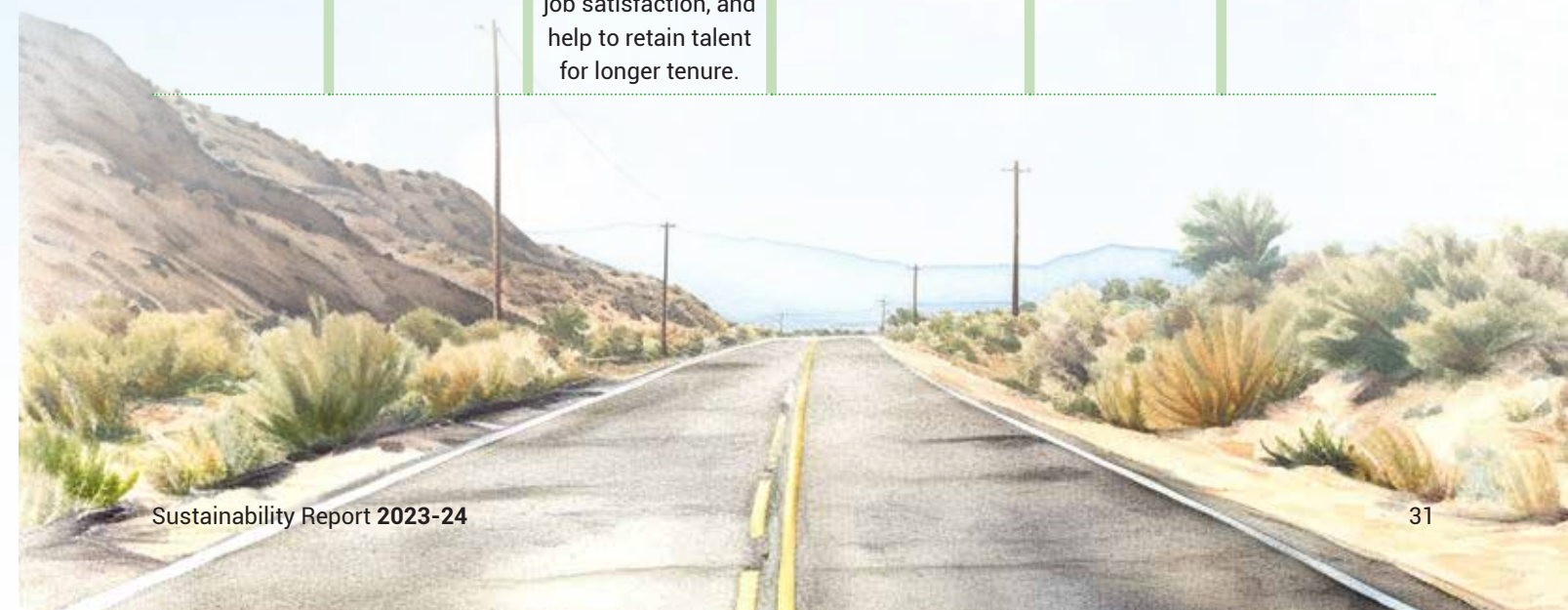
Risk
 Opportunity
 Positive
 Negative

Material Issue	Risk or Opportunity (R/O)	Rationale	Mitigation Approach	Impact Type	Linkage with UN SDGs
Product Safety & Quality		Non-adherence to safety parameters at the construction site can cause physical damage and put the lives of people at risk. Failing to comply with government-mandated policies can result in reputational loss and hefty fines.	GRIL implements quality control measures to ensure materials used and technologies implemented are of superior quality. The Company has also invested in developing, an advanced communication infrastructure, providing regular updates and ensuring seamless information flow. The Company adheres to the laws and regulations set by the government to prevent reputational damage and eliminate any risks of lawsuits.		<div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>

Material Issue	Risk or Opportunity (R/O)	Rationale	Mitigation Approach	Impact Type	Linkage with UN SDGs
Human Rights		Strict adherence to labour laws is crucial as non-compliance can lead to hefty fines or even imprisonment.	GRIL has taken several steps to demonstrate its strong support to upholding the highest human rights standards. These measures include providing equal opportunities for work without any discrimination and completely eradicating child labour from its offices and manufacturing units. The Company has also begun obtaining written assurances from its suppliers to ensure human rights are adhered to on their premises. This initiative will help to ensure that human rights are protected across the entire value chain.		<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Occupational Health & Safety		Due to the nature of the operations that on-site employees and workers are expected to perform at GRIL, there is a bleak possibility of physical injury. Additionally, since they handle hazardous materials during construction activities, they may also be exposed to health risks.	At GRIL, safety norms are strictly adhered to, ensuring that workers operate in a safe environment. Government-mandated regulations and applicable laws are complied to minimise the risk of physical harm. The work site is regularly monitored, and periodic training sessions for workers are conducted to ensure that all workers are well prepared in case of an emergency.		<div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>

Material Issue	Risk or Opportunity (R/O)	Rationale	Mitigation Approach	Impact Type	Linkage with UN SDGs
Climate Change & Emissions		Air quality is a critical concern for infrastructure development companies, impacting regulatory compliance, operational efficiency, reputation, health, and financial performance. Greenhouse Gases (GHG) released into the air contribute to further environmental degradation.	GRIL has adopted environment-friendly construction practices and installed solar plants for electricity generation to minimise carbon emissions due to construction activities.		
		Transitional risks related to climate change, such as stricter compliance requirements, the introduction of carbon taxes, and increased likelihood of environmental disasters like flash floods can discourage construction activities.	Dust suppression system is implemented on-site as a mitigative measure to minimize airborne particulate emissions.		
Responsible Innovation		By integrating innovation into the business model, companies can develop new techniques to reduce construction costs, manufacture materials to enhance workplace safety and improve manufacturing quality.	GRIL fosters innovation through various projects, such as the Road Research Laboratory at IIT (BHU) Varanasi and eco-friendly alternatives in construction materials, such as fly ash and pond ash, that reduce dependency on conventional resources.		

