



**GRAPHITE INDIA LIMITED**

**ESG REPORT FY 2021-22**



## **FROM THE CHAIRMAN'S DESK**



Dear Stakeholders,

The events of the recent few years have heralded an era of dangerous uncertainty hitherto unseen in past decades - in its intensity, persistence and unpredictability. The global pandemic consistently and mercilessly destroyed millions of human lives and businesses across continents leading on to major supply chain disruptions. Almost on a trot without even a breather this disaster was followed close on heels by the Russia – Ukraine conflict still raging unabated. Consequences - global recession, high interest rates, huge inflation across world economies leaving industries and major global conglomerates charting their own survival strategies focused on drawing a fine balance between efficiency, resilience and prudent management of its resources.

We at Graphite India are more than convinced that it is only through mature business leadership, excellence in ESG (Environment, Social and Governance) that one can and will survive under the prevailing extreme circumstances through – managing risk, reinforcing resilience and making a difference in the market place. Progress through this process of redefining oneself will enable attainment of evolving sustainable development goals.

While Graphite India has been informally practicing the principles of ESG since several years, we at GIL are rededicating ourselves in emerging as a committed ESG corporate by setting time targets in a holistic manner under professional guidance and seek your views through this ESG report.

From this year onwards we have started our disclosure at CDP climate change as some of you may be keen to follow as to how we are building resilience through appropriate skills & competencies to meet the challenges of climate change and moving steadily on a low carbon trajectory.

We look forward to your valuable suggestions and ideas and request you to post at “corp\_accts@Graphiteindia.com”. We would certainly take them into consideration while charting our way forward.

We are confident of your acknowledgement and appreciation of our tireless efforts towards achieving Carbon Neutrality in the coming decades.

Yours sincerely,

K K Bangur

## **FROM THE EXECUTIVE DIRECTOR'S DESK**



Dear Stakeholders,

We have formalised our journey of excellence in ESG (Environmental, Social and Governance).

Integration of Environmental, Social and Governance (ESG) aspects into long-term business strategy and growth plans is becoming increasingly important. A well-defined ESG strategy enables an organization to devise a road map that considers its stakeholders' views, is realistic and provides measurable sustainability metrics to track its performance against its stated goals. This creates sustainable value for the company's stakeholders while improving its bottom line. A business at a high level of ESG maturity is more resilient to risks and disruptions

ESG is more than ticking boxes. It's about making a difference - for the business and our world. Creating sustained outcomes that drive value and fuel growth, whilst strengthening our environment and societies.




ESG is more than good intentions. It's about creating a tangible, practical plan that achieves real results. Success is not about climate change, diversity and disclosures alone. It's about embedding these principles- and more across the business- from investment to sustainable innovation. Bringing together the best people and smartest technology so the business can see more, go deeper and act swiftly. Enabling it to tackle the biggest challenges of today – and capture the best opportunities of tomorrow. How well is the business adapting to a changing world? A world where success is no longer measured by financials alone? From net zero to the circular economy. When ESG is put at the very heart of business operations, one takes bold steps towards a model that will deliver sustainable business advantage and measurable value. It's an approach that makes possible the operational, cultural and financial changes needed to future-proof the business.

We are sharing our progress in the journey with you through this ESG Report for FY 2021-22.

Yours sincerely,

A Dixit

## CONTENTS OF THIS REPORT

<b>Description</b>	<b>Key SDGs Addressed</b>	<b>Page #</b>
About Us		5
About this ESG Report		6
<b>ENVIRONMENTAL</b>		7
Environmental Management		8
Climate Change		10
Energy		14
GHG Emission and Air Quality		17
Water Conservation		19
Solid Waste Management		21
Circularity		23
Biodiversity		24
Innovation & Technology		25
<b>SOCIAL</b>		27
People, Diversity & Inclusion		28
Engagement		30
Learning & Development		31
Performance Appraisal, Incentives & Rewards		33
Attrition		35
Health & Safety		36
Supply Chain		39
Community Engagement		40
<b>GOVERNANCE</b>		41
ESG Governance		42
Ethics & Compliance		42
Human Rights		44
Board Governance		45
Shareholder Relations		48
Disclosure Practices		49

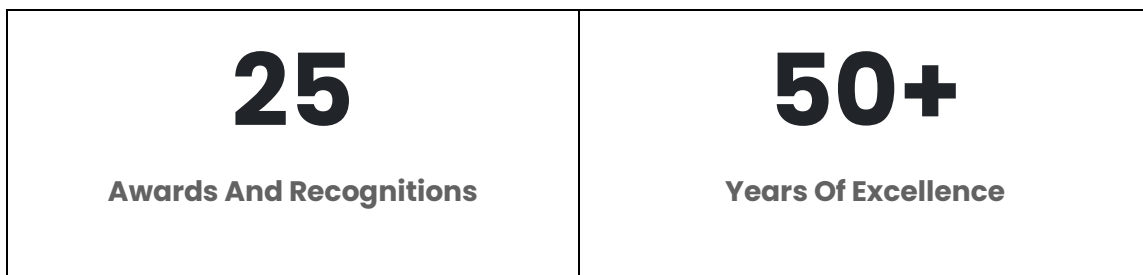
## **ABOUT US**

Graphite India Limited (GIL) is the pioneer in India for manufacture of Graphite Electrodes as well as Carbon and Graphite Speciality products. GIL's manufacturing facilities are spread across several plants in India and it has also got a 100% owned subsidiary at Nuremberg, Germany, by name Graphite COVA GmbH. Being a responsible corporate citizen, GIL has embarked on a journey of sustainability.

With over 50 years of experience, our excellence focuses on five areas



Having started in 1967 in collaboration with erstwhile Great Lakes Carbon Corporation (GLCC) of USA, GIL has been continually improving its product quality and services thereby scaling newer heights of excellence and customer recognition. This journey has been fuelled by our reliance on cutting-edge technology, a natural penchant for innovation and creativity, eco-friendly approach in production process, consistency of product quality and services as well as productivity and cost optimization.



## **ABOUT THIS ESG REPORT**

This Report sums up our strategy, management approach and performance - an effective confluence of aspects that drives our sustainability agenda.

To better serve our investors, customers, communities, people and other stakeholders and to help them make informed decisions, we have developed this ESG (Environmental, Social and Governance) report around the principles of Global Reporting Initiative (GRI)

The report is developed in line with our perception about our stakeholders' interests

We realise that the biggest threat to our business could be from effects of climate change. We have discussed about these risks across our business value chain and how managing this risk is an integral part of our business risk management process.

Our employees, through their creativity and ability, have a major role to play in our transformation journey. They are our engines of transformation and we support their ambitions, provide enabling platforms, and foster their holistic growth. We also encourage them to give back to the community and provide multiple structured programs.

It is difficult to remain a sustainable business in an unsustainable world. Rapid deterioration of natural assets puts the availability of the very resources that power our growth at serious risk. Reconfiguring business to operate viably within planetary boundaries is the next global frontier that we must scale. It is a humongous transformation and presents equally large opportunities. We at Graphite India have been leading from the front and are in hot pursuit of the ambitious goal to become a Net Zero Carbon company in line with national targets. We have started our initiative to engage with our supply chain on ESG. Thus, our ESG initiatives are far reaching and go far beyond our factory gates

Reporting period : 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022

Reporting boundary : Operations of Graphite India Limited in India

Feedback : Your feedback on this report will be highly appreciated and will help us improve. Please send you feedback at [corp\\_accts@graphiteindia.com](mailto:corp_accts@graphiteindia.com)

# ENVIRONMENTAL



## Environmental Management

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Major plants of GIL are certified to Environment Management System of ISO 14001:2015.



In addition to this external certification, we also carry out internal audit of our environment management system on a periodic basis to ensure continual improvement.

Uncontrolled development over the past century has led to environmental degradation, including loss of natural resources and shift in weather pattern. The world today has united in taking actions, disseminating knowledge, and sharing tools to combat this biggest environmental challenge. It is the collective responsibility of all businesses, including ours at Graphite India Limited (GIL), to be mindful on these issues and accordingly embed environmental considerations in business decision making. The Paris Agreement (COP 21) sets out a global framework to avoid climate change by limiting global warming to well below 2°C and pursuing efforts to limit it to 1.5°C. Thereafter, India has also committed to achieve net-zero emission by 2070 and it can only happen when the corporates are also coming together for reducing their environmental footprint. Apart from the environmental benefits our product offers, we have also implemented multiple initiatives to optimise natural resource consumption in our own operations.

GIL nurtures a culture of conservation that emphasises meticulous monitoring of use of resources and encourages innovations that aid in reducing the dependence on natural resources. We are consistently striving to use technology in this journey of resource conservation, and we are also inspiring our supply chain to do the same. This is our way of reducing the life cycle adverse environmental impact of our products.

