

# Our Commitment to Sustainability





# About Gravita

*“A leading company in material receyling, lead metal, aluminum alloys, and plastic Granules, driving sustainability and circular economy.”*

Gravita goes beyond being a mere material recycling company we stand as champions of sustainability and progress. As we broaden our horizons and integrate new verticals into our remarkable portfolio, we take pride in leading the charge towards a cleaner and more sustainable future. With cutting-edge manufacturing and recycling units dedicated to Lead Metal & Lead Products, Aluminium Alloys, and Plastic Granules, Gravita India Limited (Gravita) has earned its status as a globally recognized multinational company. Our turnkey solutions for Lead Battery Recycling and non-ferrous metals have set industry benchmarks, positioning us as the world's foremost provider.

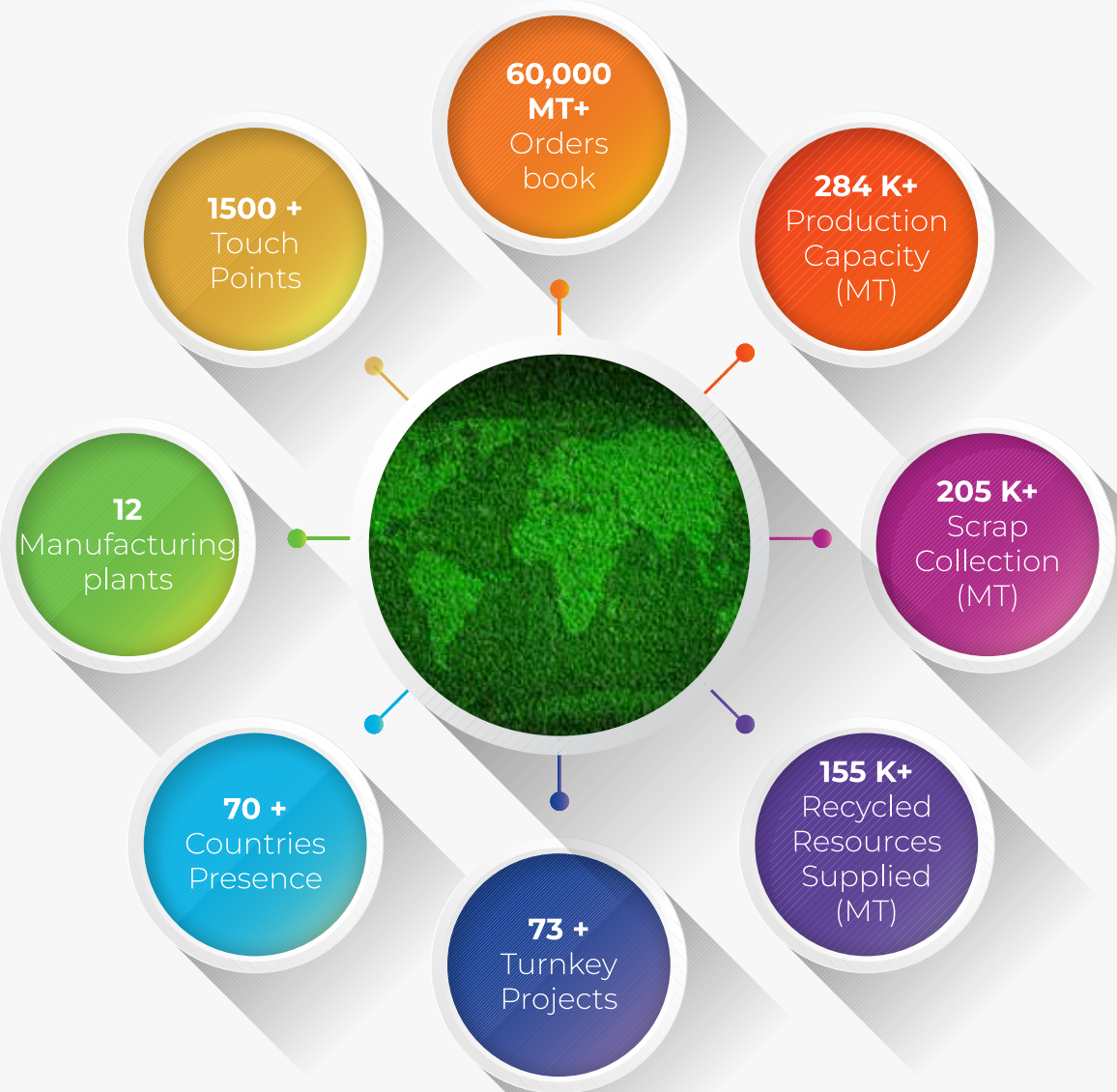
Being a publicly listed company on the BSE Ltd. and NSE, our products and services offer distinctive solutions to customers. We are internationally acknowledged for our exceptional customer service and technical expertise.