Material Issue	Risk or Opportunity (R/O)	Rationale	Mitigation Approach	Impact Type	Linkage with UN SDGs
Corporate Governance		Implementation of improved governance policies enhances the monitoring of critical business functions, playing a key role in optimal risk management, better decision-making and strengthening of the Company's reputation. High compliance standards foster a culture of openness, adaptability, honesty, and responsibility within the business environment.	GRIL upholds strong Corporate Governance policies and frameworks focused on accountability, transparency, regulatory compliance and fairness.		
Employee Training and Development		By focusing on the learning and development needs of the employees, companies can create a pool of highly skilled workforce that contributes to the financial success of the organisation. Regular training sessions improve employee satisfaction, boost productivity, enhance job satisfaction, and help to retain talent for longer tenure.	At GRIL, employee development is prioritised through tailored training programs that focus on skill enhancement, well-being, and fostering an empowered workforce.		



STAKEHOLDER ENGAGEMENT

The core of stakeholder engagement at GRIL is identifying stakeholders impacted by Company operations. These groups include Employees, Clients, Government Authorities, Local Communities, Suppliers, Vendors, etc. GRIL also takes deliberate steps to understand the challenges faced by the general public, especially those living near the construction sites, as they are often the first ones to experience any negative impact from the operations. This process is extensive as the Company continuously engages with stakeholders to address their concerns and assess the risks associated with developing strategies to mitigate these issues. The stakeholder engagement initiatives ensure to integrate their feedback into the decision-making, which eventually leads to more effective strategy implementation.

KEY STAKEHOLDER GROUPS, FREQUENCY & PURPOSE OF ENGAGEMENT

Stakeholder Group	Identified Vulnerable & Marginalised Community	Communication Channels	Engagement Frequency	Purpose & Scope of Engagement
Clients	No	Emails, SMS, Meetings, Website, Business Interactions, Advertisements	Regular	Pertaining to projects (delivery, timeline, challenges, etc.)
Employees and Workers	No	Emails, Meetings, Website, Social Media Circulars, Other Communication Tools e.g. Intranet	Regular	Employee Engagement: Various initiatives related to employees' growth, benefits, professional development, learning & development, internal communication, etc.
Government & Regulatory Bodies	No	Emails, Meetings, Website, Annual Report, Stock Exchange Filings, Industry Body Representations	As & when required	Statutory compliance, reporting requirements, engaging with the Government for the growth and benefit of the Infrastructure Industry, etc.
Suppliers & Vendors	No	Email, Business Meetings	Regular	Delivery status, supply chain issues, compliance, development
Shareholders & Investors	No	General Meetings, Investors Meets, Email, Website, Newspaper, Stock Exchange Filings	Annual, Periodic	Company's performance, news and events
Local Communities	Maybe (In some cases)	Onsite Community Meetings, Direct Engagement through Project Teams	Regular	Corporate Social Responsibility



ENVIRONMENTAL STEWARDSHIP

Ongoing environmental initiatives, such as green construction practices and solar power utilisation highlight GRIL's commitment to reducing carbon emissions, advancing sustainability efforts, and fostering hope and confidence amongst stakeholders.



KEY SUSTAINABILITY MILESTONES

85%

Waste Recycled and Reused

2,73,646.15 MT

Waste Recovered

45%

Reduction in Freshwater Consumption

92,355 KL

Waste Water Treated Before Discharge

ISO 14001:2015

Certified for Environmental Management System

7.69%

Reduction in Scope 1 Emissions

The evolving environmental landscape and escalating climate crisis make it imperative for infrastructure companies to rethink their sustainability efforts. GRIL believes that the success of its future endeavours and growth are intrinsically linked to the ability to optimise natural capital. The Company is committed to shaping a sustainable future with a strong focus on enhancing environmental stewardship. A deeper understanding of

environmental responsibilities along with dedication to promoting responsible development strengthens the commitment to creating a resilient and eco-conscious future. This commitment has led to green initiatives related to GHG emissions, waste management, water management and circularity. Furthermore, the Company has implemented policies to ensure a unified approach to environmental stewardship.

Corporate Environment Policy

1

Waste Water Management Policy

2

3

Emission Management and Carbon Reduction Policy

4

Health, Safety, and Environment Policy



BUILDING A GREENER FUTURE

GRIL's green initiative encompasses reducing its carbon footprint, promoting the use of renewable energy, and adopting digital transformation to enhance operational efficiency.

- ◆ The Company deployed Selective Catalytic Reduction (SCR) technology to comply with the EURO 6 / BS VI Emission regulations. The technology involves adding Diesel Exhaust Fluid (DEF) into the exhaust gases of vehicles or construction equipment, significantly reducing the emission of harmful Nitrous Oxide (NOx).
- ◆ To further reduce carbon emissions, the Company has transitioned from engine-operated lighting systems to solar-powered alternatives at construction sites.
- ◆ The Company has replaced heavy-rated DG sets with grid supply at the construction sites to cut carbon emissions.
- ◆ Encourage the adoption of solar lights and geysers at sites.

- ◆ GRIL conducts ambient air quality monitoring at all sites to rigorously track emissions using DG stack monitoring, ensuring full compliance with environmental standards. The Company has also implemented an effective dust suppression mechanism, using an advanced, non-hazardous methodology to reduce dust emissions in surrounding areas during site operations.
- ◆ By integrating GPS tracking into the vehicle fleet management, the Company can monitor vehicle movement and receive alerts on discrepancies. This has enabled us to optimise resources, reduce carbon emissions, and improve operational efficiency.
- ◆ GRIL explored eco-friendly alternatives in construction materials such as fly ash and pond ash, reducing dependency on conventional resources and helped avoid environmental impacts by repurposing industrial by-products.

OPTIMISING WASTE & FOSTERING CIRCULARITY

GRIL's waste management strategy goes beyond compliance, reflecting the deep-rooted commitment to achieve sustainability and resource efficiency. The Company recognises that efficient waste management is critical for mitigating climate risks and supporting long-term sustainable growth.

