



SHAPING THE FUTURE SUSTAINABLY

ESG REPORT 2021-22

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Shaping The Future Sustainably

The COVID-19 pandemic has not just transformed how markets operate but has also compelled organisations to reconsider their strategy for business sustainability. While the pandemic has accelerated many trends, including technology adoption, supply chain transformation, and digital consumer behaviour, it has also pushed the pedal on 'stakeholder capitalism', a critical strategic shift to stay relevant and engaged in the world of accelerating ESG revolution. Globally, there is growing awareness around several ESG issues including climate change, diversity, ethics, transparency, and human rights as well as an imperative need to address them.

While countries like the United Kingdom (UK), the United States (US) and the European Union (EU) are leading the ESG agenda across the globe through a number of policy changes, India has also shown significant commitment to strengthening its ESG agenda through the Business Responsibility and Sustainability Reporting guidelines. Additionally, its bold and ambitious climate change agenda—The 'Panchamrit'—announced at the 26th session of the Conference of the Parties (COP26), held in Glasgow in November 2021, is a reflection of the nation's commitment to sustainable economic development.

In the current scenario heightened by increasing stakeholder expectations, there is growing evidence that ESG is a critical driver for being globally competitive and building trust. Organisations around the world are placing strong emphasis on integrating sustainability into their companies' vision

and business strategy. In the automotive component sector too, companies are progressively focusing on driving the ESG agenda by emphasising on areas such as climate strategy, product stewardship, global efficiency in the value chain, human capital development, innovation management, strong brand reputation, and talent attraction and retention, amongst others.

At Gabriel India, sustainability had always been at the core of our operations. An integral part of our business strategy, it helps us to create enduring partnerships and deliver long term value to our stakeholders. While we strengthen our position as a technology driven future ready organisation, our efforts are directed towards accomplishing holistic growth on the foundations of trust, good governance, and transparency, focusing on innovation management, and adopting best risk management practices. We are cognizant of our impact on the ecosystem and have developed an enabling roadmap to achieve our environmental and social goals towards creating a positive impact.

As we aspire to become India's leading sustainable auto component manufacturer our first Sustainability Report 'Shaping The Future Sustainably' highlights our constant endeavours to serve our customers with the highest standards of quality, efficiency, and sustainability. Driven by our values of leadership through partnership and people empowerment, our ambition is to achieve ethical and holistic growth as we work relentlessly towards shaping and building a sustainable future for generations to come.



Reporting Methodology

At Gabriel India Limited (Gabriel India), we have prioritised sustainability as one of the core values of the organisation. We believe that conducting responsible business is the key to achieving holistic economic growth and sustained social development. Our relentless focus on promoting sustainability is reflected in the Company's pursuit of leading initiatives in the areas of Environmental, Social and Governance (ESG).

Gabriel India has been a firm believer in creating sustainable and holistic growth for our stakeholders since its establishment in 1961. We continually strive

to deliver value that goes beyond profitability to make a long-term difference in the lives of everyone affiliated with the Company. To this end, we have worked consistently to integrate sustainability into our culture by incorporating responsible practices into our decision-making and strategy development.

As we channel our efforts to create true value, we would like to keep our stakeholders informed of our progress and way forward. With this view, we present to you our first ESG report for FY 2021-22. This report encapsulates Gabriel's ESG objectives and strategies towards achieving our sustainability targets/goals.



Reporting Scope and Boundary

The report has been developed in accordance with the 'GRI Standards- Core Option' on sustainability reporting and disclosures on the social, environmental, and economic responsibilities of our business. In this report we have also mapped our performance in accordance with the United Nations Sustainable Development Goals (UN SDGs).

Our report covers our operations across our sites at Chakan (Maharashtra), Dewas (Madhya Pradesh), Hosur (Tamil Nadu), Khandsa (Haryana), Nashik (Maharashtra), Parwanoo (Himachal Pradesh) and Sanand (Gujarat).



Reporting Period

This report presents Gabriel India's sustainability performance and activities for the period April 1, 2021 to March 31, 2022.



Management's Responsibility

This maiden sustainability report of Gabriel India reflects the organisation's environmental, social, and economic impact on matters that are meaningful

to business growth. All the information provided in this report has been reviewed by the Company's management.



Feedback

We have a strong commitment to considering and valuing the ideas and opinions of our stakeholders. Your comments, questions, inquiries, and information on any element of our sustainability performance

are welcome as they will improve our future reports. Please feel free to contact us by mail or email at the contact information provided below:



Contact Us

Gabriel India Limited
Registered Office / Head Office
29th Milestone, Village Kuruli,
Pune Nashik Highway, Taluka Khed,
Pune, Maharashtra - 410501 (India)

Email

sustainability@gabriel.co.in



COMPANY LANDSCAPE

ABOUT GABRIEL INDIA



Gabriel India Limited was founded in 1961 under the aegis of the ANAND Group. Since then, it has evolved from a single-product manufacturer to India's most trusted ride control specialist. We have a strong presence across all automotive client segments, including OEMs, the replacement market, and exports. We also serve multinational OEMs in India that deliver our products to their global counterparts.

Because of our undeterred focus on sustainability, strong technical capabilities, and ties, we have been able to manufacture items in the most environmentally friendly manner. Our superior engineering and modern design capabilities have assisted our customers in meeting the growing technical needs of the automobile sector. This enables them to build lighter, more fuel-efficient, longer-lasting vehicles that ensure passenger comfort and safety. We have implemented sustainable procedures and systems in order to reduce our overall carbon impact. We also intend to minimise power consumption by utilising alternative energy sources such as wind and solar power.



Vision

To be amongst the Top five Shock Absorber Manufacturers in the world.

Gabriel India is a market leader in its sector, with over 500 models of high-precision ride control products and solutions. We have developed products and solutions in line with the requirements of emerging markets, technical, and social trends by partnering with our customers and leveraging our top-notch

R&D capabilities. Additionally, we serve multinational OEMs in India that deliver our products to their global counterparts. We understand that it is our responsibility to design and develop environment-friendly products.



Corporate Landscape

Year of Inception	Company Headquarters	R&D Centres	Technology Provider to
1961	Chakan, Pune	Pune (Passenger Cars, Commercial Vehicles), Hosur (2&3-Wheelers)	Gabriel Columbia and Gabriel South Africa
₹ 23,320 million Sales for FY 2021-22	40 million unit Production Capacity	7 + 3 Manufacturing facilities spread across India	3,500+ Workforce Strength



Business Segments

Gabriel India has four Strategic Business Units (SBUs): 2&3-Wheelers, Passenger Cars, Commercial Vehicles and Railways, and Aftermarket. Customers are at the

core of our business model, and we constantly work towards bolstering our volume growth and expanding our product line to satisfy the evolving needs of our customers.

2 & 3 – Wheelers

Gabriel India is one of India's leading manufacturers of shock absorbers in India, including electric vehicles, in the 2 and 3-Wheeler categories. It supplies front forks and rear shock absorbers to most leading OEMs. The Business Unit contributed around 66% to the Company's total revenues in FY 2021-22. It represents 25% of market share.

Passenger Cars

Gabriel India is a key supplier to newly launched vehicles for various OEMs. Several leading OEMs in India rely on us to supply new vehicles. Our success is driven by our strong growth, which is supported by new product offerings and a steady increase in export volumes. The Business Unit contributed around 22% to the Company's total revenues in FY 2021-22. It represents 23% of market share.

Commercial Vehicles and Railways

Gabriel India is a market leader in manufacturing shock absorbers for Commercial Vehicles in India. Also, for almost two decades, we have been a trusted partner of the Indian Railways, supplying them with shock absorbers. We are the first Indian automotive components manufacturer to supply Linke Hofmann Busch (LHB) shock absorbers to the Indian Railways. The Business Unit contributed around 11% to the Company's total revenues in FY 2021-22. It represents 85% of market share.

Aftermarket

Gabriel India is one of the few firms in India that has a presence in all aftermarket categories, including passenger cars, commercial vehicles, and 2 and 3-Wheelers. With a focus on exports, it operates as a private brand in North America, Australia, and Singapore, among others. We have increased our market share in B-and C-class towns through the Elite Retailers Program (ERP) and the Mechanic Loyalty and Training Program (MLTP), both of which aim to improve loyalty and brand recognition in the aftermarket.

Aftermarket contributes 15% of the Company's total sales contribution

We have completed six decades of operations with our unique brand positioning, best-in-class offerings, enhanced research and development abilities, and consistent commitment to long-term sustainability. We have entered a technical collaboration with Yamaha Motor Hydraulic System Company Limited (formerly SOQI), Japan, to manufacture state-of-the-art front forks and 2-Wheeler shock absorbers. In the area of passenger car shock absorbers, we have collaborated with KYB Corporation (Japan), KYBSE (Spain), and KONI

B.V. (the Netherlands) to access technical support, across vehicles models and platforms. During the partnership period, we have become technologically self-sufficient through the absorption (assimilation) of product and process technology, as well as in-house research and innovation. We have signed a Technologies Assistance Agreement (TAA) with Torre Parts & Components (South Africa) and Gabriel De Colombia to deliver product and process technology.



Sustainable Business Practices

At Gabriel India, we constantly consider the environmental and social impact of our operations, and we aspire to become India's leading producer of ecologically friendly automotive components. To this end, we are actively working to implement greener practices at our premises by adopting technical and functional controls. Case in point is the Zero Liquid Discharge effluent treatment facility at our Hosur and

Chakan plants. We have a strong focus on efficiency, resource conservation, and the usage of renewable energy which enables us to minimise our carbon footprint. Our Sanand facility was accredited with the Indian Green Building Council's 'Green Factory Building Certification-Silver' (IGBC), which is testimony to our unwavering commitment to sustainability.

Our Presence and Reach



* MAP NOT TO SCALE.

- GIL PLANTS
- GIL SATELLITE LOCATIONS
- HEAD OFFICE
- R & D CENTRES

ESG Performance for FY 2021-22



Environment

10%
of energy consumption
from renewable sources

7,229 GJ
energy savings due
to energy efficiency
interventions

0.44 MWp
Rooftop
solar installed

94%
of waste generated is
being diverted
from landfill



Social

4,100
workforce strength

447
women employees

0.19
Lost Time Injury
Frequency Rate (LTIFR)

Zero
human rights complaints

13
average training
hours for permanent
employees

INR 1.05 crore
invested on employee
upskilling

INR 21.68 million
invested towards CSR
efforts

17
social impact programs
conducted during the
FY 2021-22



Governance

60+
R&D specialists

75
patents filed till FY
2021-22

3
DSIR approved
R&D centres

38%
female representation
on the Board

3-Tier
ESG governance
framework

38%
y-o-y increase in the
revenues during
FY 2021-22

42%
y-o-y increase in the
EBITDA during
FY 2021-22

Message from the Executive Chairperson



“We began our journey in the year 1961 with the goal of generating value for all of our stakeholders. Since then, we have pursued an inclusive pathway of progress towards achieving Environmental, Social and Governance (ESG) goals, in order to build a sustainable future.”

Dear Stakeholders,

The unveiling of our first Sustainability Report this year, sees us achieve a milestone that we are very proud of. It has been our constant endeavour to work in harmony with the environment, which has seen a continuous evolution of our processes and practices. Sustainability is a strategic priority for us, and our efforts have been focused on investing in innovation, operational efficiency, health & safety, and environmental stewardship, in conjunction with the latest advancements in the industry. We have directed our efforts not only internally, but also externally, by engaging our partners in this journey.

Guided by the group’s vision ‘To Create Value Sustainably Through Pursuit of Excellence and Good Governance’, we have set ourselves ambitious targets that will further strengthen our ESG agenda. We aim to become carbon neutral in our own operations by 2025. This means reducing our carbon emissions through use of renewable source of energy in the operations. We are focused on enhancing efficiency of our existing water management practices and have committed to becoming water neutral by 2025. Further, through our strong thrust and capabilities, we are prioritising innovation of our product portfolio to address the expectations of our customers from a sustainability standpoint, which includes product footprint and life cycle analysis.

As we undertake new sustainability commitments, we operate from a place of strength because our most strategic assets—our people—also champion these causes. We are immensely proud of our diverse and talented workforce, which is instrumental in executing our sustainability strategy to address the key challenges faced by our generation. To this end, we ensure that our human capital is adequately nurtured, equipped, and well supported in their professional journey in line with our values of leadership.

It is our firm belief that developing and delivering sustainability practices through changing market requirements must be an all-encompassing approach. Our approach includes innovation and partnerships across our value chain including our suppliers, contractors, and customers. We are actively putting our commitment to sustainability into practise, and we are in a good position to continue assisting our partners and customers in achieving their sustainability goals. Our approach is focused on skill development, diversity, equality, fair labour practices, ethical governance, gender parity and inclusive growth in collaboration with our stakeholders.

We are also committed to ensuring that our efforts are aligned to a wider social agenda, and we continually engage with local communities to create social impact through our initiatives in education, healthcare, environmental awareness, and women empowerment.

Institutionalising sustainability into our business processes has been rewarding and has reflected well in our performance, which delivers long-term value creation. We are clear on our purpose as we move into the post-COVID era and understand the journey that needs to be taken to address global challenges. Through this report, we would like to share our learnings as we strive to widen our area of influence and inspire more businesses to venture on this path.

With my best wishes,

Anjali Singh

Executive Chairperson

Gabriel India Limited

Message from the Managing Director



Dear Stakeholders,

Warm greetings to all of you!

2021-22 marked as another challenging year. Health, livelihoods, and global supply systems were impacted severely as people and corporations worldwide navigated through these crippling times. Despite difficult circumstances, we stayed committed to safeguarding our employees, assisting our customers, and pursuing operational excellence. As a result, we recorded the highest ever revenues of ₹ 2,332 Cr., growing by 38%. The amazing dedication and resilience of our people was the single most attribute that made it possible.

For all of us at Gabriel India, the truest mark of our success is whether we leave the world a better place than we found it for the next generation. We have realised how the interrelatedness, interconnectedness, and interdependence of economic, environmental, and societal factors play a crucial role in the creation of long-term value for the business and its stakeholders. This integrated approach takes us closer to achieving our vision 'To be amongst the top five shock absorber manufacturers in the world'

As we continue on our journey to achieve sustainability in all spheres of our business, I am pleased to present to you the maiden sustainability report of Gabriel India. Aligned to the theme 'Shaping The Future Sustainably',

this report is a testament to our undeterred commitment to sustainability, and we hope to share our progress the reporting year to accelerate our efforts and strengthen our ESG agenda. A comprehensive materiality assessment helped us understand priorities of our stakeholders and business going forward. The outcomes of this exercise further guided us in recasting our sustainability efforts into a comprehensive ESG strategy revolving around four key pillars - Governing Integrity, Abating Environmental Impact, Enhancing Stakeholder Relationships and Elevating Product Sustainability.

We are committed to integrating our updated ESG ambitions into our strategy and have already initiated a few actions in this direction. During the reporting period, we have invested around ₹ 20 million in renewable energy, and we have plans to increase our portfolio further, which stands at 1.54 MWp of Rooftop solar installations. In line with our goal of achieving a sustainable energy-efficient future, we have set an ambitious target to achieve Carbon Neutrality in our operations by 2025. We have also set ourselves a target to become Water Neutral by 2025. A roadmap has been drawn to achieve water neutrality wherein appropriate steps will be undertaken to reduce industrial lift.

On the people front, we aspire to be a role model for Diversity, Equity & Inclusion in our industry. Taking forward one of the tenets of The ANAND WAY - "We are an equal opportunity employer", we have formed the Diversity, Equity & Inclusion council. We are committed to creating a dynamic and thriving workplace where capabilities are valued, leaders are nurtured, performance is rewarded, and diversity is celebrated. Our prime concern, when it comes to our people, is their health and safety. During this reporting period, as in the past, we have not observed any fatal incidents.

The progress made in FY 2021-22 has been in line with our aspirations. We have collaborated with customers and suppliers along the value-chain on social sustainability. Through our annual CSR initiatives, we have brought positive changes to the communities in which we operate - in the areas of education, healthcare, women empowerment, and environmental awareness. It has been a year of realization; we need no longer build a business case for sustainability, but sustainability is what drives our business cases.

At Gabriel India, we are more committed than ever before to take the sustainability journey forward. We know that the challenges will multiply along the way, but we firmly believe that by working together with our stakeholders and leveraging innovative technology, we will be closer to realising our dream of leaving behind a better world.

I would like to thank all our employees for embracing sustainability as a foundation for current and future success and being catalysts for continued positive transformation. I would also like to thank all the other stakeholders, our suppliers, customers, affiliates, and investors for their continued confidence and trust in the value we bring as a business.