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



The following aspects of environment management are discussed in next section of the report:

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Climate Change



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Energy



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GHG Emission & Air Quality



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Water Conservation



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Solid Waste reduction



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Circularity



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Biodiversity



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Innovation & Technology



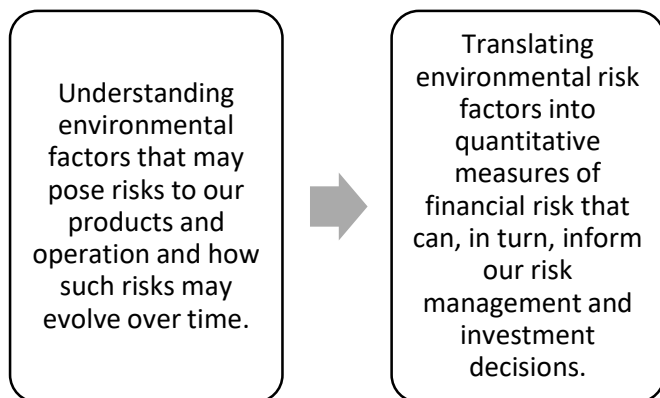
## Climate Change



By climate change, we refer to the atmospheric changes directly or indirectly attributed to human activity that alters the composition of the global atmosphere. It is one of the most complex issues facing us today and involves many different dimensions – science, economics, society, politics and moral and ethical questions. It is a global issue with local manifestations (e.g. extreme weather events) and global impacts (e.g. global warming, rising sea levels). In order to ensure business continuity, adapting to actual or future climate events is essential.

It is important to analyse the extent to which environmental and climate-related impacts could affect our value chain – supply chain, operation and assets, logistics and market – which would have an impact on financial performance.

We understand that climate change adaptation and resilience measures require location-specific assessment of climate risks and suitable approaches to address them. Climate related risks and opportunities are being studied in detail at our several plant locations. Once we have developed the relevant metrics, our business strategy, taking into account the climate risks and opportunities will get developed.



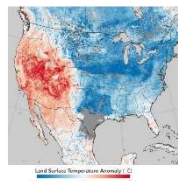
## Climate Risk Identification

The management has developed and implemented a risk management strategy for the Company including identification of risks, if any, which in the opinion of the management may threaten the existence of the Company and mitigation strategy for the identified risks. The key emerging risks identified in our direct operation include:



### *Transition Risk*

- Regulatory changes: Increased focus on climate change across governments around the world has led to introduction of stricter environmental regulations in recent years. We foresee regulations on GHG emissions in near future in line with the Government's commitment on reducing GHG emission. Also, increase in coal based electricity tariff in future can lead to significant increase in our operating cost.



### *Physical Risk*

- Extreme weather: Considering our geographical presence near coastal area, extreme weather events associated with climate change (e.g. cyclone, flood) have the potential to threaten our business continuity. These include physical risks, such as damage to our facilities, leading potential disruption of our operations.

## Addressing identified risks

### Greenhouse Gas emission management

Although our manufacturing operations are currently dependent on fossil fuel-based grid electricity as well as fuel oils, we have started replacing them with renewable energy and soon our overall energy mix will be much greener. We have entered into solar/wind hybrid energy procurement process in our Satpur factory and this is expected to replace grid power significantly at Satpur. We will extend this to our other factories gradually. We have started reducing fuel consumption in all factories and replacing them with less carbon intensive fuels. Details are in the GHG management chapter of this report. Besides this, we will be implementing rainwater harvesting at our factories to reduce dependency on ground water. These mitigation and adaptation efforts will continue in our efforts to manage the climate risk

### Business continuity management

To limit the impact of risks arising out of extreme weather events, we have our own business continuity management system in place which ensures continuity of operations or a return to service in the shortest time possible. Our uninterrupted operation during some of the recent cyclones (e.g. Amphan & Yaas) is testimony to our resilience and effectiveness of the control measures in place.

## Case Study – Climate Risk Assessment of our units

We are aware that climate-related risks do not affect all locations uniformly – some are more vulnerable and exposed to such risks than other. For example, some of our units that are in low-lying areas, very close to sea levels, are more exposed to floods due to weather change. Some units receive direct sunlight throughout the year and have higher average temperature than others.

Hence, over last few years, we have undertaken inspection by external third parties to identify and assess the unit-specific risks. The insights from the inspections have helped frame our climate risk management strategy.



Exposed Perils	Severity	Exposure
<b>Ambad, Gonde &amp; Satpur (Maharashtra)</b>		
Earthquake	Moderate	Moderate
Flood	Moderate	Moderate
Wind/Cyclone	Moderate	Moderate
Inundation	Moderate	Moderate
<b>Durgapur (West Bengal)</b>		
Earthquake	Moderate	Moderate
Windstorm	Moderate	Low
Hailstorm	Moderate	Low
Tornado	Moderate	Low
Wildfire	Low	Low
Lightning	High	High
<b>Powmex (Odisha)</b>		
River Flood	Moderate	Moderate
Inundation	Moderate	Moderate
Cyclone	Moderate	High
Lightning	Moderate	Low

## **Integration of Climate Risk into Business Strategy**

We understand the importance of building capabilities, processes, and governance to integrate climate risk into decision making and thus into the overall business strategy. At the same time, it is imperative that our climate risk strategy is consistent with the overall culture and goals of the organization. The integration into business strategy involves the following aspects:



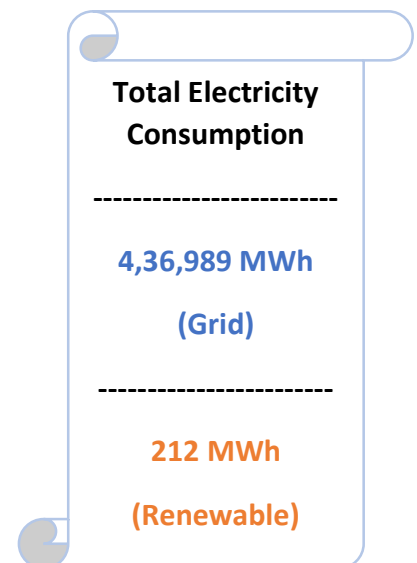
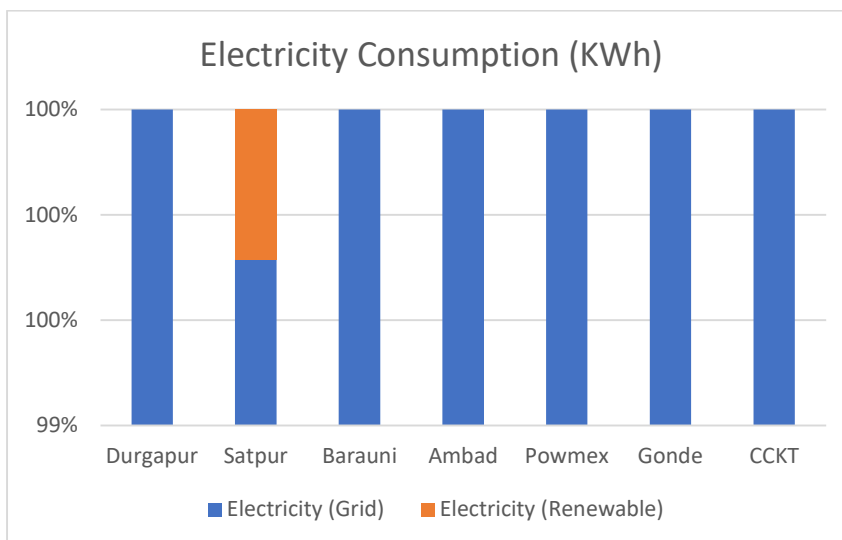
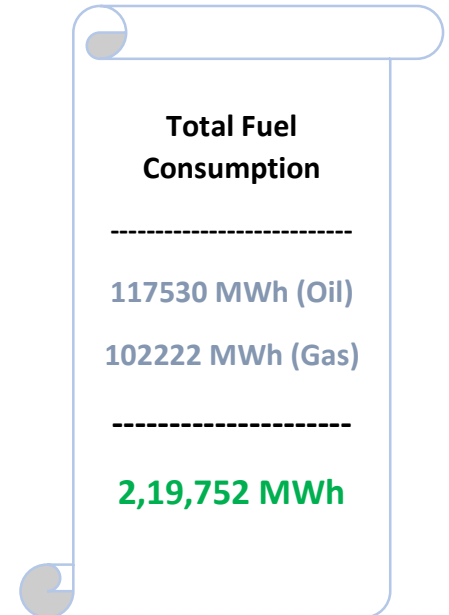
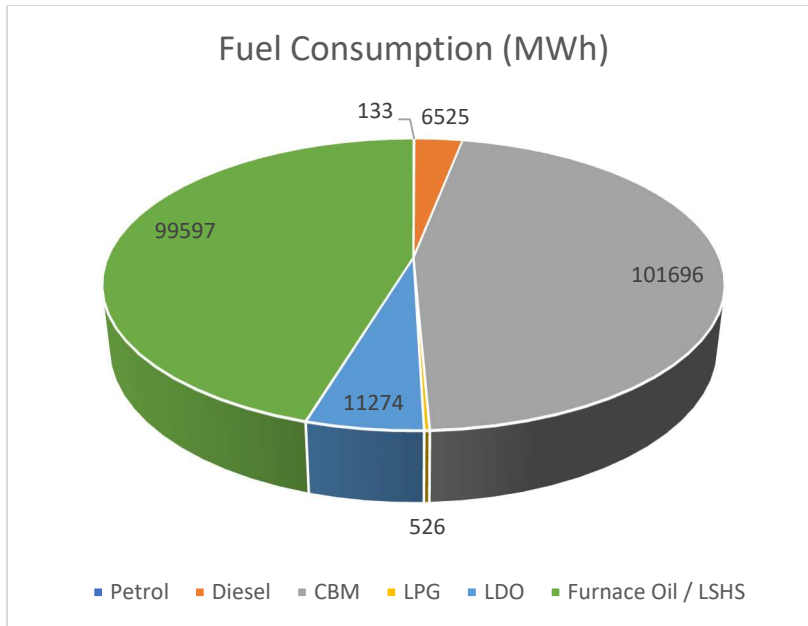
**We expect the impact on all these elements of financial planning.**

<b><u>Revenues</u></b>	<b><u>Direct Costs</u></b>	<b><u>Indirect Costs</u></b>	<b><u>Capital Expenditure</u></b>

## Energy

We are aware that the most harmful effect of selfish growth followed by businesses since long is uncontrolled use of fossil fuel-based energy. Economic growth demands more energy usage. However, fossil fuel-based energy must be phased out and replaced by non-carbon energy like solar, wind, hydro, and such new sources of energy generation. At GIL, our focus is on both demand side as well as supply side management of energy. While demand side management will reduce our energy consumption, the supply side management will decarbonise our energy intake.