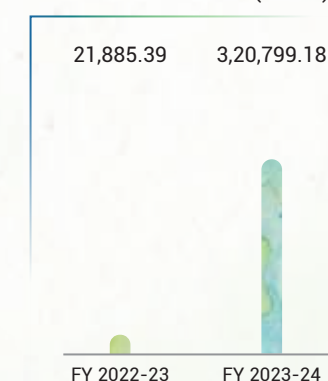
The waste management strategy is centred around recycling and reusing the waste generated to minimise environmental impact and optimise resource utilisation. Plastic & e-waste generated is stored at dedicated warehouses and a detailed record is maintained at the head office. These wastes are then categorised for recycling and reusing in accordance with the Corporate Environment Policy. The residual amount is then sold to

authorised vendors. The Company ensures that 100% of e-waste is handled by certified e-waste handlers.

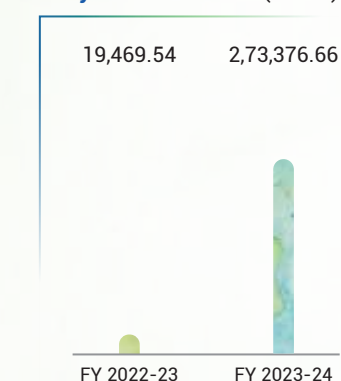
In line with the circular economy approach, GRIL implemented Reclaimed Asphalt Pavement (RAP) in flexible pavement construction, which greatly reduced raw material consumption and helped preserve resources. The company also resold used lubricants, tyres, and batteries to original equipment manufacturers (OEMs) and certified vendors who follow stringent safety and environmental standards in an effort to strengthen its circularity initiatives.

Waste Management

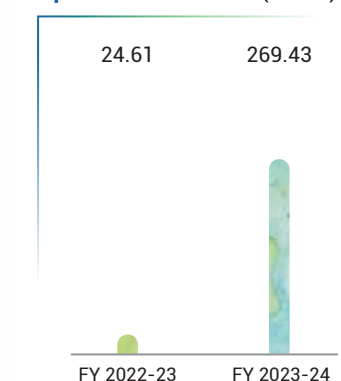
Total Waste Generated (In MT)



Total Waste Recycled & Reused* (In MT)



Other Recovery Operations (In MT)



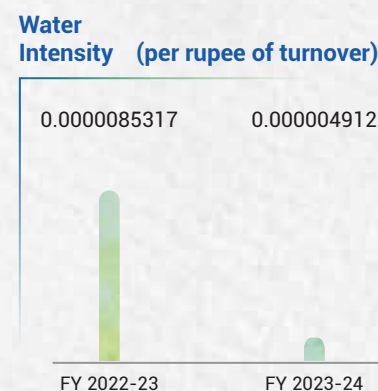
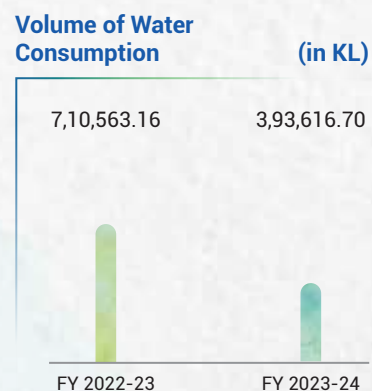
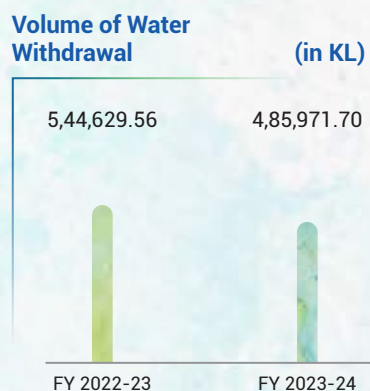
*The Company has included asphalt waste in the waste calculation for FY 2023-24. The same has been recycled and reused in new construction. Through this process, GRIL has saved 2.031 MTCO₂e Emissions.

WATER MANAGEMENT

Water is one of the most critical natural resources for operations, and GRIL understands the importance of conserving it. The Company has undertaken extensive measures to preserve this essential resource.

To improve resource utilisation and water preservation, GRIL has installed Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) at all manufacturing facilities and base camps to ensure wastewater is

efficiently treated before being reintroduced into the environment. This system allows for on-site wastewater treatment and increases the use of recycled water in site operations, significantly reducing the dependence on freshwater sources and minimising the environmental impact. The Company also constructs sediment tanks to manage runoff water, effectively preventing soil erosion and contamination.



GHG EMISSIONS & ENERGY CONSERVATION

As an infrastructure company, GRIL acknowledges the environmental impact of its operations and is committed to reducing the carbon footprint while enhancing its positive contributions through targeted green initiatives. The Company has implemented measures to meticulously track Scope 1, 2 and 3 GHG emissions from its nationwide operations. This comprehensive analysis has provided GRIL with a deeper understanding of its environmental impact, enabling the identification of key opportunities to further improve its sustainability initiatives.

A major achievement was installation of a 500 kW rooftop solar power plant, capable of generating 40,000 kWh of electricity for internal use. This initiative significantly reduced the Company's reliance on traditional energy sources, leading to substantial decrease Greenhouse Gas emissions.

In addition to installing the solar power plant, the Company installed a 400-watt power system to replace diesel generators for lighting construction sites in remote areas. This change saves 10 liter of diesel daily at each site. These initiatives have effectively reduced the overall energy and fuel consumption, leading to a significant reduction in GHG emissions.

Significant progress in mitigating climate impacts as GRIL commenced recording and reporting Scope 3 GHG Emissions.

The following categories are covered:

Category 1 Purchased Goods and Services

Category 2 Capital Goods

Category 3 Fuel and Energy Related Activities

Category 5 Waste Generated

Category 6 Business Travel

Category 7 Employee Commute



By actively monitoring and managing these emissions, the Company is working towards finalising its short-term and long-term goals to minimise environmental impact and contribute to global sustainability.

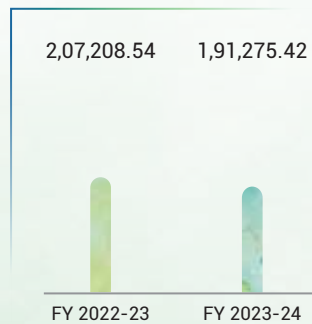
The company plans to implement the Supplier Code of Conduct in phases, gradually extending it to suppliers to ensure their alignment with its Environmental, Social, and Governance (ESG) commitments. The supplier declaration now includes updated key ESG criteria, emphasising the

commitment to integrating sustainability into all aspects of operations.

