



SUSTAINABILITY REPORT 2024–2025

GRG POLY DYNAMICS PVT. LTD.

0. Corporate Overview

Company Name: GRG Poly Dynamics Pvt. Ltd.

Corporate Structure: Private Limited Company

Industry Sector: Polymer & Plastic Components Manufacturing (Automotive and Electrical Applications)

Year of Establishment: 2008

Financial Year Covered: April 2024 – March 2025

Head Office: Chennai, Tamil Nadu, India

Manufacturing Location: SIPCOT Industrial Area, Tamil Nadu

Vision & Mission

- **Vision:** *To be a globally respected polymer component manufacturer that drives sustainable industrial transformation.*
- **Mission:** *To deliver innovative and eco-friendly products by embedding ESG principles into every business process.*

Certifications

Standard	Scope	Certification Body	Year
ISO 14001:2015	Environmental Management	Quality Austria	2024
IATF	Quality Management	TUV SUD	2024

Public Disclosures

GRG Poly Dynamics publishes its **annual ESG and Sustainability Report** on the corporate website, communicates progress through supplier portals, as part of its transparency initiative.

1. Governance, Ethics, and Integrity

1.1 Ethical Governance Framework

The **Code of Ethics and Business Conduct** is approved by the Board of Directors and applies to all employees, contractors, and business partners. It includes:

- Anti-bribery and anti-corruption policy
- Prevention of fraud and money laundering
- Conflict of interest declaration



- Data privacy and cybersecurity compliance (aligned with ISO 27001 principles)
- Supplier integrity standards

The **Ethics and Compliance Committee (ECC)** reviews all reports and conducts training across departments annually. Ethics Training is Carried out for 154 Employees on July 2025

1.2 Legal Compliance

No legal sanctions, penalties, or court cases related to ethical or corruption practices were reported during FY 2024–25. Internal legal compliance audits are conducted twice a year.

1.3 Whistleblower and Grievance Mechanism

A **Whistleblower Policy** provides anonymous and secure channels:

- Email: ethics@grgpolydynamics.com
- Confidential drop box in the HR department
- Protection under Non-Retaliation Clause

Quarterly summary of grievances and corrective actions are reviewed by ECC and reported to senior management.

1.4 Anti-Corruption Measures

- Supplier due diligence during onboarding
- Procurement segregation of duties (technical, finance, commercial)
- Periodic internal audits of expense claims and vendor payments
- Annual declaration of conflict of interest by all employees

2. Labor, Human Rights & Social Responsibility

2.1 Human Rights Policy

Aligned with **ILO Core Conventions** and the **UN Global Compact**, the policy covers:

- Prohibition of forced or bonded labor
- Elimination of child labor (no employment below 18 years)
- Equal opportunity and gender equality commitment
- Freedom of association and collective bargaining

Human Right Policy Training been Conducted to 15 Employees on 05th July 2025

2.2 Non-Discrimination & Inclusion

The **Diversity and Inclusion Policy** ensures:

- Fair hiring across gender, caste, religion, and age
- 100% salary parity between male and female employees in equivalent roles
- Workplace sensitization workshops and POSH (Prevention of Sexual Harassment) training

2.3 Grievance Redressal System

- Multi-channel grievance handling (online & offline) The Grievance Methodology is E-mail, QR scanner and Grievance form
- Resolution timeline ≤ 15 working days
- Escalation to the **Human Rights Steering Committee (HRSC)** if unresolved

2.4 Living Wage & Employment Terms

- Living wage assessed annually using regional cost-of-living index
- Transparent payslips and benefits disclosure
- Health insurance, maternity/paternity benefits, and retirement fund contributions provided to 100% of employees

2.5 Social Dialogue

Employee engagement forums (monthly “Voice of Employee” meetings) facilitate discussion on workplace safety, welfare, and innovation ideas.

3. Occupational Health & Safety (ISO 45001 Integration)

3.1 Health & Safety Policy

The HSE Policy commits to *“Zero Harm, Zero Accident.”*

All operations comply with the **Factories Act, 1948**, and the **Occupational Safety Code (2020)**.

3.2 Risk Assessment and Control

- Hazard Identification & Risk Assessment (HIRA) conducted bi-annually
- Job Safety Analysis (JSA) for high-risk tasks
- Permit-to-Work system implemented for Hot Work, Confined Space, and Electrical Work

3.3 Monitoring Metrics



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Indicator	FY 2023–24	FY 2024–25	Target FY 2025–26
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Near Misses Reported	0	0	0
Safety Training Hours per Employee	28	28	28

3.4 Employee Facilities

- Dormitory equipped with ventilation, sanitation, and recreation zone
- Canteen with healthy menu, purified drinking water, and hygiene inspection logs
- On-site medical officer available full time

3.5 Health Promotion

Annual health programs include:

- Road safety
- Health safety

4. Environmental Management (ISO 14001 Integration)

4.1 Environmental Policy

The Environmental Policy emphasizes pollution prevention, resource conservation, and carbon neutrality. It is reviewed annually by the **Environmental Management Representative (EMR)**.