### Energy Consumption during FY 2021-22



### Energy Intensity of Electrodes and other products

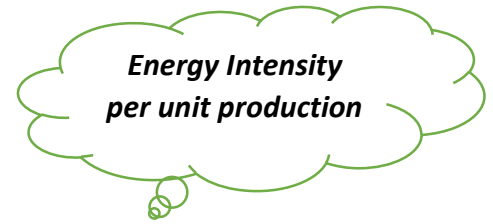
Total Energy Consumption (MWh) 656953

Total Production (T) 148396

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**Energy Intensity (MWh/T) 4.43**

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### Conservation of Energy

#### a) Energy conservation measures taken

- Reduction in Specific energy consumption in the LWG graphitization process through optimization of Firing code of the furnaces and loaded weight.
- Interconnection of rectifier transformers to increase productivity.
- Modification of Power feeding electrodes of Graphitisation furnaces thereby reducing need for their periodic replacement.
- Efficient utilization of power by effective load & power factor management.
- Use of variable Frequency Drives for Fans and Pumps.
- Use of high efficiency pumps.
- Decentralisation of higher capacity compressors with lower capacity efficient compressors.
- Phase wise replacement of existing low efficiency lamps with LED lamps.
- The above has resulted in savings of around 34 lakhs KWH.
- Around 10% Fuel saving achieved in Specialty Baking by a small change in operations.



#### b) The steps taken by the company for utilizing alternate sources of energy

- Feasibility study of replacing grid power partially with solar power.
- Initiated steps for changing over to usage of natural gas in place of LSHS.

#### c) Additional investment proposal on energy conservation

- Replacement of extrusion pumps with latest pumps along with oil flow arrangement.
- Incorporation of AC Variable Frequency Drives for major Fans, Pumps, compressors etc.
- Replacement office fluorescent tube lights, streetlights and high bay fittings with LED lights
- Replacement of conventional pumps with High efficiency low energy consuming pumps.



## Supply-side Management

- We have taken initiatives for energy efficiency and renewable energy. We installed roof top solar panels (950KW) to harness solar power in one of its plants.
- The company also operates a hydel power plant.
- CBM in substitution of furnace oil in baking furnaces is operational in one of the electrode plants.
- At Satpur plant, we are partially replacing grid power with solar/wind hybrid energy procurement. This is expected to happen during calendar year 2023
- Currently the company is aggressively pursuing use of other renewable energy resources as part of its ongoing efforts to reduce GHG footprint.

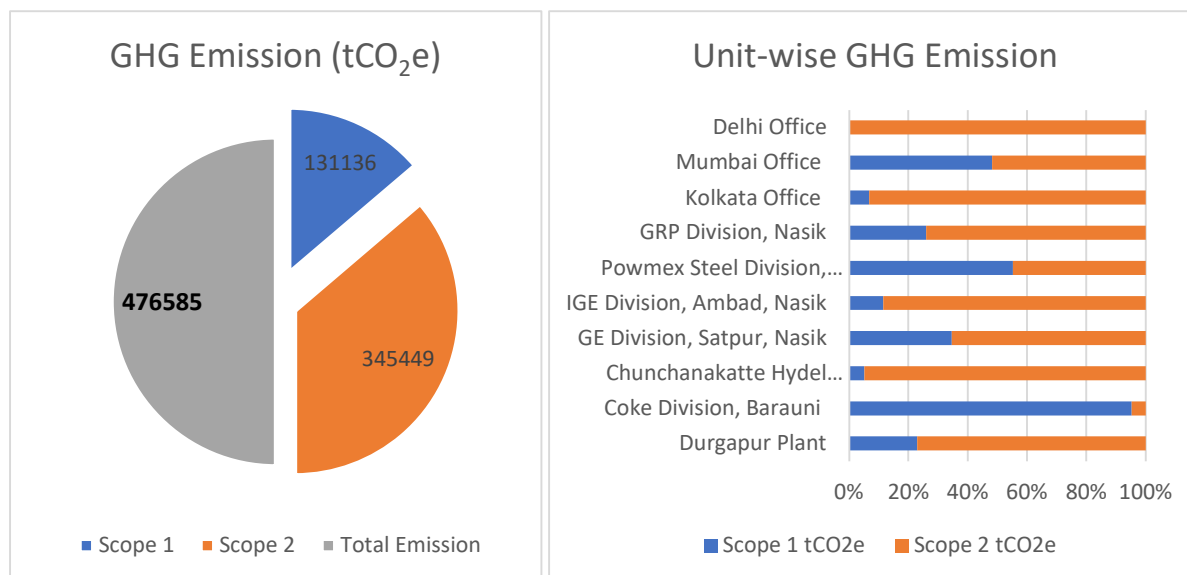




## GHG Emission & Air Quality

We are conscious about managing the carbon footprint of not only our direct operations but also the upstream and downstream activities. We follow the GHG Protocol for measuring our GHG emission. At present we are focused on measuring and managing our scope 1 and scope 2 emissions. Subsequently we will try to measure and manage our scope 3 emissions.

The following emission figures cover all our operating units and our offices in Delhi, Mumbai and Kolkata.



### GHG Reduction Target

We have set a two-year target for ourselves with the base year being FY 2021-22.

**By the year FY 2023-24, we plan to reduce our carbon intensity by 12%.**

We have set up our internal two-year target on energy intensity. Depending on how we perform with respect to our target, we may set up longer term targets in future.



### GHG Reduction Initiatives:

Through proactive efforts and through consultation with experts, we have identified and assessed areas for potential reduction of GHG emissions in our direct operations. Implementation of some of the identified projects are underway. These initiatives will allow us make significant savings in GHG emissions and associate energy costs.

**Some of the major GHG emission savings initiatives that we have implemented or are evaluating further include:**

- Identification and rectification of all gas leakages from AC
- Heating of thermic fluid heater by electricity\CNG instead of LSHS
- Reduction of power consumption in dust collector

- Installation of Vertical Shaft Calciner
- Reuse of packaging sacks.
- Installing wastewater filtration system.
- Replacing improper/connected electric cables & motor starters by accurate specification.
- Graphitisation of nipples in LWG
- By closing down of RC furnace and starting of new RH
- Replacement of convectional lamps by energy saving LED lamps.
- Energy saving by installing VFD for Fan
- Recycling of hydraulic oil after filtration to improve NAS value and separating moisture.
- By reducing green scrap in extrusion (450&500mm), 130 kwh/ton
- Reduction of operating time of hydraulic motor of hydro testing machine while introducing accumulator. So that holding time motor operation can be reduced.
- Introduction of solar panel on roof top to reduce power consumption
- Plantation of 1000 trees in plant
- Insulation of holding furnace, rotary hearth furnace, roller hearth furnace, reheating furnace
- Arresting air leakages in compressed air line
- Replace grid power with hybrid (solar & wind)
- LSHS replacement with PNG
- Shifting of transmission line from existing to nearby substation, to reduce power failure and shut down energy losses



### CDP Climate Change

In 2022, we started to disclose our GHG emissions information with CDP (<https://www.cdp.net/en>) and thus join the global club of responsible climate conscious businesses. The objective is to provide our stakeholders take more informed decisions by understanding the present climate change related parameters and their governance. Additionally, the CDP provides details on our future outlook and targets.