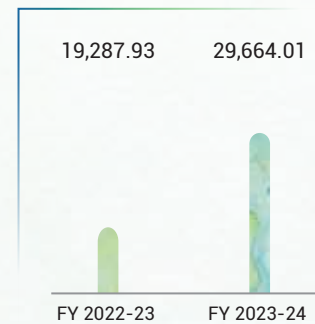
These efforts are a testament to GRIL's commitment towards mitigating climate challenges and incorporating sustainability practices in its operations. The Company remains steadfast in reducing its carbon footprint, promoting energy efficiency, and making significant contributions towards achieving a sustainable future for both its operations and the broader community.

GHG EMISSIONS

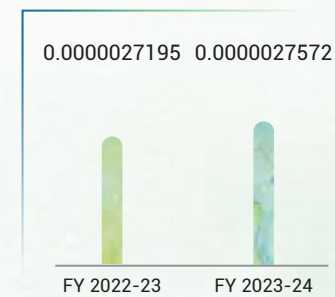
Scope 1 Emission (MTCO₂e)



Scope 2 Emission (MTCO₂e)



Total Scope 1 and Scope 2 Emission intensity/Rupee turnover



4,49,290.38

Scope 3 Emission (MTCO₂e)

0.000005607

Scope 3 Emission Intensity/Rupee turnover

*The Company has initiated the recording and calculating Scope 3 emission in FY 2023-24.
In metric tonnes of CO₂ equivalent

AIR EMISSIONS

(In mg/m³)

Pollutants (other than GHG gasses)	FY 2023-24	FY 2022-23
NOx	667.52	0.0564
SOx	151.14	0.0405
Particulate matter (PM)	51.98	75.07
Others	0.00	36.30

GRIL's future goals for green initiatives focus on integrating renewable energy sources into operations and reducing reliance on fossil fuels. The Company has implemented smart building technologies into its projects to strengthen environmental management. Additionally, to promote sustainability across the supply chain, GRIL has partnered with eco-friendly suppliers, optimised transportation to minimise emissions and prioritised sourcing sustainable materials.

SUPPORTING AND ADVANCING GREEN INITIATIVES

At GRIL, sustainability is not merely a goal but an ongoing commitment integrated into every aspect of the Company's operations. Recognising environmental stewardship as essential for building a resilient future, GRIL has significantly amplified its environmental initiatives in recent years.

To bolster its green initiatives, GRIL has undertaken horticulture projects aimed at creating a positive environmental impact. The Company has adopted a proactive approach to integrate green cover into its infrastructure projects. It includes lining highways with trees & shrubs and developing green spaces around toll

plazas, which not only enhance beautification, but also aid in reducing carbon emissions and improving air quality.

GRIL has also carried out reforestation initiatives during clearance activities, resulting in the replanting of 15,000 trees. Furthermore, the Company established tree nurseries at construction bases, equipped with automated watering systems to optimise water usage. These measures have reduced tree mortality and contributed to the conservation of biodiversity, supporting long-term environmental sustainability.



SUPPORTING COLLECTIVE SOCIAL GROWTH

In the era of global sustainability, organisations must prioritise collective growth, as it is critical for long-term success. At GRIL, social development is the cornerstone of our sustainability efforts. This commitment is reflected in the Company's dedication to fostering inclusive, harmonious, and empowered communities—both within the organisation and its broader social interactions. GRIL strives to positively boost morale of employees by supporting holistic well-being, upholding human rights, and addressing aspirations of individuals and communities. These meaningful actions align with Company's core values and sustainability initiatives.



CATALYSING PROGRESS: DRIVING SOCIAL DEVELOPMENT

Stakeholder well-being, protection of human rights, and fulfilment of community aspirations form the foundation of GRIL's social responsibility efforts.

In today's interconnected societal framework, organisational growth is deeply tied to the collective progress of the community and should align with national priorities. Through strategic Corporate Social Responsibility(CSR) initiatives, GRIL aims to drive holistic development, create a positive, lasting impact, and foster sustainability. By uplifting communities, empowering individuals, and strengthening social bonds, the Company is committed to fostering inclusive and sustainable growth. These activities encompass education, healthcare, disaster relief, rehabilitation, animal welfare, and the promotion of art and culture, aiming for all-round progress.

PILLARS OF OUR SOCIAL IMPACT



Education



Healthcare



Animal Welfare



Restoration of Natural Resources

The Company engages with the local community through various means like on-site community meetings and direct engagement through project teams. The community members can reach out to us through letters, email and in person for any of their concerns or grievances. Additionally, the Company promotes employee participation in various CSR initiatives, encouraging them to contribute their time and effort to community development.

KEY CSR INITIATIVES

1

Construction of Smt. Mohini Devi Chachan Government College, Sahawa, Churu, Rajasthan

December 2021 to December 2023; Maintenance ongoing.



2

Construction of Shiv Gorakshak Gaushalla Samiti, Sidhmukh, Churu, Rajasthan

December 2022 to March 2024; Maintenance ongoing.



3

Construction of Smt. Shakuntala Devi Government College Sidhmukh, Churu, Rajasthan

December 2022 to March 2024; Maintenance ongoing.



4

Construction of Smt. Durga Devi Jagannath Sarogi Government Community Health Center, Sidhmukh, Churu, Rajasthan

December 2022 to March 2024;
Maintenance ongoing.