## Key Highlights

Our manufacturing facilities spread across Jaipur (Rajasthan), Kathua (J&K), Mundra (Gujarat), and Chittoor (AP) in India, as well as in Ghana, Mozambique, Togo, Senegal, Tanzania, and Sri Lanka. At Gravita, we firmly believe that every stride towards sustainability is a stride towards a better tomorrow.

*“Every stride towards sustainability is a stride towards a better tomorrow.”*





# ESG ROADMAP

Gravita is committed to conducting our business in a responsible and sustainable manner. We believe that our success is intricately linked to the well-being of our people, the environment, and the communities in which we operate. This roadmap outlines our Environmental, Social, and Governance (ESG) goals and initiatives, demonstrating our dedication to sustainable growth and positive impact.



## Vision

To be the most valuable company in the recycling space globally.



## Mission

Rank among the top five global recycling companies by 2026, driven by

- Diversification • Sustainable growth • Eco-friendly innovation
- Stakeholder value creation



## Core Values

- Fairness • Trust • Respect
- Passion • Nurturing Relationship

# Adapting to ESG landscape

Embarking on its ESG journey, Gravita has identified crucial focus areas that form the foundation of our commitment to Environmental, Social, and Governance excellence. These strategic pillars not only align with our corporate values but also resonate with our dedication to creating a lasting positive impact.



**Yogesh Malhotra**  
CEO, Gravita India Ltd.  
DIN: 05332393

# CEO Message

I am excited to share our ESG vision and roadmap for Gravita. Gravita has a long history of environmental focus, reflected in our company motto **WE RECYCLE TO SAVE ENVIRONMENT.**

We are committed to becoming an ESG leader in the recycling industry. We believe recycling is fundamental to the ESG and sustainability movements, and for 3 decades, we've strived to build a sustainable and profitable business model that benefits the world. This ESG roadmap builds on our legacy and reflects our vision for the future.

The world is recognizing the potential of the recycling sector to address critical issues like climate change and waste management while creating social good through large-scale grassroots employment. In the last two quarters, we have worked on identifying our material ESG issues through feedback from relevant stakeholders. We had a detailed analysis of the feedback to identify our material topics and discussions regarding how we can manage the material ESG risks to the extent possible. The vision not only focusses on short- and long-term targets as per our ESG materiality matrix but will also ensure that many "firsts" will come our way in the process.

While we are keen to mitigate ESG risks through this vision, we are also sure that working on ESG will open multiple opportunities for Gravita in this space. We are getting ourselves ready to work on these opportunities. We are keen to share this document with our stakeholders and receive their feedback on the same. We are very clear in our thoughts that Gravita will be a trailblazer in the recycling industry in the sustainability domain and we will do everything under our control to make this vision possible.



# Our ESG Roadmap

Getting the sustainability and environmental, social and governance (ESG) narrative right has broad potential ramifications – better access to capital and funding, attraction of top talent and stronger employee engagement, brand differentiation, enterprise value, and improved corporate reputation.

***"ESG mastery equals capital, talent, engagement, brand distinction, enterprise value, and reputation."***

## Embracing ESG Trends

Business landscapes are shifting, and ESG has emerged as the compass guiding towards the ethical and sustainable practices. From reducing carbon footprints to building diversity and ensuring governance structures, ESG encapsulates a holistic approach that transcends profit margins.