### Monitoring Air Quality

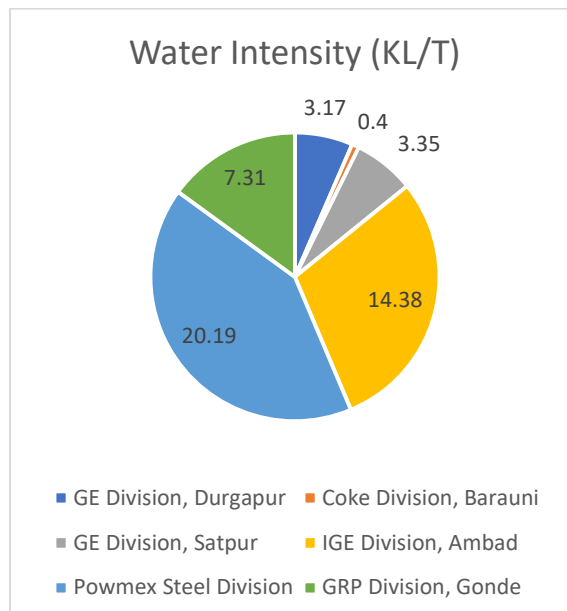
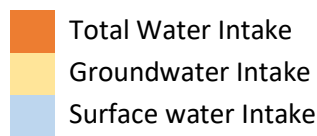
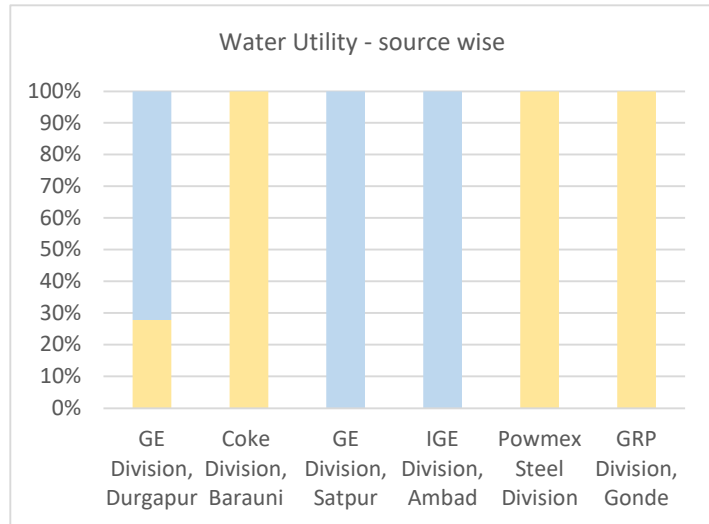
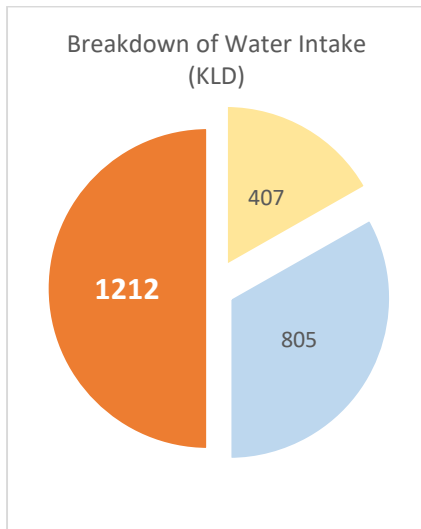
Air Quality poses a serious risk to health and wellness of our stakeholders, if not managed properly. A periodic check of ambient and stack air is carried out by external agencies.

Regarding Ambient Air Quality & water Quality, we ensure running of Road Sweeping Machines, foggers, have effective Dust collector systems, Incinerators, ESTP, STP ETP etc. We are also planning for wind barriers in the near future.

## Water Conservation

Water is a vital natural resource, not only for human consumption but also for a range of agricultural, industrial, household, energy generation, recreational and environmental activities. Water demand is set to increase in all sectors, however access to this natural resource is becoming less secure. We are committed to minimising the water footprint in our operations to help conserve this natural resource.

### Water Consumption



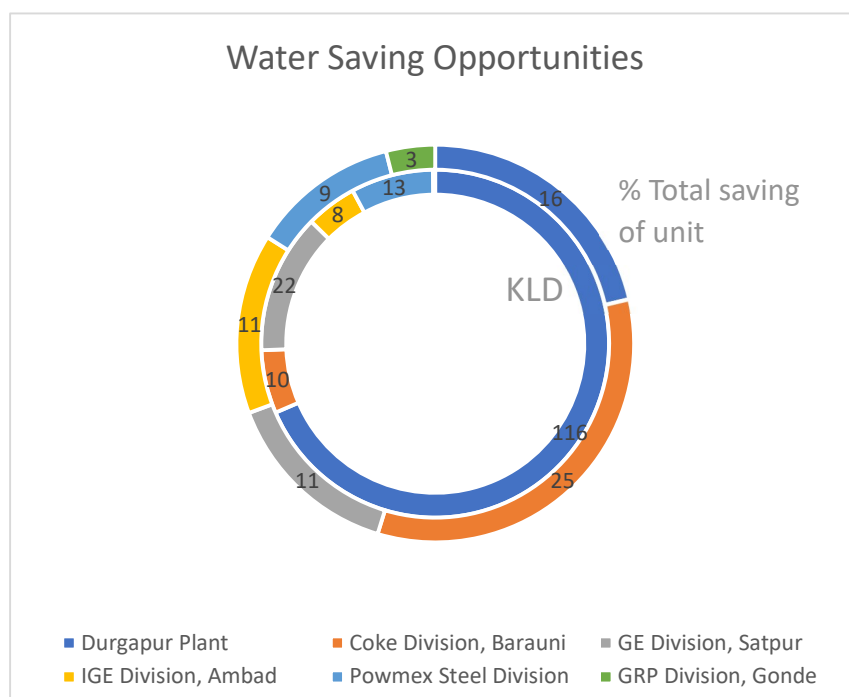
## Reduction in Water Consumption

World Economic Forum’s (WEF) Global Risk Report 2022 has continued to identify water scarcity as one of the top global risks for the fourth year in a row. A significant proportion of our water consumption is met by groundwater. Realising the innate risk posed by water scarcity and the impact it can have on our business, we have organised awareness drives on water conservation for our workforce in FY 2021-22. The management also decided to leverage water conservation techniques such as rainwater harvesting and recycling, wherever feasible.



Over the last year, we have taken the following steps to reduce our water footprint:

<ul style="list-style-type: none"> <li>▪ Identify water leakages and arrest them</li> <li>▪ Use of drip system in garden</li> <li>▪ Displays of water saving messages across the plant</li> <li>▪ Collection of rain water from roof &amp; to be utilized in plant.</li> <li>▪ Installation of Flow meters to regulate the supply and consumption</li> <li>▪ Coverings all sumps and pits to regulate evaporation.</li> <li>▪ Recycling water after treatment</li> </ul>	
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## Solid Waste Management

In view of the concerns about growing pressures on natural resources – combined with opposition to all types of pollution – waste and waste management has, in recent decades, become a bigger priority for policymakers, businesses and citizens. Increasing consumption and waste levels are putting more pressure on space for landfill waste and consequently on the environment.

Environmentally conscious, we at GIL are taking measures to manage the waste generated in our operations. Waste raw materials are used as supplementary materials to assist in production or are reworked and reused. Whenever possible, products, treated water & waste are recycled back into the production line. Disposal of contaminated packaging is done through Government Authorized agencies in accordance with applicable laws, regulations and material characteristics at time of disposal.

We have also started tracking the non-hazardous waste generation across our facilities. As our systems becomes more robust over time, we hope to establish realistic targets for our hazardous and non-hazardous waste disposal. In addition to managing the solid waste, steps are being taken to ensure water discharged from facility adheres to the parameters prescribed by the regulatory authority.



### Waste Reduction Initiatives:

We have carefully identified several waste reduction initiatives specific to the operations of the units. The total savings potential due to such initiatives is forecasted upwards of 3500MT per annum.

<u>IGE Division, Ambad</u>	<u>Coke Division, Barauni</u>
<ul style="list-style-type: none"> <li>• Reduction in empty metallic drums of 200Lts each</li> <li>• Reduction in MS empty drums of 200Lts each</li> <li>• Reduction in MS scrap empty drums of 200Lts each</li> <li>• Reduction in plastic empty drums</li> <li>• Reduction in scrap empty plastic drums of 200Lts each</li> <li>• Reduction in scrap empty plastic tank of 1000Lts</li> <li>• Reduction in wooden scrap</li> </ul>	<ul style="list-style-type: none"> <li>• Recycling of metal scrap through authorized vendors</li> <li>• Asbestos scrap to use in civil construction work of plant flooring</li> <li>• Scrap Jumbo bags used in making tarpaulin and later sold to authorized vendors for recycling</li> <li>• Burnt refractory bricks used in civil construction within the plant and sold to authorized vendors</li> </ul>

<u>GE Division, Satpur</u>	<u>GRP Division, Gonde</u>
<ul style="list-style-type: none"> <li>• Reduction in bake milling fines</li> <li>• Reduction in SS scrap</li> <li>• Reduction in MS scrap</li> <li>• Reduction in Aluminium scrap</li> <li>• Reduction in torn plastic scrap</li> <li>• Waste oil reduction through reuse</li> <li>• Reduction in wood scrap through reuse in Graphite Spacers</li> <li>• Reduction in graphite fines by reuse in products</li> </ul>	<ul style="list-style-type: none"> <li>• Distillate reduction through use of evaporator</li> <li>• Reduction in pipe production scrap from 1% to 0.95%</li> </ul>



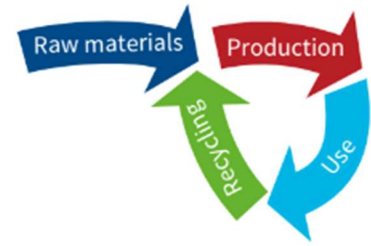
### Case Study: Waste Reduction Initiatives at GE Division, Durgapur

A significant waste management initiative is underway at the GE division Durgapur. Efforts are being made in process improvement to reduce the specific consumption of these input materials. This initiative will not only reduce the waste generation and disposal and reduce cost of production but will also reduce the carbon footprint of the graphite electrodes significantly.