5

Maintenance of Children's Ward at Maharana Bhupal Government Hospital, Udaipur, Rajasthan

Since 2016



6

Construction and maintenance of Smt. Mohini Devi Chachan Rajkiya Samudayik Kendra, Sahawa, Churu, Rajasthan

December 2021 to December 2023



7

Renovation of classrooms at Government Girls Sr. Sec. School, Udaipur, Rajasthan

January 2024 to February 2024



EDUCATION

- Financial support for the education of two students in New Delhi
- Maintenance of Smt. Mohini Devi Chachan Government College, Sahawa, Rajasthan
- Financial support by providing annual education fees for 10 students of Gyan Mandir Samiti, Udaipur, Rajasthan
- Construction and establishment of Nursing College (We Care Nursing School) at Surat, Gujarat
- Financial support provided to Society for Education of the Differently Abled (SEDA) for promotion of education and training of differently abled children, Udaipur, Rajasthan
- Promotion of training and educational development for ICAI members and students, Udaipur, Rajasthan

HEALTHCARE

- Installation of gym equipments at a few locations (Sathedi, Makhyali, Kaul, Kheri Tappa and Daulatpur) of Muzaffarnagar, Uttar Pradesh
- Contribution to Seva Bharti for its Matrichhaya project to provide shelters to homeless children, New Delhi
- Contribution to Swapna Vana Foundation for distribution of food packets to needy people affected by heavy rains in Chandrapur Region, Maharashtra

ANIMAL WELFARE

- Construction of indoor unit of Shri Mahaveer Free Animal-Bird Hospital & Mobile Trauma Centre at Shri Mahaveer Gaushala Kalyan Sansthan, Baran, Rajasthan

RESTORATION OF NATURAL RESOURCES

- Contribution to Shri Prakhar Paropkar Mission Trust, Haridwar, Uttarakhand for installation of Solar Power Plant at 'Dharm Sangh Sanskrit College, Raisinghnagar'
- Contribution for installation of 10 KW Solar System at Budhana, Muzzafarnagar, Uttar Pradesh
- Contribution for installation of 3 sets of water cooler & RO system with boring and submersible at few locations (Biral, Molahedi and Budina Kalan) of Muzzafarnagar, Uttar Pradesh
- Contribution to Sadbhavana Gramin Vikas Sanstha for "Conservation and Ground Water recharge Project", Nagpur, Maharashtra

RESEARCH & INNOVATION IN PAVEMENT ENGINEERING

Objective:

To build resilient roads for the future and promote innovation and research for new knowledge that may emerge as a new trend over time in pavement engineering.

Initiative:

The establishment of the Road Research Laboratory at IIT (BHU) Varanasi, under GRIL's CSR initiative with a focus on promoting sustainable, resilient, and inclusive road development in India. The laboratory aims to address the challenges of Indian roads, through studies in key areas, including bituminous mix recycling, performance-based design specifications, modified binders, mechanistic pavement design, and utilisation of waste material.

Impact Assessment:

The impact assessment of the case study depicts the positive impact of the collaboration. It has significantly improved accessibility for researchers, faculty, and students, fostering a more collaborative and inclusive environment. The availability of advanced equipment has enabled students to conduct high-quality research, adopt advanced techniques like Superpave mix design, enhance their scope of work and contribute to the Global body of knowledge in pavement engineering.

SUSTAINABILITY THROUGH TRUST

GRIL takes pride in forging long-term relationships with the Central and State Governments to help build the country's future infrastructure. The Company has established a reputation for reliability, technical efficiency, and a client-centric approach by fostering trust and consistency in delivering high-impact projects.

Through its social commitment actions, GRIL has generated long-term results and strengthened its partnerships with stakeholders. As an infrastructure development Company, GRIL is conscious of the impact of business actions on the ecosystem and communities.

The evolving economy, changing demographics, and transforming industrial landscape have generated a strong demand for sustainable infrastructure propelling India's position as an emerging global power. Through its projects, the Company contributes significantly in

transforming India's evolving infrastructure landscape. The construction of high-quality transportation infrastructure has been instrumental in advancing connectivity and driving socio-economic progress.



The Company has fostered a culture of trust, enabling clients for its consistent delivery of high-quality outcomes. GRIL's relentless pursuit of excellence, strong technical capabilities, and innovative solutions underscore the dedication to providing superior results on each occasion.

The Company prioritises client satisfaction by emphasising safety and convenience across infrastructure development projects. GRIL is committed to excel in every project, building a stronger future.

Initiatives for Client Satisfaction



Nurturing a culture of trust



Delivering World-class projects



Commitment to timely execution of projects

ENSURING CLIENT SATISFACTION

The company follows a structured approach to ensure client satisfaction:

For our primary client segment of the Government entities, we follow a strict formal protocol for receiving complaints. Non-conformance Reports are received at the Office Sites and promptly addressed by the Designated Officer.

To streamline the process and efficiently resolve Non-Compliance raised by the client, the Company has implemented a digitised system using Laserfiche interface. This centralised system helps timely resolution with clear accountability.

The Company takes a comprehensive approach to Safety. Some key measures include the installation of road safety signs as well as cautionary signages. Additionally, the Company collaborates with the relevant Authorities before initiating any Road, Rail, or Power projects to ensure proper traffic closures and diversions during project execution.

The Company has implemented a robust cyber security measures to address various data threats, including unauthorised access, physical breaches, data leakage, malicious code, and misuse of services. GRIL is an ISO 27001-certified Company.

HUMAN RESOURCE MANAGEMENT

Human capital is a crucial factor of any organisation. At GRIL, it is recognised as one of the most vital assets, directly contributing to organisational success. The company is firmly committed to the growth and well-being of the employees. A robust human resource management framework is in place, serving as the foundation for a diverse workforce. This approach includes offering equal opportunity, competitive compensation and providing a supportive work environment.

14,400+

Total Employees

68

Leadership Hiring

10.7%

Women Employees

20

Specially-abled Employees

1,000+

Employees Received Skill Development Training

8,000+

Total Employees Trained

6,000+

Code of Conduct Training Participants

*in office roles

Health and Wellness

The health and wellness scheme underscores the commitment towards promoting holistic well-being of the workforce.

Training and Awareness

Organising an array of training and awareness programmes to provide skilling and up-skilling opportunities.

Operational Health and Safety

Our safety protocols and safety measures safeguard the workforce from any potential hazards.

We are committed to cultivating a diverse workplace and encourage the recruitment of employees from varied cultural, educational, and regional backgrounds, recognising that a diverse team brings a broad range of perspectives that enhance creativity, problem-solving, and overall project outcomes. Our commitment to inclusion extends to building a workplace culture that values respect, equality, and fairness for all employees.