4.2 Legal & Regulatory Compliance

No violations of environmental acts (Air Act, Water Act, Hazardous Waste Rules) were reported. Environmental consent from TNPCB (Tamil Nadu Pollution Control Board) renewed until 2027.

4.3 Environmental Objectives & Targets (FY 2024–25)



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ESG KPI MONITORING SHEET - 2025																					Doc No: GPCAR004 Rev No & Date: 01.10.2024			
No.	Item	Target City	Frequency	Unit	SDPT	Responsible	Source of Information	Strategy	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Totally	Remarks (Describe the evidence)		
1 Major Consumption																								
A	Drinking water	15,200	Yearly Once	Ltrs	HSE	MR. NARAYANA KESARAY	Reading	Plan	650	650	650	650	650	650	650	650	650	650	650	650	7800			
								Actual	650	650	650	650	650	650	650	650	650	650	650	650	7800			
B	Underground water (Borewell & others)	14,80,000	Yearly Once	Ltrs	HSE	MR. NARAYANA KESARAY	Reading	Plan	116000	116000	116000	116000	116000	116000	116000	116000	116000	116000	116000	116000	1392000			
								Actual	106000	106000	106000	106000	106000	106000	106000	106000	106000	106000	106000	106000	1392000			
2 Waste Consumption																								
Household Waste																								
A	Used oil & S.O.	100	Yearly Once	Ltrs	HSE	MR. NARAYANA KESARAY	Form - 16 Mandated & TAPCB RULES - CTO	Plan	0	0	0	0	0	0	0	0	0	0	0	0	0	100		
								Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100	
3 GHG Monitoring																								
A	SCC - Single Cycle	60	Yearly Once	CO ₂ e	HSE	MR. NARAYANA KESARAY	TAPCB RULES - CTO & AS PER FACTORY ACT TAPCB Norms	Achieved	Refer Year Report															
B	NCC - Chain of Mangement	60	Yearly Once	CO ₂ e	HSE	MR. NARAYANA KESARAY		Achieved	Refer Year Report															
C	Deal - 1Billion	50	Yearly Once	CO ₂ e	HSE	MR. NARAYANA KESARAY		Achieved	Refer Year Report															
D	Deal - 2 Billion	50	Yearly Once	CO ₂ e	HSE	MR. NARAYANA KESARAY		Achieved	Refer Year Report															
E	Least GHG	60	Yearly Once	CO ₂ e	HSE	MR. NARAYANA KESARAY		Achieved	Refer Year Report															
F	New addition	60	Yearly Once	CO ₂ e	Deal - Deal	HSE	MR. NARAYANA KESARAY	Achieved	Refer Year Report															
G	New Inten	60	Yearly Once	CO ₂ e	Deal - Deal	HSE	MR. NARAYANA KESARAY	Achieved	Refer Year Report															
4 Air - Hazardous Waste																								
A	Plastic sprays, solvents, rejects	24000	Monthly	Ton	HSE	MR. NARAYANA KESARAY	Invoices, bills	Plan	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	24000		
								Actual	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	24000			
B	Packaging waste	6000	Monthly	Kgs	HSE	MR. NARAYANA KESARAY	Invoices, bills	Plan	500	500	500	500	500	500	500	500	500	500	500	500	6000			
								Actual	480	480	500	500	500	500	500	500	500	500	500	500	6000			
C	Cardboard Pallet Boards	1000	Monthly	Kgs	HSE	MR. NARAYANA KESARAY	Invoices, bills	Plan	80	80	80	80	80	80	80	80	80	80	80	80	1000			
								Actual	80	75	80	80	75	77	80	80	80	80	80	80	1000			
5 Health & Safety																								
A	Number of Reportable Injury	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
B	Number of Reportable First Aid cases	2	Monthly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
C	Number of Near Miss Identified to work place	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
D	Number of Lost Time Injury (LTI) - Above 100000 INR	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
E	Number of Reportable Accidents	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
F	Number of Fatality	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
G	Number of Critical condition work place	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
H	No of Reportable Incident	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Monitoring report & Travel chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
6 Law Regulation Compliance & Other Consumption																								
A	No of compliance violation/PTCB	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Legal register & BMR	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
B	No of compliance violation/PT	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	Legal register & BMR	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
C	Number of OHS Compliance	10	Yearly Once	None	HSE	MR. NARAYANA KESARAY	BMR	Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	-		
7 Training/Report																								
A	Environmental Awareness Training	1	Yearly Once	Yes	HSE	MR. NARAYANA KESARAY	Training plan and report	Report																
B	OHS Awareness Training	1	Yearly Once	Yes	HSE	MR. NARAYANA KESARAY	Training plan and report	Report																
8 Compliance Activity																								
A	Safety & other Committee plan Vs Actual	2	Monthly Once	100%	HSE	MR. NARAYANA KESARAY	Safety committee plan & BMR	Report																
9 Improvement																								
A	Improvements in work place/operation	2	Monthly Once	None	HSE	MR. NARAYANA KESARAY	Improvement Photos	Improvement Photos																