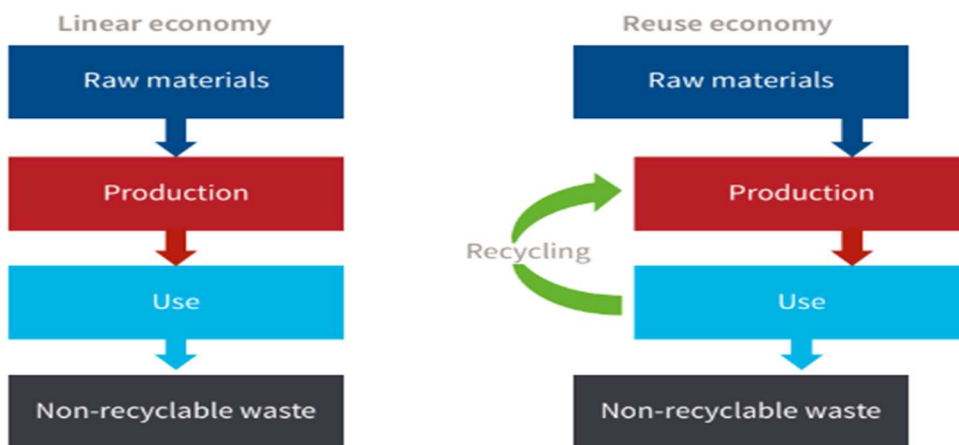
Waste Reduction Objective	Initiative	Quantity Reduction per Annum
Reduction of LAMC waste generated at LWG	Specific consumption of LAMC reduction	660 MT
Reduction of Breeze coke waste generated at Acheson	Shifting of Nipple Graphitization from Acheson-1 to LWG	519 MT
Reduction of LAMC waste generated at Acheson	Shifting of Nipple Graphitization from Acheson-1 to LWG	568 MT
Reduction of breeze coke waste generated at RC	Shifting of baking process at RH24-III	407 MT
Reduction of LAMC waste generated at LWG	Recovery of Demco fines from waste	600 MT

## Circularity

To manage the impact of waste generated in our operations, we at GIL have focussed on efficient disposal and management of waste, in addition to reducing the generation of waste. In this regard we are striving to achieve a circular business model as we progress on our journey of sustainable growth. The circularity model aims to avoid waste and to preserve the value of resources (raw materials, energy and water) for as long as possible. It is an effective operational model to assess and manage the operations and resource management and is an alternative approach to the harmful use-make-dispose (linear) model.



The circular business model aims to eliminate waste generation totally by reusing/recycling the entire waste generated. At present, such a model is aspirational to us. However, we are already implementing a Reuse model in our operations, while minimizing the non-recyclable waste generated.



### Reuse Waste

- Whenever possible, recovery or recycling is done.
- Intermediate process scrap like Green Scrap, Crushed Baked scrap and CPC fines are reused in the electrode manufacturing process, following due SOP.
- Installation of plant to treat human wastes, treated waste to be used for gardening as manure

### Recycle Waste

- Whenever possible, products, treated water & waste are recycled back into the production line.
- Disposal of contaminated packaging is done through Government Authorized agencies in accordance with applicable laws, regulations and material characteristics at time of disposal.

## Biodiversity

Biodiversity, land-use and associated ecosystems provide a range of invaluable services to society that underpin human health, well-being and economic growth. Ecosystem services are the benefits that people, including businesses, derive from ecosystems. In 2019, the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) published a landmark report, which showed that around one million animal and plant species are now threatened with extinction, many within decades, more than ever before in human history.



To save the ecosystem, we at GIL, are taking the necessary steps so that our activities do not harm the ecosystem. We are taking steps to ensure that the noise levels in our operations are within the safe range, the land used for our operations do not degrade over time, and the emissions of our activities are well within control. We have a provision of acoustic enclosures to minimise noise levels from multifuel power generating sets and a bimonthly testing check. We are also committed to not operate in World Heritage areas and IUCN Category I-IV protected areas.

Going forward, we plan to develop a Biodiversity Management Plan (BMP) that will entail a preliminary identification of species native to the region, their natural habitats, and of the possible disturbances that changes in our operations (artificialisation, lightning at night, increase in noise, etc.) might cause. We will also come up with specific plans for the identified species to manage any harmful impact.

At present, some of the initiatives undertaken include:



1

- Tree plantation initiatives are undertaken every year.



2

- Replacing hardcopies of documents with softcopies internally and also externally is pursued and implemented wherever possible.



3

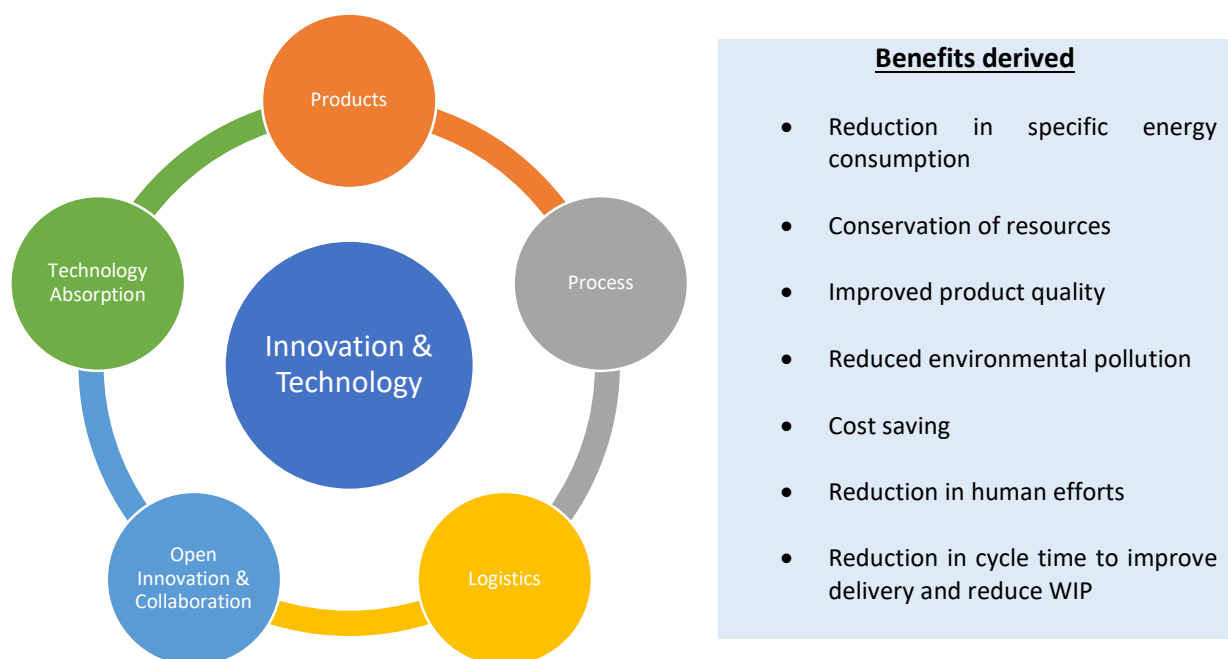
- Initiative for replacing wood and thermocol packaging with recyclable material



## Innovation & Technology

As one develops ideas, they move from an initial flash of possibility into something larger, more specific, and more focused. Rather than remaining potential, an innovation – a new “product, service or process” – solves a real problem. In fact, we feel that innovation drives the world economy as people and businesses will always have problems to solve. Going by the same ethos, we have continued to focus on coming up with innovative products since inception to solve some of the most relevant problems in today’s world.

Our innovations span across the entire life cycle of the products (design phase, use phase, end-of-life), the process of product development, the logistics, collaborations and partnerships with external institutions. Additionally, we have acquired cutting-edge technologies for enhancing the products and services further as listed below:



### Product innovation

#### A. Modified Packing Design

- The Export Wooden Pallet Packing was modified to enhance Product Safety and Ease of Packing Removal during Usage
- For Domestic Shipments, all Wood except bottom runners were removed and provided a recyclable cover for protection

#### B. Improved Product Conductivity

- By redesigning electrical firing cycle, product conductivity is increased for a better performance at user end.

#### C. Reduced categorized Product processing Time

- By modifying the process route, one complete sub process eliminated maintaining same product quality
- This has improved product manufacturing time saving substantial energy and raw materials.

### Process innovation

- Technological Changes made in Graphitization of Nipples to improve the properties, reduce Turnaround Time and saving costs
- Installation of multi-grade water filtration unit for filtration of cooling pond water to facilitate personnel safety in cooling pond.
- Auto fire extinguishing system installed at 38 locations in our impregnation system to prevent spread of fire.
- Reduced product (nipple) rejection due to High SPR from Acheson furnace by re-graphitizing in LWG saving substantial electrical energy
- Replaced 100 HP Cooling water pump in our Graphitization unit with high efficiency 50 HP pump saving huge energy.
- Robust Product identification system installed with clear visibility throughout the manufacturing process is installed.
- Online UPS system installed in Fin-3) for retention of programming data parameters
- Installation of pack media suction system on Goliath Crane in LWG saving process time and improved recovery of recyclable supplementary material.

### Improved logistics

- Explored and Tested Export Shipment from Mumbai Port instead of Haldia
- Shipment from Mumbai is faster and saves around 30% of shipment time.
- Modifications done for pallet bracing inside container by replacing metallic strips to poly fibre-based straps maintaining safety of Stocks loaded

### Open innovation

- Initiated technical discussions on proposed development of indigenous Pitch needle coke with the help of TATA Steel. Presently needle coke is being imported.
- Designed and procured a state of the Art PLC based Machining Centre for machining graphite electrodes and nipples

### Technology Absorption

- Development of new scrubbing system to reduce emissions in graphitization furnaces.
- Development of length wise graphitisation furnaces to reduce specific power consumption and development of packed media suction system to reduce fugitive emission.
- New multitasking machine purchased in IGE division.
- Development of machine for drilling multiple holes in GRP pipes for specific application.
- Hot air blower for curing graphite products.

# SOCIAL



## People, Diversity & Inclusion

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One of our fundamental beliefs is that a group of passionate and empowered individuals can accomplish almost anything. We try to build a team that is passionate about their work, have a sense of belongingness and a culture that promotes inclusivity.

### **GIL believes in togetherness**

We cherish the mutual trust and confidence to build a confident and dynamic team who work in a team together as a family, sharing our own successes and failures. This is the basis that connects all our people and creates belongingness and ownership. This leads to a we feeling and a robust “Team Graphite”.