BUILDING A COMPETITIVE WORKFORCE

GRIL has been proactively adopting transformative policies and improving systems to achieve sustainable business success.

Employee development is a top priority at GRIL. Through tailored training programmes, we prioritise well-being, skill development and occupational health fostering

an empowered workforce. The Company is committed towards fostering a fair and equitable workplace while enhancing stakeholder confidence in the company's ethical and inclusive practices.

GRIL has made significant progress in creating a fair and inclusive workplace by introducing policies that support employee growth, development, and retention. HR improvements have established processes, incorporated technology, and updated policies to build a more efficient and supportive work environment.

FOSTERING EXCELLENCE THROUGH LEARNING AND DEVELOPMENT

Skill Development Programme

The Company offers a robust skill development programme, including functional training. Additionally, through Leadership Development Programmes, the Company aims to build critical leadership competencies in employees.

Soft Skill Training

The Company provides training to enhance employees' communication and presentation skills, aiming for their holistic development.

Corporate Governance Training

Code of Conduct training for the Board Members and Key Managerial Personnel underscores the commitment to facilitate a fair, equitable and respectful work environment for all employees.

Functional and Behavioural Training

These trainings prepare employees for long haul, aligning them with the Mission and Vision of the Organisation, resulting in improved productivity, increased motivation, and engagement.

Safety Training

Building awareness in recognising and responding to emergencies, reducing workplace accidents, and increasing confidence in employees. All employees mandatorily receive Safety training to comply with safety norms and prevent accidents.

Quality Training

These Programmes are tailored to improve employee skill and knowledge development, expand career advancement opportunities, and foster increased job satisfaction.

Health Camps and Health Talks

Encouraging employees to prioritise their health and maintain high standards of hygiene.

TRAINING AND AWARENESS PROGRAMMES

3

For Board of Directors (BODs) - ESG, Code of Conduct

3

For Key Managerial Personnel (KMPs) - ESG, Code of Conduct

709

For Supervisors & Managers (other than BODs and KMPs) - Safety, Quality, Functional, Technical, Behavioural and Organisational Trainings

1,278

For Workers - Safety, Quality, Functional, Technical, Behavioural and Organisational Trainings

GRIL focuses on building the confidence and capabilities of its workforce, by offering training programs on personal and professional growth while facilitating career advancement. The Company has implemented training initiatives across various areas, including health and safety, technical capabilities, and behavioural development. Its in-house skill development programmes are specially designed to enhance the capabilities of foremen, supervisors, and employees in Emotional Intelligence, Construction Safety, negotiation skills, MS Excel proficiency and Project Management.

Through these initiatives, GRIL empowers the workforce to continuously develop, adapt to new technologies, and overcome challenges to excel in their careers.



PRIORITIZING SAFETY FOR RESPONSIBLE OPERATIONS

GRIL is committed to workplace safety, proactively protecting its workforce from potential hazards.

GRIL recognises the significance of maintaining a safe working environment for its employees. The Company's comprehensive occupational safety protocols reinforce the 'Safety First' principle. By mitigating workplace hazards and ensuring strict safety standards, the company fosters a culture of well-being and protection for its workforce. The Company has implemented stringent practices prioritising the workforce's well-being, fostering a skill development and empowerment culture.

ACCOMPLISHMENTS

Certification of Appreciation from the National Safety Council.

Implemented a digitalised ESG tool to facilitate the tracking and reporting of sustainability performance, enhancing transparency and accountability of safety initiatives.

Vishwakarma Award from the Construction Industry Development Council (CIDC).

Introduced a digitalised tool for safety observations to enhance safety oversight and efficiency.

GRIL prioritises safety across all business areas and operations, including subcontractors. A thorough due diligence is conducted before engagement to assess their safety standards, compliance with industry regulations, and past track record.

GRIL recognises the inherent risks associated with its operational activities and understands the importance of communicating effectively the information related to operational requirements and any necessary updates. The Company has implemented comprehensive measures to safeguard the workforce from hazards that might arise at project sites and facilities. The measures the Company has adopted include:

- 1 Strictly adhering to the Zero Tolerance Policy and ensuring compliance with all safety regulations to maintain a secure workplace environment.
- 2 Conducting regular safety training and continuously following safety protocols to improve awareness and preparedness.
- 3 Following standard checklists and procedures to address all aspects of operational safety at sites and plants.
- 4 Regular site audits to verify the effectiveness of the safety protocols and compliance with the highest safety standards.
- 5 Training programmes include tailored safety training for specific roles and projects and communicate protocol.
- 6 Introducing the Safety Champion Programme to empower employees to take ownership of safety initiatives. The programme imparts safety knowledge to identify hazards, promote safe behaviours, and lead team safety initiatives.

GRIL remains committed to ensuring the health and safety of its employees. During the reporting period, the Company has implemented a series of safety measures to protect its workforce including mandatory comprehensive safety inductions before deployment to any project, the Hazard Identification and Risk Assessment (HIRA) process, and daily Tool Box Talks (TBTs) to discuss job specific safety precautions. Additionally, the Company conducts regular audits to assess compliance with safety standards for timely identification and correction of any safety concerns.

In the event of an incident, the Company promptly deploys multidisciplinary teams to identify the root cause and prevent recurrence.

GRIL strives to be an industry leader in sustainability, ensuring a secure environment for all employees, and instilling confidence amongst the stakeholders. Adherence to Health and Safety guidelines has significantly reduced operational risks while preventing workplace accidents, injuries, and environmental impacts. By fostering a strong safety culture, the Company ensures a safe workplace that protects its people and maintains operational efficiency.



HOLISTIC HEALTH AND WELLNESS INITIATIVES

At GRIL, employees' well-being and satisfaction are top priorities. The Company has established a comprehensive health and wellness practices that foster both personal and professional well-being of every individual.