4.4 GHG Emission Management

- Scope 1 & 2 emissions calculated as per the GHG Protocol
- Installed 250 kW rooftop solar system generating 15% of total energy needs
- Medium-term target: 25% GHG reduction by 2030

4.5 Energy Efficiency Measures

- Variable Frequency Drives (VFDs) on all extrusion lines
- Compressed air leak audits and thermal insulation improvements
- ISO 50001 documentation under development

4.6 Pollution Prevention

- Stack emission monitoring: SOx, NOx, PM within CPCB norms
- Effluent Treatment Plant (ETP): pH maintained between 6.5–8.5

5. Chemical and Waste Management

5.1 Product Safety and Compliance

- Material testing for RoHS, REACH, and SVHC content before dispatch
- MSDS (Material Safety Data Sheet) available for all raw materials

5.2 Waste Minimization

Waste Type	Quantity	Recycled	Disposal Method
Plastic Scrap			Sold to recyclers
Paper/Cardboard			Recycled
Hazardous Sludge			Authorized disposal

5.4 Circular Economy Initiatives

- Regrind and reuse of internal plastic waste up to 20%
- Partnered with downstream recyclers for take-back programs

6. Biodiversity and Resource Protection

6.1 Compliance

- No trade or use of endangered species
- No genetically modified materials used in production

7. Sustainable Procurement

7.1 Supplier Code of Conduct

All Tier-2 suppliers signed the **Supplier ESG Commitment Form**, which includes:

- Human rights, ethical conduct, and environmental compliance
- Anti-bribery declaration
- Safety and labor standards

7.2 Supplier Monitoring

- 60% of key suppliers audited for ESG compliance



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- Supplier evaluation includes ESG score weighted at 20% of total assessment
- Non-compliance cases addressed through Corrective Action Plans

7.3 Responsible Sourcing

Raw material procurement follows guidelines for:

- Conflict-free minerals (3TG declaration)
- Locally sourced materials to reduce transport emissions
- Vendor selection prioritizing ISO 14001 certified suppliers

7.4 Capacity Building

Annual Supplier ESG Workshop conducted on:

- Waste reduction and recycling techniques
- Human rights awareness and safe labor practices