We pledge to achieve superlative ESG Performance through the implementation of focussed initiatives and targets in the upcoming years. For us, it is a strategy for long-term business sustainability. Moreover, with governments worldwide tightening regulations around ESG reporting, staying ahead is imperative. ESG compliance is not just good practice; it's essential for maintaining business continuity amid evolving regulatory landscapes.



## Our Focus Areas

Each focus area has been carefully chosen, reflecting the understanding of interconnectedness of environmental sustainability, social responsibility, and effective governance .

These areas embody our dedication to creating a positive impact on both society and the planet, shaping a responsible and sustainable future.



***From environmental stewardship to responsible social impact and ethical governance, each focus area guides our journey towards a brighter tomorrow.***



## Environmental Stewardship

- Net Zero Emissions
- Resource Efficiency & Circular Economy Practices
- Biodiversity Conservation Projects



## Social Responsibility

- Employee wellbeing and inclusivity programs
- Community Engagement & Development
- Ethical Supply chain management



## Governance Excellence

- Transparent Corporate Governance Practices
- Board Diversity and Independence
- Robust Risk Management Protocols



*Empowering Progress:  
Crafting Our Impact, Shaping Tomorrow*

*Aligning Actions with  
Sustainable Development Goals (SDGs)*

- Promote employee health and well-being through wellness programs and initiatives.
- Partner with healthcare organizations to provide access to healthcare services for underprivileged communities.



- Support educational initiatives that promote learning and skill development for youth.
- Partner with educational institutions to provide scholarships and training programs.

- Promote gender diversity and inclusion in the workplace.
- Equal opportunity employer
- To become the Great Place of Work





- Invest in water conservation and sanitation technologies.
- Support community initiatives to improve access to clean water and sanitation.



- Increase the use of renewable energy sources in our operations.
- Promote energy efficiency initiatives across our value chain.



- Implement fair and inclusive business practices.
- Support initiatives that promote economic development and social inclusion.



- Minimize waste generation and promote resource efficiency in our operations.
- Support circular economy principles by designing products for sustainability.



- Reduce our carbon footprint and mitigate climate change impacts.
- Support initiatives that promote climate-friendly technologies and practices.

- Water Neutrality by optimizing water usage at all sites.
- Support conservation initiatives i.e., rainwater harvesting and reduction in water intensity.



- Establishing a biodiversity programme for our operations.
- Nature reporting as per TNFD recommendations.

- Setting up an ESG Committee of Board of Directors to oversee ESG roadmap rollout.
- Third party assurance for ESG reporting.