Regards,

Manoj Kolhatkar
Managing Director
Gabriel India Limited

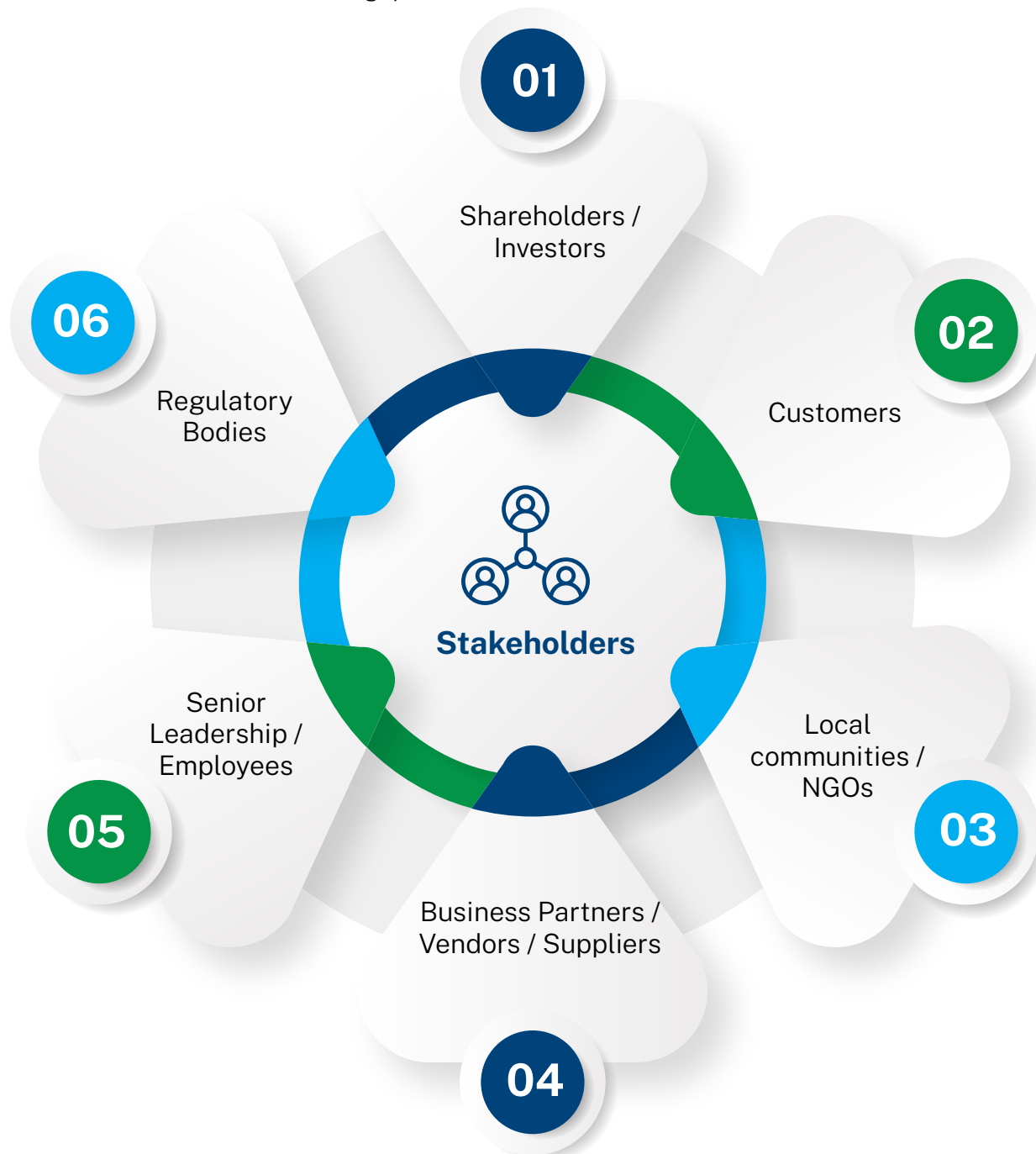


**EMBRACING
SUSTAINABLE
DEVELOPMENT**

Engaging with our Stakeholders

We, at Gabriel India, understand that it is crucial to include the perspectives and concerns of our stakeholders in the decision-making process. We

identify our stakeholders as those who have an impact on or are influenced by our operations, namely:



Through the year, we actively engage with our stakeholders across different platforms to ensure that their issues are given utmost priority and that their opinions are considered in our business planning. This continuous engagement not only enables us to identify potential risks and proactively take measures to mitigate them, but also helps us

in building and fostering stronger relationships with our stakeholder community. Further, it helps us in improving our environmental, social, and governance-related aspects and shapes our sustainability agenda through the identification of topics material to each stakeholder group.

Stakeholder Group	How we engage with them	Frequency of Engagement	Key Discussions
Senior Leadership	<ul style="list-style-type: none"> Regular Meetings Quarterly Board meetings Update and record all minutes of meetings in a designated folder to make them easily accessible. 	<ul style="list-style-type: none"> Continuous Need-based 	<ul style="list-style-type: none"> Product quality and safety Employee health and safety Operational efficiency Market presence and customer focus Ethics and compliance Resilient business model and long-term profitability Business strategy Risk management
Employees	<ul style="list-style-type: none"> Monthly Newsletter Employee Engagement Activities Webinars Learning and development programmes with feedback Employee web portal 	<ul style="list-style-type: none"> Continuous Half-yearly Need-based 	<ul style="list-style-type: none"> Employee health and safety Business strategy and continuity Human rights Operational efficiency Ethics and compliance Code of conduct Learning and development
Business Partners / Suppliers / Vendors	<ul style="list-style-type: none"> Face-to-face interactions Through electronic correspondence Contractual terms Supplier engagement/ training and awareness programmes 	<ul style="list-style-type: none"> Annual Half-yearly Quarterly 	<ul style="list-style-type: none"> Product quality and safety Human rights Occupational health and safety Operational efficiency Sustainable products and services Supply chain sustainability and traceability Compliance to applicable regulation

Stakeholder Group	How we engage with them	Frequency of Engagement	Key Discussions
Shareholders / Investors	<ul style="list-style-type: none"> Investor Calls Investor Presentations Investor Meets Annual audited financial results are communicated through the Annual Reports / Annual general meetings. Press releases Feedback through mail secretarial@gabriel.co.in 	<ul style="list-style-type: none"> Annual Half-yearly Quarterly 	<ul style="list-style-type: none"> Resilient business model and long-term profitability Corporate reputation Transparency in corporate governance and disclosures Financial performance Risk management Business ethics and compliance Product quality and safety Operational efficiency Market presence and customer focus
Customers	<ul style="list-style-type: none"> Monthly Newsletter Customer meets Customer grievance portal 	<ul style="list-style-type: none"> Continuous Need-based 	<ul style="list-style-type: none"> Product quality and safety Market presence and customer focus Sustainable products and services Compliance Service quality Pricing of products Resolution of customer grievances
Local community / NGO	<ul style="list-style-type: none"> Face-to-face interactions Community grievance redressal CSR programs and initiatives 	<ul style="list-style-type: none"> Continuous Need-based 	<ul style="list-style-type: none"> Local employment Local procurement Social issues around areas of operation
Regulatory bodies	<ul style="list-style-type: none"> Structured engagement through meetings with Pollution Control Boards, SEBI etc. 	<ul style="list-style-type: none"> Continuous Need-based 	<ul style="list-style-type: none"> Compliance with applicable Acts, Rules and Regulations Compliance with national and regional policies Environmental risk management Social initiatives



Approach Towards Materiality

During the reporting year, Gabriel India undertook a detailed materiality assessment exercise to strengthen stakeholder relationships and understand their expectations. The study was performed after thorough meetings with Gabriel's senior leadership team and captured the views of employees, vendors, investors, customers, and representatives of the community through a materiality survey. This exercise

enabled the organisation to identify and prioritise environmental, social, and governance issues crucial to the Company's long-term sustainability and resilience. Our ESG strategy and underpinning initiatives address these priority challenges through improvement plans, indicators, short-term and long-term goals, targets and enabling policies. We plan to review and update our materiality at regular intervals.

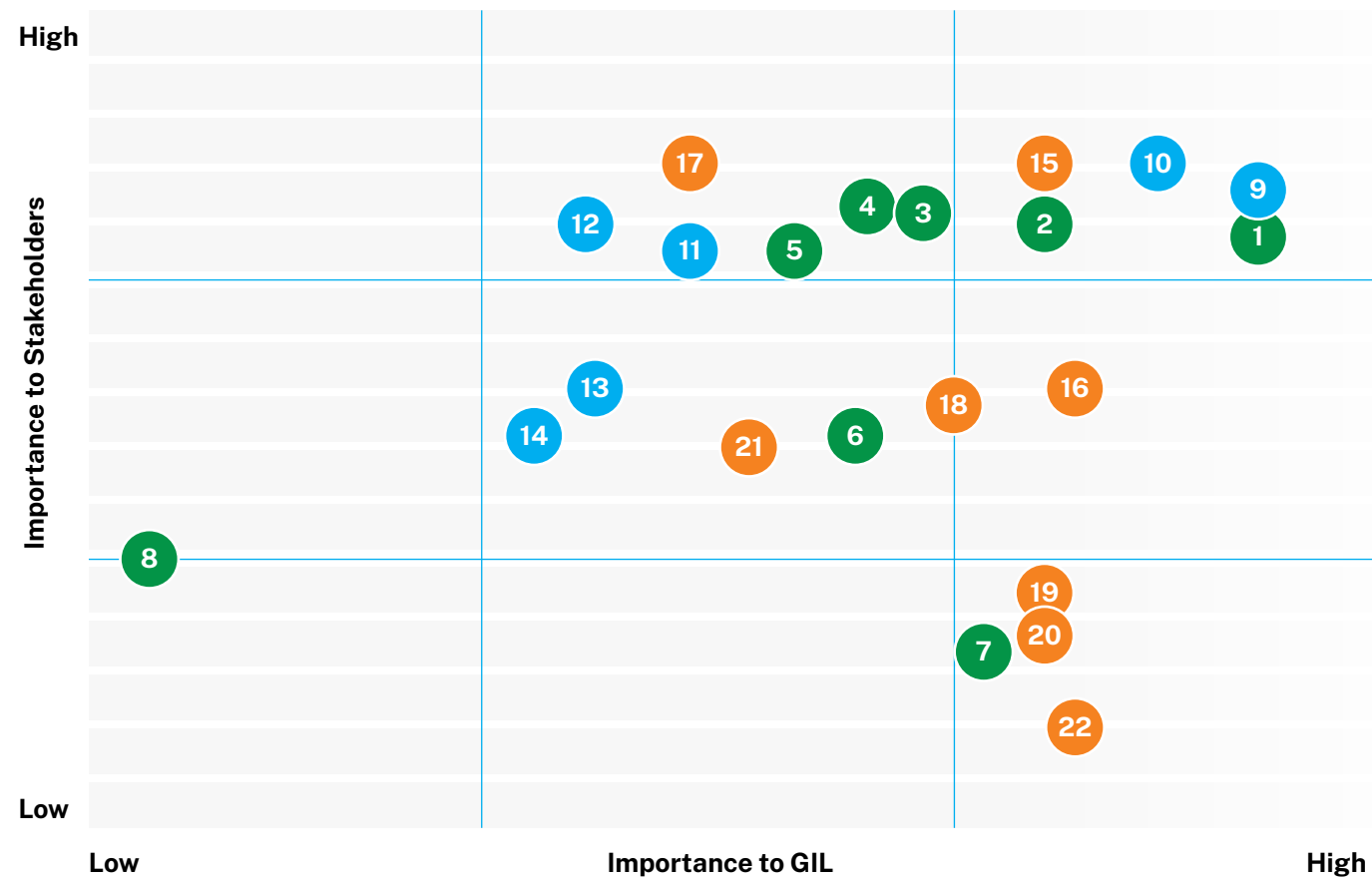
Our approach to the materiality assessment process is highlighted below:



An extensive exercise was conducted to determine a universe of material issues relevant to Gabriel India. This included an examination of present and emerging industry trends, business risks, goals, and practices of peer companies in Indian and Global markets. The material aspects discovered were further prioritised based on their importance to Gabriel India and relevant stakeholders, as determined by interactions with them. The importance to stakeholders was determined by their primary concerns and expectations from the Company, captured through a

survey. The organisational significance was evaluated by mapping the Company's business objectives, risks, and the extent of internal procedures in place to address the material concerns. As a result of this comprehensive analysis, we were able to identify and prioritise 22 material aspects that are critical to our business, mapped across the three dimensions: environmental, social, and governance. We present the relative significance of topics using the materiality matrix presented below.

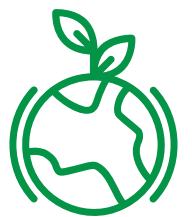
Gabriel Materiality Assessment



Number	Issue
01	Investment in Clean Technology
02	Water Stewardship
03	Waste Management
04	Energy and Emissions Management
05	Sustainable Products and Services
06	Environmental Risk Management
07	Responsible Procurement
08	Biodiversity
09	Employee Well-being and Development
10	Occupational Health and Safety
11	Diversity, Inclusion and Non-Discrimination
12	Human Rights and Labour Relations
13	Talent Recruitment and Retention
14	Community Engagement

Number Issue

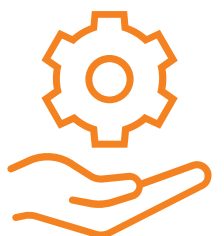
15	Product Quality and Safety
16	Economic Performance
17	Ethics and Compliance
18	R&D and Intellectual Property Management
19	Market Presence and Customer Focus
20	Data Privacy and Security
21	Corporate Governance, Transparency and Disclosures
22	Resilient Business Model



Environment



Social



Governance

Alignment with SDGs and BRSR Principles

We are committed to conducting our business in such a way that we can support the global community to achieve the Sustainable Development Goals (SDGs). We believe in sustainable value creation for our stakeholders and thus evaluate our actions and their influence on the SDG. The table below represents how

our material issues contribute to the United Nations Sustainable Development Goals (UN SDGs). We have also mapped our material topics as per the principles outlined under SEBI's Business Responsibility and Sustainability Report (BRSR).



Environmental

BRSR Mapping

SDG Mapping

Energy and emission management

Principle 6



Water stewardship

Principle 6



Waste management

Principle 2, 6



Responsible procurement

Principle 2



Biodiversity

Principle 6



Environmental risk management

Principle 2, 6



Investment in clean technology

Principle 2



Sustainable products and services

Principle 2



Social

BRSR Mapping

SDG Mapping

Occupational Health and Safety

Principle 3



Talent recruitment and retention

Principle 3



Diversity, inclusion, and non-discrimination

Principle 3



Human rights and labour relations

Principle 5



Employee well-being and development

Principle 3



Community engagement

Principle 4



Governance

BRSR Mapping

SDG Mapping

Ethics and Compliance

Principle 1



Corporate governance, transparency, and disclosures

Principle 1, 7



Resilient business model



Data privacy and security

Principle 9



Market presence and customer focus

Principle 8, 9



Economic performance



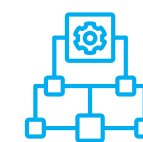
R&D and intellectual property management

Principle 2,6



Product quality and safety

Principle 2



Our ESG Strategic Framework

The sixth Assessment Report by the Intergovernmental Panel on Climate Change (IPCC) reiterates the urgent need to respond to the increasing climate change issues. The report, based on a significant volume of scientific studies and research, suggested anthropogenic activities are responsible for high impacts on the various ecosystems and biodiversity. Based on this report, the United Nations also emphasised that it's 'Now or Never' and that the world could soon be uninhabitable unless all governments, organisations, and people come together and take serious actions to mitigate climate change.

Additionally, the global pandemic made organisations realise the importance of identifying potential ESG risks, which are critical to address to ensure business resilience and continuity. As a responsible business, we are conscious of our impact and are actively working on strengthening our sustainability agenda. In this regard, during the reporting year, we have made a strong commitment to making our operations carbon neutral and water neutral.