ENABLING HOLISTIC WELLNESS

100%

Workers are covered with accidental insurance

100%

Return to work after maternity leave

Offering high quality, nutritious food on sites

Tie-ups with nearby hospitals to ensure quick service in case of emergency

Providing comfortable accommodation to all the employees

Providing first-aid facility to ensure employees receive prompt medical attention when needed

Employees covered under comprehensive wellness programmes, including retirement benefits, Provident Fund, and gratuity

Promoting physical and mental well-being by organising wellness programmes, including yoga, meditation, and internal sessions



DRIVING PERFORMANCE EXCELLENCE

GRIL has implemented a comprehensive performance management system to recognise the employees' contributions. This system evaluates the employee performance on a quarterly, half-yearly, and annual basis, playing a key role in motivating and retaining top talent. By enabling the digitally enabled Performance Management System, the Company provides platform for constructive feedback, enhancing team collaboration, to foster a cohesive workplace. Additionally, the Company actively gathers feedback and insights to identify areas of improvement and gain a deeper understanding of employees' perspective.

The Talent Acquisition process is robust and aids to strengthen leadership roles both in Corporate and projects. To enhance accountability and cultivate

a stronger sense of responsibility among senior employees, the Company introduced the Employee Stock Ownership Plan (ESOP). This initiative aims to incentivise and align senior employees by granting them partial ownership in the Company, thereby increasing the alignment of leadership performance with GRIL's long-term business objective.

In FY 2023-24, HR initiatives were instrumental in building a high-performing workforce, enhancing governance, and fostering an inclusive culture that drives business growth. GRIL remains dedicated to providing a rewarding work environment through employee wellness initiatives, comprehensive benefits, and competitive compensation.



CORPORATE GOVERNANCE

The Corporate Governance policies are formulated to align and support the long-term growth of the Organisation, promoting a culture of accountability, fairness, and transparency. The policies are designed to manage critical

aspects such as risk mitigation, financial transparency, internal control and compliance in accordance with the changing corporate landscape.



CORPORATE GOVERNANCE FRAMEWORK

Fostering a culture of transparency, equality and trust is paramount at GRIL. The Company is committed to continuous improvement by regularly reviewing its organisational structure, business processes, and policies. The Board and committees play a crucial role in promoting good Governance and reinforcing best practices across the Organisation.

For GRIL, ethical Corporate Governance is foundational and embedded in professionalism, integrity, and fairness. The Company is committed to creating sustainable value for the Shareholders, Employees, Clients, and other Stakeholders.

5

Independent Directors

30+ Years

Average experience of the Board Members

12.5%

Board Diversity based on Gender

BOARD OF DIRECTORS

Mr. Vinod Kumar Agarwal

Chairman & Wholtime Director

Mr. Ajendra Kumar Agarwal

Managing Director

Mr. Vikas Agarwal

Wholtime Director

Mr. Chander Khamesra

Non-Executive Independent Director

Mr. Desh Raj Dogra

Non-Executive Independent Director

Mrs. Kalpana Gupta

Non-Executive Independent Director

Mr. Rajan Malhotra

Non-Executive Independent Director

Mr. Rajendra Kumar Jain

Non-Executive Independent Director

GOVERNANCE LINKED POLICIES

- 1 Corporate Environment Policy
- 2 Corporate Social Responsibility Policy
- 3 Integrated Management System Policy
- 4 Health, Safety and Environment Policy
- 5 Code of Conduct Policy
- 6 Training and Development Policy
- 7 Gender Diversity Policy
- 8 IT End-User Policy
- 9 Policy for Prevention of Sexual Harassment at Workplace
- 10 Vigilance Mechanism and Whistle Blower Policy

COMMITTEES OF THE BOARD

The Board has constituted Audit Committee, Corporate Social Responsibility Committee, Environmental Social and Governance Committee, Finance Committee, Nomination and Remuneration Committee, Risk Management

Committee and Stakeholders Relationship Committee in compliance with the provisions of the Companies Act, 2013 and Listing Regulations.

Audit Committee

Nomination and Remuneration Committee

Stakeholders Relationship Committee

Risk Management Committee

Corporate Social Responsibility Committee

Finance Committee

Environmental Social Governance Committee

KEY MANAGERIAL PERSONNEL

Mr. Anand Rathi
Chief Financial Officer

Mr. Sudhir Mutha
Company Secretary & Compliance Officer

GRI CONTENT INDEX

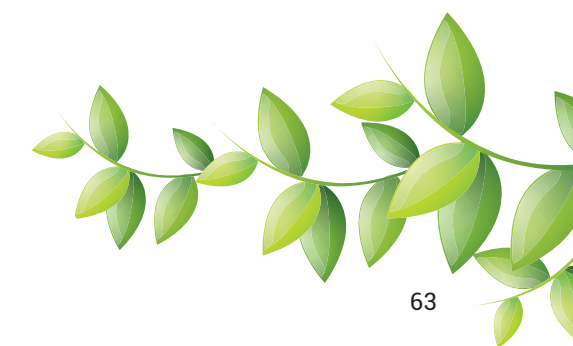
Statement of use	G R Infraprojects Limited has reported the information cited in this GRI content index for the period 1 st April, 2023 to 31 st March, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Section Heading
GRI 2: General Disclosures 2021	2-1 Organisational details	About the Report
	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 this report.
	2-5 External assurance	The Company has not taken external assurance.
	2-6 Activities, value chain and other business relationships	Business Activities and Business Divisions
	2-7 Employees	Annual Report - BRSR Report (Page - 88)
	2-8 Workers who are not employees	Annual Report - BRSR Report (Page - 88)
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Annual Report – Director's Report (Page - 58)
	2-11 Chair of the highest governance body	Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	Approach to Sustainability
	2-13 Delegation of responsibility for managing impacts	Approach to Sustainability
	2-14 Role of the highest governance body in sustainability reporting	Approach to Sustainability
	2-15 Conflicts of interest	Annual Report – BRSR Report (Page – 98)
	2-17 Collective knowledge of the highest governance body	Annual Report – Report on Corporate Governance – (Page – 73)
	2-18 Evaluation of the performance of the highest governance body	Annual Report - Report on Corporate Governance – (Page – 74)
	2-19 Remuneration policies	Annual Report – Director's Report (Page - 58)
	2-20 Process to determine remuneration	Annual Report – Director's Report (Page - 58)
	2-21 Annual total compensation ratio	Annual Report (Page - 66)