This ‘Trust’ creates ownership within the employees, and brings out the best spirit in him/ her. We also offer inter/ intra departmental/functional experience to all our employees so as to develop them as a potential leader for taking up higher responsibilities. This job rotation/enrichment is done through various leadership development programs and through different inhouse projects. The employees are encouraged to take up higher responsibilities and growth within the organisation itself.

### **We pioneer & encourage Innovation**

GIL has been in the business for over 50 years and we have built a leadership position in graphite and carbon industry. We are deeply connected with all our customers, and understand their requirements. The ever-changing customer demands spur innovation, as we devise solutions to match their requirements. GIL has evolved as a modern organisation with the evolution of time and is a global market leader in Graphite Electrodes. We facilitate this further with providing ample space to our employees for conducting research and development



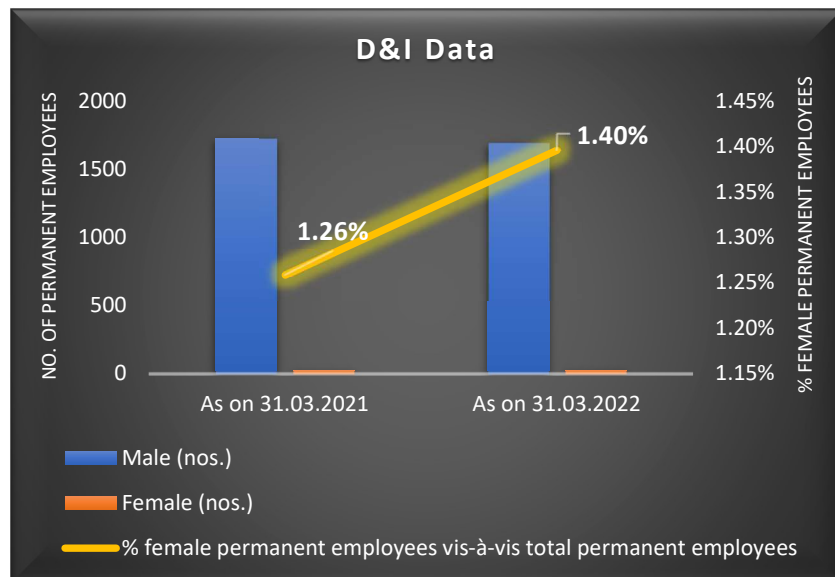
State of the art Quality Control laboratory at our Durgapur and Satpur plants

**GIL is an equal opportunity employer**

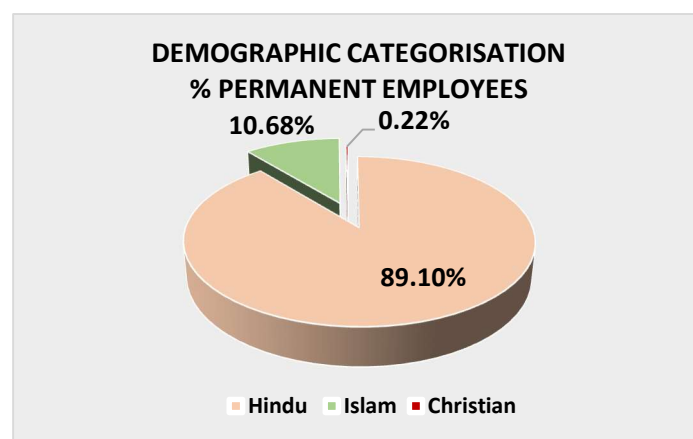
GIL is committed to an inclusive culture with an ongoing focus on diversity. We are placing a growing emphasis on inclusion to leverage our diverse talent. Being inclusive lies at the core of our culture.

At GIL, we endeavour to get the best talent for the job. We believe in providing equal opportunities to all our employees and all qualified applicants for employment without regard to their race, caste, religion, ancestry, marital status, sex, age, nationality and disability. It is evident with lady employees holding senior position in the organisation itself.

**% Female employees count @ our offices**



We strongly believe that diversity of thought and approach amongst our employees enables us to be the world-class company as we are today. We strive to foster a culture of respect, and are committed to making our workforce, workplace and marketplace diverse, inclusive and accessible for all our employees.



## **Engagement**

We encourage a culture of open dialogue with all our people by way of our functional leaders conducting open houses and town halls at our offices and plant locations, interacting with our employees making them aware of the global business scenario and opportunities as well as challenges that we have. People related issues are also brought up by the employees and the concerned departmental/functional heads attend the same for a resolution. This fosters and strengthens mutual trust and confidence at all levels.

Apart from the formal engagement among our people, we also encourage informal gatherings, events and celebrations among our team. We celebrate our business successes together and deliberate together to learn from failures so that we learn and do better in future.



## **Learning & Development**

Learning & Development is an integral part of our company. With the fast-changing business scenario and with a focus to develop our employees to the next level, GIL offers lots of training programs for its employees across all levels at functional, product and leadership. For our company to grow, our employees must grow and develop continuously.

We conducted 21 training programs (behavioural and technical trainings) across the organization during FY 2021-22.



List of training programs in FY 2021-22 across GIL. This covered all our people across plants and offices

Technical	Non-Technical
On the Job Training	Covid 19 awareness & precaution
Training on ESTP Operations	Industrial safety at work place
Process Control for small diameter production	Training on QMS & EMS systems
Handling of Corrosive & flammable Chemicals	Training on Significant Environmental Aspects
Autocad Product	Fire Fighting
Use of Wheel choke during Glycol and Styrene tanker unloading	Session on Managing Business in New Normal
Procedure of Fire Hydrant System operating system	Webinar on Financial Planning
Precautions during unloading of inflammable liquids	Information on Covid-19 Insurance Policy
Manufacturing of Ortho Resin	Communication and aspiring leadership programme
Raw Material testing - Styrene/ DEG/MEKP/ Ortho Resin/MEG/PET Resin/PAN/MAN/IPA/PG	General Safety & House Keeping
Manufacturing of Ortho Resin & Testing of Crest ISO Resin	Webinar on Analytical Thinking
Material Handling System	Discipline
Graphite Technology, PI-Pitch Impregnation(process)	Hazard Identification & Risk Assessment (HIRA)
MNT-Maintenance planning, Spare Management (as per procedures), Equipment description, function and maintenance of Fork lifts, Compressed air-generation and distribution, Maintenance of electrical control panels and switchgears	
Packing of finished goods	
Inventory-Process Routing Stock-in-process, Despatches, Stock statement	
MTL-Plant electrical power-supply and distribution	
Manufacturing process for green electrode	
Riedhammer-Loading/ Unloading of Stock/media	
Sampling, Inspection, Measurement, Testing and Test status of Electrodes and Nipples as per Procedures [Extrusion, Baking, PI, Graphite]	
Gen-EOT cranes [operation and use]	
Baking-Furnaces firing and heating	
Tunnel Kiln – Furnace firing and heating operation	



## Performance Appraisal, Incentives & Rewards

GIL practices a robust performance management system to assess its employees in an objective and transparent way so as to promote a performance culture to foster future growth to its employees.

### **Objectives of our Performance Appraisal System**

- Link business objectives to the annual operating plans of various business units and in turn to individual targets
- Driving transparency & clarity on roles, performance expectations and performance outcomes and ensure that targets are aligned to the role
- Objectively measuring performance against defined targets
- Understanding & mentoring employee aspirations
- Enable a culture conducive to coaching and counselling through regular communication & feedback
- Encourage matured cultured behaviour through behaviour assessment
- Identifying training needs of the individual.

### **Integrated with other Talent Management Processes**

- Blue form – DGM and above grade
- Pink form – Asst. Manager to Asst. General Manager grade
- Yellow form – Sr. Officer and below grade



Blue Form (pdf format).pdf



Pink Form (pdf format).pdf



Yellow Form (pdf format).pdf

GRAPHITE INDIA LIMITED		CONFIDENTIAL	
PERFORMANCE ANALYSIS & REVIEW <small>(FOR MANAGERS - Level 8 &amp; above)</small>		PERIOD OF REVIEW	
		EMSION	
		LOCATION	
		DATE OF JOINING	
		SERVICE IN THE COMPANY	
NAME			
DESIGNATION			
QUALIFICATION(S)			
PERIOD & YEAR OF LAST PROMOTION			
DATE OF BIRTH & AGE			
DEPARTMENT			
SERVICE IN DEPARTMENT			
CURRENT BASIC PAY			
DETAILS OF LAST THREE POSITON (EXCLUDING PRESENT)			
POSITION	PERIOD	LOCATION	
1			
2			
3			
HEAD OF DEPARTMENT			
HEAD OF LOCATION			

GRAPHITEINDIALIMITED		CONFIDENTIAL	
PERFORMANCE ANALYSIS & REVIEW <small>(FOR MANAGERS- Level 9 to 13)</small>		PERIOD OF REVIEW	
		EMSION	
		LOCATION	
		DATE OF JOINING	
		SERVICE IN THE COMPANY	
NAME			
DESIGNATION			
QUALIFICATION(S)			
PERIOD & YEAR OF LAST PROMOTION			
DATE OF BIRTH & AGE			
DEPARTMENT			
SERVICE IN DEPARTMENT			
CURRENT BASIC PAY			
DETAILS OF LAST THREE POSITON (EXCLUDING PRESENT)			
POSITION	PERIOD	LOCATION	
1			
2			
3			
HEAD OF DEPARTMENT			
HEAD OF LOCATION			

GRAPHITEINDIALIMITED		CONFIDENTIAL	
PERFORMANCE ANALYSIS & REVIEW <small>(FOR OFFICERS - Level 14 to 17)</small>		PERIOD OF REVIEW	
		EMSION	
		LOCATION	
		DATE OF JOINING	
		SERVICE IN THE COMPANY	
NAME			
DESIGNATION			
QUALIFICATION(S)			
PERIOD & YEAR OF LAST PROMOTION			
DATE OF BIRTH & AGE			
DEPARTMENT			
SERVICE IN DEPARTMENT			
CURRENT BASIC PAY			
DETAILS OF LAST THREE POSITON (EXCLUDING PRESENT)			
POSITION	PERIOD	LOCATION	
1			
2			
3			
HEAD OF DEPARTMENT			
HEAD OF LOCATION			

## **Coaching**

Periodic performance reviews serve as an ideal tool for identifying coaching needs of an employee. Continuous feedback on targets is coupled with coaching. Coaching comprises of multiple activities that a manager at Graphite may carry out to help an employee improve his/ her performance.