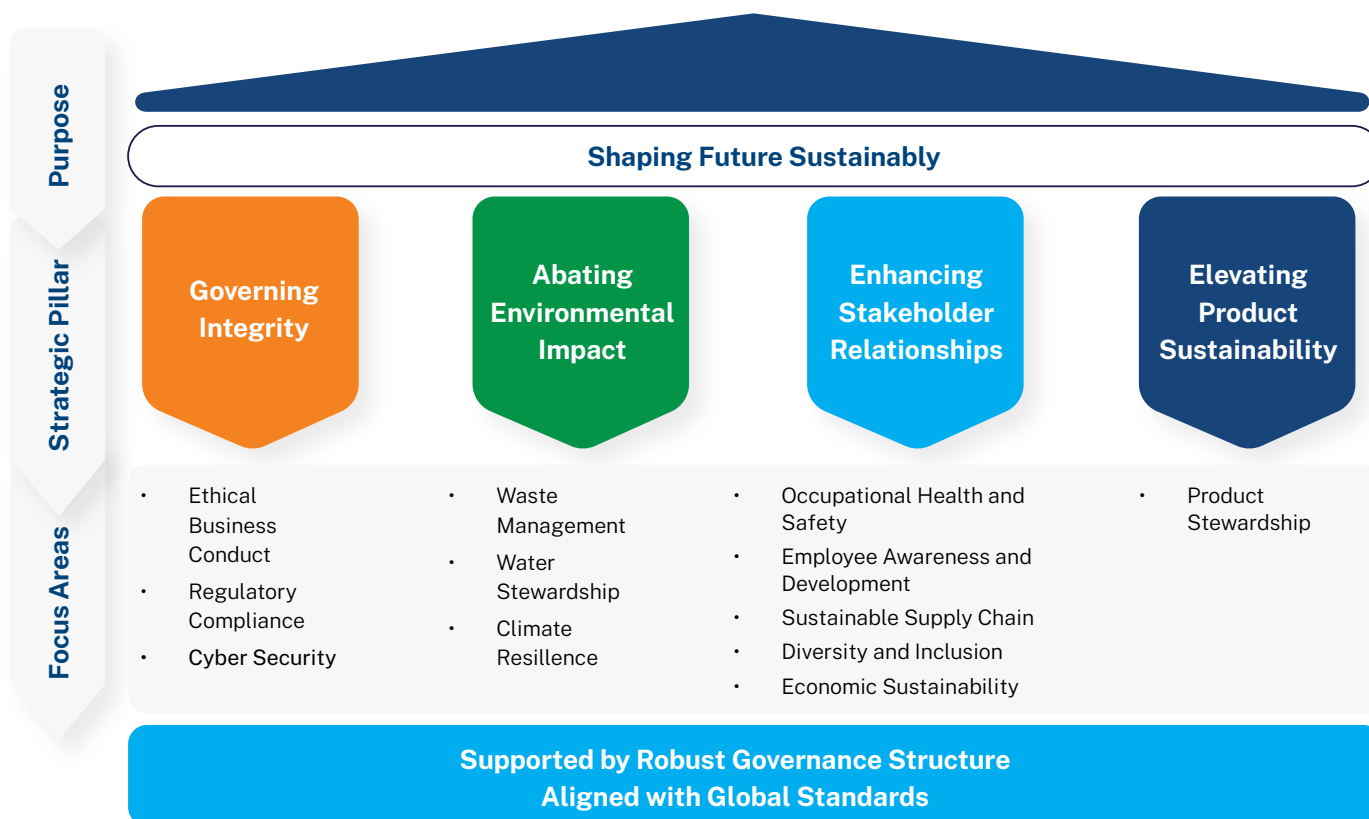
In a rapidly evolving industry, it is important for Gabriel India to accelerate our sustainability efforts through a well-defined ESG strategic framework supported by a robust governance structure and a detailed roadmap. Our strategy is supported by our vision of creating value sustainably through the pursuit of excellence and good governance.

Supported by continuous efforts, Gabriel India has earned a reputation as one of India's most ecologically conscious auto component makers. Over the years, our persistent strides and commitment to establishing a strong and sustainable organisation have been substantially bolstered by our people, a strong focus on R&D, our innovation culture, and technological prowess, which has resulted in a constantly relevant product portfolio. To consciously examine and minimise the environmental impact of our operations, we have invested in cutting-edge technology solutions and new manufacturing techniques. As a manufacturing unit, we firmly believe that by embedding sustainability at the heart of our operations, we will be able to create long-term value for all our stakeholders.

Our Purpose and Vision are in line with the ANAND Group. These are aimed to provide us with a strategic direction to achieve ESG excellence in our business.



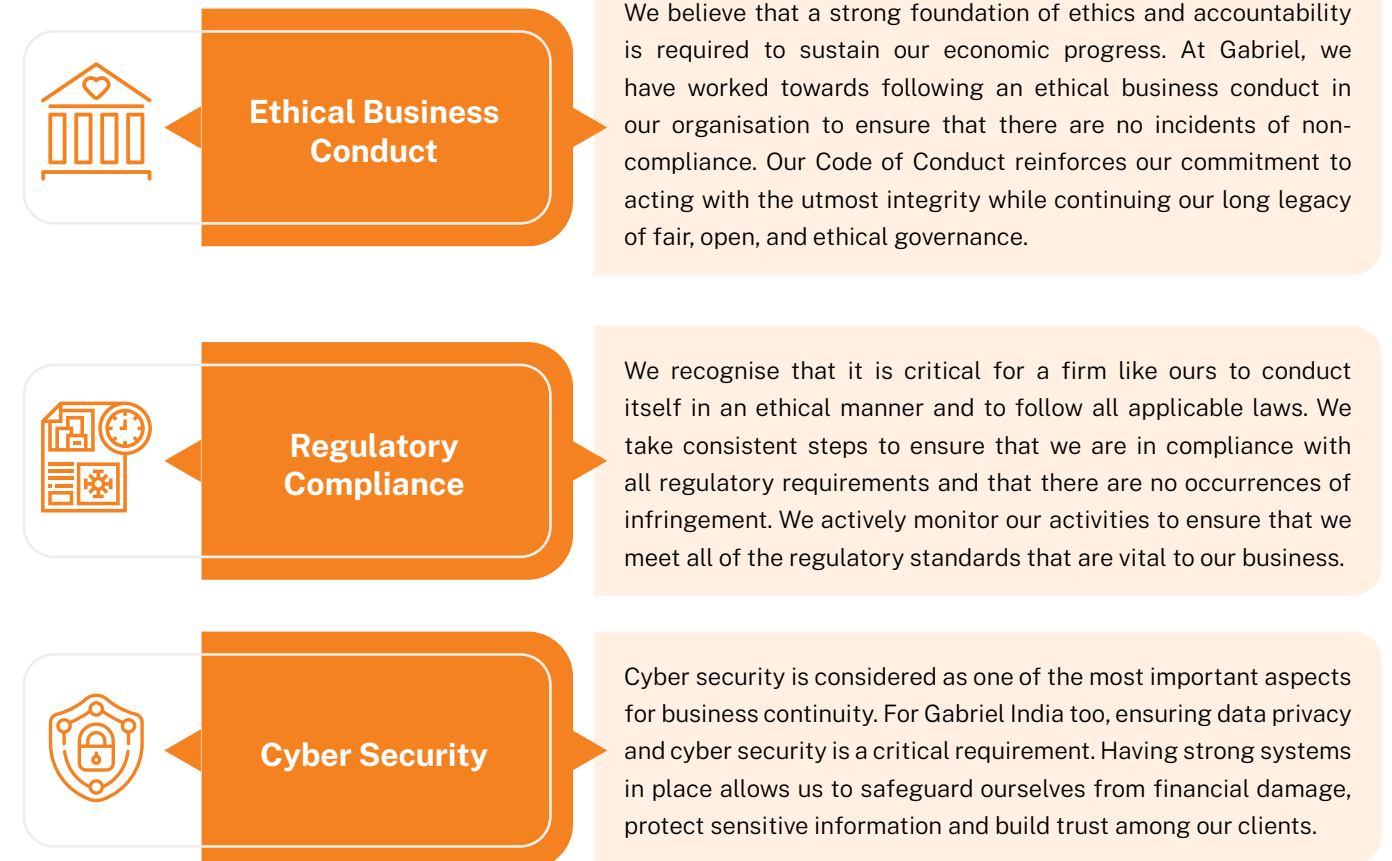
To achieve our ESG goals, we have identified four crucial strategic pillars and their respective focus areas.



Governing Integrity

We are committed to the highest ethical and integrity standards throughout our organisation. It is our ongoing goal to give transparent and accurate

disclosures to everyone associated with us. We prioritise data privacy and cyber security and ensure that there are no violations.




Abating Environmental Impact

We intend to achieve environmental stewardship by actively implementing significant efforts aimed at bringing about substantial change in our surrounding environment. We also intend to implement the notion


of efficient resource utilisation in order to control the consumption of valuable resources, as well as to leverage clean technology throughout our plant sites in order to drive sustainability.





Water Stewardship

Gabriel India understands the value of water as a valuable resource. We recognise the need to use this resource as judiciously as possible and think the best way to do this is to reduce consumption whenever possible, recycle and reuse as much as possible, and prevent unnecessary waste.



Climate Resilience

With climate change concerns taking centre stage, it is critical that we take rapid action to mitigate the consequences of the evolving climate threats. In this context, we are focusing on reducing our GHG emissions, enhancing our renewable energy portfolio, and employing measures to increase energy efficiency in our operations

Enhancing Stakeholders' Interests

Our primary goal is to provide a safe and healthy working environment for our employees. We also work hard to ensure that they continue to grow by investing in their learning and development. Furthermore, we promote diversity and inclusion and proactively recruit new talent and seek ways to retain our people by providing equal opportunities and benefits. We

also strive to extend our ESG agenda in our supply chain. As a forward-thinking business, we have recognized that demonstrated corporate citizenship and maximum resource productivity are essential components to creating competitive advantage and increasing shareholder wealth.



Occupational Health and Safety

We are constantly focused on creating a safe work environment that does not jeopardise our employees' health and well-being. To that end, we have put in place a number of safeguards to ensure that our staff are safe on the job. All our plant sites follow the highest standards of safety.




Employee Awareness and Development

We believe that learning and development are critical to enhancing the capabilities of our human resources. In this regard, our on-the-job training, off-the-job training programmes, and workshops ensure that employees have constant learning opportunities that allow them to operate productively while also advancing their careers.




Sustainable Supply Chain

Our commitment to sustainability extends beyond our operations because we think that by integrating sustainable and moral business practices across our value chain, we can generate true value and make a real difference. We are implementing actions and measures to improve our suppliers' and vendors' sustainability journeys as we collaborate with them.



Diversity and Inclusion

Our objective is to instil confidence in all of our stakeholders, for them to know that they are engaging with a company that is diverse, inclusive, and socially responsible. Because each employee's uniqueness is highly recognised at Gabriel, we seek to retain the organisation's reputation as one of the most preferred places to work. Through our diversity focus, we hope to strengthen the development of high-performing teams so that they can continue to accomplish remarkable results.



Economic Sustainability

We believe that doing business responsibly is the best way to achieve holistic economic growth and long-term social development. We are also committed to delivering value to all of our stakeholders, which we aspire to do through strategically improved operations and higher profitability.

Elevating Product Sustainability

Product sustainability is essential to the success of our business. It helps to create opportunities and manage risks across our product portfolio. Product

sustainability recognizes that we must take on new responsibilities to reduce the environmental footprint of our products.



Product Stewardship

Given the increasing demand to take a more sustainable approach to product design and development, it is critical for a company like ours to develop sustainable products. At Gabriel, we see this problem as a chance to apply the best of our technical know-how to develop sustainable products that meet the increasing needs of our stakeholders for low-carbon and greener products.

ESG Pillar	Focus Area	Ambition
Governing Integrity	Cyber Security	By 2023, all sites to be ISO 27001 certified
	Ethical Business conduct	By 2024, train all employees on Human Rights issues.
Abating Environmental Impact	Waste Management	By 2025, all sites to achieve Zero Waste to Landfill status
	Water Stewardship	Water Neutral operations by 2025
	Climate Resilience	By 2025, 50% of the energy needs to be met from renewable sources
		Carbon Neutral operations by 2025
Enhancing Stakeholder Relationships	Occupational Health and Safety	Zero Injuries and Zero accidents
		By 2027, achieve 36 safety training hours per employee.
	Employee Awareness and Development	By 2025, achieve a minimum score of 80% on the employee engagement survey
	Sustainable Supply Chain	By 2025, audit all Tier I suppliers on ESG criteria.
Elevating Product Sustainability	Product Stewardship	Increase gender diversity to 25% females across employees including Operating Engineers by 2025
		By 2027, use 50% of R&D and capital expenditure on Innovative and Sustainable Products.



In this section

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Risk Management

GOVERNING INTEGRITY

Our efforts contribute to the following UN SDGs:



Globally, the automotive industry is changing as the result of innovation in the areas of electrification, autonomous driving, and shared mobility. The evolution of the automotive industry is accelerating as the popularity of electric vehicles spreads—fuelled by the desire to cut emissions—and as the promise of self-driving cars moves closer to becoming a reality. We, at Gabriel India, examined the implications of these disruptive changes and their potential impact on the workforce and society and have discussed the corporate governance and strategy required to navigate them. We have also highlighted the related ESG factors that shape our investment outlook and positioning in the automotive sector.

We believe that a sound corporate governance system is integral to building long-term value for our stakeholders. The key pillars of our governance paradigm are accountability, transparency, fairness, and righteous behaviour. We have ensured that an effective governance framework is put in place based on these principles to safeguard the long-term interests of all our stakeholders.

Our strong governance framework enables us in improving our operational efficiency, boosting financial returns, and reducing risks while ensuring compliance with applicable regulations. Periodic internal reviews are carried out to validate the

functioning of the governance structure of the Company and these guarantee adherence to the stated goals and business objectives.

As of March 31, 2022, the Board comprises eight Directors, including three Executive Directors—the Managing Director, the Deputy Managing Director, and the Whole-Time Director, one non-executive Director. Four of the remaining non-executive directors are independent. The Board is in compliance with the mandate that at least half of the Board members must be independent. The executive promoter director (Whole-Time Director) serves as the Chairperson of the Board. Further details about our leadership team can be accessed on <https://www.anandgroupindia.com/gabrielindia/overview/>



Our Board Structure



Anjali Singh
Executive Chairperson
Gabriel India



Manoj Kolhatkar
Managing Director
Gabriel India



Atul Jaggi
Deputy Managing Director
Gabriel India



Jagdish Kumar
Group President & Group CFO
ANAND Group



Aditya Vij
Non-Executive
Independent Director



Pradeep Banerjee
Non-Executive
Independent Director



Matangi Gowrishankar
Non-Executive
Independent Director



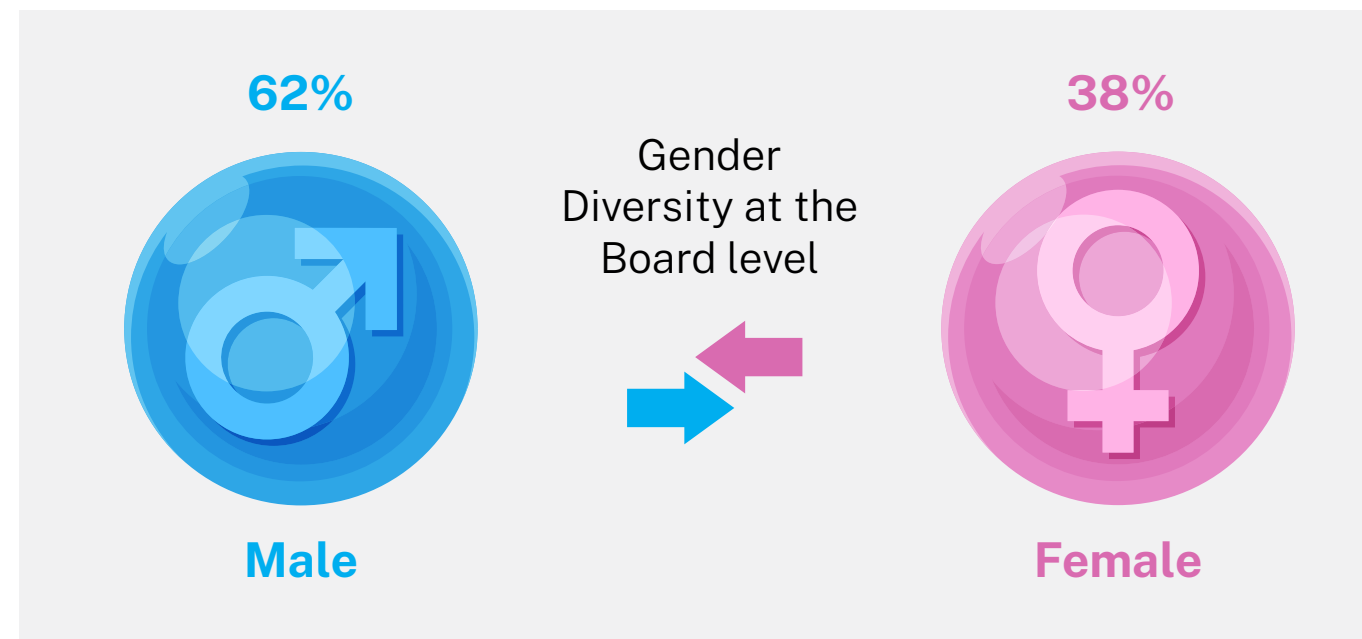
Pallavi Joshi Bakhru
Non-Executive
Independent Director



Board Diversity

We believe that diversity and inclusion are not merely limited to compliance to statutory norms, but are also business imperatives that offer strategic advantage in terms of ideas and perspectives that drive creativity and innovation. Added to cultural sensitivity, insight, and local knowledge, they are the bedrock for our

long-term sustainability. In line with this, we ensure that our board has gender diversity in order to bring in a variety of perspectives, backgrounds, and experiences, which can contribute to our growth and success in the long term.



Our governance practices are guided by the ANAND's Code of Conduct, which is an integral part of our daily efforts to uphold and embody the ANAND Way. In addition, we also abide by the Gabriel India Code of Conduct laid for Board Members and Senior Management of the Company. This code also specifies the responsibilities of Independent Directors.