GRI Standard	Disclosure	Section Heading
	2-22 Statement on sustainable development strategy	Management's Message
	2-23 Policy commitments	- Key Sustainability Milestone - Annual Report - BRSR Report (Page - 93)
	2-24 Embedding policy commitments	- Key Sustainability Milestone - Annual Report - BRSR Report (Page - 93)
	2-25 Processes to remediate negative impacts	Materiality Assessment
	2-27 Compliance with laws and regulations	Annual Report - BRSR Report (Page - 96)
	2-28 Membership associations	Presence in Industry Associations
	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 302: Energy 2016	
	302-1 Energy consumption within the organisation	Annual Report - BRSR Report (Page - 109)
	302-2 Energy consumption outside of the organisation	Annual Report - BRSR Report (Page - 109)
	302-3 Energy intensity	Annual Report - BRSR Report (Page - 109)
	302-4 Reduction of energy consumption	- Supporting and Advancing Green Initiatives - Annual Report - BRSR Report (Page - 109)
	302-5 Reductions in energy requirements of products and services	- Annual Report - BRSR Report (Page - 109)
	GRI 303: Water and Effluents 2018	
	303-1 Interactions with water as a shared resource	- Water Management - Annual Report - BRSR Report (Page - 109)
	303-2 Management of water discharge-related impacts	- Water Management
	303-3 Water withdrawal	- Water Management - Annual Report - BRSR Report (Page - 109)
	303-4 Water discharge	- Water Management - Annual Report - BRSR Report (Page - 110)
	303-5 Water consumption	- Water Management - Annual Report - BRSR Report (Page - 109)

GRI Standard	Disclosure	Section Heading
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Greenhouse Gas (GHG) emissions	- GHG Emissions & Energy Conservation - Annual Report - BRSR Report (Page - 110)
	305-2 Energy indirect (Scope 2) Greenhouse Gas (GHG) emissions	- GHG Emission and Energy Conservation - Annual Report - BRSR Report (Page - 110)
	305-3 Other indirect (Scope 3) Greenhouse Gas (GHG) emissions	- GHG Emission and Energy Conservation - Annual Report - BRSR Report (Page - 113)
	305-4 Greenhouse Gas (GHG) emissions intensity	- GHG Emission and Energy Conservation - Annual Report - BRSR Report (Page - 111)
	305-5 Reduction of Greenhouse Gas (GHG) emissions	- GHG Emission and Energy Conservation - Annual Report - BRSR Report (Page - 111)
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	- Air Emissions - Annual Report - BRSR Report (Page - 110)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	- Optimising Waste and Fostering Circularity - Annual Report - BRSR Report (Page - 111)
	306-2 Management of significant waste-related impacts	- Optimising Waste and Fostering Circularity - Annual Report - BRSR Report (Page - 111)
	306-3 Waste generated	- Optimising Waste and Fostering Circularity - Annual Report - BRSR Report (Page - 111)
	306-4 Waste diverted from disposal	Annual Report - BRSR Report (Page - 111)
	306-5 Waste directed to disposal	- Optimising Waste and Fostering Circularity - Annual Report - BRSR Report (Page - 112)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annual Report - BRSR Report (Page - 89)
	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 - 100)
	401-3 Parental leave	- Human Resource Management - Annual Report - BRSR Report (Page - 101)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	- Prioritizing Safety for Responsible Operations - Annual Report - BRSR Report (Page - 102)
	403-2 Hazard identification, risk assessment, and incident investigation	Prioritizing Safety for Responsible Operations
	403-3 Occupational health services	Prioritizing Safety for Responsible Operations
	403-4 Worker participation, consultation, and communication on occupational health and safety	- Prioritizing Safety for Responsible Operations - Annual Report - BRSR Report (Page - 102)

GRI Standard	Disclosure	Section Heading
	403-5 Worker training on occupational health and safety	- Prioritizing Safety for Responsible Operations - Annual Report - BRSR Report (Page - 102)
	403-6 Promotion of worker health	Prioritizing Safety for Responsible Operations
	403-8 Workers covered by an occupational health and safety management system	- Prioritizing Safety for Responsible Operations - Annual Report - BRSR Report (Page - 102)
	403-9 Work-related injuries	Annual Report - BRSR Report (Page - 103)
	403-10 Work-related ill health	Annual Report - BRSR Report (Page - 103)
GRI 404: Training and Education 2016	404-2 Programmes for upgrading employee skills and transition assistance Programmes	Building a Competitive Workforce
	404-3 Percentage of employees receiving regular performance and career development reviews	Annual Report - BRSR Report (Page - 102)
	405-1 Diversity of governance bodies and employees	- Board of Directors - Annual Report - BRSR Report (Page - 88)
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Annual Report - BRSR Report (Page - 107)
	406-1 Incidents of discrimination and corrective actions taken	Annual Report - BRSR Report (Page - 107)
GRI 406: Non-discrimination 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report - BRSR Report (Page - 108)
GRI 408: Child Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report - BRSR Report (Page - 108)
GRI 409: Forced or Compulsory Labor 2016	413-1 Operations with local community engagement, impact assessments, and development Programmes	- Supporting Collective Social Growth - Annual Report - BRSR Report (Page - 114)
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Supporting Collective Social Growth
	416-1 Assessment of the health and safety impacts of product and service categories	Ensuring Client Satisfaction
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Annual Report - BRSR Report (Page - 97)



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G R Infraprojects Limited

CIN: L45201GJ1995PLC098652

E-mail: info@grinfra.com

Website: <https://www.grinfra.com/>

Registered Office

Revenue Block No. 223, Old Survey No.
384/1, 384/2 Paiki and 384/3,
Khata No. - 464, Kochariya,
Ahmedabad - 382220, Gujarat, India

Head Office

GR House, Hiran Magri Sector 11, Udaipur
Rajasthan - 313 002, India
Ph: +91 294 2487370

Corporate Office

2nd Floor, Novus Tower, Plot No. 18, Sector 18
Gurugram, Haryana - 122 015, India
Ph: +91 124 6435000