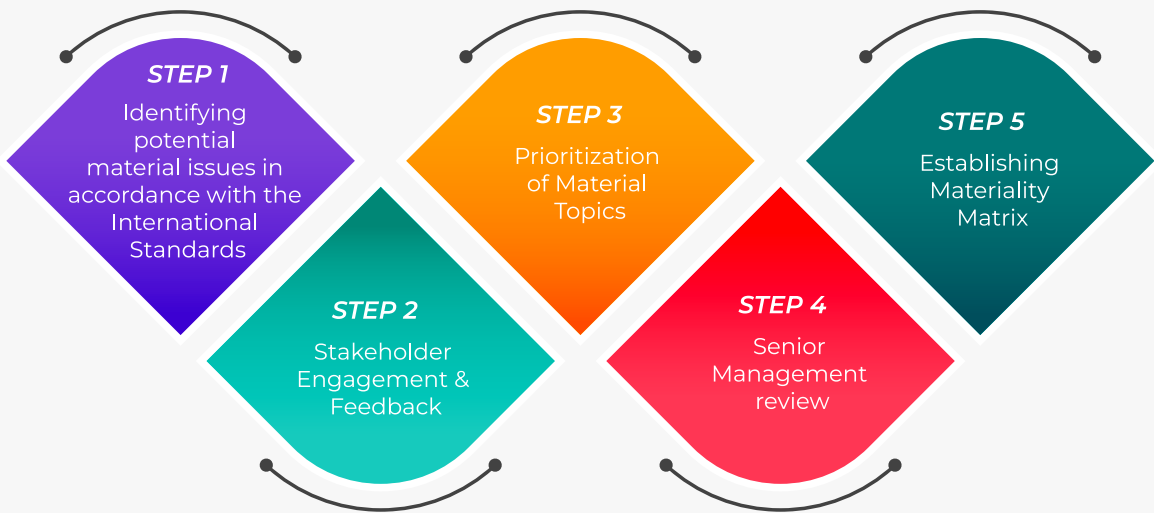


- Promote ethical and responsible business conduct.
- Support initiatives that strengthen democratic institutions and the rule of law.

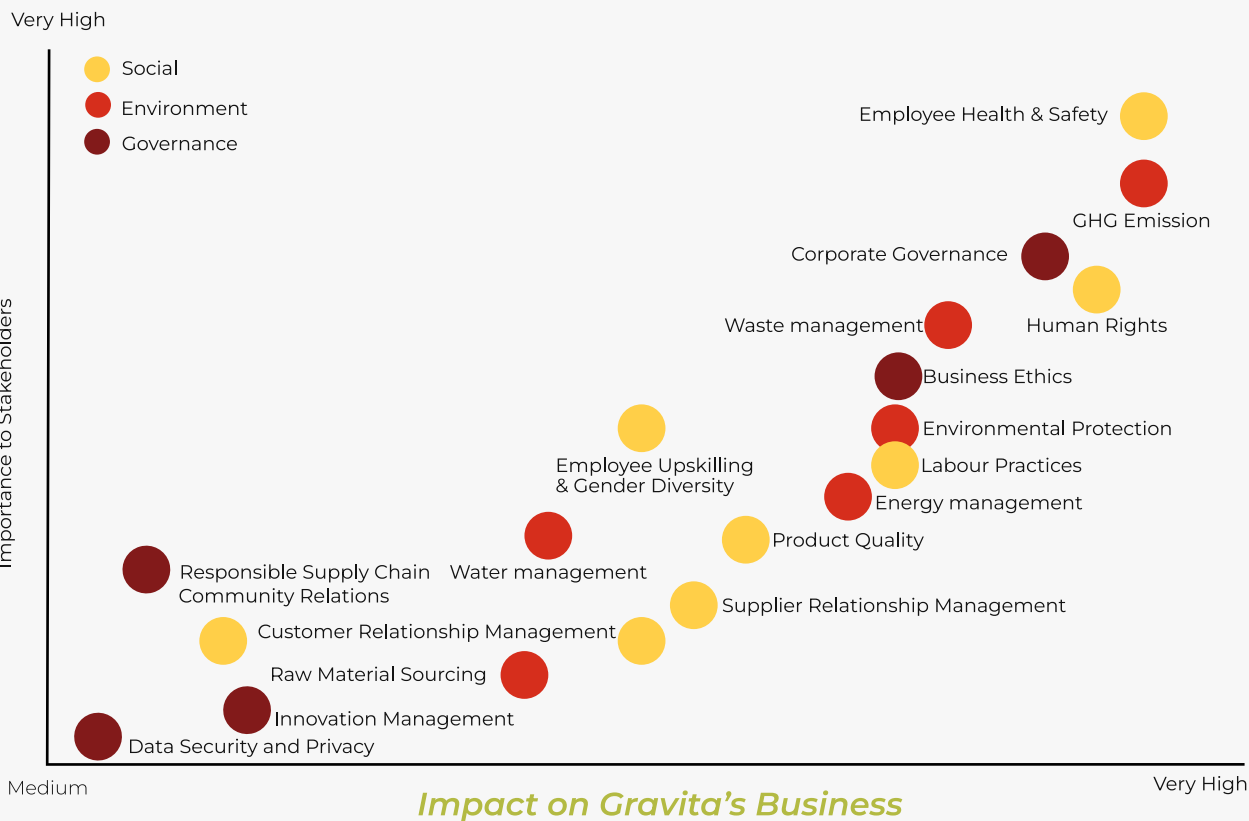
# Materiality Assessment

Gravita strategically places importance on the identification and prioritization of economic and material issues. Employing rigorous peer benchmarking, stakeholder consultations, and internal reviews, we discern critical matters that profoundly impact our capacity to generate value. In the year 2023, Gravita undertook a comprehensive materiality assessment, delving into concerns faced by both internal and external stakeholders. The valuable insights derived from this assessment not only deepen our understanding of key issues but also shape our strategic decisions moving forward.