The said Code of Conduct has been posted on the website of the Company and is available on the web link <https://www.anandgroupindia.com/gabrielindia/investors/corporate-governance/>

Gabriel India has the following Board Committees that ensure that our business operations are conducted in compliance with applicable laws

and regulations while maximising value for our stakeholders:

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholder's Relationship Committee
- Corporate Social Responsibility Committee
- Risk Management Committee

These Board Committees provide their knowledgeable oversight to carry out the Company's strategic initiatives and monitor the application of good governance practices.



Our ESG Oversight

We have a three-tier ESG governance structure to provide an experienced oversight to strategise, plan and execute our ESG initiatives as well as to monitor the development and impact of our actions. This not only ensures that our ESG interventions are headed

in the right direction but also makes it possible for us to focus our efforts where they are most required, which is to benefit society and the environment at large.



Our ESG Steering Committee comprises of dynamic leaders with cross functional experience who bring their vast expertise on the environmental, social and governance aspects vital for the sustainable growth

of the organisation. They are entrusted with the responsibility of defining sustainability objectives and planning actionable steps to achieve our ESG targets.



Business Ethics and Compliance

We believe that a solid and robust foundation of ethics and accountability is necessary to maintain our economic growth. Our Code of Conduct reaffirms our commitment to acting with utmost integrity and building on a long tradition of fair, open, and ethical governance. Gabriel India is in compliance with the ethical requirements of the code of ethics issued by the Institute of Chartered Accountants of India's (ICAI). Our structured corporate governance ensures that we comply with legal standards and meet stakeholder expectations.

We also have an Ethics Committee, any cases related to ethics are submitted to the Audit Committee and their status is updated every three months. These reports are also included in the minutes of the Audit Committee's meetings.

We have a legal compliance cell that ensures the Company's policies and business practices are in

line with our established code. The stakeholders can file complaints about any unethical practices, misconduct, or grievances. They can also contact our Internal Complaints Committee via email on matters concerning violation of ethics. We proactively maintain an ethics helpline that allows our employees to voice concerns or any incident of non-compliance. Every employee must immediately report to the management ethics helpline any real or potential breach of the Code, as well as any event of misconduct, misdemeanour, or act not in the best interests of the Company. The reporting employee may opt to make a protected disclosure under the Company's Code of Conduct policy, which requires reporting to the Chair of the Audit Committee, the Board of Directors, or any other specified authority. When there is reasonable evidence to conclude that a breach is possible or has occurred, such a protected disclosure must be forwarded.



All our operations have official compliance software installed to assess the statutory risk and EHS compliance for continual vendor monitoring. We follow the secretarial standards set forth by the Institute of Company Secretaries of India (ICSI) in terms of corporate governance.

Additionally, we comply with the Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015 ('SEBI

(LODR) Regulations, 2015'), which establishes the standards and disclosures on Corporate Governance.

We have deployed a robust automation tool to monitor the compliances of all laws applicable to the Company. The Board periodically reviews Compliance Reports of all laws applicable to the Company as well as steps taken to rectify instances of non-compliances, if any.



Corporate Governance, Transparency, and Disclosures

A code of corporate governance is a series of procedures, policies, and guidelines that guarantee a company to run in the best interests of all stakeholders. Corporate governance aims to advance corporate fairness, accountability, and transparency. In other words, 'Good Corporate Governance' is simply 'Good and Transparent Business'. At Gabriel India, we strive to create and put into practice a system of strong corporate governance that will help

the management run the business effectively and transparently in all aspects of its operations.

We have a comprehensive set of policies and guidelines (listed in table below) that govern our actions in accordance with our values and governance best practices. These policies provide a clear framework for decision making and are backed up by appropriate risk management frameworks to ensure compliance.



Gabriel's Policy

Brief Description

ANAND Code of Conduct

Gabriel India is the flagship company of the ANAND Group and abides by ANAND's Code of Conduct. There are a total of thirteen conduct clauses in the code:

1. Law of the land
2. Financial reporting and records
3. Protecting company assets
4. Gifts and donations
5. Ethical conduct

Gabriel's Policy	Brief Description
ANAND Code of Conduct	<ol style="list-style-type: none"> Concurrent employment Conflict of interest Confidentiality of information and data/insider trading Equal opportunities employer Anti-harassment policies Community service Use of the ANAND brand Reporting of concerns Anand Code of Conduct
Corporate Social Responsibility Policy	<p>In accordance with the Schedule VII of Companies Act, 2013, the Company's CSR policy primarily focuses on:</p> <ol style="list-style-type: none"> Ensuring an increased commitment at all levels in the organisation to operate its business in an economically, socially, and environmentally sustainable manner. Include guiding principles for selection, implementation, and monitoring of the activities as well as formulation of the Annual Action plan. Initiate programmes, which directly and/or indirectly benefit the community and in turn enhance the quality of life and economic well-being of the local populace Promote harmonisation and alignment with Millennium Development Goals Generate, through its CSR initiatives, community goodwill for the Company and help reinforce a positive and socially responsible image of the Company as a corporate entity. Gabriel India -Corporate Social Responsibility Policy
Dividend Distribution Policy	<p>The objective of the Dividend Distribution Policy is to define the Company's strategy regarding the distribution and use of the Company's net profit to shareholders of the Company.</p> Gabriel India -Dividend Policy
Data Privacy Policy	<p>We have established processes, safeguards, and binding rules to protect personal information and we ensure that our customers and the stakeholders concerned retain control over it. We run our Company in compliance with applicable laws on data privacy protection and data security.</p> Gabriel India -Data Privacy Policy

Gabriel's Policy	Brief Description
Gabriel India Code of Conduct	<p>The Code of Conduct has been established by the Board of Directors as an extension to the ANAND Code of Conduct and it sets the guiding principle for Directors, Senior Management, and insiders.</p> Gabriel India -Code of Conduct
Policy on Control and Maintenance of Stationary	<p>We have developed a policy to comply with SEBI's circular dated April 20, 2018, to maintain strict control on stationery including blank certificates, dividend/interest/redemption warrants. The members of the Board verify this policy periodically.</p> Gabriel India -Policy on Control and Maintenance of Stationary
Policy on Determination of Materiality of Events	<p>The policy's goal is to guarantee that important events are disclosed in a timely and appropriate manner as required by SEBI. The Board evaluates this policy on a regular basis.</p> Gabriel India -Policy on determination of Material Events
Policy on Prevention of Insider Trading	<p>In addition to the ANAND Code of Conduct, the Board of Directors have adopted an additional Code of Conduct for Directors, Senior Management, and insiders in terms of the provisions of the Companies Act, 2013, and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, and the SEBI (Prohibition of Insider Trading) Regulations, 2015.</p> <p>This code to regulate, monitor and report trading by insiders is applicable to all insiders listed under SEBI.</p> Gabriel India -Policy for Prevention Insider Trading
Policy on Preservation and Archival of Documents	<p>The purpose of the policy is to guarantee that all of the Company's important documents and records are sufficiently secured and kept in accordance with statutory compliance. This policy makes it easier for employees to handle papers, document preservation, archiving, and safe disposal.</p> Gabriel India Policy on Preservation and Archival of Documents
Prevention of Sexual Harassment Policy (POSH)	<p>At Gabriel, the POSH policy has been established to provide a safe environment and equal employment opportunities to all employees. We follow the procedure of zero-tolerance for any type of discrimination committed and maintain a harassment free workplace.</p> Gabriel India -Prevention of Sexual Harassment policy
Related Party Transaction Policy	<p>This policy is in accordance with Regulation 23 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and intends to ensure the proper approval and reporting of transactions between the Company and its Related Parties. This policy is subject to the examination of the Audit Committee.</p> Gabriel India -Related Party Transaction Policy

Gabriel's Policy Brief Description

Whistle Blower Policy

All Gabriel India employees, including contractual workers, Gabriel India sites, business divisions, and activities are covered by this policy. The objective of this policy is to provide guidance to report any actual or potential violation of the standard operating procedures, howsoever insignificant or perceived as such.

[Gabriel India - Whistle-blower Policy](#)

Resilient Business Model

At Gabriel India, we have created a strong brand image in the automotive component space by creating a niche for ourselves. Over the years, we have introduced newer technologies to the market, some of which we have jointly developed with the customers. We aim to maintain our leadership position and continue to create a strong brand recall by investing in technology to enhance our capabilities.

Our growth strategies include focusing on debt reduction, minimising our break-even point, simplification of parts, and automation.

We realise that having a resilient business model is a fundamental requirement to overcome unforeseeable uncertainties, hence, it is imperative for us to integrate ESG into our business model and create holistic value for all stakeholders. We aim to reduce and minimise our carbon footprint by maintaining a clear focus on sustainable manufacturing, operational efficiency, resource conservation and sourcing maximum renewable energy, which will result in profitable returns and long-term sustainable development.



Data Privacy and Security

At Gabriel India, we have established systems and processes to protect information pertaining to our employees, customers, and other stakeholders. Information security risk is an integral part of our risk register, and our Chief Information Security Officer (CISO) regularly evaluates and tracks any potential cyber risks.

We continuously strive to safeguard all information and data from unauthorised modification and uninvited intrusions. We have successfully implemented ISO 27001 certification for our

Chakan plant and have completed the first year of surveillance audit in FY 2021-22. We aim to achieve ISO 27001 certification for all six of our facilities by May 2023.

Our Human Resources (HR) and Head of Departments (HODs) ensure that employees are periodically trained on information security aspects to sensitise them on data privacy and security compliance. During the current fiscal, 95% of personnel at plant sites and 62.8% of personnel at Head office participated in awareness sessions on information security.



Economic Performance

At Gabriel India, we aspire to achieve stable cash flow and long-term returns for our stakeholders every year. We are also committed to providing value to all the people associated with us and we hope to accomplish this through our strategically improved business and increased profitability. Our efforts through the years have enabled us to make a significant mark in the industry in which we operate. We intend to accelerate our growth by leveraging our brand reputation

and diverse portfolio. We are focused equally on increasing operational efficiencies, prudent capital allocation, and maintaining a lean balance sheet.

As of 2021-22, the Company holds 25% market share in the 2-Wheeler and 3-Wheeler segment, 23% market share in passenger vehicles segment and 85% market share in commercial vehicles segment. Aftermarket contributes 15% of the Company's total sales contribution In FY 2021-22, despite industry

Particulars	FY 2021-22	FY 2020-21
All figures in ₹ million		
Economic Value Generated		
Gross Revenue	23,319.89	16,948.33
Other Income	261.67	243.13
Sub-Total (A)	23,581.56	17,191.46
Economic Value Distributed		
Operating cost	20,263.62	14,449.02
Employee wages and benefit	1,597.00	1,474.08
Payments to capital provider	668.00	545.00
Payment to Government	1,845.31	1,659.51
Community investment	21.68	25.46
Sub-Total (B)	24,395.61	18,153.06
Economic Value Retained (A-B)	(814.06)	(961.60)

challenges such as supply-side and logistics obstacles, rising input costs and semiconductor shortages, the Company managed to register an

increase in revenue by approximately 38% year-on-year and EBITDA increased by around 42% supported by the significant demand during the holiday season, post-COVID recovery and other external factors.



Market Presence and Customer Focus

Over the past six decades, Gabriel India has built a strong brand image—we pay close attention to product details right from design and development to testing, vehicle tuning and validation. Our continuous focus on quality and consistency in

meeting customer requirements has allowed us to carve a niche for ourselves and has helped us build a strong brand connect among our stakeholders. We have incorporated customer focus into our business expansion strategy. We are working to improve

customer satisfaction and deepen our ties with all of our clients. In addition, we continue to prioritise strategic value-driven collaborations and product co-development.

We continuously innovate, adapt, and grow to maintain our market leadership and supremacy. We have tried to digitally transform and create smart production capabilities through upgraded facilities, competence development and process automation.

We believe that delivering customised products based on the customers' needs and regulatory requirements, is key to enhancing customer delight. Every year, we conduct a customer satisfaction survey. The survey results are recorded individually for our business units—2-Wheelers, passenger cars, and commercial vehicles.

Insights from our customer satisfaction survey:

2-Wheeler Business Unit

For this segment, **our areas of strength** include Customer Relationship, R&D and Cost, where we have scored in the range of 81 to 86.

Our focus areas for improvements include New Product Development, Quality Assurance and Supply Chain Management where we have scored in the range of 71 to 79.

Passenger Car Business Unit

For this segment, **our areas of strength** include Customer Relationship and Supply Chain Management, where we have scored in the range of 80 to 85.

Our focus areas for improvement include cost, New Product Development, R&D, and Quality Assurance where we have scored in the range of 72 to 78.

Commercial Vehicle Business Unit

For this segment, **our areas of strength** include Customer Relationship and Cost, where we have scored in the range of 81 to 85.

Our focus areas for improvement include New Product Development, Quality Assurance, R&D, and Supply Chain Management where we have scored in the range of 68 to 78.

*The scores are given on a scale of 100

We have long-standing relationships with virtually every OEM in India. Our operations in India are carried out by a network of over 700 + dealer network and we have a growing exports presence across six continents through an export network of more than 42 dealers. We have dedicated marketplaces in Germany to cater to the demands of the European, North American, and Latin American markets. As a flexible organisation with a customer-centric outlook and strong technology management in established markets, we have expanded globally to the Netherlands, Russia,

Australia, Latin America, Thailand, North America, Japan, and many other nations.

Additionally, we have built a strong reputation in the Aftermarket segment and have grown our market share in B and C class towns through the Elite Retailers Program (ERP), Elite Workshop Program and the Mechanic Loyalty and Training Program (MLTP). There were no incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.

Product Quality and Safety

Gabriel India manufactures over 500 different ride control products that have a significant impact on the automotive industry. Our offerings consist of a diverse line of products ranging from 2-&3-wheelers to passenger cars, commercial vehicles, and railways. The fact that several international OEMs in India deliver Gabriel's products to their international counterparts is a testament to our product quality, safety, and integrity.

Product quality improvement remains one of our key growth strategies. As part of our quality improvement

strategy, we have a well-established structure known as the ANAND House of Quality (AHQ) that allows us to manage and mitigate the risk of sub-standard products, which may result in lower export volumes or higher warranty costs. The aim of this framework is to build a sustainable quality culture in the organisation to ensure that all our offerings reflect the highest levels of quality. There were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling recorded during reporting period.



In our quest to continuously adopt innovative processes, we commenced an Automation and Industry 4.0 initiative on a large scale. These programmes are in step with the future and will assist us in driving improvements in quality and productivity. During the year we won various quality

awards from ACMA/CII and at various regional Quality Circle competitions.

Moreover, we were recently ranked as a grade-A supplier by a prominent global customer as a part of its VDA 6.3 process audit related to quality and delivery dependability.

R&D and Intellectual Property Management

A strong research and development programme is at the centre of our operations at Gabriel India. We have evolved from being a single-product manufacturer to a ride control expert. With a strong and competent team of over 60 R&D specialists and state-of-the-art facilities, we provide complete solutions in the field of ride performance. We possess end-to-end product development capabilities that encompass concept, designing, prototyping, testing, and validation. To fulfil future client demands, we have made investments in facility upgrades, competency development, process automation, and enhanced engineering.

We consistently strive to create a culture of innovation across our organisation. We have expanded our

research and investment to three R&D Centres at Chakan, Hosur and Nashik, which are approved by the Department of Scientific and Industrial Research (DSIR). Over the years, our technological investments have been concentrated on adopting effective and reliable methods to enhance product performance and boost customer happiness. This has helped us in expanding our business by acquiring new contracts from Indian as well as international automakers.

To venture into new markets and leverage world-class technology, we have entered into strategic partnerships with KYB Corporation, Yamaha Motor Hydraulic System Co. Limited, and KONI.

- KYB Corporation provides a wide range of ride control, hydraulic, and electrical products for motorcycles, trucks, specialty vehicles, buses, aviation, train cars, industrial, and agricultural equipment in 21 countries, including Asia, the United States and Europe
- Yamaha Motor Hydraulic System Co. Ltd. makes shock-absorbing equipment for motorbikes, vehicles, and outboard motor hydraulic systems, with unique Frequency Selective Damping (FSD) technology
- KONI manufactures adjustable shocks with the highest quality raw materials.



We have implemented a well-defined R&D plan with an emphasis on digitisation and virtual product design. Over the years, we have invested in robust testing infrastructure to provide value-added services (noise

measurement, road load data acquisition, ride tuning, value engineering and product localisation) and have strengthened collaborative engagement with customers by developing vehicle-specific ride control products.

Our key R&D initiatives include:

- Providing in-house facility to customers for ride tuning of vehicles
- Leveraging advanced damper technology for enhanced user experience
- Reduction in CO2 footprint through product light weighting and use of green technologies
- Conducting virtual analysis for structural durability assessment of components
- Implementing Product Lifecycle Management (PLM) to increase the reuse of existing components and improve productivity
- Implementing NVH measurement and reduction techniques to address noise-related issues in the new generation vehicles

We have stayed true to our reputation as a research-driven, customer-centric, and innovation-seeking company. The increase in the number of patents filed from 7 to 75 between 2014 and 2022 is a testimony to our strong focus on technological advancement.

Backed by our strong in-house research and innovation team, we have become self-sufficient in technology. Our recent launches for DAF Netherlands, VW Russia in addition to multiple new launches with domestic customers, are testimony to the same.

Risk Management

At Gabriel India, we recognise that there could be multiple risks including strategic, regulatory, and operational risks that can put our finances, human resources, physical, informational, intellectual property assets as well as our reputation at risk. Like

any other business, our business is also exposed to various internal and external risks, and we ensure that these risks are identified through a structured process every year. Our risk identification process includes the following:

- Process Owners: Provide inputs on the Risk Assessment Questionnaire
- Functional Heads/CXOs: Identify risks arising out of day-to-day operations and strategic decisions
- Risk Management Committee (RMC)/ Board: Identify risks arising due to prevalent conditions; for instance, COVID, industry specific risks etc
- Third Party Consultant: Review ERM framework assessment once in three years to ensure risks arising out of all prevalent internal and external scenarios and conditions are identified and acted upon

The Board has adopted Gabriel India's Risk Management Policy, which ensures that an effective risk management framework is maintained in the organisation. Risk Governance, Risk Enabled Strategic Processes, Risk Enabled Operational Processes, Coordinated Risk Assurance, and Technology Enablement are the components of our well-defined risk management framework. Two Non-Executive Independent Directors and one Non-Executive Director make up our Risk Management Committee (RMC). The RMC meets quarterly to examine the performance of the risk framework in accordance with the Risk Management Policy and provides an update to the Board members on the Company's risk mitigation measures.

Additionally, appropriate internal control systems

that are proportionate to the scale and nature of our business are in place in the organisation. Through these systems, we actively track the risks surrounding our organisation and take immediate actions to address any adverse impacts that they may have on the growth and continuity of our business. These systems provide reasonable assurance that all assets are secure and that transactions are appropriately authorised, recorded, and reported.

Our internal control systems are continually reviewed by the Chairperson, Managing Director, COOs, CFO, and a few others to ensure their effectiveness. The Audit Committee meets every three months to analyse the various internal audit reports, review the accomplishment of all agreed-upon activities, and verify that the audit plan is being followed.



During the reporting period, the key risks that were identified by the organisation along with the risk mitigation measures adopted are as follows:

Risks	Risk Mitigation measures
Industry Risk	We have strategically diversified into different segments such as 2&3-Wheelers, Passenger Cars, Commercial Vehicles, and Railways, thus reducing dependence on any one industry. All these segments are currently expanding, and we have strong client relationships with key players across segments.
Competition Risk	In order to develop our next models and preserve cost competitiveness, we work closely with clients. We achieve this through funding automation, process enhancement and renewable energy expenditures. To assist control and limit the risk of creating poor products, programmes like COPQ 2.0 and AHQ have been implemented. Additionally, we have developed a plan with quarterly targets that focuses on developing new products and growing market share as our long-term strategic objectives.
Export Risk	We established a 2-Wheeler research and development centre in Hosur and a research and development centre in Pune for the passenger car, commercial truck, and railroad business unit. At Gabriel, we have specialised staff to focus on exports to South Asia, ASEAN (Association of Southeast Asian Nations), the Middle East, and Latin America. We are focused on enhancing our production processes so that we can deliver goods that meet export standards.
Compliance Risk	The internal control system is expanded to include a wide variety of internal audits, analysis of the outcomes, and assessments of improvement for business processes, systems, and controls. At each plant's registered office, we have installed a compliance software system. We have identified additional risks connected to significant vendors' statutory and EHS (Environment Health & Safety) compliance for continuous monitoring.

Risks	Risk Mitigation measures
Contingency Risk	Our Disaster Recovery Plan (DRP) and Business Continuity Plan (BCP) guarantee that we will continue to run our business effectively, secure our assets, and comply with requirements of all other stakeholders. The mechanisms for swift management-level responses to the crisis are described in the BCP. In the event of any unanticipated disruptive events, the DRP outlays the specific processes required to recover and restore critical IT systems. Appropriate measures are consistently updated and recorded in the BCP and DRP in accordance with risk factors, governmental directives, and occasionally released alerts.
Procurement Risk	We have consolidated our vendors and formed strategic alliances to boost our procurement efficiency. We use e-sourcing to effect additional price reductions with both new and current vendors. Each year, we organise capacity building seminars for our partners to assist them in strategies that enable lowering the cost of raw materials, meeting compliance etc. We rely on local procurement to reduce the impact of our operations on the environment, this also helps us in easing the burden on our business margins caused by aggressive pricing.



In this section

Investment in Clean Technology

Water Stewardship

Waste Management

Energy and Emission Management

Sustainable Products and Services

Environmental Risk Management

Biodiversity

ABATING ENVIRONMENTAL IMPACT

Our efforts contribute to the following UN SDGs:



Environment is one of the most critical pillars of sustainable development. Environmental concerns were once regarded as secondary to the economic equation, but challenges such as climate change, water scarcity, severe temperatures, and carbon emissions are now threatening to impede economic progress.

In the automotive industry, innovation is key to ensuring consistent success and competitive edge since the sector plays a fundamental role in enhancing vehicle efficiency and safety. In this segment, adopting a circular economy approach that stresses on recycling and resource reuse is critical as raw materials account for a considerable amount of the cost of items sold and constitute an important waste stream. As a result, there is a need to enhance recycling and employ product lifecycle evaluations to select the most appropriate, cost-effective, and environmentally friendly raw materials.

Manufacturers are under pressure to identify ethical sources and promote transparency as the usage of conflict minerals and rare earth elements grow.

While our business has a positive impact on the economy of a nation, it can have a negative impact on the environment if not conducted in an organised, sustainable, and well-governed manner. Being cognisant of this, we ensure that our operations are conducted in a responsible manner to create an enduring positive impact on the communities we operate in. Sustainability considerations are at the core of our thinking and decision-making processes. In line with this, we have embraced new technologies, adopted comprehensive environmental protection measures, and sensitised our personnel on existing and emerging sustainability issues. Our processes are designed to monitor the impact of our operations on the environment and our aim is to ensure that the environmental risks are identified and managed judiciously through all stages of operations.

Investment in Clean Technology

Gabriel India has always placed great emphasis on adopting cleaner technologies in its operations. Clean technology has enabled us to reduce our impact on the environment, improve our products and manufacturing processes as well as emphasise on on-site recycling, and resource recovery.

Over the years, we have focused on improving our energy performance through measures such as installation of variable speed drives, optimisation of process parameters, using the latest energy-efficient technologies like the installation of LED lighting at our plants, amongst others to reduce energy consumption, and installing heat recovery systems to recover waste energy. Additionally, we have taken initiatives to increase the percentage of renewables

in our energy mix. In FY 2021-22, the contribution of renewable energy was 10% in our plant operations, due to the increased capacity of rooftop solar installations and group captive wind energy at our manufacturing locations. We have invested around ₹ 20 million in renewable energy sourcing during the fiscal under review.

We are focused on improving our basket of offerings in the rapidly evolving EV industry locally and worldwide as part of our next phase of growth. Additionally, our R&D efforts are directed towards light-weighting our products as it not only leads to the benefit of reduced resource consumption for us but also impacts greater fuel efficiency for the end customers.



Water Stewardship



Zero Liquid Discharge status at 6 out of 7 sites.



Goal to become Zero Liquid Discharge by FY 2024-25.

Gabriel India understands the importance of water as a precious resource. The demand for water is increasing globally, and with increasing resource scarcity, water stewardship has become an integral part of our business operations. We recognise the

importance of efficiently utilising this precious resource and believe in the approach of managing this by reducing consumption wherever possible, recycling, reusing it to the maximum extent possible and avoiding unnecessary wastage.

Our water withdrawal (in KL) and water consumption (KL) data is as follows: -

Source	FY 2021-22	FY 2020-21	FY 2019-20
Ground water	6,782	6,061	10,728
Third-party water	1,40,020	1,29,589	1,32,673
Total water withdrawal	1,46,802	1,35,650	1,43,401
Water consumption	1,46,802	1,35,650	1,43,401

We are cognisant of how we discharge water responsibly from our operations. Domestic wastewater is treated through our sewage treatment plants and the treated water is used for gardening purposes through a sprinkler system. Water is also processed using reverse osmosis and evaporator for reuse. Process water is recycled to eliminate the negative impact of contaminated water thereby ensuring the conservation of fresh water. We are proud to report that our Zero Liquid Discharge effluent treatment facilities at Hosur and Chakan significantly contribute to our undertaking of judicious water management. Our operations in Sanand (Gujarat) send its generated wastewater to a Common Effluent Treatment Plant. Water discharged is as per the quality norms laid by the respective Pollution Control Boards.

During the current fiscal, we have set an ambitious target of Water Neutrality by 2025. We practice responsible management of water through various initiatives such as installing Zero Liquid Discharge effluent treatment units at our plants, recycling water, reusing treated water, rainwater harvesting, reducing freshwater consumption, etc.

We continuously review the standard operating procedures, guidelines, and regulations that help us in the effective management of water. We have well-placed systems and processes to monitor and ensure applicable compliances to state and central regulatory bodies. Moreover, we strictly adhere to applicable laws such as 'The Water (Prevention and Control of Pollution) Act, 1974'.

Case Study: Upgradation of Effluent Treatment Plant

In a bid to reduce consumption of freshwater and conserve water, the existing effluent water treatment plants at Chakan and Nashik have been upgraded by adding reverse osmosis units to filter the treated effluent water, leading to water quality suitable for industrial processes. Further, the wastewater from reverse osmosis is distilled using a multi-effect evaporator to achieve water quality suitable for industrial processes resulting in recycling of water. The dissolved solids in the water are collected in powder form from the evaporator and disposed of at the Pollution Control Board approved Common Hazardous Waste Disposal Site. This initiative conserves a natural resource — fresh water and is following the Pollution Control Board requirements as per Consent to Operate.

This initiative has reduced consumption of fresh water at the Chakan plant by 17 KL/day and at the Nashik plant by 2 KL/day.



Waste Management



One site with Zero Waste to Landfill status in FY 2021-22



100% sites to have Zero Waste to Landfill status by 2025

We consider waste management as a critical pillar in achieving eco-efficiency in our operations. To this end, we have evolved our strategies over the years to lower the impact of our operational wastes. Incorporating efficient waste management systems helps reduce the waste generated and provides a mechanism to recycle the waste for use in other manufacturing processes. Integration of waste management into our business operations has helped us gain a strategic advantage.

We are committed towards responsible waste management at all out plants. Our operations adhere to the compliances and the applicable rules and laws such as 'The Hazardous Wastes (Management, Handling, and Trans-Boundary Movement) Rules, 2016'. We conduct periodic audits to ensure waste is being disposed of as per the provisions of the applicable norms.

Waste Generation Data (MT)

Particulars	FY 2021-22	FY 2020-21	FY 2019-20
Total Non-Hazardous Waste	3,215	2,624	2,233
Total Hazardous Waste	436	341	365

All our waste materials are stored responsibly. Hazardous waste materials are sent to authorised recyclers and disposed of as per conditions laid in Review. We follow the practice of circular economy, so waste generated from a process is reused in other processes to reduce our environmental footprint.

During reporting period, 94% of total waste generated was sent for reuse and recycling purposes. All our waste management practices across our sites, are aligned with our ambition of Zero Waste to Landfill by 2025.

Energy and Emissions Management



7,229 GJ annualised Energy Savings in FY 2021-22



0.44 MWp rooftop solar installed in FY 2021-22

Climate change is a reality of the world we live in and we believe that through our efforts in energy and emission management, we will be able to contribute to a sustainable planet as well as achieve national targets. Energy is a critical resource for our operations and understanding our consumption patterns is important for us to better manage our energy utilisation and take proactive steps to conserve it for future usage. To this end, we have

installed robust systems at our sites to monitor our energy consumption.

Our direct energy consumption includes the usage of fuel such as diesel, LPG, and natural gas for various purposes. Indirect energy consumption includes the electricity purchased from the grid and energy from renewable sources. The rise in energy consumption is due to increased production across our operations.

S.No.	Sources of Energy (GJ)	FY 2021-22	FY 2020-21
1	Diesel (DG sets, Own Vehicles)	3,797	4,209
2	Natural Gas	18,128	13,193
3	LPG	63,753	48,536
Total Direct Energy Consumption		85,678	65,938

S.No.	Sources of Energy (GJ)	FY 2021-22	FY 2020-21
1	Electricity Purchased from Grid	69,839	59,552
2	Purchased renewable energy	15,445	11,061
Total Indirect Energy Consumption		85,284	70,612
Total Energy Consumption		1,70,962	1,36,550

Our approach to energy management is hinged on achieving better operational efficiency, deploying energy conservation measures in existing processes and switching to renewable energy for our needs. Effective energy control and usage will not just help us to reduce our carbon footprint but will also allow us to reduce costs, improve business sustainability and mitigate risks arising from the adverse climate situation. In line with our vision to achieve a sustainable energy-efficient future, we have set an ambitious target to achieve Carbon Neutrality in our operations by 2025.

Reduction of Scope 1 and 2 emissions while reducing our dependence on fossil fuels is a priority area for us. During the reporting period, we analysed and accounted all our Scope 1 and Scope 2 emissions. Our emissions are calculated as per GHG protocol and relevant factors are derived from The Intergovernmental Panel on Climate Change. Details of our Scope 1 & Scope 2 emissions from our manufacturing plants are presented in the table below. In the future, we plan to initiate accounting for Scope 3 emissions, creating a more robust GHG inventory.



GHG Emissions (tCO2e)	FY 2021-22	FY 2020-21
Scope 1	5,274	4,118
Scope 2	15,399	13,131

At Gabriel India, we are constantly working at reducing our carbon footprint and conserving energy by implementing various initiatives and green innovative solutions. We have incorporated LED lighting technology across our all our major plants. Additionally, the implementation of technological

solutions like variable speed drives has helped us reduce energy losses and optimise process parameters. Integrating renewable energy into the energy mix of our plants helped us reduce our overall energy consumption. We are also committed to reducing our aggregate absolute carbon emission.

The following tables provides an overview of the energy conservation initiatives planned across our sites:

Plant	Key Planned Initiatives
Hosur	<ul style="list-style-type: none"> Reduction in operating time of a few pumps, ETP Plant Renewable energy capacity addition Energy audits Installation of auto cut-off mechanism Installation of VFDs
Chakan	<ul style="list-style-type: none"> Replacement of obsolete machinery like pumps etc Replacement of conventional streetlights with solar LED lights Installation of APFC Panel Replacement of grinder/ hardening m/c loading pusher cylinders with electric cam shaft Installation of VFDs Replacement of old motors with IE3 motors Switching to PNG from LPG
Nashik	<ul style="list-style-type: none"> Reducing machine idle time Installation of auto cut-off mechanisms Installation of temperature sensors Installation of VFDs Replacement of old motors with IE3 motors Switching to LED lights
Dewas	<ul style="list-style-type: none"> Gear box modification Installation of VFDs / VFD compressors Replacement of old motors with IE3 motors Switching to LED lights
Sanand	<ul style="list-style-type: none"> Reducing machine idle time Installation of auto cut-off mechanisms Installation of VFDs Switching to piped natural gas Switching to LED lights
Khandsa	<ul style="list-style-type: none"> Reducing machine idle time Installation of auto cut-off mechanisms Installation of energy efficient compressors Conversion of pneumatic pumps to motorised gear pumps Precooling measures

Plant	Key Planned Initiatives
Parwanoo	<ul style="list-style-type: none"> Installation of motion sensors Reduction in idle time / optimising operation time Installation of auto cut-off mechanisms

Case Study: Captive generation of renewable energy

Description of the initiative: To increase the contribution of renewable energy, the Company has planned and installed rooftop solar panels at various sites including Chakan, Sanand and Dewas. The captive generation supplies energy to all electrical equipment within the premises of Gabriel India Limited.

Key Outcomes: This initiative has resulted in increased renewable energy consumption in Chakan from 8% to 10% avoiding 101 tCO₂e annually. Similarly, at Sanand, 100% of the energy was sourced from Grid whereas now 8% energy requirement is met through solar roof top installations. This has led to reduction of 126 tCO₂e of emissions annually. At Dewas, renewable energy consumption has increased to 31% from 11% and thus avoiding 287 tCO₂e of emissions annually.



R&D Tech Centre, Chakan



D2 Building, Dewas



Sustainable Products and Services

One of the main challenges faced by organisations in the 21st century is the need to develop sustainable products by adopting a more sustainable approach to product design and development. At Gabriel, we believe this challenge also presents us an opportunity to use the best of our technical know-how and create sustainable products and services in line with the evolving demands of our stakeholders for low carbon and greener products.

To this end, we strive to lower the environmental footprint of our products by identifying hotspots and avenues for resource and process optimisation. Additionally, we are working with partners across our value chain to create sustainable products that meet compliance criteria. Our technological know-how puts us in a great position to consistently enhance the efficiency of our production processes.

A major focus of the Gabriel India Sustainability Programme is the ability to measure the impacts of our operations on the environment and society and direct our product portfolio to ensure long-term product sustainability. As part of this continuing effort, we plan to undertake Life Cycle Assessment (LCA) studies for our major product categories to

quantitatively assess products throughout the course of their lives, from the sourcing of raw materials to the point at which they are no longer needed. We intend to use the outcomes of this study to understand the impact of our products and identify opportunities to enhance their sustainability.



Environmental Risk Management

Environmental risk management is a crucial and integral part of our business strategy, we remain consistently focused on ensuring regular mapping and mitigation of all the risks that can potentially impact our business. We have in place a clearly articulated risk management framework, which enables us to identify, assess, categorize, address, and mitigate all relevant risks through a well-formulated process, with defined roles and responsibilities assigned at

every stage. It is structured to ensure continuous mapping and categorization of the risks, their regular monitoring, tracking, review, and mitigation through a well-laid-out governance and process framework.

To manage environmental risks effectively and safeguard both environmental and human health, our Environment Risk Management framework is guided by ISO 14001:2015 standards.



Biodiversity

At Gabriel India, we ensure that our operations have minimal adverse impact on the biodiversity of the locations we operate in. All our initiatives are executed sustainably, and our business strategy includes the

protection and promotion of the natural environment. We have taken measures to implement plantation-based carbon sequestration initiatives to offset our carbon footprint.





In this section

Occupational Health and Safety

Talent Recruitment and Retention

Diversity, Inclusion and Non-discrimination

Human Rights and Labour Relations

Employee Well-being and Development

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Responsible Procurement

EMBRACING SOCIAL STEWARDSHIP

Our efforts contribute to the following UN SDGs:



In recent times, there has been an increased focus on 'S' or the social dimension of ESG as it correlates to the most important stakeholders of any organisation — its people, communities, and suppliers. Further, the global COVID crisis has also highlighted the importance of social risk management, compelling businesses around the world to embrace initiatives that integrate social stewardship into their wider business strategy. In the automotive industry, this translates to a strong emphasis on occupational health and safety, human capital development,

community and supplier engagement, and talent attraction and retention.

At Gabriel, we believe that as the automotive industry is racing into a new world of mobility and sustainability, the Company has a critical role in shaping people's well-being, generating employment opportunities and enhancing the economic prosperity of regions it operates in. While our CSR programme has been a strong area for us, we understand that community engagement goes beyond philanthropy.



Occupational Health and Safety

At Gabriel India, we are continually focused on providing a safe work environment that does not jeopardise our employees' health and well-being. We have implemented various measures to affirm that our work premises are safe for our employees. We have built a framework for safety through a methodical manner known as the Gabriel India House of Safety Culture. This framework consists of six areas of safety that have been meticulously designed to create a sustainable culture of safety first. The framework is currently under implementation.

All our plants are certified with the ISO 45001 accreditation for Health and Safety. The Company has assigned an Environment, Health, and Safety (EHS) officer to each plant to oversee compliance with the applicable safety standards. As required by ISO14001/ISO45001 certifications, we provide extensive EHS training to our personnel. We place a high emphasis on EHS training and track the training hours in business review meetings. The EHS officer

provides safety and security trainings on the shop floor every month. New employee orientation on health and safety issues is a common practice.

Safety awareness sessions include details on the importance of PPEs, Lock Out Tag Out, firefighting, first aid, industrial safety practices and the Company's safety requirements, amongst others. All our employees can use an application called 'Myennovation' to report any type of safety hazard, such as near misses, unsafe conduct, or situations. The concerned department assesses this daily, and efforts are taken to close the gaps. Furthermore, employees are involved in the development and review of policies and procedures to manage risk. They are consulted when there are any changes that affect workplace health and safety. As a result of our continuous efforts taken towards strengthening health and safety, we have recorded zero fatalities during the year under review.

Details	FY 2019-20	FY 2020-21	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR)	0.15	0.27	0.19

** LTIFR is calculated as number of incidents per 200,000 manhours worked.

In addition to safety measures, we ensure that all our employees have access to additional health-care facilities. As part of our benefit offerings, we hold annual health check-ups, eye check-ups, mental health programmes, yoga sessions, and blood donation camps. Our employees are given health insurance cards. For workers who are engaged in functions involving hazardous substances or perform welding operations, a medical check-up is conducted

bi-annually. We have state-of-art Occupational Health centres at each location.

During the COVID-19 outbreak, we took several additional precautions to ensure the safety and well-being of all our employees. We recognise the criticality of safeguarding them during such times. Therefore, we implemented a number of initiatives in response to the pandemic.

These interventions are as follows:

- Incorporated regular health monitoring to reduce the risk of employees becoming ill and provided help to employees and their families
- Implemented precautionary measures such as access control mechanisms to restrict movement, vaccination certificate verification at security checkpoints, and daily thermal screening for all the employees
- Encouraged the use of three-ply masks and stored oxygen cylinders, oxygen concentrators, and ambulances across our sites

- Disinfected and sanitised the work premises on a weekly basis and eliminated multiple touchpoints to reduce the spread of infection
- Conducted periodic review meetings between the COVID Monitoring Officer (CMO) and the Plant Crises Management Team (PCMT), which was led by COOs
- Launched a group-wide vaccination policy to ensure that all the employees were provided with the COVID-19 prevention vaccination
- Organised virtual personal counselling sessions for employees from experienced psychologists to help them deal with challenging situations and build resilience
- Provided support to the families of the deceased employees
- Implemented Gabriel India Angels Support, which is a wellness community that provided support and assistance to employees who tested positive
- Established ANAND COVID Care 24*7 helpline, which provided assistance for hospitalisation to infected employees

Talent Recruitment and Retention

Talent Recruitment

We continue to attract top talent from the industry to advance our business interests. We ensure that new recruit onboarding is easy and friendly. All new employees at L2+ are inducted centrally at the Company's headquarters. They are welcomed by the Head of Department (HOD). On the day of joining, we hold a mandatory team-lunch to facilitate interactions among team members and create team rapport. We have developed feedback systems that are critical for professional advancement, these are namely—1-month feedback, 6-month probationary

feedback, and a 12-month checkpoint.

We provide career and growth opportunities to young candidates through our campus recruitment programmes. Monthly presentations on various industry-related topics are conducted to increase their industry knowledge. To advance their professional growth in the Company, we provide several opportunities to our new employees to work on critical projects, mentored by respective COOs and the Head of the Plant.

Retention

While we focus on onboarding new employees to strengthen our human capital, we also take steps to retain our existing employees. In this regard, we

provide several employee benefits and career growth opportunities that enable our employees to enhance their personal and professional development.

Total number of employees	2,529*
Average employee experience (in person years)	8

* Total permanent employees

Turnover for FY 2021-22:

Level	Age Group			Gender		Total
	<30	30-50	>50	Male	Female	
L3 and above	0	3	2	5	0	5
L2	0	14	0	9	5	14
L1	33	41	0	50	24	74
L0	15	8	0	18	5	23
Operating Engineer	486	2	4	330	162	492

Attrition Rate:

Staff

FY 2021-22	FY 2020-21	FY 2019-20
18%	12%	15%

Operating Engineers

FY 2021-22	FY 2020-21	FY 2019-20
35%	28%	32%

Diversity, Inclusion, and Non-Discrimination

At Gabriel India, we are committed to fostering a culture of diversity and inclusiveness. We want to be known as an organisation that gives equal opportunities to all employees, regardless of gender, caste, or religion. Our mission is to instil trust in all of our stakeholders so that they are aware that they

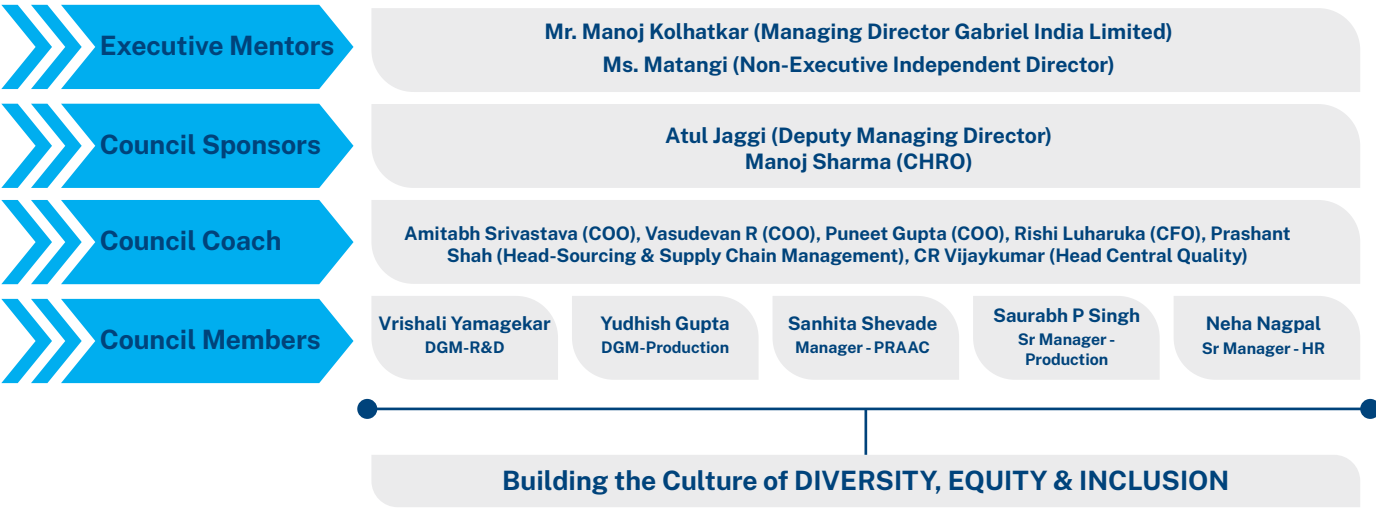
are working with an organisation that is sustainable, diverse, inclusive, and socially responsible. To this end, we strive to maintain the organisation's reputation as one of the most preferred places to work in by valuing the uniqueness of every employee.

Employees	FY 2021-22	%	FY 2020-21	%	FY 2019-20	%
Male	3,653	89%	3,522	89%	2,921	86%
Female	447	11%	444	11%	492	14%
Total	4,100	100%	3,966	100%	3,413	100%

** Total permanent and contractual employees

We believe that encouraging diversity in the workforce has a significant impact on overall employee performance. We have established a Diversity Equity

Inclusion Council, which reinforces our commitment to creating this culture.



Human Rights and Labour Relations

Human Rights

At Gabriel India, we respect human rights and believe that it is our collective responsibility to ensure that these rights are not infringed upon. Our Human Resources department takes care of matters pertaining to human rights and resolves pending issues. The Board directly oversees the activities undertaken by the department.

Even though we do not have in place a formal human rights policy, under the ANAND Code of Conduct, we have outlined the guidelines for following ethical conduct. This is shared regularly with all our stakeholders to ensure that they follow and maintain all applicable and relevant human rights principles. This ensures that all our employees respect and adhere to these principles which are applicable to every individual and the communities that we operate in.

Certain human rights such as forced or bonded labour, child labour, Prevention of Sexual Harassment, Occupational Health and Safety, non-discrimination, and freedom of association are covered in our internal policies and are applicable to each stakeholder. We foster a culture of non-discrimination and periodically review and update our policies related to human rights. As part of our risk management, we strive to implement the due diligence process, which entails identifying, abating, amending, addressing, and documenting all related incidents at all our operational sites.

In FY 2021-22, there were zero incidents or complaints reported on violation of human rights. We have zero pending or ongoing violation cases, identified or in court.

Thus, all issues involving violation of human rights are taken very seriously and resolved, promptly. We have created internal mechanisms for grievance redressal for all stakeholders to report their issues in relation to violation of human rights. Our Whistle-Blower Policy has been made available on our website <http://www.gabrielindia.com/investors-section/whistle-blower-policy.aspx>; the policy and redressal mechanism are accessible and open to all.



Labour Relations

Gabriel India's relationship with its employees, which is guaranteed by a collective bargaining agreement, is carefully maintained. We understand that healthy labour relations are the key to our consistent growth. Therefore, our Human Resources team works towards ensuring that we foster strong relationships with our employees and respond to their needs and concerns.

At Gabriel India, we support the labour unions that exist in our Company. The labour associations have the right to group-negotiation, and we value their suggestions and opinions as we seek to address their issues. We convene councils and sessions on a regular basis to better understand their needs and to align them with the Company's vision and goals.

Incidents or issues in relation to trade unions are taken very seriously. There were no incidents or issues in relation to trade unions in FY 2021-22.

Employees covered under such agreements are below:

Total Employees	1,940
No. of employees covered under unions	236
% of employees covered under unions	12%

Employee Well-Being and Development

We regard our human capital as our most valuable asset. Their unwavering devotion and dedication continue to chart the way for our success. As a result, we strive to ensure that our people are provided with a work environment that supports, motivates, and contributes to their overall growth. We have a talented workforce with a wide range of skill sets. We have also made efforts to create employability for the Specially Aabled.

Our workforce as of 31st March 2022:

Details		Total	Age Group			Gender	
			<30	30-50	>50	Male	Female
Permanent	L3+	55	0	39	16	51	4
	L2	117	5	98	14	104	13
	L1	288	119	166	3	248	40
	L0 & below	156	80	75	1	138	18
	Operating Engineers	1,704	1,704	0	0	1,377	327
	Workers	236	0	236	0	214	22
Contractual	Direct	554	554	0	0	554	0
	Indirect	410	410	0	0	410	0
	Piece-Rate	180	180	0	0	180	0
	SOC	31	31	0	0	31	0
	Service Provider	369	369	0	0	346	23
	Total	4,100	3,452	614	34	3,653	447

Employee Benefits

At Gabriel India, we are constantly focused on nurturing a work environment that enables our employees to thrive. To this end, we have implemented various measures that are focused on their well-being and satisfaction. Our employee benefits include providing our people with facilities

such as life insurance, healthcare, medical allowance for disability, performance bonus, and retirement provision, amongst others. During FY 2021-22, we continued our efforts to improve our HR-related processes, practices, and systems with a purpose of aligning these to our organisational objectives.



Employee Benefits Details:

Level	Sum Insured	
	Group Term Insurance	Medical Insurance
L1	₹ 15,00,000	
L2	₹ 20,00,000	
L3	₹ 40,00,000	
L4	₹ 75,00,000	
L5	₹ 1,25,00,000	
AEC	₹ 1,50,00,000	
Level	Sum Insured	
	Group Term Insurance	Medical Insurance
L0	₹ 70,000	
L1	₹ 2,00,000	
L2 (up to 40 years age)	₹ 2,50,000	
L2 (40 years and above)	₹ 4,00,000	
L3	₹ 4,00,000	
L4	₹ 6,00,000	
Parental leave		5 Days
Retirement provision		PF, Pension, Gratuity, Superannuation and NPS

Our employee benefits include provision of parental leaves that can be availed by both male and female employees. Through this benefit, we aspire to support our employees in their parenting journey. Below are the details pertaining to parental leaves availed by our employees:

Parameter	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees who were entitled for parental leave	2,132	424	2,556	2,135	425	2,560	1,885	492	2,377
Total number of employees who took parental leave	32	6	38	35	7	42	25	9	34
Total number of employees that returned to work in the reporting period after parental leave ended	32	4	36	35	6	41	25	9	34
Total number of employees that returned to work after parental leave ended, and who were still employed 12 months after their return to work	32	4	36	35	6	41	25	9	34
Return to work and retention rates of employees that took parental leave	100%	67%	95%	100%	86%	98%	100%	100%	100%

Training and Development

We believe that learning and development are crucial for strengthening our human capital's capabilities. Our on-the-job training, outside training programmes, and workshops ensure that the employees are consistently provided with learning opportunities that enable them to work efficiently and bolster their professional growth.

During FY 2021-22, we conducted function specific skilling for our employees in the areas of supply chain management, quality, manufacturing engineering, production, maintenance, and Research and Development (R&D). The training interventions covered a total of 386 employees. We also provide Six Sigma certifications by the Strategy Breakthrough Transformation Innovation (SBTI), covering around 20-22 employees every year. Moreover, we have leveraged digital platforms by introducing e-learning opportunities for the employees, thereby making the L&D process accessible and easy. Percipio, our e-learning platform, enables us to carry out all of our learning and development efforts, including the Anand Leadership Development Programme (ALDP), compliance, and PMS-TNIs. Percipio includes over 1,200 modules covering a wide range of tasks including Human Resources, Sales, Finance, Quality,

Supply Chain Management (SCM), Information Technology (IT), and Manufacturing/Operations. Project management, diversity, ethics, conflict of interest, Prevention of Sexual Harassment (POSH), IT certifications, and other modules with beginner to expert competency levels are also covered on this platform.

In addition, we developed and implemented Operating Engineers (OE) skilling, which is an initiative to equip the OEs with technical skill sets, groom them in soft skills for personality development, and achieve zero breakage accidents and defects. The purpose of the OE Development Model is to employ qualified talent, groom them, skill them, and then either have the OEs move into staff, or to make available to the industry a pool of groomed and skilled individuals. Furthermore, we have initiated key talent programmes such as DISHA, ASTER-SME and LAKSHYA, which assist the employees to improve their personal and operational effectiveness.