## **Behaviour**

Behaviour in the performance management system ensures that our employees conform to the behavioural norms expected to be followed.

Behaviour	Traits
Respect	<ul style="list-style-type: none"><li>▪ Treating all colleagues with integrity and dignity</li><li>▪ Treating people fairly and celebrating success</li></ul>
Transparency	<ul style="list-style-type: none"><li>▪ Being open and transparent about decisions</li><li>▪ Sharing information and ideas with colleagues</li></ul>
Teaming	<ul style="list-style-type: none"><li>▪ Working together to achieve better results faster</li><li>▪ Reaching across organizational boundaries when needed</li></ul>
Accountability	<ul style="list-style-type: none"><li>▪ Taking accountability for own actions and decisions</li><li>▪ Supporting the team on matters of collective accountability</li></ul>
Ownership	<ul style="list-style-type: none"><li>▪ Behaving like an owner when making decisions</li><li>▪ Self-starting attitude</li><li>▪ Delivering value for the Organization</li></ul>

**Long Tenure Service Recognition:**

We value & appreciate our employees' dedicated service, their excellent work and the positive results they achieve. We are committed to recognizing their significant contributions to the organization.

Graphite formally recognizes specific milestones of employment services that are characterized by an on-going commitment between GIL and the employees.

On completion of 7 years of service tenure – A gift in recognition of service rendered

**Attrition**

Our people love their organisation and they appreciate the systems and processes in place, the importance and recognition given to every one of them and the way Team Graphite has been built up. The team spirit speaks for itself. This is amply demonstrated by the attrition figures. Our annual attrition across the organisation is just about 1.5%

## Health & Safety

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GIL is committed to providing a safe and healthy workplace across campuses and project sites. It is our endeavour as an organisation to ensure that every task, job or assignment is performed in a safe manner. Our safety systems are extended to contractors working at our premises, and we encourage our suppliers to establish safety management at their premises.

The corporate EHS (Environment, Health and Safety) policy demonstrates our commitment to an accident-free workplace along with the management framework to be deployed across businesses. To stay relevant, the policy is periodically reviewed by the senior management.

We have dedicated qualified EHS professional and are empowered to work for meeting the EHS goals. We are continually improving our EHS performance through adoption of tools including Engineering Control based solution for reduction of personal injury, identifying unsafe acts/conditions and compliances, internal EHS audit, work permit system, incident investigation, safety inspection, improved SOPs (Safe Operating Procedures), risk assessment to reflect changing work methods, EHS motivational programmes across our facilities.

The ultimate goal is to maintain healthy surroundings and safe working conditions for prevention of injury and occupational ill health by identifying hazards & minimizing risk arising from our activities. Graphite maintains one of the lowest injury rates in the industry.





### **Future Plan**

We have started the process of getting all our plants certified to ISO 45001 for occupational health & safety. We have opted for one of the best global certification bodies with stringent certification requirements to ensure a fail proof system. The certification is expected by May / June 2023. All suggestions of employees for improvement are being implemented for improvement of our system and we will strive towards excellence. We will also set up a healthy internal competition among our plants so that they strive to do better and better.

### **Hazard Identification and Risk Assessment**

We use a hazard and risk identification-based approach to assess potential hazards and risks in our daily operations and projects. When there is a change in the workplace, such as to a production line layout, equipment, applicable legal requirements, we conduct hazard identification and risk assessments to prevent new hazards and reduce risks.

Each manufacturing location conducts hazard and risk assessments annually to determine if additional precautions are needed for health and safety management. We engage employees and encourage participation in health and safety management. This program enables employees to understand how to identify potential risks and hazards in their daily work environment. Through this and other programs, we are able to increase awareness and implement a sense of ownership in maintaining a safe workplace for everyone.

### **Incident Investigation and Corrective Action**

When a work-related injury, illness or near-miss incident occurs, managers and the OHS team quickly initiate an investigation of the incident, develop corrective action plans, and track the actions to closure. Corrective / preventive actions are shared among all plants. This enables other locations to benefit from information sharing and data statistics and analysis, which contribute to continuous improvement and reduces repeated incidents.

## **Prevention and Control**

The OHS team has adopted a proactive prevention strategy approach to manage identified hazards with the objective to prevent work-related injuries, illness and fatalities. We integrate occupational health and safety requirements at the earliest stage in the life cycle of the facility; the equipment; the planning process; or non-routine activities and projects.

## **Health and Safety Culture or Training**

Graphite believes in the principle of “People First” and places high importance on promoting a strong health and safety culture. Employee participation is essential to the success of OHS management as we develop processes to expand the awareness of all employees with training as well as site-specific safety information. Safety Committees at our manufacturing and selected field locations meet regularly and cover a range of safety topics, giving all participants the opportunity to engage and be a part of the company’s corrective action process. Each year Graphite manufacturing sites promote Health and Safety week which include various activities to reinforce awareness.

## **Our focus on Zero FSI (Fatal & Serious Injury) Actual**

While the Total Case Incident Rate (TCIR) has dropped significantly, the journey to safety excellence is by reducing number of life-debilitating injuries and fatal incidents.

Our focus on safety is Zero FSI Actual.

Our control-based system:

- ✓ prevents the event or mitigating the consequences of the event
- ✓ prevents more than one unwanted event or mitigates more than one consequence which is normally classified as critical

## **Safety Performance**

We rigorously monitor & record our safety performance & check where we are faltering so that corrective measures are taken immediately. Periodical audits of EHS are carried out by qualified external agency.

## **Response to Covid-19**

After the pandemic struck and lockdown was imposed towards end March 2020, GIL started implementing changes to protect its employees through appropriate health and safety protocols, which included cancelling travel and eliminating in-person meetings, working from home wherever possible and establishing safety protocols at its sites. These measures have subsequently been eased out with decline in severity of pandemic, however, the safety procedures like temperature measurements, personal protective equipment, use of masks/ gloves, social distancing, frequent cleaning and disinfecting and implementation of daily check sheets to ensure team members are highly focused on the new procedures are still in place. Further we also contributed Rs. 5 crore to West Bengal State Disaster Management Authority towards Covid-19 relief. GIL also spent Rs. 32.50 lakhs approx. towards free Covid vaccination through an implementing agency

## Supply Chain

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We believe in engaging in healthy relationships with our suppliers and customers and associating with them in a fair, transparent and collaborative manner to build long-term partnerships. This necessitates association with the right partners. We conduct a proper due diligence at the time of vendor onboarding. Amongst many other evaluation criteria, the vendors are also evaluated against the health, safety and environment sustainability parameters. Our Supplier Code of Conduct includes, amongst other points, environmental sustainability; health & safety issues; labour practices such as child labour avoidance, freely chosen employment, diversity & inclusion, fair treatment, working hours, wages & benefits; freedom of association etc. We engage with our suppliers and customers regularly to increase awareness on sustainability and also to share our own progress in this area.

### **Sustainable Procurement**

Our procurement policy is based on following 3 parameters :

- best value for money, price, quality, availability & functionality
- impacts on the environment that the product and/or service has over its life-cycle
- working conditions, human rights, health considerations, and preference for SMEs, and local vendors, etc

Our supplier code of conduct takes into account the well-established principles of sustainability and these have been incorporated in it. We address topics including

- ♣ Ethics – business integrity; fair competition; privacy & intellectual property; identification of concerns; animal welfare and conflict minerals
- ♣ Labour issues – child labour avoidance; freely chosen employment; diversity & inclusion; fair treatment; working hours, wages & benefits; freedom of association
- ♣ Health & safety issues – quality requirements; health, safety, environment & quality regulations; product safety; occupational health & safety; process safety; emergency preparedness, risk information & training; waste & emissions; resource conservation & climate protection; security

We are consistently interacting with our customers & suppliers through discussions to spread awareness and adopt the sustainable practices to reduce the adverse environmental aspect of our products over their life cycle.

### **Focus on local suppliers**

We procure goods from local suppliers including MSMEs (Micro, Small and Medium Enterprises) and materials are imported under advance license scheme to the extent possible. We also support vendors for improving their productivity and technical capability to reduce their operation costs. In addition, GIL procures goods and services like security, housekeeping, gardening, and such other services from the suppliers located near our factories. Majority of our workforce is employed from the surroundings of the manufacturing unit across all the locations. We ensure right quality production at suppliers' end as well to ensure the desired quality levels of the end product, resulting into enhanced capability of suppliers to produce right quality material for elevated volumes. We are consistently putting efforts for vendor development locally for high quality premium grade products.

## **Community Engagement**

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GIL has ongoing community engagement initiatives through the CSR programmes. Details of our CSR programme for the financial year has been mentioned in detail in the Annexure 6 (page 30) of our annual-report

[https://graphiteindia.com/investors/documents/6375eb0d172e9058958900\\_1657705578.pdf](https://graphiteindia.com/investors/documents/6375eb0d172e9058958900_1657705578.pdf)



Project : Education on Wheels



Project : Education on Wheels



Project : Housing



Project : Housing



Project : Tree Plantation



# GOVERNANCE

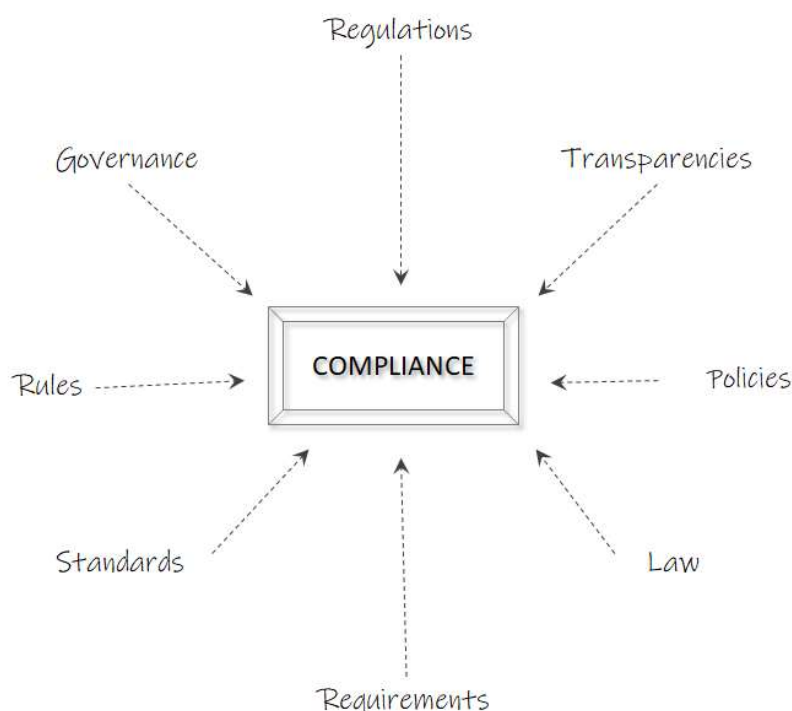


## **ESG Governance & Board Oversight**

Our governance structure follows the best practices by integrating the Environmental, Social and Governance considerations in business decisions. It ensures that ESG performance monitoring and decision making permeates through different levels in the organization. From the Director level the overall direction to our sustainability efforts is provided.

The ESG aspects and Risk Management are further incorporated within the organization by establishing a corporate Risk Management program. This system has been implemented across the Company to enable all the employees and business associates to raise any kind of risk identified by them up to the next level. The risk management framework has the provision to evaluate, prioritize and escalate the risk till the highest governing body within the organization. Plans for managing and mitigating material risks, including climate related and other environmental topics as appropriate, are regularly reported to the leadership. The Board examines and approves the ESG priorities, action plan, risks and its mitigation plans. Its business plan incorporates the guidelines to promote a sustainable business model and lay down the basis for long term value creation.

## **Ethics & Compliance**



We believe in ethical business conduct. The key constituents of ethical business principles are enshrined in the Code of Conduct.

## Code of Conduct

The Code of Conduct applies to GILs Directors and Management Personnel. It defines how we win with integrity, and it is our roadmap for making good decisions that will serve us well over the long term. The code defines the values and principles upon which we operate our business, compete in the marketplace and serve our customers around the world. The Code of Conduct is uploaded here: [https://graphiteindia.com/investors/documents/015316300\\_1618408900.pdf](https://graphiteindia.com/investors/documents/015316300_1618408900.pdf)

## Whistle Blower

We have a Vigil Mechanism and Whistle Blower policy **which enables directors and employees to report concerns with reliable evidence about unethical behaviour, actual or suspected fraud or violation of policies** to the Chairman of Audit Committee / Company Secretary. Their postal address and email addresses are included in the said policy which is uploaded here. [https://ir.graphiteindia.com/assets/upload/pdf/033627500\\_1555567308.pdf](https://ir.graphiteindia.com/assets/upload/pdf/033627500_1555567308.pdf)

All complaints lodged under the purview of this policy and the action taken thereon, would be reported to the Board of Directors.

## Human Rights

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GIL is committed to conducting its business in an ethical and responsible manner, including by carrying out our business activities in a way that respects and supports the protection of human rights through:

- a) elimination of discrimination in employment;
- b) prohibition child and forced labour; and
- c) eradication of harassment and physical or mental abuse in the workplace.



GIL respects the dignity of all employees working for the organization, irrespective of their gender or hierarchy and we expect responsible conduct and behaviour on the part of all our employees across levels. Providing for a safe and congenial work environment is an integral part of the Company's employment policy.

## Board Governance

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### **Structure and Composition**

Our current Board of Directors consists of eight Directors – including five independent Directors. The Independent directors are appointed to a five year term by the Board of Directors. The appointment of non-independent directors is subject to retirement by rotation as per the provisions of Companies Act 2013. All directors' appointments are placed before the members of the Company for their approval. The directors are selected to serve based on their independence, integrity, diversity and experience. Other selection criteria include sound judgment in areas relevant to our businesses and willingness to commit sufficient time to the Board.

#### **7 Board Committees to assist the Board**

We have seven Board Committees – to assist the Board in discharging its duties. These include:

- 1) Audit Committee
- 2) Nomination and Remuneration Committee
- 3) Stakeholders Relationship Committee
- 4) Corporate Social Responsibility (CSR) Committee
- 5) Risk Management Committee.
- 6) Committee for Borrowings
- 7) Investment Committee

Each of the Committee has a clearly defined scope of work. The details are provided below:

#### **Details of various Committees of Board of Directors**

[https://graphiteindia.com/investors/documents/023340500\\_1647233764.pdf](https://graphiteindia.com/investors/documents/023340500_1647233764.pdf)

The Board of Directors takes responsibility for the implementation of corporate governance practices with appropriate checks and balances.





We are committed to follow good Corporate Governance practices, which include having professional Directors on the Board, adopting pragmatic policies, effective systems and procedures and subjecting business processes to audits and checks, compliant with the required standards.

**Post the global crisis of 2020, the GIL Board of Directors have increased their focus on Corporate Resilience, including external risks.**



## Teams

In today's volatile and uncertain world with dynamic competition, GIL relies on high performing teams. We believe that the teams outperform individual when performance requires multiple skills, judgement & experiences. Teams have unique flexibility & versatility which enable them to adapt to the future changes being brought by speed, technology & globalization.

The principles for team formation are:

- a) Performance outcomes are the primary objectives of the teams with a clearly defined team scope
- b) The team's constituent needs to have complimentary skills - e.g., technical & functional expertise, problem solving & decision-making skills & interpersonal skills.
- c) The team leader's role is to build commitment, fill gaps, shift the leadership role as appropriate, and do real work beyond decision making
- d) Team members hold one another mutually accountable for their performance

## Board Remuneration

Remuneration paid is as per the Remuneration Policy for Directors, Key Managerial Personnel and other Employees. Average percentage increase made in the salaries of employees other than the managerial personnel in the last financial year i.e. 2021-22 was 20.04 % and percentage increase in the managerial remuneration for the same financial year was 24.43 %



## Shareholder Relations

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**Stakeholders Relationship Committee** is in place to look after the shareholders relations & interests. The main purpose of this committee is to oversee the redressal of investors' complaints, including:

- Transfers/ transmission of shares
- Issue of duplicate share certificates
- Non-receipt of dividend / interest, dematerialization (Demat) of shares and
- All other related matters concerning investors

To support the "Green Initiative" undertaken by the Ministry of Corporate Affairs (MCA), to contribute towards a greener environment, we ensure delivery of notices, documents, annual reports etc. to the shareholders via electronic mode (to those Members whose email addresses are registered with the Company/ Registrars /Depositories).

Please visit <https://graphiteindia.com/investors/> for all the documents including quarterly & annual accounts, corporate presentations, shareholding patterns, annual general meetings, notices of board meetings, postal ballots, annual returns, investor education & protection fund, important events and the policies, policy on Dividend Distribution, Whistle Blower policy, etc.).

Notice and Annual Reports of GIL are also available on websites of the BSE Limited at [www.bseindia.com](http://www.bseindia.com) and National Stock Exchange of India Limited at [www.nseindia.com](http://www.nseindia.com)

There were 25 complaints received by the Company from BSE Limited (BSE) on behalf of the Shareholder of the Company all of which (100 %) were promptly attended to and redressed suitably to the satisfaction of shareholder and replied





## Disclosure Practices

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We take care of all the disclosure requirements as mandated by SEBI and other regulators, including financial position/ performance of the company, shareholding pattern, corporate governance, as well as event-based disclosures including material developments in the business, changes in shareholding pattern, etc. by way of announcements on the stock exchange(s) and depend on the company's judgment with respect to materiality.

The additional disclosures as required by SEBI for a listed company, are made through the annual report of the Company.

Please visit <https://graphiteindia.com/investors/> and click **on Corporate Governance** to view the following policies at GIL:

- Code of Conduct
- Vigil Mechanism
- Policy on related Party Transactions
- Material Subsidiary Policy
- Code of Practices and Procedures for Unpublished Price sensitive Information
- Policy of Determination of Materiality of events
- Dividend Distribution Policy
- Archival Policy
- Articles of Association