## Process



## Materiality Matrix



# Our Material Topics

The insights gleaned from the materiality assessment serve as a compass for Gravita's journey. By actively addressing material topics across the spectrum, we ensure our Non financial risks are managed suitably aligned with stakeholder expectations and paves the way for a sustainable, impactful future by working on opportunities along the way.



*This holistic approach guides Gravita in navigating challenges, fostering responsible growth, and addressing diverse stakeholder needs.*

 ENVIRONMENT	<ul style="list-style-type: none"> <li>• GHG Emission</li> <li>• Waste Management</li> </ul>	<ul style="list-style-type: none"> <li>• Energy Management</li> <li>• Environmental Protection</li> <li>• Water Management</li> </ul>	<ul style="list-style-type: none"> <li>• Raw Material Sourcing</li> </ul>
 SOCIAL	<ul style="list-style-type: none"> <li>• Employee Health &amp; Safety</li> <li>• Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>• Labour Practice</li> <li>• Product Quality</li> <li>• Employee Upskilling &amp; Training</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier Relationship Management</li> <li>• Customer Relationship Management</li> <li>• Community Relations</li> </ul>
 GOVERNANCE	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Business Ethics</li> </ul>	<ul style="list-style-type: none"> <li>• Innovation Management</li> <li>• Responsible Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>• Data Security and Privacy</li> </ul>

High Medium Low



# ESG Targets



**Short Term Targets**

**Medium Term Targets**

**Long Term Targets**



## Environment

Conserving and preserving the natural environment across the length of the business value chain.

### Energy

#### Short Term Targets

(FY 24 – FY 27)

- All sites to undergo energy audit and prepare a robust energy efficiency improvement plan.
- 10% reduction in energy intensity over FY24 base (GJ/MT of product).

#### Medium Term

(FY 28 – FY 34)

- 20% reduction in energy intensity over FY24 base (GJ/MT of product).

### Environmental Protection

#### Short Term Targets

(FY 24 – FY 27)

- 100% environmental compliance with National standards.
- Digitalization of environmental compliance register for easy tracking and follow up.

#### Medium Term

(FY 28 – FY 34)

- Establish a biodiversity conservation program that includes protecting and restoring local ecosystems affected by operations.
- Conducting climate risk analysis for our global operations and identify areas of action.
- Nature reporting in line with the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations.

### Emissions

#### Short Term Targets

(FY 24 – FY 27)

- Set scope 1 and 2 baseline for Gravita group covering 100% operations as FY24.
- Shifting 30% power requirement to RE.
- Biofuels trials in operations.
- Replacement trials for charcoal in furnaces.
- Scope 3 reporting by FY26.
- Developing a scope 3 reduction strategy and projects pipeline.

#### Medium Term

(FY 28 – FY 34)

- 50% power requirement from RE.
- 20% biofuel blending in fuel mix, replace coal and charcoal with alternate fuels.
- Improve climate change awareness through our community outreach programme.
- Start working on scope 3 targets – projects and framework to be put in place.

#### Long Term

(FY 35 – FY 50)

- Net Zero Emissions by 2050 for Gravita\* group.

\*Only for scope -1 & scope -2 emissions





## Water

### Short Term Targets

(FY 24 – FY 27)

- Water audit for water usage optimization at all sites and preparation of project pipeline.
- Reduce water intensity by 10% over FY24 base (KL/MT) of production.
- Water Risk assessment for all sites and action plan.

### Medium Term

(FY 28 – FY 34)

- Water Neutrality for India operations by 2034.
- 25% water reduction intensity over FY24 base for existing production verticals.
- Rainwater harvesting at all locations.

### Long Term

(FY 35 – FY 50)

- Water Neutrality for Gravita group by 2040.



## Waste

### Short Term Targets

(FY 24 – FY 27)

- Improve solid waste utilization up to 10% over FY24 base.

### Medium Term

(FY 28 – FY 34)

- Conduct a waste audit to identify the other waste streams, process gaps and reduction opportunities.
- Form strategic partnership with cement and/ or other industries to identify use cases for lead slags and to achieve 100% utilization in lead wastes and other hazardous substance sent to landfill.

### Long Term

(FY 35 – FY 50)

- Zero waste to landfill by 2040 for India and 2050 for Gravita group.

## Social

Treating every human with respect and dignity, and nurture relationships with all stakeholders including employees, communities, partners, and others through active engagements.



## Safety

### Short Term Targets

(FY 24 – FY 27)

- Zero Fatalities.
- To establish a mechanism for reporting, tracking and measuring safety-related injuries.
- Implement ISO 45001 system in overseas operations.
- 100% periodic medical exam for workers + employees.

### Medium Term

(FY 28 – FY 34)

- Zero Fatalities.
- Reduce LTIFR and TRIFR by 50% over FY26 Base.

### Long Term

(FY 35 – FY 50)

- Zero Fatalities.
- Best in class Health and Safety framework implementation across locations.



## Employee skilling & Gender Diversity

### Short Term Targets

(FY 24 – FY 27)

- Include ESG training suit in Gurukul\*\*.
- Conduct board awareness session on ESG.
- Create diversity hiring plan at department level.
- Develop organization wide talent management programme to develop leadership pipeline.
- Conduct employee engagement survey once every year for employee feedback.

### Medium Term

(FY 28 – FY 34)

- Increase training hours by 10% over FY24 base.
- Improve gender diversity by 100% over FY24 base.
- Improve gender diversity in technical roles by 100% over FY24 base.
- Ensure 10% women employees in senior management (AGM & above)
- Great Place to Work Certification.

\*\* Our inhouse learning platform



## Product Quality

### Short Term Targets

(FY 24 – FY 27)

- Get EPD certification for our Lead and Plastic products.
- 10% reduction in customer rejection YoY.
- Reduction in metal reprocessing quantity by 5% YoY.

### Medium Term

(FY 28 – FY 34)

- Zero customer rejection.
- Zero metal reprocessing.
- ISO 9001 implementation across all Gravita sites.



# Governance

Ethical. Transparent. Accountable. That's our unwavering commitment to governance.

Governance isn't a destination, it's a journey. We continuously refine our ethical compass, ensuring transparency guides our path and accountability marks every step.



## ESG Initiatives

### Corporate Governance

To set up an ESG Committee for Board of Directors to oversee ESG Roadmap Implementation by FY 26.

### Business Ethics and Transparent Reporting

- Zero tolerance to issues of bribery and corruption
- Mandatory trainings on Human Rights, CoC, POSH
- Third party assurance for ESG reporting (BRSR)
- Communicate our ESG performance to larger set of stakeholders through Annual Sustainability Report (ASR)

# ESG Initiatives

## Social Human Rights

- Initiate human rights impact assessment to identify and address any potential or actual human rights impacts in operations and supply chain.
- Engage with supply chain partners to improve awareness, impart training and provide necessary support to reduce risk for human rights violation and child labor.
- Continue policy of zero child and forced labor across our organization.
- Continue to work on thematic areas of health and education through our CSR programme.







**GRAVITA**

**Gravita India Limited**

Corp. Office: A-27B, Gravita Tower, Shanti Path, Tilak Nagar, Jaipur, Rajasthan 302004 (India)

Regd. Office: Chittora Road, Diggi-Malpura Road Tehsil: Phagi, Jaipur

CIN: L29308RJ1992PLC006870

**Phone** : +91 141 405 7700

**E-Mail** : [esg@gravitaindia.com](mailto:esg@gravitaindia.com)

**Website** : [www.gravitaindia.com](http://www.gravitaindia.com)