During the reporting year, we invested ₹ 1.05 Crore towards employee upskilling and development. Overall, 73% of total employees were covered through the training programmes.

Performance Review and Development:

We understand that a performance review is a critical aspect of ensuring continuous improvement of our employees' productivity levels and competencies. Therefore, we provide performance feedback and career development guidance to our employees on a periodic basis.

Percentage of total employees by gender who received a regular performance and career development review in FY 2021-22

Employee category		Male (%)	Female (%)	Total (%)
Staff	L3+	93%	7%	100%
	L2	89%	11%	100%
	L1	88%	12%	100%
	L0 & below	90%	10%	100%
Operating Engineers		77%	23%	100%

Our initiative called the Large-Scale Interactive Process (LSIP) is a technique for engaging a large audience in a collaborative effort to achieve a common goal, which is related to performance management. This is founded on the idea that if the needs of internal consumers are addressed, the organisation will also meet the needs of external customers. The LSIP workshop is uniquely designed in such a way that the goal setting is participatory and aligns individual goals with organisational goals. The workshop is structured such that all managers listen to the expectations of stakeholders, for example, company leaders,

Employee Engagement Initiatives

In addition to the training interventions, we conduct engagement activities for our employees to keep them motivated and inspired. We believe that it is critical for us to maintain consistent communication with our employees to understand their needs and expectations and address their concerns. Every year, we conduct a Town Hall meeting in which our Managing Director and top management address the entire employee body on Gabriel's performance, challenges, prospects, and expectations for the rest of the year. They also use this platform to raise important concerns, highlight priorities, share success stories and incidents that highlight the need for change and improvement. The purpose of this intervention is to clearly express Gabriel's success, to recognise those who have worked persistently to

major customers, and suppliers. Following that, the participants come to an agreement on the Company's 10 primary objectives for the coming year. This aligns all the managers' goals with the organisation's main goals for the year. Following that, each functional head and his immediate subordinates create a list of initiatives that will contribute to the Company's goals. This list is then shared with other functional heads (internal customers) to select the top 10 projects. All projects deemed essential by internal customers are then mapped to the Key Result Areas (KRA) sheet of the responsible individual manager.

make this performance possible, and to reiterate key goals.

We understand the importance of family and its support in an individual's career growth. Therefore, through our family-centric initiatives, we ensure that our employees' families are also involved in our approach to employee engagement. Some of our efforts in this direction include:

- Announcing an employee's promotion confirmation to their families first
- Conducting Carnival—an annual event, which mandatorily requires employees' families to participate
- Hosting Children's Day celebrations that involve competitions, games, recognitions, and lunch

Employee Engagement Survey

We believe that regular engagement with employees is fundamental to our continued success. It is critical that we create a platform for our employees to reach out to us and discuss their concerns. In this regard, we have established an employee engagement survey, which allows us to collect inputs from our human

capital and address any concerns they may have. This survey serves as a forum for employees to participate in the organisational growth process and provide ideas. The foundation for employee engagement is built around four pillars: work environment, job satisfaction, learning and growth, and leadership.





Community Engagement

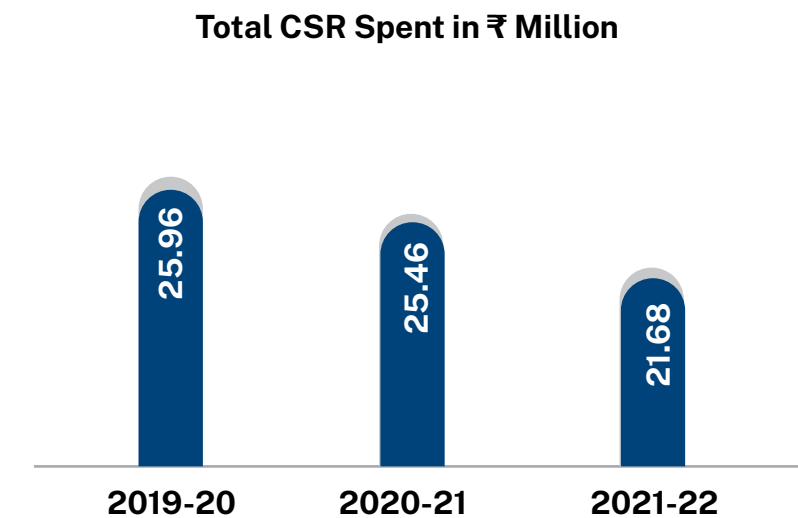
Corporate Social Responsibility (CSR) is essential to our organisation as we seek to establish Gabriel India's credentials as a good corporate citizen. We have adopted a CSR strategy that enables us to improve the lives of the communities we impact. All our CSR initiatives are conducted by our CSR committee through the SNS Foundation, the CSR arm of the ANAND Group, of which Gabriel India is the flagship company.

Our social initiatives are centred around four focus areas—Education, Skill Development, Health and Hygiene and Community Conservation. The CSR Committee coordinates and monitors our CSR functions to ensure the successful implementation of our CSR policies. The committee meets at least once every quarter to discuss progress and the way forward. The Board receives a quarterly status report on the execution of CSR programmes.

As on 31st March 2022, the CSR Committee consists of the following members:

S. No.	Name of Director	Designation / Nature of Directorship
1	Mrs. Anjali Singh	Chairperson, Executive Director
2	Mr. Atul Jaggi	Member, Deputy Managing Director
3	Ms. Matangi Gowrishankar	Member, Non-Executive Independent Director

The chart below depicts our CSR contributions over the last four years.



During the reporting year, we spent ₹ 21.68 million towards our CSR interventions. Our CSR annual action plan addressed six locations in India this fiscal year: Parwanoo, Gurugram, Rewari, Dewas, Jawai, and Nashik. We have implemented a total of 17 social impact programmes in these locations.

As part of our annual CSR action plan, we have undertaken activities in the following areas under the Schedule VII of the Companies Act:

- Eradicating hunger, poverty, and malnutrition, promoting healthcare including preventive healthcare, sanitation and making available safe drinking water
- Promoting education, including special education and employment enhancing vocation skills especially among children, women, and livelihood enhancement projects
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air, and water Implementing rural development projects

Our CSR Interventions

Location	Initiative
Parwanoo	Maintaining three public parks in partnership with the Municipal Council, Parwanoo, and Department of Forests, Solan
	Providing scholarships to seven girls to pursue education at ANAND School
Gurugram	Supporting CII-ACMA-YBLF in setting up a 50-bed COVID Care Centre
	Skilling over 500 female youth and women aged between 18 and 55 years in NSDC approved job roles of Assistant Beauty Therapist and Self-Employed Tailor, amongst others
Rewari	Skilling over 500 female youth and women aged between 18 and 55 years in NSDC approved job roles of Assistant Beauty Therapist, Domestic Data Operator, and Self-Employed Tailor, amongst others.
Dewas	Providing education opportunities to 350+ school students from government/lower grade private schools who are at risk of dropping out due to prolonged school closure on account of the pandemic
	Supporting 11 matriculate girls to continue/complete their Diploma in Mechanical Engineering through the MEDHAVI scholarships programme
	Developing a model for rural entrepreneurship with regards to skills training at village Siya
	Skilling 65 youth (male and female) in NSDC's Healthcare Sector Skill Council job role of General Duty Assistant and ensuring jobs for 80% of the trained individuals
	Skilling 45 youth (male and female) in NSDC's Healthcare Sector Skill Council job role of Home Health Aide and ensuring jobs for 80% of the trained individuals
	Facilitating bank credit for 50 self-help group members to initiate livelihood activity and encourage them to adopt the 'Gangama Mandal' form of nutrition farming
Jawai	Providing education opportunities to 350+ school students from government/lower grade private schools who are at risk of dropping out due to prolonged school closure on account of the pandemic
	Developing appropriate infrastructure in partner government schools to improve aspects of health, hygiene, and nutrition
	Providing mobile medical services as preventive healthcare to over 6,000 rural populations living in villages around Jawai Leopard Camp
	Providing daily sanitation services of sweeping of village lanes, regular collection and disposal of garbage from 1,270 households
Nashik	Supporting Government Health Facilities with medical supplies, safety gear and medical equipment
	Providing education opportunities to 350+ school students from government/lower grade private schools who are at risk of dropping out due to prolonged school closure on account of the pandemic

Key Outcomes and Contribution to UN SDGs






Our CSR initiatives undertaken during the year have enabled us to achieve substantial outcomes. In addition to aligning our CSR projects with areas identified under Schedule VII of the Companies Act beginning 2020, we have also made an effort to align

ourselves with the UN Sustainable Development Goals (SDGs) and targets. The impact of our efforts is likewise measured and reported as contributions made towards individual SDGs. The following SDGs were central to Gabriel India's CSR in FY 2021-22:

- SDG 3: Good Health and Well-Being
- SDG 4: Quality Education
- SDG 8: Decent Work and Economic Growth
- SDG 11: Sustainable Cities and Communities
- SDG 17: Partnerships for the Goals

Outcomes Recorded in FY 2021-22

SDG Alignment

COVID care centre with 300 beds in Gurugram in partnership with the CII-ACMA	
Bridged 20% gap in supply of safety gears and medical consumables, amongst others across seven rural health facilities in Nashik	
5,089 free of cost OPDs conducted for a population of 16,000 across an unserved region of Rajasthan, Jawai	
1,988 students accessed free education during the pandemic-induced school closure, thereby preventing dropouts	
5 government schools with improved infrastructure, thereby benefitting over 864 students and 17 teachers	
980 unskilled youth trained in NSDC job roles	
18 scholarships provided to 11 girls for engineering and 7 girls for school education	
₹ 4.1 million loan facilitated for 22 women groups	
1,600 women from Dewas successfully access digital banking and other banking services	
525 youth successfully commenced jobs and self-employment	
4 engineering scholarship awardees joined the ANAND OE model and increased their family income by 300%	
81t CO2 annually sequestered through maintenance of three public parks having 3,200 plants in Parwanoo	
1,200 households provided with waste management services to lead a cleaner and healthier life	
Partnerships for creating meaningful impact: <ul style="list-style-type: none"> • CII-ACMA • Block Medical Office – Trimbakeshwar, Nashik • District Education Office – Dewas, Nashik, Pali • Mercer – Mettl for NSDC aligned assessments/certifications • National Bank for Agriculture and Rural Development (NABARD), Dewas • Municipal Council, Parwaano 	

Case Study 1: Scholarship Programme

In 2018, supported by Gabriel India's CSR, a scholarship programme was initiated in ANAND School at Parwanoo. The programme entails supporting girls from underprivileged families (annual income less than ₹ 0.2 million) for their school education at the ANAND School from Nursery to Class X. The programme began with one student in 2018 and aims to admit three students every year. At present there are 10 awardees, with three new additions in FY 2021-22.



Case Study 2: Medhavi Scholarship

A resident of Bharotha village, 20 kms. from Dewas city, Shobha got selected by SNS Foundation's MEDHAVI Scholarship Programme in 2018. She completed her Diploma this year with 73%. Daughter of a farmer couple, Shobha has one older sister and one younger brother. Shobha joined Gabriel India Limited Chakan in August 2021 after completing her Diploma in Mechanical Engineering from Acropolis Institute of Technology and Research, Indore.

With Shobha's earnings as an operating engineer the family income has nearly quadrupled. In November 2021, within three months of her joining Gabriel India Limited, Shobha was adjudged Achiever of the Month in the Bronze category.



Case Study 3: ANAND Municipal Park and Sports Complex (Community Conservation)

ANAND Municipal Park and Sports Complex is in Parwanoo, a hilly industrial township in the state of Himachal Pradesh. This township had no developed, open, green spaces where the residents could enjoy outdoor leisure activities or for children to play.

With the objective of developing Parwanoo into a clean and green township, SNS Foundation undertook the initiative of converting a largely barren piece of land into a public park with free access for the public. The green area covered by the park is 54,333 sq. ft. and there are 3,102 plants. There is also a separate basketball, volleyball, and badminton court. The walls of the park are adorned with colourful paintings of birds and animals native to the state of Himachal. This feature makes the park an ideal location for educational trips for school students. The paintings are labelled both in Hindi and English. In 2021, a ramp was added to make the park accessible for wheelchair users.

Starting with one park in 2011, the Company has now gifted two more beautiful parks to the Parwanoo Township, one located in Sector 6 Parwanoo and the other near the Parwanoo-Kalka barrier. Regular contributions are made to the Municipal Council towards the upkeep of these parks. Going forward, we have planned to install open-air gymnasiums in all three parks in a phased manner.

Below are the outcomes of this initiative:

- Aligned to UN Sustainable Development Goal 11: Sustainable Cities and Communities
- Annual carbon sequestration of more than 100 tCO2e from all three parks
- Helped youth of Parwanoo to represent themselves at district, state, and national levels in the sports of volleyball and basketball
- A clean, green open area available to residents of the township for outdoor physical and leisure activities at no cost to them

One initiative with benefits spanning multiple disciplines –environmental, social, and economic



Responsible Procurement



Our commitment to sustainability is integral to our business objectives, as we believe that we can generate actual value and make a real impact by integrating sustainable and moral business practices across our value chain. As we partner with our suppliers, we are taking initiatives and measures to enhance their sustainability journey too.

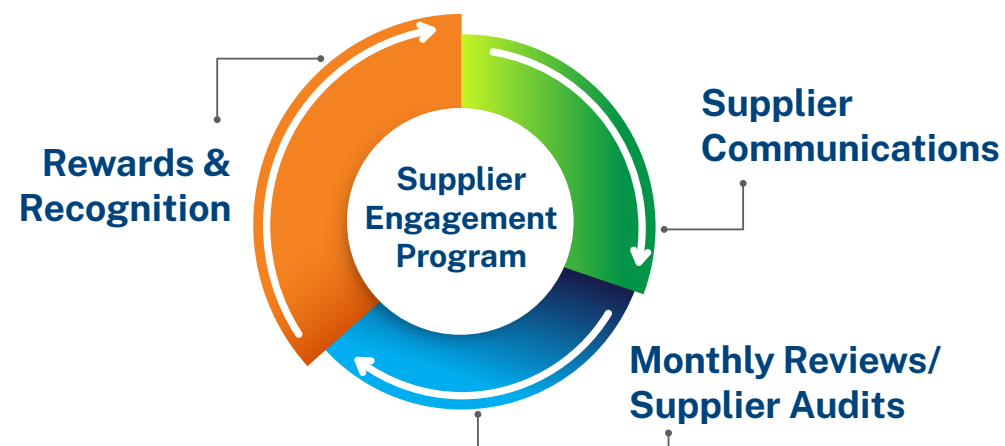
To enable our partners to adopt sustainable practices in their operations, the Company now aspires to integrate its value chain into the entire range of its ESG activities. We have adopted environmentally sound practices that help us procure our raw materials sustainably. We assess our suppliers using the ESG framework and base our purchasing choices on how the things we use impact the environment and community.

The majority of indirect materials come from small, local producers who are situated close to our plants' premises. The local supplier is assisted in improving his/her capabilities by the local manufacturing (engineering) and procurement team. The focus is increasingly on localising parts through local businesses, thereby lowering the carbon footprint of the Company as well as providing additional economic opportunities to the local community.

To encourage 'Responsible Procurement', we expect suppliers to abide by ANAND's Code of Conduct. Additionally, in case of any concerns, the suppliers are encouraged to report matters to the ANAND Group Ethics Helpline. At the time of onboarding the supplier, we use our proprietary 10-point checklist to evaluate them, which includes criteria related to ISO certifications such as ISO 9000, ISO 14001, compliance to consents necessitated by regulatory bodies, waste disposal practices as per guidelines, human rights considerations, and applicable safety and quality standards and certifications.

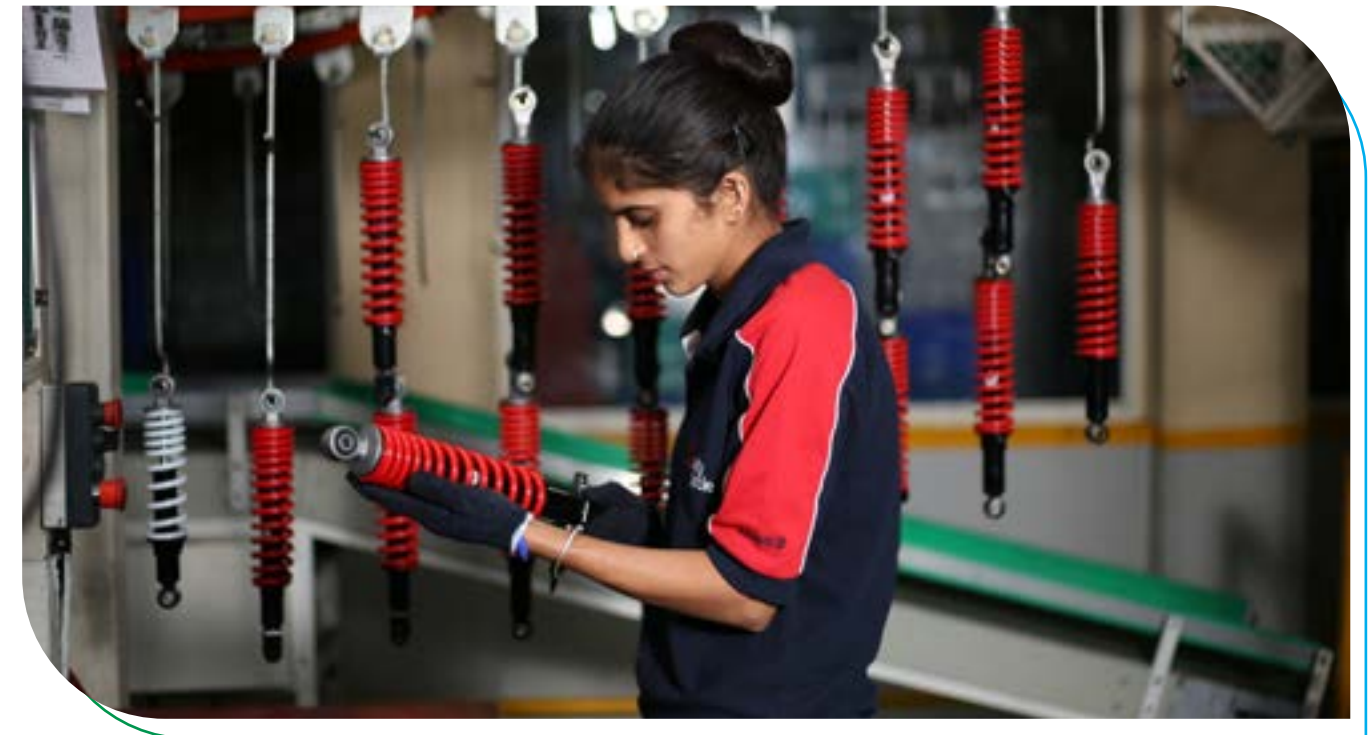
Long-term contracts that include specific quality, environment, and safety related provisions as well as specialised sourcing teams for raw materials, indirect materials, and transportation enable us to source goods and services in a sustainable manner. Further, suppliers are expected to adhere to guidelines as per Gabriel's supply Quality Manual and also follow up on the corrective action plans proposed post our periodic supplier audits.

Rewards and recognition, supplier communications and monthly reviews / periodic audits are the key touchpoints of our Supplier Engagement Initiatives.



During the current fiscal, we focused on initiatives like Benchmarking, Third Party Support, Risk Scoring, IT Enablement, Tier 3 Identification for supporting our suppliers. The number of suppliers that were audited for EHS compliance increased by 11%, from 162 in

the previous year to 180 in FY 2021-22. Also, the EHS scores also improved as a result of our continuous engagement — Suppliers with EHS Scores above 70% scores increased from 63% to 76%, while suppliers with EHS scores above 90% increased from 51 to 78.



Our Achievements

- Gabriel India's Hosur plant was awarded, by TVS Motor, for consistent product quality, delivery, and system performance.
- Gabriel India's, Dewas plant won the CII Gold Award in the 'Low-Cost Automation' category.
- Ranked as No.1 in the Fortune India 'The NEXT 500 Companies' list — the first comprehensive ranking of India's midsize companies.
- Gabriel India's Nashik plant was conferred with the 'Excellence in Manufacturing Award' and 'Certificate of Appreciation' for Excellence in Human Resource and Excellence in Health Safety & Environment by ACMA.
- ACMA WR Best Practices in Learning and Development.
- Award for New Product Development by Honda Motorcycle and Scooter India (HMSI)
- Gold Award in 9th Chapter Convention on Quality Concepts and Quality Achievement (10 PPM) Award by PACCAR Inc.
- Gabriel India received the Best Supplier of the Year Award Demand Fulfilment North (2020-21) from TATA Genuine Parts.
- Gabriel India's, Dewas plant, received the ACMA Excellence Award 2020 for 'Excellence in HR' and 'Excellence in New Product-design and Development'.
- Awarded for excellence, by International Convention on Quality Control Circles (ICQCC) to Gabriel India's, Nashik plant.
- Gabriel India, Nashik plant, received the Gold Award from the Quality Circle Forum of India (QCFI) Aurangabad at the Kaizen Competition.
- Gabriel India's Khandsa plant with team Drishyam won the Gold Award at the Delhi Chapter Convention.
- Gabriel India's, Khandsa plant with team Royal Fighter, won the Silver Award at the Delhi Chapter Convention.
- Gabriel India's, Sanand plant, won the ACMA Gujarat Zone Quality Circle Competition, ACMA Western Region Quality Circle Competition and Quality Circle Forum India.
- Gabriel India, with team Samparan won the Kaizen Competition at Regionals Finals organised by CII.

Alignment with Standards

GRI Reference	Indicator detail	Chapter name	Page No.	NVGs	SDG
General Disclosures					
GRI-102-1	Name of the organisation.	About the Report	7	-	
GRI-102-2	Activities, brands, products, and services.	Corporate Overview	11	-	
GRI-102-3	Location of the organisation's headquarters	About the Report	7	-	
GRI-102-4	Location of operations	Corporate Overview	14	-	
GRI-102-6	Markets served	Corporate Overview	12	-	
GRI-102-7	Scale of the organisation	Corporate Overview	11	Principle 3	
GRI-102-8	Information on employees and other workers	Social (Diversity, Inclusion and Non-Discrimination)	71	Principle 3	SDG-8,10
GRI-102-14	Statement from senior decision-maker	Corporate Overview (Message from the Chairperson)	17	Principle 8	
GRI-102-15	Key impacts, risks, and opportunities	Governance (Managing and mitigating risks)	50	Principle 2, Principle 5	
GRI-102-16	Values, principles, standards, and norms of behaviour	Corporate Overview (Gabriel India at a glance)	6	Principle 1	SDG-16
GRI-102-17	Mechanisms for advice and concerns about ethics	Governance (Business Ethics and Anti-Corruption; Corporate Governance Transparency and Disclosures)	31	Principle 1	
GRI-102-18	Governance structure	Governance (Our ESG Governance Structure)	39	-	

GRI Reference	Indicator detail	Chapter name	Page No.	NVGs	SDG
GRI-102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability at Gabriel India (Understanding what matters to our stakeholders)	23	-	SDG-16
GRI-102-40	List of stakeholder groups	Sustainability at Gabriel India (Understanding what matters to our stakeholders)	22	Principle 4	
GRI-102-42	Identifying and selecting stakeholders	Sustainability at Gabriel India (Understanding what matters to our stakeholders)	22	Principle 4	
GRI-102-43	Approach to stakeholder engagement	Sustainability at Gabriel India (Understanding what matters to our stakeholders)	22	-	
GRI-102-44	Key topics and concerns raised	Sustainability at Gabriel India (Understanding what matters to our stakeholders)	23	-	
GRI-102-45	Entities included in the consolidated financial statements	About the Report	14	-	
GRI-102-46	Defining report content and topic Boundaries	About the Report	6	-	
GRI-102-47	List of material topics	Sustainability at Gabriel India (Understanding what matters to our stakeholders)	26	-	
GRI-102-50	Reporting period	About the Report	6	-	
GRI-102-52	Reporting cycle	About the Report	6	-	
GRI-102-53	Contact point for questions regarding the report	About the Report	7	-	
GRI-102-54	Claims of reporting in accordance with the GRI Standards	About the Report	6	-	
GRI-102-55	GRI content index	Alignment with Standards	88	-	
GRI-102-56	External assurance	Independent Assurance Statement	NA	-	

GRI Reference	Indicator detail	Chapter name	Page No.	NVGs	SDG
Economic					
GRI-103-1	Explanation of the material topic and its Boundary	Sustainability at Gabriel India (Understanding what matters to our stakeholders)	25	Principle 4	
GRI-103-2	The management approach and its components	Governance (Our ESG Strategic Framework)	29	Principle 4/ Principle 2/ Principle 3	
GRI-103-3	Evaluation of the management approach	Governance (Our ESG Strategic Framework)	29	-	
GRI-201.1	Direct economic value generated and distributed	Governance (Economic Performance)	46	-	SDG-9
GRI-205-2	Communication and training about anti-corruption policies Procedures	Governance (Business Ethics and Compliance)	76	Principle 1	SDG-16
Environment					
GRI-302-1	Energy consumption within the organisation	Environment (Energy and Emission Management)	60	Principle 6	SDG-7,12,13
GRI-302-4	Reduction of energy consumption	Environment (Energy and Emission Management)	61	Principle 6	SDG-7,12,13
GRI-303-1	Interactions with water as a shared resource	Environment (Water Stewardship)	58	Principle 6	SDG-6
GRI-303-2	Management of water discharge-related impacts	Environment (Water Stewardship)	58	Principle 6	SDG-6
GRI-303-3	Water withdrawal	Environment (Water Stewardship)	58	Principle 6	SDG-6,12
GRI-303-4	Water discharge	Environment (Water Stewardship)	58	Principle 6	SDG-6,12
GRI-303-5	Water consumption	Environment (Water Stewardship)	58	Principle 6	SDG-6,12
GRI-305-1	Direct (Scope 1) GHG emission	Direct (Scope 1) GHG emission	61	Principle 6	SDG-3,12,13
GRI-305-2	Indirect (Scope 2) GHG emissions	Indirect (Scope 2) GHG emissions	61	Principle 6	SDG-3,12,13
GRI-306-1	Water discharge by quality and destination	Environment (Waste Management)	58	Principle 6	SDG-3,6,12,14
GRI-306-2	Waste by type and disposal method	Environment (Waste Management)	59	Principle 6	SDG-3,12,15
GRI-306-3	Waste generated	Environment (Waste Management)	60	Principle 6	SDG-3,12,15

GRI Reference	Indicator detail	Chapter name	Page No.	NVGs	SDG
GRI-306-4	Waste diverted from disposal	Environment (Waste Management)	60	Principle 6	SDG-3,12,15
GRI-306-5	Waste directed to disposal	Environment (Waste Management)	60	Principle 6	SDG-3,12,15
Social					
GRI-401-1	New employee hires and employee turnover	Social (Diversity, Inclusion and Non-Discrimination)	71	-	SDG-8,10
GRI-401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee	Social (Employee Benefits)	75	Principle 3	SDG-3,5,8
GRI-401-3	Parental leave	Social (Employee Benefits)	75	-	SDG-5,8
GRI-403-1	Occupational health and safety management system	Social (OHS)	69	Principle 3	SDG-3,8
GRI-403-2	Hazard identification, risk assessment, and incident investigation	Social (OHS)	69	Principle 3	SDG-8, 16
GRI-403-3	Occupational health services	Social (OHS)	69	Principle 3	SDG-3,8
GRI-403-4	Worker participation, consultation, and communication on occupational health and safety	Social (OHS)	69	Principle 3	SDG-3,8
GRI-403-5	Worker training on occupational health and safety	Social (OHS)	69	Principle 3	SDG-3,8
GRI-403-6	Promotion of worker health	Social (OHS)	69	Principle 3	SDG-3,8
GRI-403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social (OHS)	69	Principle 3	SDG-3,8

GRI Reference	Indicator detail	Chapter name	Page No.	NVGs	SDG
GRI-403-8	Workers covered by an occupational health and safety management system	Social (OHS)	69	Principle 3	SDG-3,8
GRI-403-9	Work-related injuries	Social (OHS)	69	Principle 3	SDG-3,8
GRI-403-10	Work-related ill health	Social (OHS)	69	Principle 3	SDG-3,8
GRI-404-1	Average hours of training per year per employee	Social (Employee Well-being and Development)	15	Principle 3	SDG-4,5,8,10
GRI-404-2	Programmes for upgrading employee skills and transition assistance programs	Social (Employee Well-being and Development)	76	Principle 3	SDG-8
GRI-404-3	Percentage of employees receiving regular performance and career development reviews	Social (Employee Well-being and Development)	76	Principle 3	SDG-5
GRI-405-1	Diversity of governance bodies and employees	Social (Diversity, Inclusion and Non-Discrimination)	38	Principle 3	SDG-5,8
GRI-406-1	Incidents of discrimination during the reporting period.	Social (Human Rights and Labour Relation)	72	Principle 3	SDG-5,8
GRI-407-1	Workers' rights to exercise freedom of association	Social (Human Rights and Labour Relation)	72	Principle 3	SDG-8

GRI Reference	Indicator detail	Chapter name	Page No.	NVGs	SDG
GRI-408-1	Operations and suppliers considered to have significant risk for incidents	Social (Human Rights and Labour Relation)	84	Principle 3	SDG-8
GRI-409-1	Operations and suppliers considered to have significant risk	Social (Human Rights and Labour Relation)	84	Principle 3	SDG-8
GRI-410-1	Percentage of security personnel with formal training	Social (Employee Well-being and Development)	NA	Principle 5	SDG-16
GRI-412-1	Operations that have been subject to human rights reviews or impact assessments	Social (Human Rights)	84	Principle 5	SDG-8
GRI-412-2	Employee training on human rights policies or procedures	Social (Human Rights)	84	Principle 5	SDG-8
GRI-413-1	Operations with local community engagement, impact assessments, and develop	Social (Community Engagement)	78	Principle 4	SDG-10
GRI-413-2	Operations with significant actual and potential negative impacts on local communities	Social (Community Engagement)	78	Principle 8	SDG-1 SDG-2
GRI-414-1	New suppliers that were screened using social criteria	Social (Supplier Engagement)	84	-	SDG-5,8,16
GRI-414-2	Negative social impacts in the supply chain and actions taken	Social (Supplier Engagement)	84	-	SDG-8,16

GRI Reference	Indicator detail	Chapter name	Page No.	NVGs	SDG
GRI-416-1	Assessment of the health and safety impacts of product and service categories	Social (OHS)	48	Principle 2 / Principle 9	
GRI-416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Social (OHS)	48	Principle 2	SDG-12
GRI-417-1	Organisation's procedures for product and service information and labelling	Environment (Sustainable Product and Services)	48	Principle 9	SDG-12
GRI-419-1	Non-compliance with laws and regulations in the social and economic area	Governance (Regulatory Compliance and Fair Business Practices)	72	-	SDG-16



Glossary

Abbreviation	Explanation
ACMA	Automotive Component Manufacturers Association
AHQ	ANAND House of Quality
ALDP	ANAND Leadership Development Programme
AR	Annual Report
ASEAN	Association of Southeast Asian Nations
BCP	Business Continuity Plan
BOOT	Build Own Operate Transfer
CFO	Chief Financial Officer
CII	Confederation of Indian Industry
CISO	Chief Information Security Officer
CMO	COVID Monitoring Officer
COO	Chief Operating Officer
COPQ	Cost of Poor Quality
CSR	Corporate Social Responsibility
DG	Diesel Generator
DRP	Disaster Recovery Plan
DSIR	Department of Scientific and Industrial Research
EBITDA	Earnings before Interest, Taxes, Depreciation, and Amortization
EHS	Environmental Health and Safety
ESG	Environment, Social and Governance
ERM	Enterprise Risk Management
ERP	Elite Retailers Program
ETP	Effluent Treatment Plant
EV	Electric Vehicle
FSD	Frequency Selective Damping
GHG	Green House Gas
GIS	Geographic Information System
GJ	Giga Joule
GRI	Global Reporting Initiative
HODs	Head of Departments
HR	Human Resources
HSD	High Speed Diesel

ICAI	Institute of Chartered Accountants of India
ICSI	Institute of Company Secretaries of India
IE	International Efficiency
IGBC	Indian Green Building Council
₹	India Rupee
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
IT	Information Technology
Kg	Kilogram
KL	Kilo Litre
KRA	Key Result Areas
kWh	Kilo Watt Hour
L&D	Learning and Development
LCA	Life Cycle Assessment
LED	Light Emitting diode
LODR	Listing Obligation and Disclosure Requirements
LPG	Liquified Petroleum Gas
LSIP	Large-Scale Interactive Process
LTIFR	Lost Time Injury Frequency Rate
MLTP	Mechanic Loyalty and Training Program
MT	Metric Tonne
MW	Mega Watt
NABARD	National Bank for Agriculture and Rural Development
NGO	Non-Governmental Organisation
NPD	New Product Development
NPS	National Pension System
NSDC	National Skill Development Corporation
OE	Operating Engineers
OEM	Original Equipment Manufacturer
OHS	Occupation Health and Safety
OPDS	Open Publication Distribution System
PCMT	Plant Crisis Management Team
PF	Provident Fund
POSH	Prevention of Sexual Harassment
PPEs	Personal Protective Equipment

PV System	Photovoltaic System
QA	Quality Assurance
R & D	Research and Development
RMC	Risk Management Committee
SBTI	Shri Balaji Technical Institute
SBU	Strategic Business Units
SCM	Supply Chain Management
SEBI	Securities and Exchange Board of India
TAA	Technology Assistance Agreement
TCO2e	Tonnes of Carbon Dioxide Equivalent
UN SDGs	United Nation Sustainable Development Goals
VDA 6.3	Verband der Automobilindustrie 6.3
VFD	Variable Frequency Drive
YBLF	Young Business Leaders Forum
YoY	Year over Year
ZLD	Zero Liquid Discharge

Notes

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