8. ESG KPIs and Continuous Improvement Summary

ESG KPI MONITORING SHEET - 2025																							SOC. NO. GRG0000000 Rev No. 0.0 Date:01.01.2024		
No.	Item	Target Qty	Frequency	Unit	DEPT	Responsible	Source of Information	Strategy	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Totally	Remarks (Describe the evidences)			
1 Water Consumption																									
a	Drinking water	10,200	Yearly Once	Ltrs	HR	Mr. NANECHA KULBARI	Reading	Plan	800	800	800	800	800	800	800	800	800	800	800	800	10200				
								Actual	820	800	800	820	800	820	800	800	820	800	800	800	800	7980			
b	Underground water (Bathroom & others)	14,00,000		Ltrs	HR	Mr. NANECHA KULBARI	Reading	Plan	118000	116000	116000	116000	116000	116000	116000	116000	116000	116000	116000	116000	1360000				
								Actual	100000	90000	104000	104000	100000	104000	100000	104000	104000	104000	104000	104000	104000	920000			
2 Waste Generation																									
Hazardous Waste																									
a	Used oil & S-1	100	Yearly Once	Ltrs	HR	Mr. NANECHA KULBARI	Form - 10 Manifest & TNPCB RULES - CTO	Plan	0	0	0	0	0	0	0	0	0	0	0	0	100				
								Actual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3 AQAR - Monitoring																									
a	SO2 - Sulphur Dioxide	Nil	Yearly Once	µg/m ³	HR	Mr. NANECHA KULBARI	TNPCB RULES - CTO & A&S FOR FACTORY ACT TNPCB Norms	Achieved	Refer Test Report																
b	NO2 - Dioxide of Nitrogen	Nil		µg/m ³	HR	Mr. NANECHA KULBARI		Achieved	Refer Test Report																
c	Dust - 10Micron	Nil	Yearly Once	µg/m ³	HR	Mr. NANECHA KULBARI		Achieved	Refer Test Report																
d	Dust - 2.5Micron	Nil	Yearly Once	µg/m ³	HR	Mr. NANECHA KULBARI		Achieved	Refer Test Report																
e	Lead (pb)	Nil	Yearly Once	µg/m ³	HR	Mr. NANECHA KULBARI		Achieved	Refer Test Report																
f	Noise outdoor	Nil	Yearly Once	DB - Decibel	HR	Mr. NANECHA KULBARI		Achieved	Refer Test Report																
g	Noise indoor	Nil	Yearly Once	DB - Decibel	HR	Mr. NANECHA KULBARI		Achieved	Refer Test Report																
4 Water - Hazardous Waste																									
a	Plastic sprays, rancure, rejects	24000	Monthly	Ton	HR	Mr. NANECHA KULBARI	Invoice, Billfs	Plan	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000	24,000				
								Actual	2000	2027	1100	3300	2010	3000	3100	2100	1400					21,384			
b	Packaging waste	6000	Monthly	Kgs	HR	Mr. NANECHA KULBARI	Invoice, Billfs	Plan	540	540	540	540	540	540	540	540	540	540	540	540	6,072				
								Actual	400	400	200	70	00	100	100	214	204					2,208			
c	Carbon Food Waste	1000	Monthly	Kgs	HR	Mr. NANECHA KULBARI	Invoice, Billfs	Plan	90	90	90	90	90	90	90	90	90	90	90	90	910				
								Actual	80	70	80	10	77	10	14	70	10					670			
5 Health & Safety																									
a	Number of Recordable Injury	Nil	Yearly Once	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
b	Number of Reportable First Aid cases	2	Monthly Once	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
c	Number of Near Miss Identified to work place	Nil	Nos	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
d	Number of Lost Time Days (LTQ) More than 48 Hrs	Nil	Nos	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
e	Number of Vehicle Accidents(0)	Nil	Nos	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
f	Number of Fire(s)	Nil	Nos	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
g	Number of Unsafe condition work place	Nil	Nos	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
h	No of Reportable Incident	Nil	report	Nos	HR	Mr. NANECHA KULBARI	Monitoring report & Trend chart	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
6 Labor Regulation Non-compliance & EHS Compliance																									
a	No of compliances related to PCB	Nil		Nos	HR	Mr. NANECHA KULBARI	Legal register & MRM	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
b	No of compliances related to IF	Nil		Nos	HR	Mr. NANECHA KULBARI	Legal register & MRM	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
c	Number of EHS Complaints	Nil		Nos	HR	Mr. NANECHA KULBARI	MRM	Actual	0	0	0	0	0	0	0	0	0	0	0	0	-				
7 Training/EHS																									
a	Environmental Awareness training	1	Yearly Once	Hrs	HR	Mr. NANECHA KULBARI	Training plan and record		Report																
b	OHS Awareness training	1	Yearly Once	Hrs	HR	Mr. NANECHA KULBARI	Training plan and record		Report																
8 Committee Meeting																									
a	Safety & other Committee plan Vs Actual	2	Monthly Once	100%	HR	Mr. NANECHA KULBARI	Safety committee plan & MRM		Report																
9 Improvements																									
a	Improvements in work place/premises	2	Monthly Once	Nos	HR	Mr. NANECHA KULBARI	Improvement Photos		REFER MONTHLY KPI REPORT																

9. Future Outlook (2025–2026 and Beyond)

GRG/HR/R/40
21.02.2024

- Achieve **ISO 50001 certification** by FY 2026
- Conduct **full Scope 3 emission assessment**
- Implement **Digital ESG Dashboard** with IoT-based energy tracking
- Reach **net-zero waste-to-landfill** by 2030
- Partner with local schools for sustainability education programs

10. Conclusion

GRG Poly Dynamics Pvt. Ltd. affirms its dedication to **responsible business practices**, **stakeholder inclusiveness**, and **continuous improvement** across all ESG pillars.

Through structured policies, measurable KPIs, and transparent reporting, the company contributes to the **United Nations Sustainable Development Goals (SDGs)** — particularly SDG 3 (Good Health), SDG 6 (Clean Water), SDG 8 (Decent Work), SDG 12 (Responsible Consumption), and SDG 13 (Climate Action).



Authorised Sign: