

**GABRIEL**

**SAFETY** FIRST  
**SUSTAINABILITY**  
**ALWAYS**



ESG REPORT  
2023-24

## About this report

Gabriel India's Sustainability Report for FY2023-24 introduces various ESG (Environmental, Social and Governance) initiatives conducted by the Company. For this fiscal year, the Company has focused on Safety First, Sustainability Always.

## Period

1 April 2023 to 31 March 2024

## Reporting Boundary and Scope

This report spans the Company's operations across multiple sites in India, covering Sanand (Gujarat), Chakan (Maharashtra) Aurangabad (Maharashtra), Hosur (Tamil Nadu), Parwanoo (Himachal Pradesh), Khandsa (Haryana), Manesar (Haryana), Dewas (Madhya Pradesh) and Nashik (Maharashtra)

## Reporting Framework

This report has been developed with reference to the 'GRI Standards' for sustainability reporting, covering GRI 2 (general disclosures) and GRI 3 (material topics) and the GRI 200, 300 and 400 series.

Additionally, the report has been aligned with frameworks:

- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Environment Programme (UNEP)
- United Nations Women Empowerment Programme (UNWEP)

**Disclaimer:** *This report includes forward-looking statements that pertain to future events and anticipations. While these statements are grounded in reasonable assumptions, it is essential to acknowledge that they are subject to various risks and uncertainties. Consequently, the outcomes might vary from the expectations conveyed in these forward-looking statements. The Company values your input and encourages you to share your feedback at [sustainability@gabriel.co.in](mailto:sustainability@gabriel.co.in)*





The theme of Gabriel India's sustainability report, 'Safety First, Sustainability Always', speaks to the core values that have shaped the Company for decades. At Gabriel India, safety isn't just a protocol—it's a culture. From the moment anyone steps onto the campuses, they are briefed on strict safety measures, ensuring that every stakeholder, employee, and visitor is protected. This commitment extends to the quality of the Company's products, where rigorous checks are carried out to ensure that every component is safe and reliable, giving peace of mind to those who use them.

"Sustainability Always" underscores Gabriel India's long-term vision for a greener future. Long before sustainability became a global priority, the Company was already focused on creating thriving green spaces around their facilities and reducing waste. These efforts are more than just goals—they are a promise to future generations. Today, Gabriel India is steadily advancing carbon and Water Neutrality, staying true to its mission of balancing innovation with environmental stewardship. This seamless blend of safety and sustainability forms the foundation of its commitment to both people and the planet.



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# Gabriel India's Story

## A Commitment to Safety & Sustainability

As the flagship Company of the esteemed ANAND Group, Gabriel India has a legacy deeply rooted in innovation, excellence, and sustainability. Since 1961, the ANAND Group has grown into a USD 2.1 billion conglomerate, recognised for six decades of leadership in the automotive industry. With 24 companies, including 10 joint venture partnerships and four technical collaborations, the Group thrives on the 'Power of Partnerships' and the 'Power of People'.

Gabriel India proudly upholds these values, combining cutting-edge technology, world-class engineering, and a strong focus on safety and sustainability to deliver superior ride control components and explore new horizons in mobility solutions.

At the heart of the Company's operations lies a steadfast commitment to two core principles: safety and sustainability. These guiding values shape every decision it makes, every product it develops, and every relationship it nurtures. The Company's journey towards a greener future is not just a mission; it's a promise to its employees, customers, and the planet.

### Milestones: A Journey Through Time

**1961**

Gabriel India came into existence

**1965**

Started supplying to OEMs across various segments: TELCO, Bajaj Auto, Mahindra & Mahindra, Premier Auto, Ashok Leyland and Hindustan Motors

**1978**

Listed on the stock exchange

**1985**

Launched an in-house special-purpose machine design centre

**1987-1991**

Khandsa plant was set up to supply Maruti Suzuki

Entered a technological collaboration with SOQI Inc., Japan

**1997**

- Set up two plants: Chakan for passenger cars and Hosur for motorcycles
- Started manufacturing gas shock absorbers
- Signed a technology assistance agreement with KYB Corporation, Japan

**2024**

- Achieved the highest-ever revenue of INR 33,426 million
- Ventured into sunroof business in collaboration with Inalfa Roof Systems to form subsidiary Company 'Inalfa Gabriel Sunroof Systems Pvt. Ltd.'

**2012-2013**

Strengthened presence in the aftermarket segment through the Elite Retailer loyalty programme

Commissioned the first robotic shock absorber line at Hosur

**2006**

Developed the first ride-tuning van

**2010**

- Built manufacturing facility at Sanand
- Acquired passenger cars (Brio) business from Honda for the first time

**2008**

Became the first Company in Asia to install the Dynachrome Automation machine

**2023**

- Achieved highest ever revenue of ₹ 2,972 Crores
- Started manufacturing E-Bike front forks
- Established Gabriel Europe Engineering Centre "G.E.E.C" as subsidiary (a Tech Centre in Europe)

**2022**

- Published first ESG report
- Built state-of-the-art Tech Centre in Chakan

**1998**

- Bagged TATA Motors' first passenger car project
- Built a state-of-the-art validation centre in Chakan



## Gabriel India's Product Portfolio

Gabriel India has emerged as a leader in the automotive component segment, with a portfolio comprising over 500 high-precision ride control products and solutions. The Company's customer-centric approach and strong R&D efforts enables it to respond to market trends effectively. At the same time, the Company strongly emphasises on sustainability and emission reduction to promote greener mobility. This approach not only defines its current offerings, but also establishes the Company as a trailblazer in the industry, poised for increasingly sustainable growth in the years ahead.

### Business Segment

Two & Three Wheelers | 18 New Products introduced in FY2023-24



Products Offered	Manufacturing Units	Customers
<ul style="list-style-type: none"> <li>Canister Shock Absorbers</li> <li>Telescopic Front Fork</li> <li>Inverted Front Fork</li> <li>Canister and Big Piston design</li> <li>Mono Shox</li> <li>Shock Absorbers</li> </ul>	<ul style="list-style-type: none"> <li>Hosur (Tamil Nadu)</li> <li>Nashik (Maharashtra)</li> <li>Parwanoo (Himachal Pradesh)</li> <li>Sanand (Gujarat)</li> </ul> <p><b>Satellite Plants</b></p> <ul style="list-style-type: none"> <li>Aurangabad (Maharashtra)</li> <li>Hosur S3 (Tamil Nadu)</li> <li>Manesar (Haryana)</li> </ul>	<ul style="list-style-type: none"> <li>TVS Motors</li> <li>Suzuki Motorcycle</li> <li>Honda Motorcycle &amp; Scooter India</li> <li>Yamaha India</li> <li>Ola Electric</li> <li>Bajaj Auto</li> <li>Piaggio</li> <li>Ather Energy</li> <li>Mahindra &amp; Mahindra</li> <li>Greaves Electric</li> </ul>
<p><b>Market Share</b> <b>31%</b></p>		<p><b>Contribution</b> <b>61%</b></p>
<p><b>E-Bike Fork Business</b></p> <ul style="list-style-type: none"> <li>Mountain Bikes</li> <li>Modern E-Bikes</li> </ul>	<ul style="list-style-type: none"> <li>Parwanoo (Himachal Pradesh)</li> </ul>	<ul style="list-style-type: none"> <li>Hero Spur</li> </ul>



**Business Segment**

Passenger Vehicles | 07 New Products introduced in FY2023-24



Products Offered	Manufacturing Units	Customers
<ul style="list-style-type: none"> <li>○ Rear Shock Absorbers</li> <li>○ Strut Assembly</li> <li>○ FSD Suspension</li> </ul>	<ul style="list-style-type: none"> <li>○ Chakan (Maharashtra)</li> <li>○ Khandsa (Haryana)</li> <li>○ Parwanoo (Himachal Pradesh)</li> </ul>	<ul style="list-style-type: none"> <li>○ Maruti Suzuki</li> <li>○ Mahindra &amp; Mahindra</li> <li>○ Skoda</li> <li>○ Volkswagen</li> <li>○ Toyota</li> <li>○ Tata Motors</li> <li>○ Stellantis</li> </ul>
<b>Market Share</b> 23%		<b>Contribution</b> 25%



**Business Segment**

Commercial Vehicles | 06 New Products introduced in FY2023-24

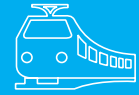


Products Offered	Manufacturing Units	Customers
<ul style="list-style-type: none"> <li>○ Axle Dampers</li> <li>○ Cabin Dampers</li> <li>○ Seat Dampers</li> </ul>	<ul style="list-style-type: none"> <li>○ Chakan (Maharashtra)</li> <li>○ Dewas (Madhya Pradesh)</li> <li>○ Parwanoo (Himachal Pradesh)</li> </ul>	<ul style="list-style-type: none"> <li>○ Tata Motors</li> <li>○ Mahindra &amp; Mahindra</li> <li>○ Ashok Leyland</li> <li>○ Volvo Eicher Commercial Vehicles</li> <li>○ Wheels India</li> <li>○ Force Motors</li> <li>○ Daimler India Commercial Vehicles</li> <li>○ Isuzu Motors</li> <li>○ DAF Trucks (Export)</li> </ul>
<b>Market Share</b> 89%		<b>Contribution</b> 12%

**Business Segment**

**Railways 32 Types of Shock Absorbers/ Dampers**

**04 New Products** introduced in FY2023-24



Products Offered	Manufacturing Units	Customers
<ul style="list-style-type: none"> <li>Double-acting Hydraulic Shock Absorbers for Conventional Coach (ICF)</li> <li>Shock Absorber for EMU/ MEMU/ DMU Coach</li> <li>Dampers for Diesel Locomotive</li> <li>Dampers for Rajdhani &amp; Shatabadi (LHB) Coach</li> <li>Damper for ICF Train 18- Vande Bharat Coach- 1st Generation</li> <li>Damper for Electric Locomotive (WAG-9) Damper for Vande Bharat Coach- IInd Generation (launched in 23-24)</li> </ul>	<ul style="list-style-type: none"> <li>Chakan (Maharashtra)</li> </ul>	<ul style="list-style-type: none"> <li>Integral Coach Factory, Chennai</li> <li>Rail Coach Factory, Kapurthala</li> <li>Modern Coach Factory, Rae Bareli</li> <li>Chittaranjan Locomotive Works</li> <li>Banaras Locomotive Works</li> <li>Patiala Locomotive Works</li> <li>All Zonal Railway of Indian Railways</li> <li>Bharat Earth Movers Limited</li> <li>Private OEMs</li> </ul>

**Gabriel India is proudly present in all segments for Shock Absorbers**





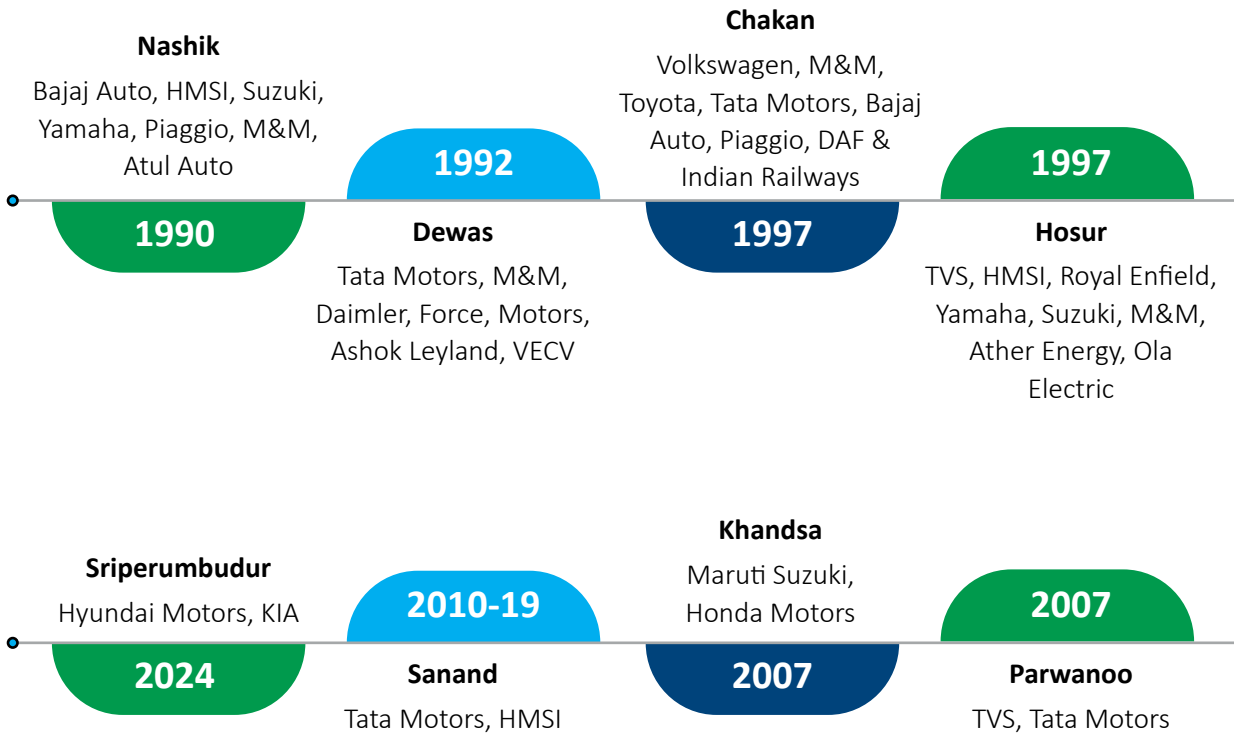
### Business Segment

**Aftermarket** - Two & Three Wheelers | Passenger Cars | LCV | HCV **4,000+ SKUs** across all segments  
 More than **1,337 SKUs** launched in the last 5 years

Products Offered	Manufacturing Units	Customers
<ul style="list-style-type: none"> <li>Shock Absorbers</li> <li>MacPherson Struts</li> <li>Gas Springs</li> <li>Brake Pads</li> <li>Drive Shafts</li> <li>Suspension Parts</li> <li>Suspension and Strut Bush Kits</li> <li>OC Springs</li> <li>Coolants</li> <li>Brake Fluids Front Fork Components</li> <li>Oil Seals</li> <li>Front Fork Oil</li> <li>Wheel Rims — Two &amp; Three Wheelers</li> <li>Spokes Cone Sets — Two &amp; Three Wheelers</li> <li>Tyres &amp; Tubes — Two &amp; Three Wheelers</li> </ul> <p><b>New product lines launched in FY2023-24:</b></p> <ul style="list-style-type: none"> <li>Scooter Wheel Rims</li> <li>Synchroniser Rings for PC &amp; CV</li> <li>CVT Products for Scooters</li> </ul>	<p><b>Domestic:</b></p> <ul style="list-style-type: none"> <li>Market leader in India since 1961</li> </ul> <p><b>Exports:</b></p> <ul style="list-style-type: none"> <li>Present across six continents in the aftermarket</li> </ul>	<ul style="list-style-type: none"> <li>11 Carry Forward Agent locations and a network of 700+ channel partners</li> <li>Presence in 25,000+ retail outlets, supported by an effective sales force</li> </ul>
<p><b>Market Share</b> More than <b>40%</b></p>		<p><b>13%</b> <b>Contribution</b></p>

**Gabriel's Network and Presence**

Gabriel India's manufacturing footprint covers seven key locations: Chakan, Dewas, Hosur, Nashik, Sanand, Khandsa, and Parwanoo. This strategic presence near major automotive hubs facilitates efficient supply chain management and swift response to client needs. The Company serves a diverse range of clients, including leading automobile manufacturers. Additionally, Gabriel India operates a sunroof factory at Sriperumbudur near Chennai, Tamil Nadu, through Inalfa Gabriel Sunroof Systems Pvt. Ltd.



**OUR PRESENCE**

- Two & Three Wheelers
- Passenger Vehicles
- Commercial Vehicles
- Railways
- Aftermarket
- Sunroof

**Gabriel's Achievements & Distinctions**



**Suzuki Best Support Award**

at  
SMIPL Vendor Meet



**Royal Enfield Award on Sustainability**

at  
REM Vendor Meet



**Technology Innovation Award**

at VECV Annual Supplier Meet  
Award by Volvo Eicher Commercial Vehicles (VECV)



**Best Development Support Award**

at  
Piaggio Vendor Conference



**Gabriel India clinched the prestigious Quality Management Functional Big Parts Award**

at Honda Motorcycle & Scooter India (HMSI) Annual Suppliers Convention



**Gabriel India won 'Sustainability Champion' merit Award**

at  
CII TCM Awards



**Inalfa Gabriel Sunroof Systems received Excellence in Customer Delight**

Awarded at  
Hyundai's Partnership Day

**Two Quality Awards**

at M&M Supplier Awards for successfully completing MSES 'A' Level Dictate



**Collaboration with Inalfa Roof Systems**

**Special Appreciation Award for designing the suspension of XUV 700**

**CII TCM Award in 'Manufacturing Champion' merit category**



Message from the

# Executive Chairperson



**Mrs. Anjali Singh**  
Executive Chairperson  
Gabriel India Limited

**GABRIEL**

## Dear readers

I believe the path we choose determines our destination. As we are all aware, the world is grappling with significant environmental impacts driven by climate change. Our planet is witnessing continued deforestation, species extinction, more extreme weather events, and rapid urbanisation, which are placing immense strain on natural resources.

The World Economic Forum has highlighted that environmental dangers now surpass political and economic concerns globally. It is incumbent upon all of us to mitigate the impacts of the changing climate.

At ANAND, being acutely sensitive to our natural surroundings and the communities in which we operate has been at the heart of our legacy for decades. As Gabriel India Limited, ANAND's flagship, unveils its third ESG Report, it reaffirms a core value of the company and the broader Group: 'Safety First, Sustainability Always.' This principle—and the theme of this report—reflects our unwavering commitment to innovation, excellence, and sustainability. It demonstrates our focus on integrating sustainability into our operations while maintaining the highest levels of social responsibility and corporate governance.

These efforts are increasingly crucial as we face intensifying global challenges such as supply chain disruptions due to conflict, inflationary pressures, rapid technological changes, more frequent damaging weather events caused by climate change, and the complex task of upskilling talent to meet the needs of rapidly evolving industries.

## Innovative Technologies for a Sustainable Future

To meet these challenges, Gabriel India has launched various initiatives, including diversifying energy sources, fortifying supplier relationships, and integrating advanced technologies to enhance our operations and minimise our carbon footprint. For example, we use Variable



**As Gabriel India Limited, ANAND's flagship, unveils its third ESG Report, it reaffirms the core value of the company and the broader Group: 'Safety First, Sustainability Always.'**

Frequency Drives (VFDs), premium efficiency electric motors, high lumen LED lights, and implement servo drives and electric drives.

VFDs and servo drives optimise motor speed and efficiency, leading to significant electricity savings, reduced energy consumption, and a lower carbon footprint at our plants. Additionally, premium efficiency electric motors ensure that our machinery operates at optimal levels with minimal energy loss.

By utilising machine learning and data analytics, Gabriel India has gained valuable insights, such as identifying obstacles that impede efficiency, thereby improving overall performance. We have also integrated advanced robotic assembly lines, which have significantly lowered our rejection rates. This not only saves energy and water per part but also reduces our carbon footprint.

Our commitment to innovation and excellence is reflected in our recent performance. In FY2023-24, Gabriel India's revenues grew by 12.5%. In the Passenger Vehicle segment, we recorded a 19% rise, outpacing industry's 8% growth. In the two and three wheeler segment, which includes scooters, motorcycles, and mopeds, we achieved a notable 26% increase in sales, with a significant jump in EV two-wheeler sales.

However, Gabriel India closely aligns its financial success with its broader social and environmental goals, and with the highest standards of governance. This is the ANAND credo that it closely adheres to.

## Environmental Stewardship

Gabriel India’s sustainability goals are ambitious: achieving 100% Water Neutrality; 100% Waste Diversion from Landfill; 50% Recycled Water; 50% Renewable Energy Use; and 100% Carbon Neutrality by 2025. The company is strongly committed to meeting these targets.

These goals build on the considerable strides already made. Renewables now make up 16% of the total energy consumed by Gabriel India, and the company has attained Zero Waste to Landfill status at six of its seven plants. Additionally, its water stewardship initiatives have expanded through rainwater harvesting, offsetting 49,137 KL in FY2023-24.

## Building Empowered Workforce and Communities

The company’s societal responsibilities extend to diversity, equity and inclusion. We are proud that women represent over 50% of our Board and 26% of our shopfloor workforce. Our hiring strategy aims to strengthen inclusiveness by hiring 30% women for staff roles and 40% for the shopfloor. As an equal opportunity employer, we hire candidates from diverse educational backgrounds, regions, and nationalities.

To create a more supportive environment for our women workforce, we conduct Inclusion, Diversity, and Equity (IDE) sensitisation workshops and Prevention of Sexual Harassment (PoSH) training sessions for all employees. We also curate developmental and leadership programmes for women to mentor and empower them.

As we build a more equitable workplace, we ensure our products adhere to the highest standards of performance and reliability. This is facilitated by cutting-edge testing and quality control protocols, such as those developed by the ANAND House of Quality (AHQ).

In addition to our internal initiatives, we are deeply committed to Corporate Social Responsibility (CSR). Our CSR efforts are overseen by the CSR committee in collaboration



**Our CSR efforts are overseen by the CSR committee in collaboration with the SNS Foundation, the philanthropic arm of the ANAND Group.**

with the SNS Foundation, ANAND Group’s philanthropic arm. Notably, in FY2023-24, Gabriel India provided education to over 1,000 school students, skilled more than 900 female youth and women in various National Skill Development Corporation (NSDC)-approved job roles and supported 160 Self-Help Groups (SHGs) with livelihood-related trainings and via microcredit operations.

## Excellence in Governance

Underpinning the Company’s sustainability, quality, and CSR actions are its high standards of governance, which its Board continuously monitors. As businesses globally face geopolitical and economic uncertainty, fostering trust among a diverse range of stakeholders is paramount.

This trust is built on assessing and managing risks associated with ethics and compliance, recognising the significant impact they have on key stakeholders. By integrating ethical governance into our operations, we strive for increased efficiency and enhanced safety while ensuring sustainability.

Our ever-vigilant governance allows us to uphold values of integrity and remain a conscientious corporate citizen, in line with the ANAND Way. Looking forward, we are confident that our principles will continue to steer us towards a safer, more prosperous, and more sustainable tomorrow.

Warm Regards

**Mrs. Anjali Singh,  
Executive Chairperson, Gabriel India Limited**

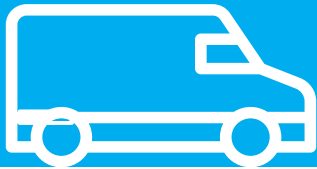


Comparison of Gabriel India's performance with the industry average:

01

**Passenger Vehicle**

**Segment:** Gabriel India's Passenger Vehicle segment recorded a **19%** growth in FY2023-24, outpacing the industry's **8%** growth.



02

**Two-and Three-wheeler**

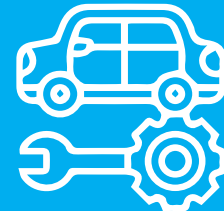
**Segment:** Gabriel India saw a **26%** rise in sales in the two and three-wheeler segment, which includes scooters, motorcycles, and mopeds. This segment also saw a bump in EV two-wheeler sales.



03

**Aftermarket Segment:**

The Aftermarket segment reported an **8%** sales growth in FY2023-24, with revenues of **₹4,192** million.



From the desk of the

# Managing Director



**Mr. Manoj Kolhatkar**  
Managing Director  
Gabriel India Limited

**GABRIEL**

*\*Serving Managing Director for FY2023-24*

As we navigate the complexities of the Indian economic landscape, it is clear that sustainability has become a fundamental driver of our growth. The country is undergoing massive changes across various sectors, gearing up for significant shifts towards a more sustainable future. At Gabriel, we are committed to this vision, embodying our 'Safety First, Sustainability Always' theme through substantial investments in building a sustainable business. This alignment with national sustainability goals positions us as a leader in responsible and sustainable business practices.

### Sustainability in the Indian Landscape

The impact of climate change on India is significant, with extreme heatwaves, unpredictable monsoon patterns, and increased flooding. Experiencing the effects of a warming planet firsthand is frightening because it gives a true sense of the vastness of the Earth's system and the damage an imbalanced energy system can inflict. The World Meteorological Organisation predicts a 50% chance of breaching the 1.5°C warming threshold by the end of this decade, which could exacerbate these issues. The Indian summer is becoming dangerously hot, with prolonged heatwaves and increasing heat stress due to high humidity and temperatures. This is followed by marine heatwaves in the Bay of Bengal and Arabian Sea, leading to destructive cyclonic storms that delay the monsoon and cause heavy rainfall in peninsular India. The monsoon is erratic, with long dry spells and intense rains causing floods, and overall rainfall is often deficient. Microclimates are destabilising, with drought-prone areas becoming flood-prone and vice versa. Glaciers are melting faster in the Himalayas, winter snowfall is decreasing, and catastrophic rainfall events are increasing. Even Ladakh is experiencing unusual heat, with minimal snowfall recorded last November-December.

India has set ambitious Nationally Determined Contributions (NDCs) in response to these challenges. NDCs are commitments by countries

to reduce their greenhouse gas emissions. India's NDC aims to reduce the emissions intensity of its GDP by 45% by 2030 compared to the 2005 level. Additionally, India plans to increase the share of non-fossil fuels-based installed electricity capacity to 50% of the total capacity, or 500 GW, by 2030. India has set a net zero target for 2070, but experts believe this timeline is too distant and challenging to monitor progress effectively.

To enhance accountability, the introduction of the Business Responsibility and Sustainability Reporting (BRSR) framework has encouraged over 43% of India's top companies to embrace sustainability reporting since its launch in 2021. This reflects a growing recognition of the need to decouple economic growth from greenhouse gas emissions.

While these steps are promising, accelerating efforts and ensuring effective monitoring will be crucial for India to meet its climate goals and mitigate the impacts of climate change. Bold measures and collective action by governments, corporations, and civil society are essential to achieve the 1.5°C warming limit agreed in Paris.

### Sustainability in the Auto Segment

India's automotive sector is a significant part of its economy, contributing 49% to its manufacturing GDP and 6% to the overall GDP while supporting over 30 million jobs. The auto industry in the country is valued at over \$150 billion. However, this sector also contributes to greenhouse gas emissions, making sustainability a critical focus area. Regulatory policies drive the industry towards net zero, with companies like ours setting ambitious decarbonisation targets. The path to sustainability helps us reduce emissions, cut costs, and enhance operational efficiency.

The impact of these emissions is substantial: the automotive sector's Scope 1 and 2 emissions, along with Scope 3 upstream emissions, contribute to around 1.4% of India's overall annual greenhouse gas emissions. Additionally, tailpipe emissions constitute 7 to 8% of India's overall emissions. Embedding sustainability

priorities across the value chain could help the sector make a difference in India's net-zero journey, generating growth and value.

## Transparency in India's Sustainability Performance

In today's world, sustainability is not just an option but a necessity. Environmental, Social, and Governance (ESG) ratings have become the new standard for businesses across the globe. SEBI's implementation of the Business Responsibility and Sustainability Reporting (BRSR) framework has standardised ESG reporting, making it easier for stakeholders, especially investors, to compare and assess the information. This change aligns with global standards and underscores the increasing importance of sustainability in shaping the future of businesses.

## Sustainability at Gabriel

At Gabriel, sustainability is not just a checkbox; it's the heartbeat of our business. With a robust three-tier ESG governance framework, we navigate the complexities of environmental, social, and governance challenges with confidence and clarity. Our commitment to reducing our carbon footprint is evident through various renewable energy initiatives illuminating our path forward. As we engage with our internal and external stakeholders, we're not just sharing our vision for a sustainable future but inviting them to be part of the journey. At Gabriel India, every step we take is a testament to our belief that sustainability is how we do business—an integral part of our story that resonates with purpose and passion.

## Environmental Sustainability

Our company is on a transformative journey towards environmental sustainability, achieving significant milestones that reflect our commitment. Six out of seven plants have attained Zero Waste to Landfill status, with a goal of full compliance by 2025. We are actively reducing single-use plastics and promoting sustainable packaging.

**We are dedicated to making a difference in communities across India. In FY2023-2024 alone, we positively influenced the lives of over 39,000 individuals in healthcare, supported thousands in education and vocational skills, and contributed to rural development and environmental sustainability.**

In FY2023-24, we reached 31% carbon neutrality, aiming for complete neutrality by 2025. Additionally our extensive green cover initiatives, spanning 128,903 sq metre and accounting for more than 35% of the area, have significantly enhanced biodiversity and sequestered substantial amounts of carbon. Water conservation efforts boast a 27% recycling rate, offsetting 49,137 KL through rainwater harvesting, enough to support nearly 364,000 families daily. Gabriel India's proactive measures illustrate our dedication to a sustainable future while enhancing operational efficiency and reducing costs.

## People-Centric Approach

Our people are the backbone of our organisation, and we continuously make significant investments to develop their careers and empower them. We have introduced new employee engagement programmes to boost productivity and qualitatively foster a culture of innovation. These initiatives include, the sports event Manthan 2024, LSIP for extensive interactions at the plant and central levels, festive and event celebrations, and team outbound activities. Consequently, we have seen a significant increase in diversity, with 26% of women's representation on the factory floor. More than half of the Board of Gabriel India Limited are women, demonstrating our leadership in promoting diversity.

## Safety and Well-being

Safety is at the heart of our operations, reflecting our core theme of “Safety First, Sustainability Always.” Our significant reduction in Lost Time Injury Frequency Rate (LTIFR) to 0.49 per 10 lakh person-hours worked is a testament to our commitment to employee safety. This achievement not only safeguards the well-being of our employees but also improves our operational efficiency, reduces costs, and contributes to the long-term success of our business. Our House of Safety culture and ISO 45001 certification underscore our dedication to ensuring a safe and secure working environment.

## Social Responsibility

Our responsibility extends beyond the walls of our organisation. Through impactful CSR initiatives, we are dedicated to making a difference in communities across India. In FY2023-2024 alone, we positively influenced the lives of over 39,000 individuals in healthcare, supported thousands in education and vocational skills, and contributed to rural development and environmental sustainability. Our commitment to social responsibility is not merely about giving back but fostering hope and building a brighter future for all.

## Governance

We have established a robust three-tier ESG governance framework to navigate this complex sustainability landscape. At the apex, our ESG Steering Committee, composed of functional heads, sets ambitious goals and strategic direction for our sustainability initiatives. Our ESG Champions and plant heads bring these initiatives to life, ensuring accountability and progress at every level. With supervision from our Board of Directors, we align our ESG strategy with our business objectives, guiding us towards a future where sustainability and success go hand in hand.

## Future-ready

In a rapidly changing landscape where the demand for innovation is as relentless as the Indian sun, Gabriel India emerges as a forward-thinking beacon. The partnership with Inalfa, a global leader in sunroof systems, isn't just a business move; it's a bold step into the future, reflecting our commitment to meet the desires of Indian car buyers increasingly drawn to the allure of open skies and fresh air. As the sunroof market in India expands like never before, we find ourselves not just participants but pioneers ready to embrace this exciting trend while aligning our vision with national sustainability goals.

Yet, our journey is not merely about capturing market share; it is deeply intertwined with our responsibility to the planet. Climate change is not a distant threat; it's a daily reality. With each operational decision, we strive to reduce our environmental footprint through initiatives like Core 90, which focuses on waste reduction. Our commitment to monitoring energy and water usage ensures that we utilise resources efficiently, while our high-capacity rooftop solar panels and group captive solar and wind energy plants symbolise our dedication to renewable energy. By harnessing Battery Energy Storage Systems and implementing rainwater harvesting, we are not just reducing emissions but crafting a sustainable legacy for future generations. Gabriel India is not just ready for the future; we are actively shaping it, one innovative step at a time.

Our commitment to ‘Safety First, Sustainability Always’ positions our Company for continued growth and success in the years to come and enables us to become a better partner to communities around us, our customers, and our people. Thank you for your continued support and trust in Gabriel India.

Warm regards,

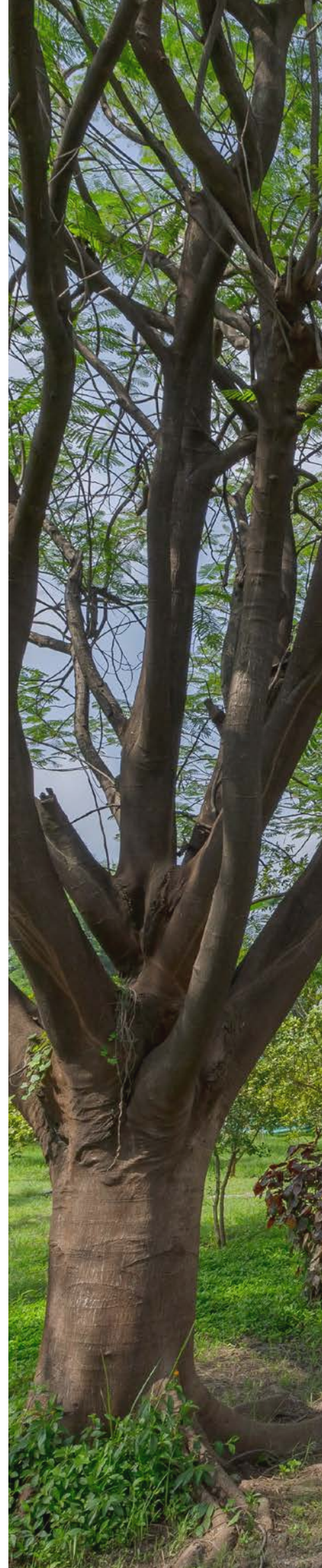
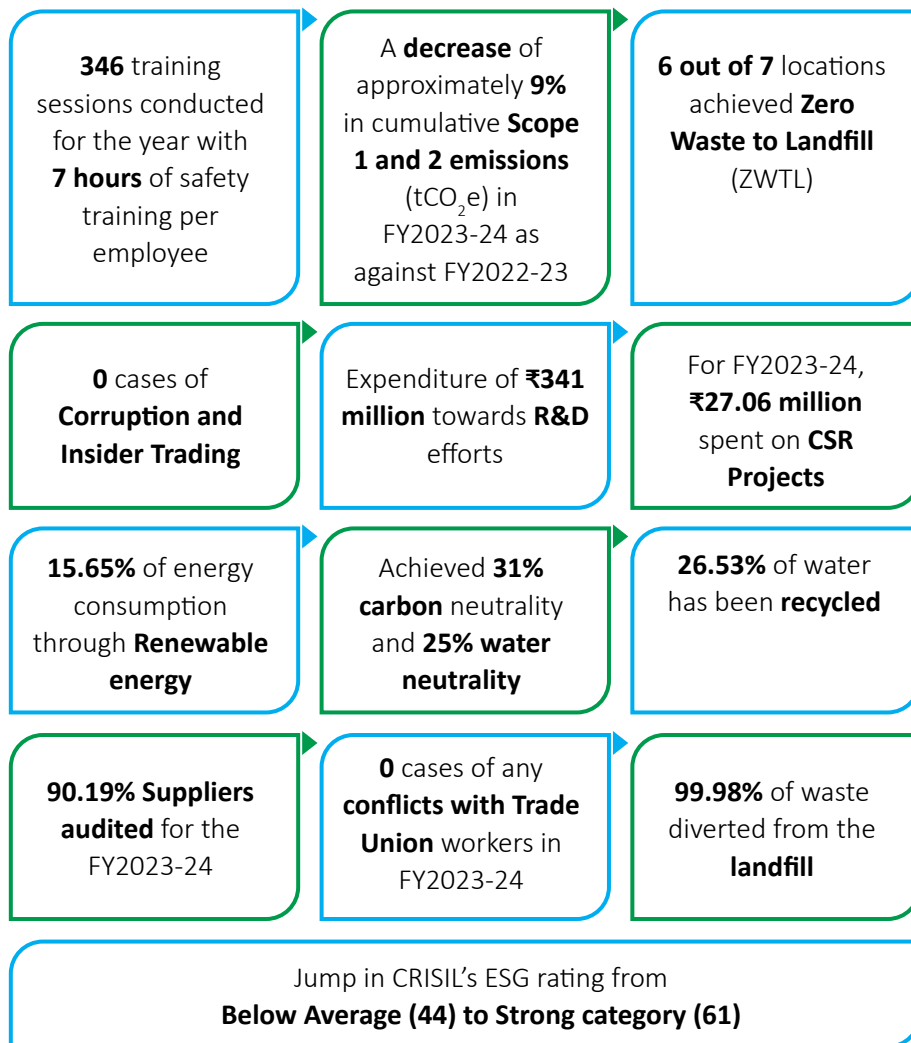
**Mr. Manoj Kolhatkar,**  
**Managing Director, Gabriel India Limited**



# Sustainability Achievements:

## A Year in Review

Gabriel India has excelled in the Environmental, Social, and Governance (ESG) parameters, with the Company’s dedication to meeting its sustainability goals clearly demonstrated in this year’s ESG metrics.





# Environmental Stewardship at Gabriel



**Mr. Mandar Joshi**  
EHS Head  
Gabriel India Limited

**GABRIEL**



**A**t Gabriel, we are committed to environmental stewardship and continuously strive to implement sustainable practices across our operations. Our efforts are focused on three key areas: renewable energy, water conservation, and energy efficiency.

### Renewable Energy

We have significantly expanded our renewable energy portfolio with the installation of a 1 MWp group captive solar plant in Hosur and a 100 kWp rooftop solar system in Nashik. These initiatives have increased our renewable energy contribution to 16%. By harnessing solar power, we are reducing our reliance on non-renewable energy sources and minimising our carbon footprint.

### Water Conservation

Water is a precious resource, and we are dedicated to conserving it through innovative practices. Rainwater harvesting systems have been implemented in Parwanoo and Khandsa to capture and utilise rainwater effectively. Additionally, we have started monitoring energy

and water usage at the cell or line level, allowing us to identify and address areas for improvement. These measures help us optimise water usage and contribute to the sustainability of our operations.

### Energy Efficiency

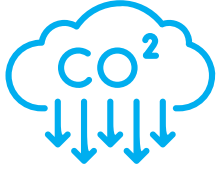
To reduce energy consumption, we have adopted advanced lighting solutions, such as LED lights, and variable speed drives for pumps. By transitioning from conventional hydraulics to electric servo technology in our machines, we have maximised energy efficiency and reduced the overall energy requirements of our processes. These initiatives not only lower our energy consumption but also enhance the efficiency and productivity of our operations.

We believe that environmental stewardship is not just a responsibility but a core value that drives our business. Through our commitment to renewable energy, water conservation, and energy efficiency, we are paving the way for a sustainable future. These results demonstrate our dedication to reducing our environmental impact and promoting sustainable practices.



**Quantifiable Results:**

**Carbon Neutrality**



**31%** ↓

in carbon emissions, bringing us closer to our goal of carbon neutrality.

**Water Neutrality**



**25%**

water neutrality rate, showcasing our commitment to responsible water management.

**Zero Waste to Landfill**



**6/7**

plants have successfully achieved Zero Waste to Landfill (ZWTL) reflecting our focus on waste reduction and recycling.

**Water Recycling**



**26%**

is our water recycling rate, reflecting our efforts to reduce reliance on freshwater sources.

**Social Responsibility**



**Core of our values**

We are dedicated to fostering a sustainable and inclusive environment for our employees and the communities we serve.

**Employee Engagement**



**Awareness programmes**

To engage employees in our sustainability initiatives, we encourage them to identify and eliminate waste in energy and water usage to promote sustainability.



At Gabriel, these quantifiable results are a testament to our commitment to environmental and social stewardship. We will continue to strive for excellence in sustainability, ensuring that our operations contribute positively to the environment and the communities we serve.

## Future Plans

We are committed to advancing our sustainability efforts through a series of targeted initiatives aimed at reducing our environmental footprint and promoting sustainable practices. Here are some key strategies we are implementing to achieve these goals:

### Employee Targets

We will continue to promote sustainability by setting targets for employees to reduce energy and water consumption per part through waste elimination and process optimisation. These targets will drive continuous improvement and innovation in our processes.

### Renewable Energy Expansion

We plan to further increase our renewable energy capacity by installing group captive solar plants for Sanand and Nashik. This expansion will contribute significantly to our renewable energy portfolio and reduce our reliance on non-renewable sources.

### Battery Energy Storage

We are implementing a battery-operated energy storage system that will enhance our grid stability

and allow us to store excess renewable energy for future use. This initiative will ensure a reliable and sustainable energy supply for our operations.

### Community Water Harvesting

We are exploring opportunities to support rainwater harvesting initiatives in local communities, contributing to the overall sustainability of our region. By partnering with local stakeholders, we aim to promote water conservation and ensure the availability of this precious resource for future generations.

By building upon our achievements and addressing emerging challenges, we are committed to create a more sustainable and resilient future for our Company, our communities, and the planet. Our dedication to social responsibility drives us to seek innovative solutions that benefit both our business and society.





# Gabriel India's Vision for a Sustainable Tomorrow

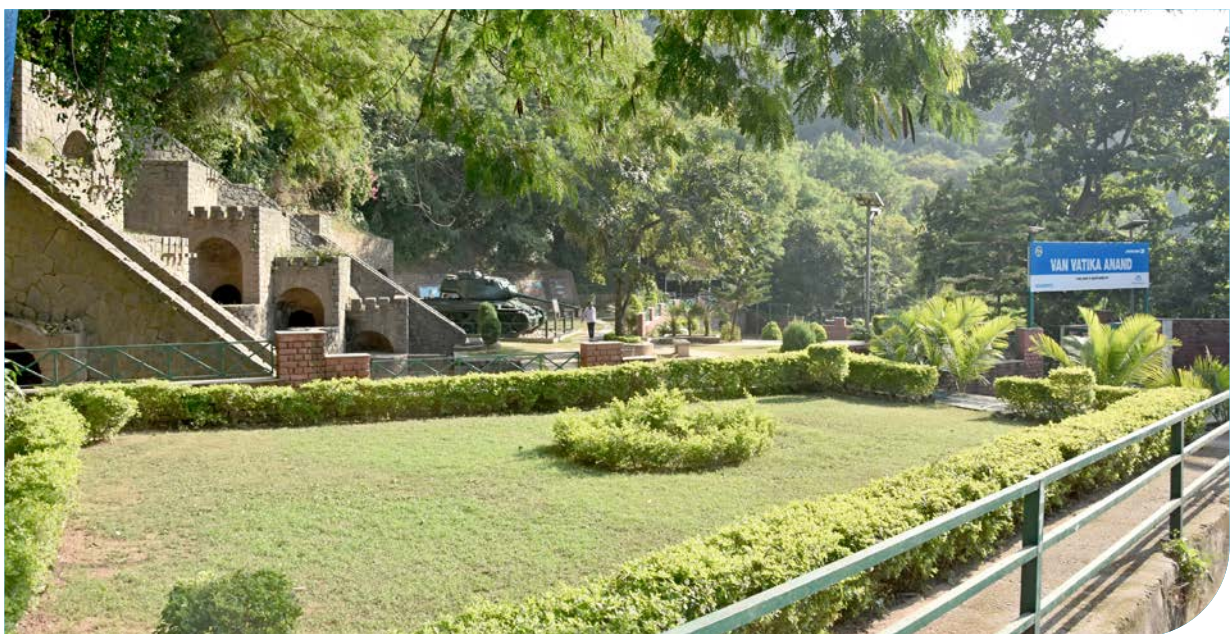
A safe and sustainable future hinges on a collective commitment to environmental stewardship, social equity, and responsible governance. At Gabriel India, the implementation of renewable energy, waste reduction mechanisms, and other such initiatives nurturing inclusive and just communities are embraced with open arms. The Company recognises that it has a role to play in creating a world where economic growth does not come at the expense of the planet or its people. This vision of sustainability ensures that future generations inherit a healthy, vibrant Earth, where opportunities are abundant, and the well-being of every individual is prioritised.

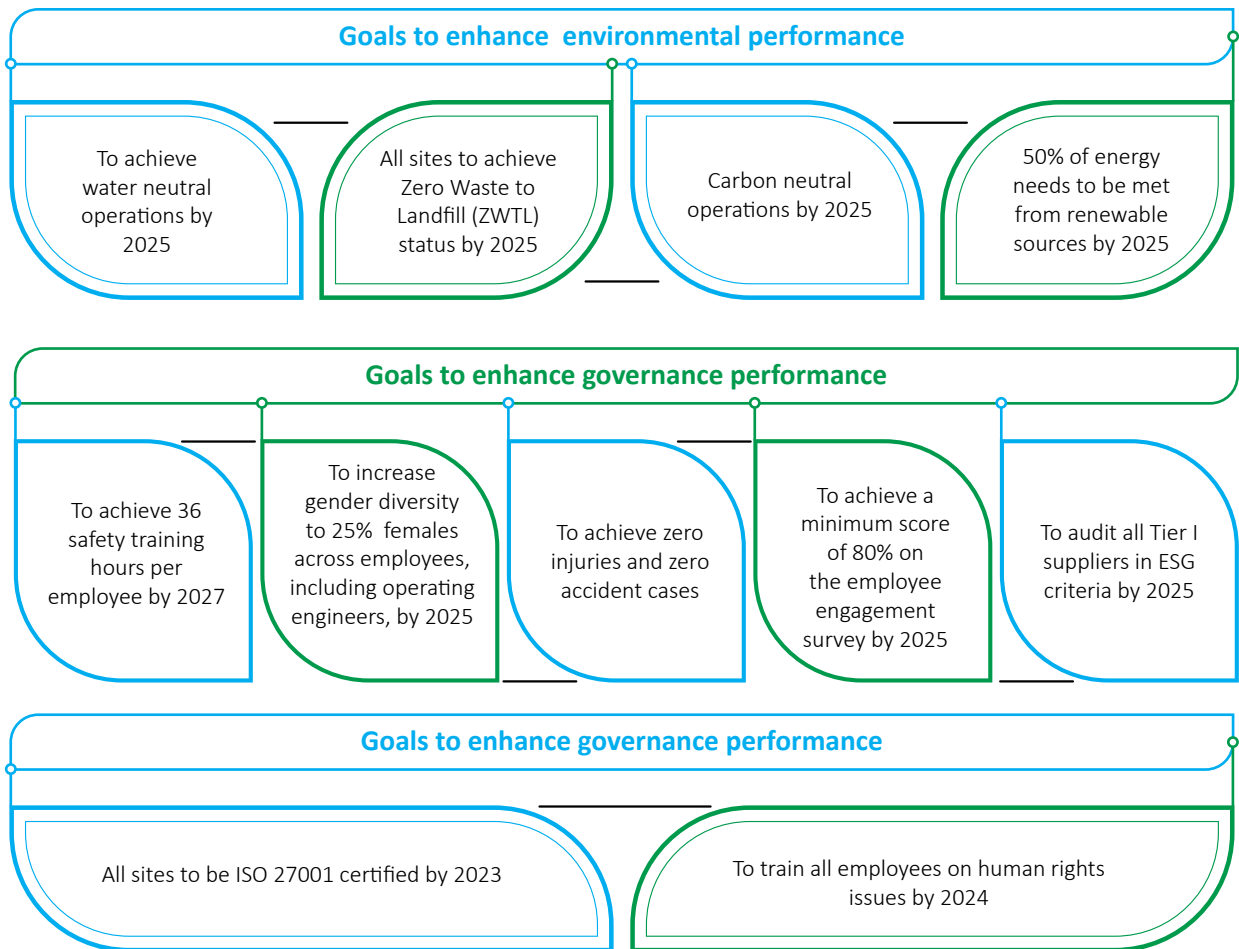
Gabriel India views a sustainable future as symbiotic with relevant ESG goals. The Company's sustainability vision provides the overarching purpose and direction, while its ESG goals offer a structured approach as tangible manifestations to achieving this purpose. The Company's environmental goals—achieving carbon neutrality,

enhancing energy efficiency, and reducing waste generation—are complemented by its social objectives, which focus on fostering diversity and inclusion, promoting sustainable procurement, engaging employees, and ensuring a safe workplace. By aligning environmental and social priorities, Gabriel India takes a comprehensive approach to sustainability, recognising that responsible environmental practices and a strong social foundation are both essential for long-term success and resilience. In a similar light, governance goals emphasise transparency, ethical conduct, and corporate accountability.

Together, these goals create a roadmap for sustainable development, ensuring that the Company's operations not only generate economic value but also contribute positively to the environment and society.

The Company is committed to scaling its efforts and collaborating with relevant stakeholders to achieve its ESG goals while also innovating to enhance overall performance.





Gabriel India envisions a safe future for all stakeholders, with its ambitions charting the course for enduring success. The Company’s ESG vision serves as a guiding star, illuminating the path towards a future where business success is harmonised with the well-being of the planet and society.







# Accelerating Progress

## Reviewing Key Performance Indicator Progress

Gabriel India is committed to not only setting ambitious Environmental, Social, and Governance (ESG) targets but also to achieving them within the stipulated timelines. The Company’s strategic approach ensures that sustainability goals are integrated into every aspect of its operations. By consistently adhering to rigorous timelines, the Company demonstrates its dedication to tangible progress and accountability. This stance is reflected in the Company’s consistent performance across ESG parameters, earning it recognition and accolades that form the basis of its success in meeting and often exceeding its sustainability commitments.

ESG Pillar	Focus Areas	Ambition	Performance as of FY2023-24	Performance as of FY2022-23
<p><b>Governing Integrity</b></p>	Cyber security	All sites to be ISO 27001 certified	All of our 7 plants are certified	3 out of 7 Plants are ISO 27001 certified in December 2023
	Ethical business conduct	To train all employees on human rights issues by 2024	100% of employees covered in FY2023-24	82% of employees covered in FY2022-23
<p><b>Abating environmental impact</b></p>	Waste Management	All sites to achieve zero waste to landfill (ZWTL) status by 2025	Out of 7 sites, 6 sites achieved ZWTL	Out of 7 sites, 5 sites achieved ZWTL
	Water Stewardship	To achieve water-neutral operations by 2025	25% water neutrality achieved	33% water neutrality achieved
	Climate Resilience	50% of the energy needs to be met from renewable sources by 2025	15.65% of energy needs are currently met from renewable sources	12% of energy needs are currently met from renewable sources

ESG Pillar	Focus Areas	Ambition	Performance as of FY2023-24	Performance as of FY2022-23
 <p><b>Enhancing stakeholder Relationships</b></p>		Carbon neutral operations by 2025	31.37% Carbon Neutrality	26% carbon neutrality achieved
	Occupational Health and Safety	Zero injuries and zero accidents	5 LTI (Lost Time Injury) and 4 Recordable Injuries	1 LTI and 2 Recordable injuries
		To achieve 36 safety training hours per employee by 2027	Currently, the Company is providing 7 hours of Safety training per employee	Company providing 5 hours of Safety training per employee
	Employee Awareness and Development	To achieve a minimum score of 80% on the employee engagement survey by 2025	78% score achieved in the last employee engagement survey.	72% score achieved in the last employee engagement survey
	Sustainable supply chain	To audit all Tier I suppliers in ESG criteria by 2025	90.19% of suppliers audited in FY2023-24	85% of suppliers audited in FY2022-23
	Diversity and Inclusion	To increase gender diversity to 25% females across employees, including operating engineers, by 2025	12.76% year-to-date (YTD)	11% YTD year-to-date (YTD)
 <p><b>Elevating Product Sustainability</b></p>	Research & Development	To use 50% of R&D and capital expenditure on Innovation and Sustainable Products by 2027	Currently, the Company is using 6.75%	Currently, the Company is using 5.64%


# SDGs in Action: How Gabriel India is Making a Difference

The Sustainable Development Goals (SDGs), a set of 17 ambitious objectives established by the United Nations in 2015, lay down the foundation of the 2030 Agenda for Sustainable Development. These goals have been designed to address a broad spectrum of global challenges, including poverty, inequality, climate change, environmental degradation, peace, and justice. The SDGs represent a comprehensive and interconnected blueprint aimed at creating a more equitable and sustainable future for all.

The significance of the SDGs lies in their holistic approach to development. They acknowledge that eradicating poverty and other deprivations must be pursued alongside strategies that enhance health and education, reduce inequality, and stimulate economic growth, all while combating climate change and preserving our oceans and forests. By addressing these diverse yet interrelated issues, the SDGs aspire to create


a world where everyone has the opportunity to thrive.

Gabriel India comprehends that aligning activities and operations with the SDGs is of paramount importance. This alignment not only enhances reputation and builds trust among consumers, investors, and other stakeholders but also positions the Company as a leader in sustainable practices. Moreover, addressing environmental, social, and governance (ESG) issues allows Gabriel India to mitigate risks associated with regulatory changes, resource scarcity, and social unrest. This proactive stance ensures long-term business viability and resilience. The SDGs also serve as a catalyst for innovation, encouraging the Company to unleash its full potential and develop new products, services, and business models that contribute to sustainable development, thereby opening up new markets and driving economic growth.



**Gabriel India's Goal: Water-neutral operations by 2025**


- Rainwater harvesting measures implemented across all sites.
- Repurposed domestic effluent used in toilet flushing systems.
- Implemented water-efficient technologies, such as aerator water tap nozzles, canteen dishwashers, and waterless urinals.
- Created awareness among employees about the importance of water stewardship.
- Taken target of 10% reduction in water per part as compared to previous year.



**Gabriel India's Goal: 50% of energy needs to be met from renewable energy by 2025**


- Reducing idle energy consumption by employing electric drives during non-operational periods.
- Real-time energy data monitoring through SaaS-based Energy Management System.






- Establishment of 1.9 MWP solar power installed and 3 MWP group captive solar and wind plant installed.
- 100% replacement of conventional lights with LED lights.
- Conversion of streetlights to solar power.

**Gabriel India's Goal: Carbon neutral operations by 2025**



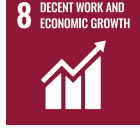
- Adopting renewable energy to induce carbon neutrality.
- Taken target of 10% reduction of energy per part as compared to the previous year.

**Gabriel India's Goal: Zero Waste to Landfill status by 2025**


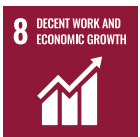
- Continuous tracking of waste data.
- Waste diversion from disposal to recycling.
- Transition from disposable to reusable packaging.
- Introduction of low-temperature cleaner to transition from generating hazardous to non-hazardous waste.
- Specialised waste decomposers to convert leftover food into valuable resources.

**Gabriel India's Goal: Zero injuries and zero accidents**



- Toolbox talk at the start of shifts to reiterate hazards and precautions.
- Mandatory safety trainings.
- Continuous analysis of health register records.
- Bi-annual medical health check-ups for employees working in hazardous areas.
- Partnerships with well-known medical agencies for overall medical support.
- Incorporation of Gabriel House of Safety culture in all activities which led to continuous improvement and culture building.
- Visual signage and safety posters displayed at prominent places in office premise
- 100% Coverage on BBS Training.

**Gabriel India's Goal: Achieve 36 safety training hours per employee by 2027**


- Periodic safety training by safety officers as well as external faculties
- Mandatory completion of induction safety training by passing a qualifying test to work on the shop floor.
- Workers to be re-trained and to retake the test in case they fail the test.

**Gabriel India's Goal: Achieve a minimum score of 80% on the employee engagement survey by 2025**




- 100% coverage under health insurance, accident insurance, maternity and paternity benefits, and day-care facilities for permanent employees.
- Partnership with agency -one to one Help - which provides confidential consultation to employees.
- To create a refreshing environment to employees, developed Littoral Zones and fruit gardens across plants.
- Accessibility assessments to identify barriers for differently abled employees and visitors.

**Gabriel India's Goal: Audit all Tier I suppliers in ESG criteria by 2025**



- Implementation of Responsible Procurement Policy
- Adherence to Responsible Procurement Checklist for existing and new suppliers

**Gabriel India's Goal: Increase gender diversity to 25% females across employees, including operating engineers, by 2025**



- DEI Councils at centre as well as plant levels.
- Launch of the “Empower Her Leadership Programme” to promote and develop women’s leadership within the organisation.
- Provision of Employee Resource Groups (ERGs).
- Conduct of DEI trainings for employees.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**Gabriel India's Goal: Use 50% of R&D and capital expenditure on Innovation and Sustainable Products by 2027**

- Advanced R&D centres located in Chakan, Hosur, Nashik and the technology centre in Genk, Belgium.
- Active exploration with respect to mergers and acquisitions for inorganic growth.
- Upgrading design processes to meet new safety laws and regulations.
- Prototype workshops to bolster innovation and development.

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**Gabriel India's Goal: All sites to be ISO 27001 certified by 2023**

- All 7 Plants are ISO 27001 Certified
- 100% Coverage on cyber security awareness, regular sessions conducted.

**4** QUALITY EDUCATION



**Gabriel India's Goal: Train all employees on human rights issues by 2024**

- Human Rights training designed to deeply embed the principles of human rights, covering crucial topics such as non-discrimination, labour rights, and ethical conduct.
- 100% Coverage on Human rights awareness sessions.

In essence, the SDGs provide a framework for companies to operate responsibly and sustainably. By aligning the Company's goals and activities with the larger UNSDGs, Gabriel India has taken a step forward in contributing to a better world while enhancing its own long-term success and resilience. This alignment not only benefits society at large but also ensures that Gabriel India remains competitive and relevant in an increasingly sustainability-conscious market.



# A Decade of Growth: Gabriel India's Performance Highlights

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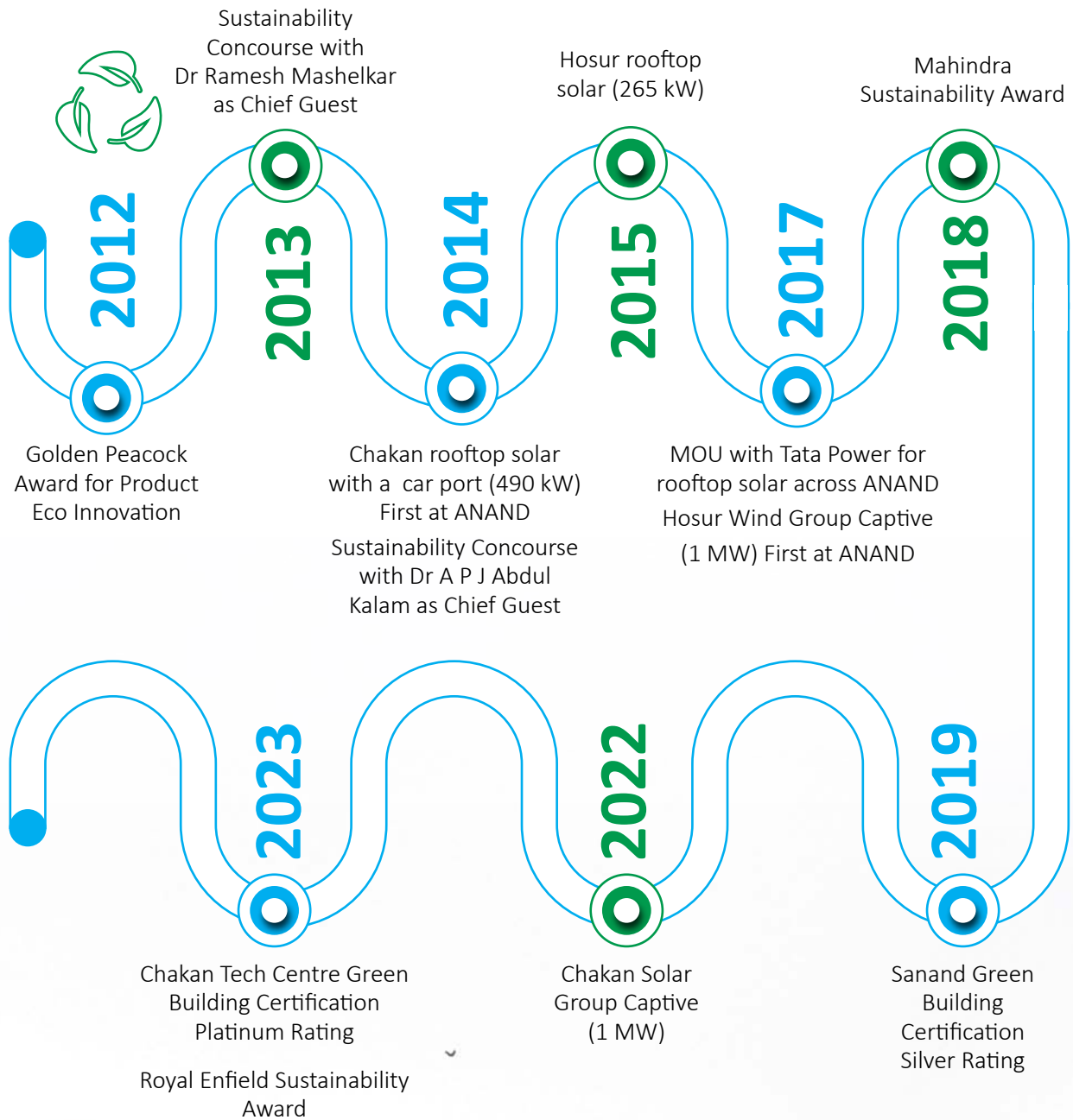
Throughout this decade, the Company has been unwavering in its commitment to leaving the planet better for future generations, taking no half-measures in its efforts. Gabriel India has put its ambitions into action to achieve its goals for shareholders, retain top talent, and fulfil clients' needs. This strategy enables the Company to be agile, continuously enhance its services, and effectively address the current challenges faced by its clients, partners, and employees.

Over the past few years, Gabriel India has been on an incredible journey of excellence and sustainability. This commitment to excellence is evident in the numerous accolades the company has received. For instance, Gabriel India was the winner of the prestigious Golden Peacock Eco-Innovation Award in 2012, a testament to its innovative and sustainable practices.

In subsequent years, the company continued to excel. In 2018, Gabriel India won the Mahindra Sustainability Award, further highlighting its dedication to sustainable initiatives. The following year, in 2019, it received the Toyota Kirloskar Award for Best Environment Promotion Supplier, underscoring its efforts in environmental stewardship.

More recently, in 2022, the Nashik plant was honoured with the prestigious Gold Consistency Award at the Chakan + Waluj Cluster Convention by the Bajaj Auto Vendor Association. The same year, Ashok Leyland recognised Gabriel India as the Supplier Samrat National Runner-up and Regional Supplier Samrat. These awards, among many others, are crucial as they underscore Gabriel India's firm commitment to quality, innovation, and sustainable practices. They serve as a testament to the Company's dedication to excellence and its ability to consistently meet and exceed industry standards.





# Journey to Sustainability: Key Milestones and Achievements

**G**abriel India's forward-thinking approach and detailed strategy underscore its commitment to sustainability and its role as a leader in the automotive industry's green transition. Considering anticipated production growth and stringent government

energy regulations, Gabriel India has crafted a comprehensive strategy that has helped achieve all its previous goals. The plan emphasises not only reliance on 'open access' renewable energy but also a series of proactive measures.

As on March 2023, Gabriel India has made significant strides towards sustainability, achieving a

**26%**

carbon neutrality status

Impressively,

**12%**

of this achievement comes from renewable energy sources

The Company has set an ambitious target to reach

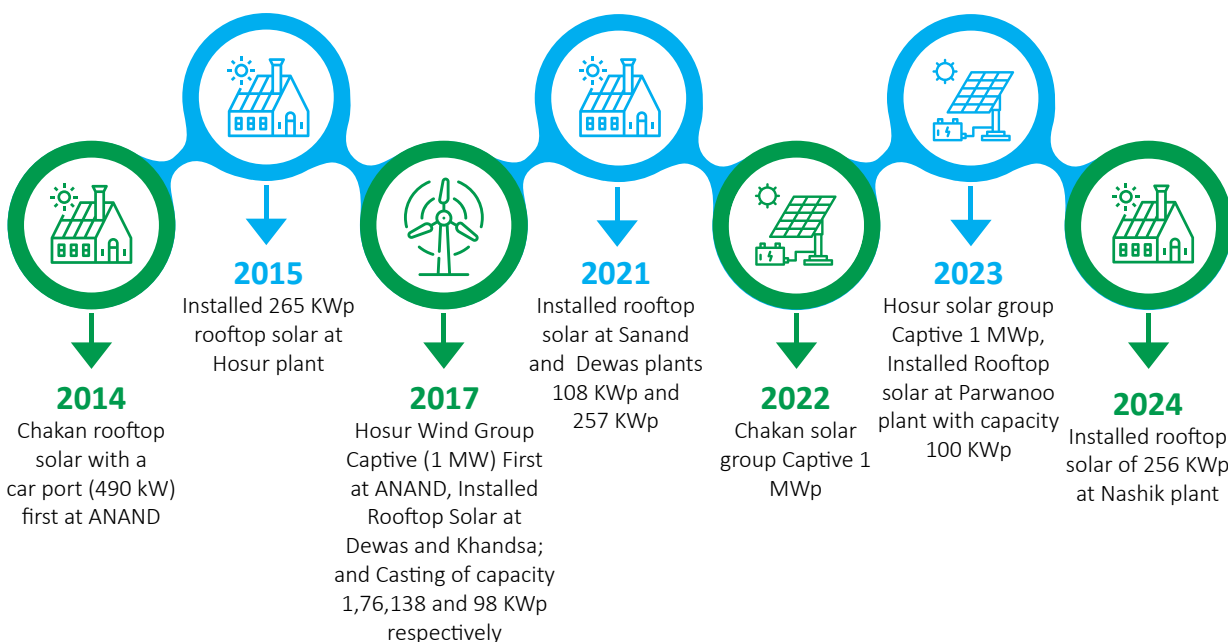
**100%**

carbon neutrality by December 2025, with renewable energy expected to constitute 50% of its energy portfolio

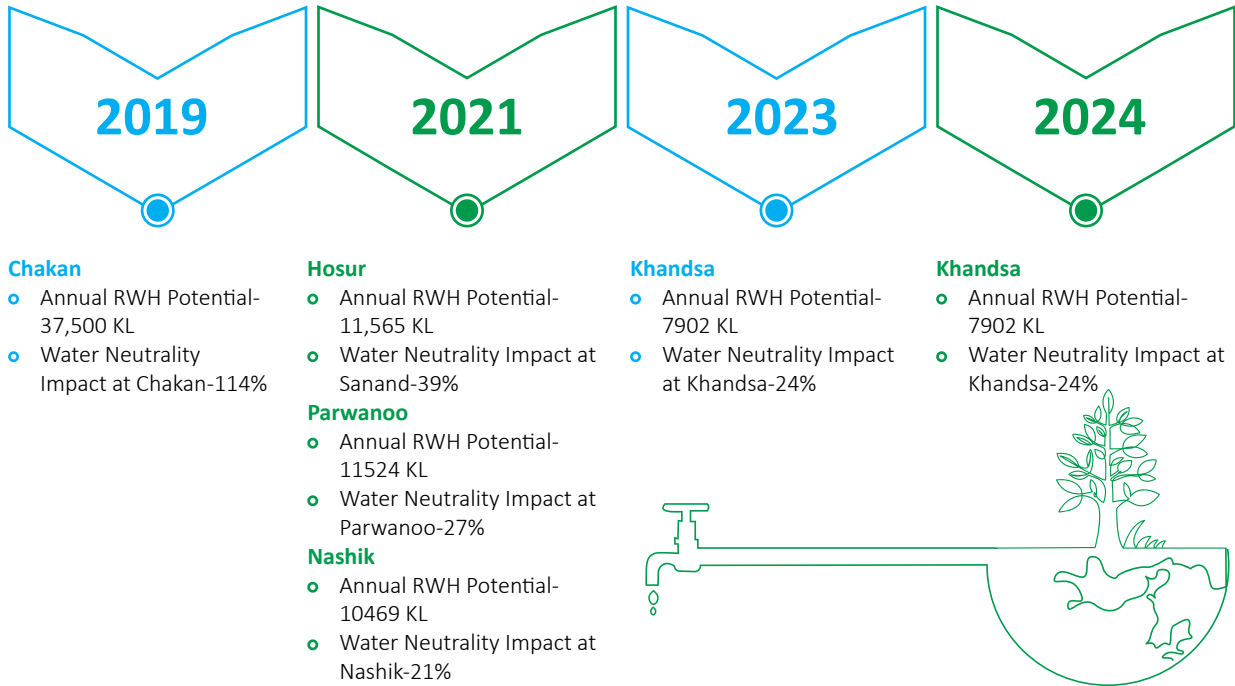
Gabriel India has consistently prioritised ethical practices within its areas of influence. The Company upholds high ESG standards for its partners and suppliers, fostering fair and sustainable practices throughout its network. Gabriel India's strong commitment

to environmental stewardship is evident in its responsible waste management and emission reduction initiatives. This commitment is reflected across the organisation, from its operations to its value chain and the communities it serves .

## SPOTLIGHT: Gabriel India's Solar Journey



**SPOTLIGHT: Gabriel India’s Rainwater Harvesting Journey**



The Company’s focus on local procurement supports its environmental and social objectives, helping to minimise operational impacts. This strategy also helps manage the challenges of aggressive pricing, thereby protecting business margins. Gabriel India utilises e-sourcing to achieve additional cost savings, working with both existing and new suppliers. The Company’s product designs use materials that align with environmentally responsible practices, ensuring the Company’s solutions positively impact the planet’s health. Gabriel India’s dedication to its workforce highlights its commitment to creating a positive and inclusive work environment. The Company prioritises employee well-being and invests in their development, recognising its employees as its most asset. The Company ensures a safe workplace, offers ample professional development opportunities, and provides fair compensation. By embracing diversity and inclusion, Gabriel India aims to create a workplace where all employees feel valued. The Company offers various training programmes and benefits, including competitive salaries, health insurance, and retirement plans.

Beyond its workforce, Gabriel India extends its commitment to the communities in which it operates by actively supporting educational, social, and environmental initiatives. This comprehensive approach underscores Gabriel India’s leadership in the automotive industry’s green transition and its dedication to sustainability.



**Gabriel India's  
SUSTAINABILITY JOURNEY OVER THE YEARS**

**2020**

- ❑ Only legal compliances, e.g ZLD
- ❑ Focus on renewable energy and Core 90 energy saving for cost reduction

**2021**

- ❑ Gabriel India set a Sustainability Mission 2025
- ❑ Governing and steering committees' setup with plant heads and sustainability champions

- ❑ Sustainability council at ANAND level set up
- ❑ Sustainability identified as a risk in ERM
- ❑ Fast track project approval mechanism set for resource allocation

**2023**

- ❑ Gabriel India published its first BRSR report
- ❑ Appreciation award from Royal Enfield in ESG
- ❑ Received the CII TCM Sustainability Champion Award
- ❑ Received the IGBC Platinum Rating for Chakan Tech Centre

- ❑ Energy and water monitoring system
- ❑ Group captive solar at Hosur (1MW)
- ❑ Rooftop Solar at Parwanoo (256Kwp)

**2024**

- ❑ Rooftop solar at Nashik (100kwp)
- ❑ Gabriel India started mapping biodiversity KPIs and published first Biodiversity report for Chakan plant



**G**abriel India has rolled out a variety of diverse and uniquely tailored initiatives for community welfare across India. Over the years, these efforts have significantly transformed the lives of thousands of individuals throughout the country.

Gabriel India places a strong emphasis on Corporate Social Responsibility (CSR) to establish itself as a responsible corporate citizen. The Company's CSR initiatives are managed by the CSR committee, focusing on key areas such as education, skill development, health and hygiene, and community conservation. These initiatives have identified potential impacts, including reputational risks, regulatory challenges, operational disruptions, and obstacles to market expansion.

Gabriel India firmly believes that the success of a business is closely linked to the growth and well-being of the community. Empowered communities, in turn, create an ecosystem of good health and collective prosperity. Guided

by this principle, Gabriel India has consistently worked towards building healthy, self-sustaining communities. Over the years, these efforts have demonstrated Gabriel India's commitment to fostering sustainable development and improving the quality of life for countless individuals.

Gabriel India believes that Progress Through Performance is not merely a saying but a guiding principle. With every stride forward, the Company continues to shape a future where excellence, sustainability, and positive impact converge. As the road unfolds, Gabriel India's unwavering dedication remains a signal lighting the path toward progress and sustainability. The intricate challenges faced by the Company demand a comprehensive approach. What sets Gabriel India apart is its seamless integration of sustainability principles into every facet of its business, be it operations, partnerships, or external engagements. By embracing this holistic perspective, Gabriel India forges a path towards a more resilient and responsible future.

## Past partnerships and collaborations

**G**abriel India demonstrates a forward-thinking approach, recognising that achieving its goals requires collaboration beyond its borders. The strategic collaborations have significantly strengthened its technological capabilities and market presence. The Company's investment in R&D has led to substantial advancements, allowing it to absorb, adapt, and innovate technologies through partnerships with global leaders. For instance, Gabriel India collaborates with Kayaba Industry Co. Limited to manufacture shock absorbers, McPherson struts, and front forks, primarily for Japanese OEMs in India. This partnership has enabled Gabriel to leverage Kayaba's expertise and cater to the high standards of Japanese automotive manufacturers.

Additionally, Gabriel India works with KYB Suspensions, Europe, focusing on new generation vehicles of European origin. This collaboration has facilitated the development of advanced suspension systems tailored to the specific needs of European vehicles, enhancing Gabriel's product offerings and market reach.

Moreover, Gabriel India has a significant collaboration with KONI BV Netherlands for the technology of shock absorbers used in future commercial vehicles. This partnership underscores Gabriel's commitment to innovation and its ability to meet the evolving demands of the commercial vehicle sector.

Gabriel India has also received technical assistance from Yamaha Motor Hydraulic System Company Limited, Japan (formerly SOQI), for the technology of front fork and two-wheeler shock absorbers. This collaboration has further enriched Gabriel's capabilities in the two-wheeler segment, ensuring it remains at the forefront of innovation.

These collaborative efforts have not only enhanced product performance but also opened doors to new business opportunities. Gabriel India has successfully secured new contracts, developed innovative products, substituted imports, improved existing products, and reduced costs. These strategic alliances reflect the Company's forward-thinking approach and its dedication since years to maintaining a competitive edge in the global automotive market.

# Setting the Course for Future Success: Defining KPIs and Strategies

Gabriel India stands poised at the intersection of innovation and responsibility. As the Company embarks on its forward journey, it recognises that strategic Key Performance Indicators (KPIs) are not mere metrics, they are the compass guiding its sustainable evolution. Gabriel India recognises that sustainable practices are not just a trend but a strategic imperative.

Since its establishment in 1961, Gabriel India has consistently built a strong brand identity within the automotive sector. This enduring legacy stands as a testament to the Company's solid dedication to quality and excellence.

## 1. Carbon Neutrality:

By defining KPIs related to emission reduction, energy efficiency, and adoption of renewable energy sources, Gabriel India aims to contribute significantly to global climate objectives.

## 2. Circular Economy:

KPIs focused on waste reduction, recycling rates, and life cycle assessments will propel circularity initiatives, minimising environmental impact.

## 3. Community Impact:

Gabriel India acknowledges that its success is intertwined with the well-being of local communities. KPIs centred around community engagement, education, and healthcare outreach underscore the Company's commitment to positive social.



## 1. Collaboration:

The Company will actively collaborate with industry peers, academia, and non-governmental organisations. Sharing best practices and collective learning will accelerate process towards sustainability goals.

## 2. Technology Adoption:

Leveraging cutting-edge technologies—such as AI driven manufacturing processes, predictive maintenance and data analytics—will optimise resource utilisation and enhance operational efficiency.

## 3.

### Stakeholder Engagement:

Gabriel India recognises that stakeholders are partners in the sustainability journey. Engaging with employees, suppliers, customers and investors will align interests and foster collective impact.

## Navigation towards excellence

In the coming years, Gabriel India commits to achieving excellence across critical dimensions

Gabriel India places high importance on transparent decision-making, ensuring that its processes are clear, objective, and communicated effectively. Ethical leadership is ingrained in Gabriel India's DNA. Leaders exemplify honesty, fairness, and integrity, setting the tone for the entire organisation. Compliance isn't just about ticking boxes; it's about ethical norms and societal expectations. The Company takes responsibility for its actions. Whether it's meeting legal obligations or adhering to industry regulations, it remains accountable. Gabriel India actively engages with stakeholders, employees, customers, investors, and communities. Their input informs decision-making. Ethical risk management is integral for the Company as it constantly identifies and mitigates risks related to reputation, compliance, and social impact.

Gabriel India has embarked on a transformative journey dedicated to enhancing its environmental performance through the adoption of clean technologies and innovative solutions. The Company has established a robust process that ensures clean technology considerations permeate every project. This entails a defined checklist and investment proposal framework, aimed at optimising process parameters and eliminating idle energy consumption. Furthermore, the Company is leveraging live data monitoring and automating critical inspection and assembly processes. This not only enhances energy efficiency but also minimises human error in hazardous operations. The Company has implemented a rigorous procedure for reviewing investments and evaluating their impact on the environment, energy consumption, and cost improvements. Each element of Gabriel India's sustainability roadmap aligns seamlessly with the organisation's overarching strategy and goals.

Gabriel India's dedication to integrating clean technologies serves as a cornerstone of its

commitment to "Safety First, Sustainability Always." This commitment resonates throughout the entire value chain, from product design to end-of-life disposal, reflecting a profound responsibility towards sustainability and innovation. By embracing clean technologies, Gabriel India positions itself as a leader in environmentally conscious practices within the industry, reinforcing its role as a pioneer in sustainable operations.

Gabriel India's commitment to sustainability is evident in its ambitious goals and tangible progress. As the Company continues its journey, it remains dedicated to responsible practices and positive impact.

Gabriel India dedicates itself to making a positive contribution to the nation's economy while proactively addressing potential environmental impacts. The Company's decision-making process is characterised by accountability and forward-thinking, as it implements sustainable practices and takes responsibility for its environmental footprint. Gabriel India actively aligns its operations with India's mission to achieve net-zero emissions. The Company is committed to executing a thoughtful strategy that balances economic growth with critical environmental conservation objectives. This commitment resonates with the core principles of people, planet, and purpose, aiming to leave a lasting positive impact on both society and the environment.

Gabriel India's firm commitment to sustainability serves as an inspiration of hope in a world grappling with the intricate challenges. The Company firmly believes that environmental stewardship, social responsibility, and ethical governance are interconnected facets of a thriving and resilient future.



Chief Sustainability  
Officer's Perspective

# Championing Sustainability through Innovation and Compliance



**Mr. Rishi Luharuka**

Chief Sustainability Officer  
Chief Finance Officer  
Gabriel India Limited

**GABRIEL**

We are actively shaping the future of our operations by aligning with EU export norms, advancing lifecycle assessments, and deepening our biodiversity and climate risk initiatives. Additionally, we are ensuring that our data protection and cybersecurity measures remain resilient, adapting to the evolving landscape of regulations and risks. Our goal is to build a future that is not only sustainable but also secure for all stakeholders.

Gabriel India remains focused on critical areas that not only strengthen our business but also align with global standards of sustainability for responsible operations as we amplify our commitment to sustainability.

In preparation for the evolving export norms in the European Union, we are actively ensuring our products comply with the stricter regulations, particularly around emissions and sustainability. With global markets moving towards more stringent standards, we are in the process of being fully equipped to meet the demands of the EU, ensuring our products adhere to the highest safety and environmental benchmarks.

To further reinforce our commitment to sustainability, our approach extends to product innovation. Here, Life Cycle Assessment (LCA) plays a pivotal role. Our products undergo comprehensive testing to comply utmost safety. Looking forward, we plan to conduct lifecycle assessments across our portfolio, allowing us to better understand and minimise the environmental impact of our products throughout their entire lifecycle.

As we navigate the complexities of climate change, we have taken a proactive stance by conducting a climate risk assessment. While our current evaluations have not highlighted any pressing concerns, we remain vigilant, ensuring that we are well-prepared to mitigate any future impacts that climate change might pose.

**As we navigate the complexities of climate change, we have taken a proactive stance by conducting a climate risk assessment.**

Our commitment to environmental stewardship also drives our efforts in biodiversity conservation. A recent biodiversity study at our Chakan plant revealed a rich ecosystem, identifying 143 species of flora and 32 species of birds. Notably, 3 of these bird species are recognised under Schedule I of Wildlife Protection Act, 1972, and 2 are classified as Endangered by the IUCN. This insight will guide us in implementing conservation strategies to preserve and protect the ecological landscapes within our operational footprint.

In line with our broader sustainability objectives, we are also advancing our efforts to measure Scope 3 emissions across our supply chain. In the coming years, we will take concrete steps towards conducting a full Scope 3 inventory, further reinforcing our commitment to reducing indirect emissions and enhancing our environmental stewardship.

Equally important are the steps we are taking to safeguard data privacy and strengthen cybersecurity. In response to the new Data Protection and Digital Privacy (DPDP) law, our Company is continually evolving its Information Security Management System (ISMS) to address emerging threats. By staying compliant with laws such as the IT Act 2000 and DPDP, and consulting with legal experts to interpret these regulations, we are ensuring the highest standards of data protection.

As we move ahead, we remain dedicated to responsible growth, innovation, and resilience. By aligning our operations with global sustainability and data protection standards, we are enhancing the value we deliver to stakeholders while preparing for an ever-evolving future. Our strong focus on sustainable practices positions us to meet emerging challenges with confidence and purpose.



**Our Bold Commitments for a Sustainable Future:**

	50% Fresh Water Reduction by <b>2027:</b> Leading the way in water circularity
	Rainwater Harvesting by <b>2025:</b> Implementing systems across all sites to conserve precious resources
	Zero Waste to Landfill (ZWTL) by <b>2025:</b> Ensuring no waste ends up in landfills
	Zero Liquid Discharge (ZLD) by <b>2027:</b> Establishing plants to eliminate liquid waste
	50% Renewable Energy by <b>2025:</b> Powering our operations with sustainable energy sources
	100% Hazardous Waste Recycling by <b>2025:</b> Partnering with authorised recyclers and cement co-processing plants
	5% Reduction in Scope 3 Emissions by <b>2030:</b> Minimising our environmental footprint across the value chain

Our sustainability initiatives are not only environmentally responsible but also socially and economically beneficial, driving long-term value and profitability for the Company. By setting these ambitious targets, we are not just preparing for the future; we are actively shaping it, ensuring that our growth is both responsible and resilient. Together, we are building a legacy of sustainability that will benefit our communities and the environment for years to come.





# Plan for Future: Impact of Sustainability at Gabriel India

**G**abriel India is committed to making positive contributions to the nation's economy while also recognising and addressing potential environmental impacts. With a proactive and accountable decision-making approach, the Company focuses on implementing various sustainable practices:

## Gabriel India is committed towards

### Economy and Environment

- Gabriel India is dedicated to making positive contributions to the nation's economy while recognising and addressing potential environmental impacts.
- The Company adopts a proactive and accountable decision-making approach, focusing on sustainable practices and taking responsibility for its environmental footprint.

### Sustainable Practices

- Gabriel India integrates an action plan aimed at creating a greener legacy for future generations.
- The Company strives to balance economic prosperity with environmental preservation.

### Industry Presence and Future Growth

- Through diligent efforts, Gabriel India has established a significant presence in the industry.
- The Company is determined to accelerate growth by leveraging its strong brand reputation and diverse portfolio.
- There is a firm focus on enhancing operational efficiency, making prudent decisions, and maintaining overall efficiency.

### Sustainable Practices

- Gabriel India is positioned as a resilient and forward-thinking enterprise.
- The Company has earned a strong brand reputation by embracing state-of-the-art technologies and prioritising customer-centric approaches and it proactively addresses both current and future market demands.



## Plans for future



### Alignment with India's Net-Zero Mission:

- Proactively aligning its operations with India's mission to attain net-zero emissions.
- Committed to achieving both carbon and water neutrality.



### Strategy for Sustainable Growth:

- Implementing a strategy that supports both economic growth and environmental preservation.
- Prioritising critical environmental conservation objectives alongside economic growth.



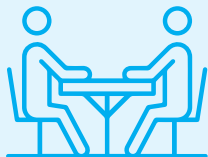
### Core Values:

- Commitment reflects the core values of people, planet, and purpose.
- Striving to make a lasting positive impact on society and the environment.



### Solar Initiatives:

- **1.5 MW Group Captive Solar System:** Boosting total solar capacity to 4.5 MWp.
- **2 MW Rooftop Solar Addition:** Increasing total rooftop solar capacity to 3.9 MWp.



### Sustainability Efforts:

- **Transition from LPG to Biomass:** Significant reduction in carbon emissions.
- **Process Optimisation:** Reducing energy consumption per part and minimising manufacturing losses.
- Battery Energy Storage System

Across all sites, Gabriel India plans to implement Rainwater Harvesting (RWH) to conserve water. RWH systems will also benefit nearby communities. The Company targets a 50% reduction in naturally occurring freshwater usage through water source diversification. Gabriel India is committed to achieving Zero Liquid Discharge (ZLD) across all sites. Additionally, the Company has set goals to achieve a Zero Waste to Landfill (ZWTL) designation across all sites by 2025.

India's Mission	Gabriel India's Actions
<p><b>Net-Zero Emissions by 2070</b></p>	<ul style="list-style-type: none"> <li>❑ Gabriel India actively aligns its operations with India's mission to achieve net-zero emissions.</li> <li>❑ The Company is committed to attaining <b>Zero Waste to Landfill</b> designation across all sites by <b>2025</b>.</li> <li>❑ Gabriel India works toward water and carbon neutrality in its operations.</li> <li>❑ Research and Development efforts focus on advancing shock absorber technology, product lightweighting, and eco-friendly solutions.</li> </ul>
<p><b>Transforming into a 100% Electric Vehicle-Powered Country by 2030</b></p>	<ul style="list-style-type: none"> <li>❑ Gabriel India contributes to this goal by developing components for electric vehicles (EVs).</li> <li>❑ The Company is heavily investing in R&amp;D to create innovative products and solutions that cater to evolving customer and industry demands, such as lightweight shock absorbers for electric vehicles (EVs) and sustainable ride control systems for commercial vehicles.</li> </ul>
<p><b>50% Share of Non-Fossil Fuel-Based Power Generation by 2030</b></p>	<ul style="list-style-type: none"> <li>❑ Gabriel India actively promotes renewable energy sources and sustainable practices. The Company undertook various transformative projects: the establishment of a rooftop solar plant across all facilities, solar captive plant in Hosur and Chakan, and a group captive wind power plant for Hosur.</li> </ul>

Gabriel India is actively conducting climate risk assessments in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines. This comprehensive evaluation involves identifying and assessing various climate-related risks that could impact the Company's operations. By defining and implementing resilience measures, Gabriel India aims to minimise the potential impact of these risks. The Company is actively exploring opportunities that arise from addressing climate risks, ensuring that its business strategy is aligned with both the risks and opportunities associated with climate change.

The Company is proactively addressing Scope 3 emissions across six key categories: Purchased Goods & Services, Capital Goods, Upstream Transport, Downstream Transport, Business Travel, and Employee Commuting. The goal is to reduce the 5% Scope 3 in Supply chain by 2030.

Gabriel India is implementing several measures, including fleet optimisation, and transitioning from petrol/diesel to CNG/EV, route optimisation with a preference for sea and train routes, load consolidation, load ratio improvement, import reduction, and a focus on localisation hub-wise. Additionally, the Company aims to increase the contribution of green energy within its supply chain. In terms of responsible procurement, Gabriel India is committed to ensuring that 100% of its suppliers fall into the green category and will audit all suppliers based on Environmental, Social, and Governance (ESG) parameters. On the product side, the Company plans to conduct Life Cycle Assessments (LCA) in the coming years and is also preparing to incorporate eco-design principles into product design. By leveraging IoT and AI technologies, Gabriel India aims to enhance sustainability. These planned initiatives

reflect the Company's commitment to minimising its environmental impact and promoting sustainable practices throughout its operations and supply chain.

Furthermore, Gabriel India is deeply committed to biodiversity. The Company has undertaken a complete mapping of biodiversity at the Gabriel level and ensures 100% coverage on training related to biodiversity, ensuring that all employees are well-versed in preserving and promoting biodiversity.

Gabriel India stands firmly at the crossroads of safety and sustainability. The Company's commitment goes beyond mere words, it's woven into the very fabric of its existence. Through services that prioritise safety, solutions that embrace sustainability, and a team of passionate individuals, Gabriel India is building a safe and a sustainable business. It's working towards being an architect of positive change. The Company's journey extends beyond the present.



# Making Meaningful Difference



**Ms. Damayanti Bhowmik**  
General Manager & Head of  
Operations, SNS Foundation

# Stories from the Ground

Sustainability today is fundamentally about the 17 UN Sustainable Development Goals (SDGs), which aim to create a world where every individual can thrive, free from suffering and inequality. Dr. Daisaku Ikeda, a Buddhist philosopher and educator, reminds us of our interconnectedness, emphasising that true happiness cannot exist in isolation. Recognising our shared humanity, we must adopt sustainable behaviours that foster unity, hope, and dignity for all.

At Gabriel, we are committed to this vision. We focus on education, skill development, health and hygiene, and community conservation, aligning

our efforts with the UN Sustainable Development Goals. Through various programmes, we have supported thousands of students and empowered many individuals, particularly women, with income generation skills. Additionally, to promote good health and well-being, we extend manicured parks for leisure and mobile medical services to underserved communities, ensuring that our impact is both meaningful and measurable.

Our efforts are driven by the desire to uplift society, ensuring that no one is left behind as we work towards realising the SDGs by 2030. Together, we strive to make a meaningful difference in the lives of those in need.



# Prioritising Health and Safety



**Ms. Akshu Mahajan**  
Environment Health and Safety,  
Gabriel India Limited (Parwanoo)

# Stories from the Ground

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**E**nvironment Health and Safety (EHS) is one of the critical areas we must strive for continuous improvement. At Gabriel India, integrating health and safety into our operations is more than a regulatory obligation—it is a core principle of our business ethos. In the fast-paced and demanding automobile and auto parts sector, safeguarding the well-being of our employees and stakeholders is of utmost importance. By prioritising health and safety, we not only protect our most valuable asset—our people—but also drive productivity, inspire innovation, and build a resilient organisation ready to face the challenges of the future.

Over the past year, we have significantly enhanced our safety protocols across all facilities. Regular safety audits and inspections are conducted to ensure compliance with regulations and help us stay ahead of potential risks. We have also implemented advance safety technologies, such as automated monitoring systems and real-time incident reporting tools, to improve our safety capabilities.

Our safety strategy also focuses on enhanced training programmes for employees, focusing on hazard identification, risk assessment, and emergency response. These training programmes ensure that every team member is well-equipped to handle potential safety threats. We also encourage active employee participation through safety committees and awareness campaigns, fostering a culture where safety is everyone's responsibility. Our behaviour-based safety drive, which covers nearly 100% of our employees, has been recognised with an award from the National Convention of Quality Circle in the Safety Kaizen category, highlighting our commitment to excellence in safety practices. Our culture of continuous improvement involves regularly reviewing and updating safety policies based on feedback and incident analysis, ensuring that our practices are always evolving to meet new challenges.

It is a promise to all our stakeholders that we will continue to work towards building a safe environment for all.



01

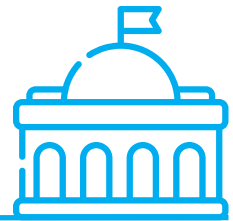
# STAKEHOLDER DIALOGUE AND MATERIALITY







**GABRIEL**



# 01 STAKEHOLDER DIALOGUE AND MATERIALITY

This chapter delves into Gabriel India's commitment to stakeholder engagement and materiality assessment as integral components of its sustainability strategy. Recognising the importance of engaging with various stakeholders to understand their needs and expectations, the Company prioritises open communication and collaborative approaches. By identifying and addressing material issues that impact both the business and its stakeholders, Gabriel India aims to foster trust, ensure accountability, and drive long-term sustainability.

## In this Section



**Dialogue and Action:**  
Stakeholder Engagement Journey



**Prioritising What Matters:**  
Materiality Assessment



**ESG Accountability:**  
Governance for a Sustainable Future





## Dialogue and Action: Stakeholder Engagement Journey

Gabriel India recognises the critical role of integrating stakeholder perspectives and concerns into its strategic planning. Valuing and integrating feedback into the Company's decision-making process strengthens community relationships and refines its approach to environmental, social, and governance issues. The engagement framework is essential in defining the Company's sustainability goals and identifying priorities among stakeholder groups. This commitment is fundamental to Gabriel India's promise to operate responsibly and with significant impact.

The Company conducts regular internal analyses to identify its most important stakeholder groups, which include shareholders, bankers, employees, business partners, suppliers, vendors, customers, communities, and regulatory bodies.

### Stakeholder Communication and Dialogue

The Company maintains a steadfast commitment to engaging stakeholders through a variety of channels. This ongoing dialogue is crucial as it fosters mutual understanding and respect through an open and transparent exchange of views. The Company places high importance on addressing stakeholder concerns and incorporating their inputs into strategic planning. A comprehensive stakeholder management system is in place to discern each stakeholder's expectations and to extract pivotal social trends from this engagement. The Company aims to engage with its stakeholders through various internal and external communication channels as explained in detail below. For detailed information on stakeholder engagement platforms, frequency and extent of communication, please refer to BRSR Page 175.





# Prioritising What Matters: Materiality Assessment

## Materiality Assessment Process

### Steps:

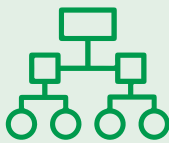
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#### Determining the universe of issues

A universe of issues or potential material issues were identified based on internal discussion, peer analysis, ESG standards and Ratings.

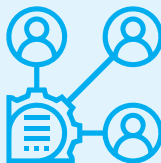
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#### Classifying the issues as risk and opportunity:

The identified issues or material topics were classified into risks and opportunities based on their potential impact on the Company's business and stakeholders, the Company's ability to influence the objective and its strategic goals. Risks are managed through the Company's risk management framework, while opportunities are pursued through the Company's strategic planning process.

3



#### Stakeholder survey

In collaboration with an external consultancy, Gabriel India has sought to discern the primary concerns of stakeholders regarding ESG matters. Engaging directly with stakeholders through surveys and discussions, rather than relying solely on materiality assessments, has been a key strategy. This method led to the identification of 22 principal ESG topics that remain central to the Company's commitment to sustainable development and ethical business conduct.

4



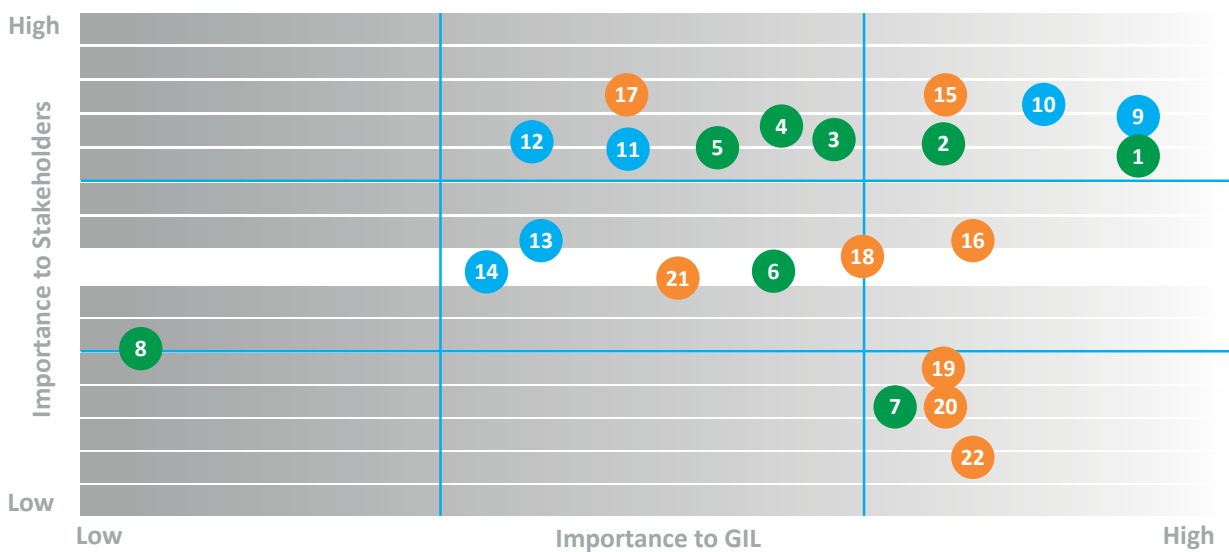
#### Prioritising Materiality:

Organising priorities based on risks and opportunities for further enhancing ESG initiatives.



# Identifying Material Issues: Risks, Impacts, and Opportunities

## Gabriel Material Assessment



Issues		
<ul style="list-style-type: none"> <li>❑ Investment in Clean Technology</li> <li>❑ Water Stewardship</li> <li>❑ Waste Management</li> <li>❑ Energy and Emissions Management</li> <li>❑ Sustainable Products and Services</li> <li>❑ Environmental Risk Management</li> <li>❑ Responsible Procurement</li> <li>❑ Biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>❑ Employee Well-being and Development</li> <li>❑ Occupational Health and Safety</li> <li>❑ Diversity, Inclusion and Non-Discrimination</li> <li>❑ Human Rights and Labour Relations</li> <li>❑ Talent Recruitment and Retention</li> <li>❑ Community Engagement</li> </ul>	<ul style="list-style-type: none"> <li>❑ Product Quality and Safety</li> <li>❑ Economic Performance</li> <li>❑ Ethics and Compliance</li> <li>❑ R&amp;D and Intellectual Property Management</li> <li>❑ Market Presence and Customer Focus</li> <li>❑ Data Privacy and Security</li> <li>❑ Corporate Governance, Transparency and Disclosures</li> <li>❑ Resilient Business Model</li> </ul>

Materiality	Impact
Investment in Clean Technology Energy and Emissions Management	Enhanced environmental responsibility, cost reduction, regulatory compliance, access to a burgeoning market, innovation stimulation, and the ability to secure green financing.
Water Stewardship	Water resource security, promoting conservation, and ensuring equitable access.
Waste Management	Waste reduction, reuse, and recycling initiatives are prospects leading to cost savings, improved resource efficiency, environmental responsibility, compliance with regulations, innovation, and emissions reduction. These benefits enhance a Company's competitiveness, reputation, and long-term sustainability.
Biodiversity	Biodiversity conservation can catalyse innovation and expand market opportunities for Gabriel India.
Environmental Risk Management	Compliance with regulations, thereby averting potential legal entanglements, financial penalties and safeguarding against reputational harm.
Responsible Procurement	Minimises the environmental footprint, aligns with sustainable development goals, fosters innovation, and fulfils stakeholder expectations. Through responsible procurement, the Company bolsters its sustainability efforts and fortifies its reputation in the broader business community.
Sustainable Products and Services	Gabriel India's focus attracts loyal customers and strengthens brand loyalty.
Employee Well-being and Development	Positive Company culture can enhance productivity, cut costs, maintain quality and boost Gabriel India's market competitiveness.
Occupational Health and Safety	Minimises erosion of trust among stakeholders like employees, customers and investors while also avoiding increasing costs for medical expenses, compensation claims and insurance premiums.
Diversity, Inclusion and Non-Discrimination	Helps attract and retain top talent and stimulates collaboration, motivation, and goal attainment. It enhances business performance, fostering innovation, and maintaining a competitive edge in the global marketplace.
Human Rights and Labour Relations	Helps protect worker rights, mitigate risks, preserves Gabriel India's market standing

Materiality	Impact
Community Engagement	<p>Community engagement cultivates trust and positive relations and helps showcase the Company’s responsible citizenship. Proactively managing community expectations safeguards against</p> <ul style="list-style-type: none"> <li>❑ reputational harm</li> <li>❑ operational disruptions,</li> <li>❑ averts conflicts and disruptions.</li> </ul>
Product Quality and Safety	<p>Product quality and safety are closely linked to Gabriel India’s brand reputation. A positive brand reputation:</p> <ul style="list-style-type: none"> <li>❑ attracts new customers,</li> <li>❑ opens doors to new markets,</li> <li>❑ differentiates Gabriel India from its competitors.</li> </ul>
Economic Performance	<p>Positive economic performance allows the Company to reinvest in its operations, fund research and development, expand its market presence, and create value for its shareholders.</p>
Ethics and Compliance	<p>Helps to mitigate legal and regulatory risks and ensures responsible business practices</p>
Market Presence and Customer Focus	<ul style="list-style-type: none"> <li>❑ Enhances satisfaction and loyalty.</li> <li>❑ Builds a strong market presence, granting the Company a competitive edge.</li> <li>❑ Creates offerings that exceed expectations, stand out from rivals, and capture a larger market share</li> </ul>
Data Privacy and Security	<p>The rise of cyber-threats poses significant risks from malicious actors like hackers and cybercriminals. These actors continually seek to gain unauthorised access to sensitive data. Their purposes include financial gain, industrial espionage, or sabotage. Strong data privacy and security practices help mitigate these dangers.</p>
Corporate Governance, Transparency and Disclosures	<p>Strong corporate governance practices prevent:</p> <ul style="list-style-type: none"> <li>❑ reputational damage,</li> <li>❑ loss of investor confidence,</li> <li>❑ loss of stakeholder trust.</li> </ul>
Resilient Business Model	<p>Resilient business model enables the Company to proactively respond to market changes, effectively manage risks, deliver value to stakeholders, and achieve long-term business success.</p>



# ESG Accountability: Governance for a Sustainable Future

Gabriel India has carefully crafted a three-tier, cross-functional ESG governance structure to effectively implement its ESG strategy. This framework acts as a guiding compass for internal stakeholders, offering the direction and support needed to navigate the complex and evolving ESG landscape.

Apex Committee (Board of Directors)	Agenda	Future Goals
ESG Steering Committee (Functional heads)	Managing leaders to steer the implementation of ESG strategy	Responsible for working on ESG goal setting and steering the ESG agenda of Gabriel India
ESG Champions (Plant Heads)	ESG Champions to execute key initiatives	Liable for implementing the ESG initiatives, monitoring its process, tracking the relevant data and KPIs





# Policies and Standards

Gabriel India has instituted a comprehensive array of policies to steer its operations. These policies, all approved by the Board, are subject to review as necessary. Designed to uphold ethical conduct, transparency, and accountability at every level, these policies form the backbone of the Company's operational framework.



**EHS Policy**



**Policy on Prevention of Insider Trading**



**ANAND Code of Conduct**



**Prevention of Sexual Harassment Policy (POSH)**



**Corporate Social Responsibility Policy**



**Privacy Policy**



**Whistle-Blower Policy**



**Quality Policy**



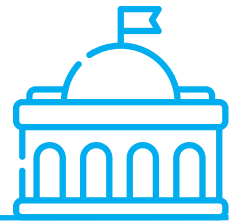
02

**ENVIRONMENTAL  
LEADERSHIP**





***GABRIEL***



# 02 ENVIRONMENTAL LEADERSHIP

## In this Section



**Proactive Environmental Management:**  
Risk Assessment and Mitigation



**Powering a Greener Future:** Energy & Emissions Strategy



**Investment in Clean Technologies:**  
Driving Sustainability



**Water Conservation:** Driving Environmental Responsibility



**Preserving Life:** Biodiversity Conservation Initiatives



**Green Governance:** Waste Management Practices



**Sustainable Products:** Driving Sustainable Growth

This chapter explores Gabriel India’s commitment to environmental responsibility as a fundamental aspect of its sustainability strategy. Recognising the direct impact of ecological degradation on community safety and sustainability, the organisation prioritises proactive measures to mitigate risks and implement environmentally friendly practices. By focusing on proper water, waste, and energy management, investing in cleantech, and ensuring responsible procurement, the Company aims to reduce its environmental footprint while safeguarding natural resources. The organisation firmly believes that the health of business and the well-being of the environment are deeply interconnected, necessitating leadership from all sectors at this critical juncture.





Up close with the  
Sustainability Head

# Driving Positive Change for a Sustainable Future



**Mr. Pawan Sirohi**  
Vice president and Group head-  
Infrastructure and Sustainability  
ANAND

**GABRIEL**

From the very beginning, we have embarked on an ambitious journey to contribute to a more sustainable future. A crucial aspect of this journey is sharing the insights we've gained and being open about both our achievements and the challenges we face. At ANAND Group, our commitment to sustainability is at the core of our operations and vision for the future. As a leading manufacturer of automotive components, we recognise the significant impact our industry has on the environment and are dedicated to driving positive change through our sustainability initiatives. Our sustainability vision is built upon four key performance indicators (KPIs) that guide our efforts and measure our progress.

Firstly, we are committed to leading in energy efficiency through a multi-faceted strategy to reduce consumption and enhance operational efficiency. By investing in advanced technologies and optimising processes, we aim to lower our energy footprint while maintaining high production standards. Our real-time energy management systems help us identify and implement energy-saving measures. From 2021 to 2023, we achieved a 13% reduction in energy intensity, highlighting our progress and commitment to sustainability. Recognising the impact of employee behaviour, Gabriel India has launched awareness programmes to foster a culture of energy savings, encouraging active participation in reducing energy consumption. Achieving carbon neutrality is another critical goal for us. We are adopting comprehensive strategies that includes setting emission reduction targets across different stages of our value chain, optimising energy and water use in our manufacturing processes, increasing the proportion of renewable energy in our overall energy consumption and enhancing our energy management systems. We are aggressively working on expanding our use of renewable energy to further support this goal. Our commitment to carbon neutrality is strongly reflected in our ongoing initiatives and the significant strides we have made in this area.

Every individual is equally responsible for a sustainable future, and this collective responsibility drives our initiatives. By focusing on reducing water consumption, recycling, enhancing rainwater

harvesting, and reusing water within our facilities, we empower each person to contribute to these critical environmental goals. Together, through these efforts, we can make a significant impact on preserving our planet for future generations. Our efforts have led to a 22% reduction in water intensity from 2021 to 2023, showcasing our commitment to sustainable water management. By adopting water-efficient practices and technologies, we aim to achieve water neutrality, ensuring that our operations do not deplete local water resources. We are also dedicated to minimising waste generation and maximising resource recovery as Waste Management holds paramount importance for us. Our goal is to achieve zero waste to landfill by enhancing our waste management practices, promoting recycling, and reusing materials wherever possible. By adopting a circular economy approach, we aim to ensure that materials are continuously reused and recycled, reducing the need for new raw materials, and minimising environmental impact. Our efforts include converting waste into valuable resources through processes like composting organic waste, repurposing industrial by-products, and exploring waste-to-energy technologies.

In a time when climate change, resource depletion, and ecological degradation present pressing challenges, careful management of materials and energy, along with responsible water usage and waste management, are crucial for conserving resources and guiding ANAND Group towards a sustainable future. These KPIs are not just targets; they reflect our commitment to a safe and sustainable environment and society.

Achieving a sustainable future necessitates systemic changes, strong government policies, and innovative technologies. We are dedicated to collaboration and are committed to contributing at every stage of this journey. We encourage all our employees to actively participate in our sustainability initiatives. Your ideas, efforts, and dedication are crucial to achieving our goals. Let's work together to create a greener, more sustainable future. Together, with the support of our employees, partners, and stakeholders, we will continue to innovate and lead the way in sustainable manufacturing.



# Proactive Environmental Management: Risk Assessment and Mitigation

Environmental risk management is a critical component of any organisation’s sustainability strategy. Effective environmental risk management is essential for several reasons: it helps prevent ecological disasters, ensures compliance with regulatory requirements, and fosters a culture of sustainability within the organisation.

## Governance, Policies, and Compliance

Comprehensive policies and a robust governance framework form the backbone for establishment of Gabriel India’s structured the management approach to environmental risks. The Company has established Sustainability and Environment, Health, and Safety (EHS) policies to ensure that environmental risk management is prioritised in all business decisions. The Board of Directors oversees these policies, with the Enterprise Risk Management (ERM) framework specifically addressing environmental risks. A dedicated steering committee monitors the implementation of mitigation strategies, ensuring that environmental considerations are embedded in the Company’s operations.

Plant heads are responsible for executing mitigation actions and serving as champions for implementing strategies at their respective facilities. This approach fosters accountability and ensures that mitigation efforts are effectively integrated across all locations, which is crucial in achieving Gabriel India’s ambitious environmental goals. These goals include attaining Carbon and Water neutrality and Zero Waste to Landfill (ZWTL) by 2025, demonstrating the Company’s proactive commitment to environmental stewardship.

To ensure compliance with environmental regulations, Gabriel India has digitised the process through third-party compliance management software. This software tracks the requirements and due dates of compliance, with compliance marked as fulfilled only upon confirmation by individual plants through data entry. Additionally, the legal requirements are periodically updated by the third-party software developer to ensure ongoing compliance.





# Commitment to Sustainability and Ethical Practices

Gabriel India embraces a holistic approach to sustainability and ethical governance, underscoring its dedication through a set of guiding policies:

## EOHS Policy

The policy demonstrates the Company's commitment to complying with statutory and regulatory requirements related to environmental and occupational health and safety. This dedication to compliance strengthens corporate governance and accountability, essential components of ESG practices.

## Sustainability Policy

The policy reflects Gabriel India's commitment to sustainability and ethical business practices. The Company prioritises environmental responsibility, social well-being, safety, resource efficiency, governance, and community engagement. It strives to reduce waste, improve energy efficiency, and positively impact employees and the surrounding community.

## Energy Policy

The policy highlights Gabriel India Limited's commitment to sustainable operations and carbon neutrality, targeting 50% renewable energy usage by FY 2025-26 through solar, wind, and biomass. It outlines measures to reduce energy consumption and offset emissions, including energy audits, efficient equipment, employee awareness programmes, storage solutions, grid integration, and stakeholder engagement.

## Waste Policy

Gabriel India's Waste Policy focuses on minimising waste generation, enhancing recycling efforts, and diverting waste from landfills. The policy prioritises on reduction, reuse, recycling, recovery, and disposal.

## Water Policy

Gabriel India is committed to water sustainability and responsible water management. The Company aims to achieve water neutrality by balancing water withdrawals with reuse and rainwater harvesting. The policy emphasises water reduction, efficient use, and sustainable management.

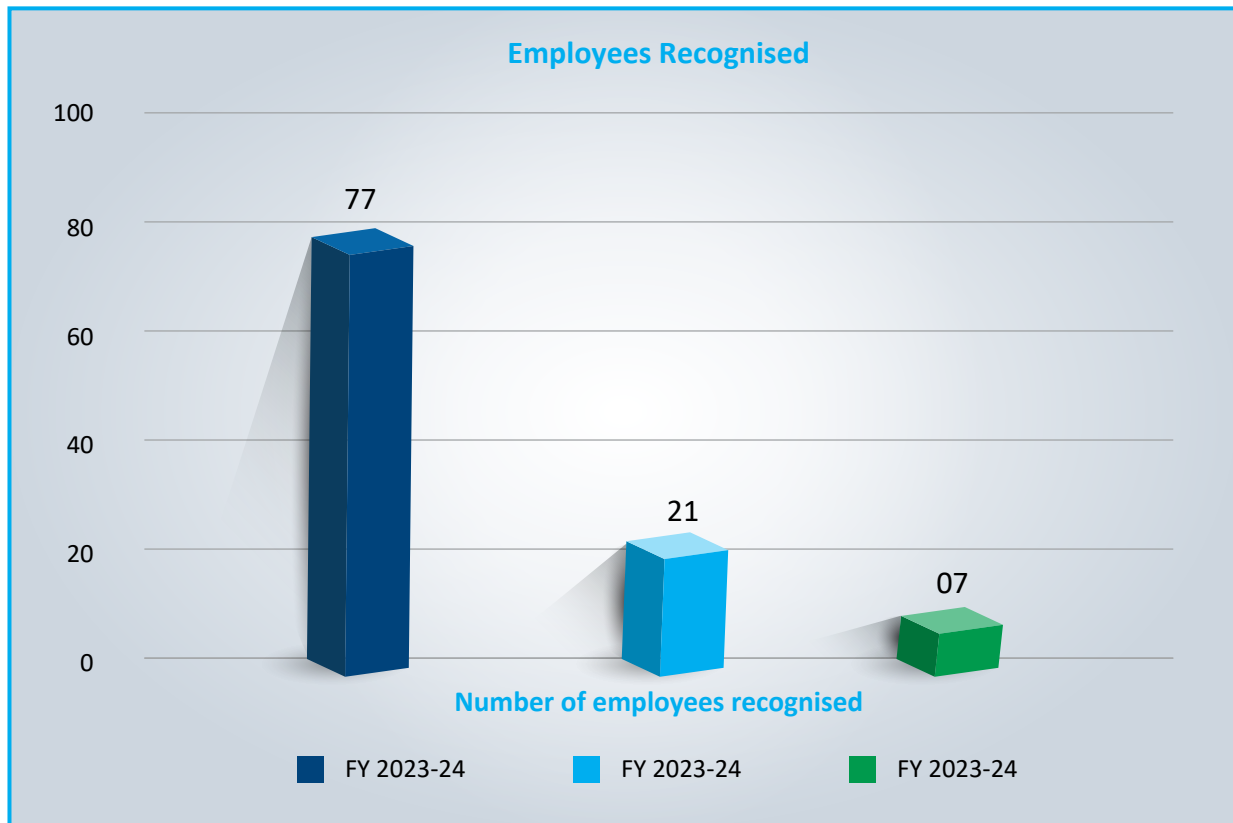
## Responsible Procurement Policy

The Responsible Procurement Policy reflects the Company's core values and sets expectations for all participants in the Gabriel India supply chain, demonstrating a commitment to human rights, environmental management, and business integrity.

# Empowering Employees for a Sustainable Future

In its quest to build a sustainable future, Gabriel India has made significant strides in empowering its employees to become active stewards of the environment. The Company achieved a 100% participation of permanent employees in sustainability training sessions, ensuring every employee's commitment towards environmental goals. Events such as World Environment Day celebrations, sapling plantation drives, and environmental quizzes further promote a culture of responsibility. Employees who demonstrate excellence in these initiatives were recognised and rewarded, fostering ongoing motivation.

Additionally, the Company's EHS (Environment, Health, and Safety) Meet brings together EHS representatives from all plants. These meetings provide a platform for valuable discussions on safety practices, advanced water treatment technologies, climate change strategies and regulatory developments. By sharing sustainability insights and industry best practices, the EHS Meet supports cross-functional collaboration and continuous improvement within the organisation, prioritising safety at every step, while maintaining a long-term focus on sustainability.



**100% participation of permanent employees in sustainable training sessions**

# Environmental Challenges and Strategic Responses

Gabriel India has identified two critical environmental risks that are material to its operations: water scarcity and climate change. Water is essential for operational processes like painting and cleaning, making water scarcity a significant risk that can hinder these activities. Climate change also presents multifaceted challenges; rising ambient temperatures can lead to employee discomfort, which reduces productivity and increases absenteeism. Moreover, excessive rainfall threatens the supply chain by potentially disrupting transport and affecting production schedules.

In response to these identified risks, Gabriel India has implemented a range of mitigation measures:

## Water scarcity



- ❑ Reduce freshwater consumption by eliminating water leaks and optimising process water use.
- ❑ Recycle wastewater back into its processes to minimise the demand for freshwater resources.
- ❑ Implementation of rainwater harvesting systems to supplement the Company's demand.

## Climate Change



- ❑ Increase the use of renewable energy sources such as rooftop solar panels and group captive solar and wind plants.
- ❑ Monitoring, targeting, and controlling energy consumption per part produced.
- ❑ Increase energy conservation to eliminate energy wastage and optimise energy use in production processes.





# Powering a Greener Future: Energy & Emissions Strategy

The world is facing a climate emergency, and Gabriel India recognises its duty as an industry leader to achieve net zero operations as swiftly as possible. With the resources at its disposal, the Company is committed to helping its customers decarbonise their global supply chains end to end.

Understanding that energy is vital to business and daily operations, powering essential machinery, processes, and technological infrastructure, Gabriel India is dedicated to transitioning its energy use from traditional sources to green alternatives. This commitment aligns with its environmental and sustainability goals, reinforcing its role in addressing the climate crisis.

“Safety First, Sustainability Always” encapsulates Gabriel India’s core philosophy, guiding every decision and action within the Company. This reflects the Company’s commitment to ensuring the safety and well-being of its employees, communities, and the environment. By prioritising safety, the Company creates a secure foundation that supports its sustainability initiatives, enabling it to innovate and implement practices that protect and preserve our planet. Gabriel India’s approach is holistic, integrating safety and sustainability into all aspects of its operations, from resource management to technological advancements. This section delves into the Company’s efforts and achievements, showcasing steps taken to build a resilient and sustainable future while maintaining the highest standards of safety.

By integrating safety into every facet of its sustainability initiatives, the Company ensures that its efforts to protect the environment are both effective and enduring. This dual focus on safety and sustainability drives the continuous improvement of practices, fostering a resilient and environmentally responsible future.

Gabriel India recognises that safeguarding the environment is not just about compliance but about proactive engagement and innovation. By prioritising safe practices, the Company ensures that all sustainability measures are implemented with the utmost care and precision, minimising risks and maximising positive outcomes. This approach not only protects the natural world but also enhances the well-being of employees, communities, and stakeholders.



## Energy Consumption

Energy is crucial to the Company’s business and daily operations. It is the core element that powers the machinery, processes, and technological infrastructure essential for operations. Gabriel India is dedicated to transitioning its energy use from traditional sources to green alternatives, aligning with its environmental and sustainability objectives.

The Company has established an energy management system that facilitates continuous monitoring of its energy usage. This proactive system allows for ongoing monitoring, analysis, and implementation of measures to optimise and reduce energy consumption in its operations.

Gabriel India is dedicated to advancing its sustainability journey by achieving carbon neutrality and optimising energy consumption through innovative strategies and community-focused initiatives.

Gabriel India has achieved 31.37% of carbon neutrality during FY2023-24. However, due to expected production growth, stringent

government energy regulations, and internal energy efficiency initiatives, relying solely on ‘open access’ renewable energy may not suffice to reach the 100% carbon neutrality target. Thus, Gabriel India aims to increase investments in energy-efficient technologies which further enhances its sustainability credentials. To address this, the Company has strategically decided to expand its efforts by focusing on additional carbon offsetting projects within its community. One such initiative is afforestation, which will significantly contribute to the Company’s overall goal of achieving carbon neutrality.

Gabriel India’s primary energy consumption includes the use of liquefied petroleum gas (LPG), natural gas, and diesel in its routine operations. Additionally, its electricity needs are met through a mix of grid-supplied power and renewable sources such as solar and wind energy. As the business and operations continue to grow in response to increasing demands from both the Company and its customers, Gabriel India’s energy consumption has steadily increased year by year.

**Table: Direct energy consumption**

Sources of Energy (GJ)	FY2023-24	FY2022-23	FY2021-22
Liquified Petroleum Gas (LPG)	78,649.00	72,413.00	63,753.00
Piped Natural Gas (PNG)	23,314.00	23,098.00	18,128.00
Diesel	4,824.00	5,211.00	3,797.00
Petrol	9.00	-	-
<b>Total direct energy consumption</b>	<b>1,06,796.00</b>	<b>1,00,722.00</b>	<b>85,678.00</b>

Note: Gabriel India initiated monitoring of petrol consumption from FY2023-24.

**Table: Indirect energy consumption**

Sources of Energy (GJ)	FY2023-24	FY2022-23	FY2021-22
Electricity purchased from grid	76,994.00	76,817.00	69,839.00
Rooftop, group captive solar and wind	34,122.00	26,048.00	15,445.00
<b>Total indirect energy consumption</b>	<b>1,11,116.00</b>	<b>1,02,865.00</b>	<b>85,284.00</b>

### SPOTLIGHT: Renewable Energy Goals

Gabriel India has set an ambitious goal to achieve **50% of its energy consumption from renewable and green sources by 2025**, marking a significant step towards sustainability and environmental responsibility.

Embracing renewable energy is crucial for Gabriel India as it not only reduces their carbon footprint but also ensures long-term energy security and cost savings. This commitment underscores their dedication to fostering a greener future for the industry and the planet.

**15.65% renewable energy** use during FY2023-24

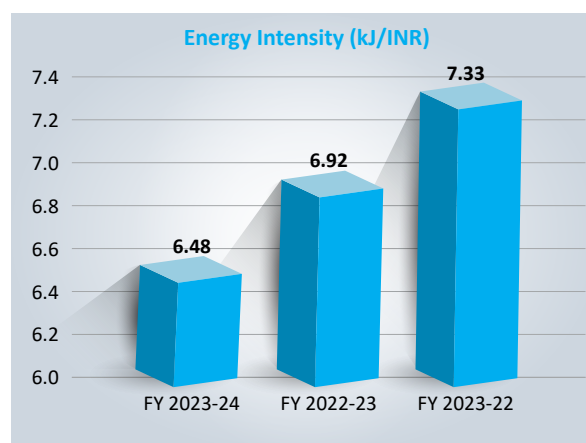
**1.9 Mwp** of rooftop **solar systems** installed and 3Mwp group captive Solar and Wind Installed.

### Stringent Control and Efficient Use of Energy Resources

Dedicated to enhancing operational efficiency through energy conservation within its processes and operations, the Company focuses on stringent control and efficient use of energy resources, which not only significantly reduces its carbon footprint but also lowers operational costs. This initiative also reinforces Gabriel India’s commitment to a circular ecosystem, promoting sustainability, and mitigating risks from adverse climatic conditions.

In line with its vision for a sustainable, energy-efficient future, Gabriel India continues to aim to achieve Carbon Neutrality by 2025 while ensuring safety of its people at all times. This goal highlights the Company’s strong commitment to environmental stewardship and positions it as a leader in sustainable practices within its industry.

Gabriel India’s pursuit of Carbon Neutrality is a testament to its dedication to creating a more resilient, responsible, and environmentally conscious future for generations to come.



## Sustainability Initiatives and Energy Savings

Gabriel India’s commitment to sustainability is reflected in its comprehensive initiatives aimed at reducing energy consumption and promoting environmental responsibility. By implementing innovative energy-saving measures and investing in renewable energy sources, the Company strives to minimise its ecological footprint while enhancing operational efficiency.

Gabriel India has undertaken several energy efficiency initiatives to reduce its environmental impact and enhance operational sustainability. Implementing a series of energy-saving initiatives, Gabriel India aims at reducing its electricity and fuel consumption within the organisation. Below

is a summary of these initiatives and their impact on energy savings for reporting periods FY 2024 and FY 2023.

A testament to Gabriel India’s vision of continuous sustainability, the establishment of an Environmental, Occupational Health, and Safety (EOHS) policy underscores its commitment to prioritising the safety of its people. Building on last year’s sustainability report, Gabriel India has reinforced its dedication to environmental stewardship through this EOHS policy, which integrates initiatives aimed at boosting energy efficiency while minimising the environmental impact of its business activities.

**Table: Electricity Savings**

Operational Changes	FY2023-24
Centralised filtration unit coolant flush line and change in high-pressure pump operation	18.36 GJ
Rooftop, group captive solar and wind	15,445.00
Efficiency Improvements	FY2023-24
Variable speed drives for powder coating pre-treatment pumps and sensor-based operations for conveyors, pumps and ovens	536.76 GJ
Variable speed drives for outer tube cell coolant pumps	181.44 GJ
Replacing canteen hot water geyser with heat pump	14.04 GJ
Sensor-based lighting and ventilation	4.49 GJ
Temperature controller on plating hot water motor interlock	10.88 GJ
Paint bath temperature control for chiller interlock	15.54 GJ
Hot water tank for cleaning machine	10.36 GJ
Variable Frequency Drives (VFDs) for spinning machine hydraulic power pack motors	19.68 GJ
Water cooling in testing machine	31.10 GJ

Efficiency Improvements	FY2023-24
Water cooling of paint tank	46.65 GJ
Eliminating wall-mounted fans	25.92 GJ
Elimination of seal flushing pump	12.67 GJ
Automation of air handling unit (AHU)	10.13 GJ
VFDs on outer tube cleaning machine	7.60 GJ
Auto hydraulic off timer for strut damping force testing machine	7.60 GJ
Switching off AC units during breaks	5.06 GJ
Digital timer for AC units	5.06 GJ
Additional Measures	FY2023-24
Switching off lights during breaks on OLA line	0.32 GJ
Increase loading of jigs in powder coating	24.67 GJ
Magnetising current optimisation in centreless grinders	5.08 GJ
Separate blower & thermocouple for furnace	92.66 GJ
Rooftop solar above new store building	115.05 GJ
Replacement of BR 12 oil pump motors with energy-efficient motors	3.32 GJ
Polycarbonate sheet roof top at old paint line	12.12 GJ
Replacement of inefficient lighting with LED lighting	122.26 GJ
Replacement of over-rated motors with optimum rated motors	154.50 GJ
Usage of variable frequency drive (VFD) in pumps	229.37 GJ
Conversion of hydraulic & pneumatic drive to electric drive	140.74 GJ
Compressor heat recovery system	204.58 GJ
100% LED Lights across all plants	



**Emissions Management**

Effective emissions management is a cornerstone of the Company’s commitment to environmental sustainability. By systematically monitoring, controlling, and reducing emissions, Gabriel India aims to minimise its impact on the environment and contribute to global efforts to combat climate change. This approach involves the implementation of advanced technologies, rigorous compliance with regulatory standards, and continuous improvement practices. Through targeted initiatives such as optimising energy use, enhancing operational efficiency, and investing in cleaner technologies, the Company strives to lower its greenhouse gas emissions.

Gabriel India maintains its ISO 14001 certification, which ensures a systematic approach to managing emissions from various processes. Scope-1 emissions, which are directly generated from operations, include those from diesel, natural gas, LPG, and CO2 used in welding processes. These emissions are under the Company’s direct control.

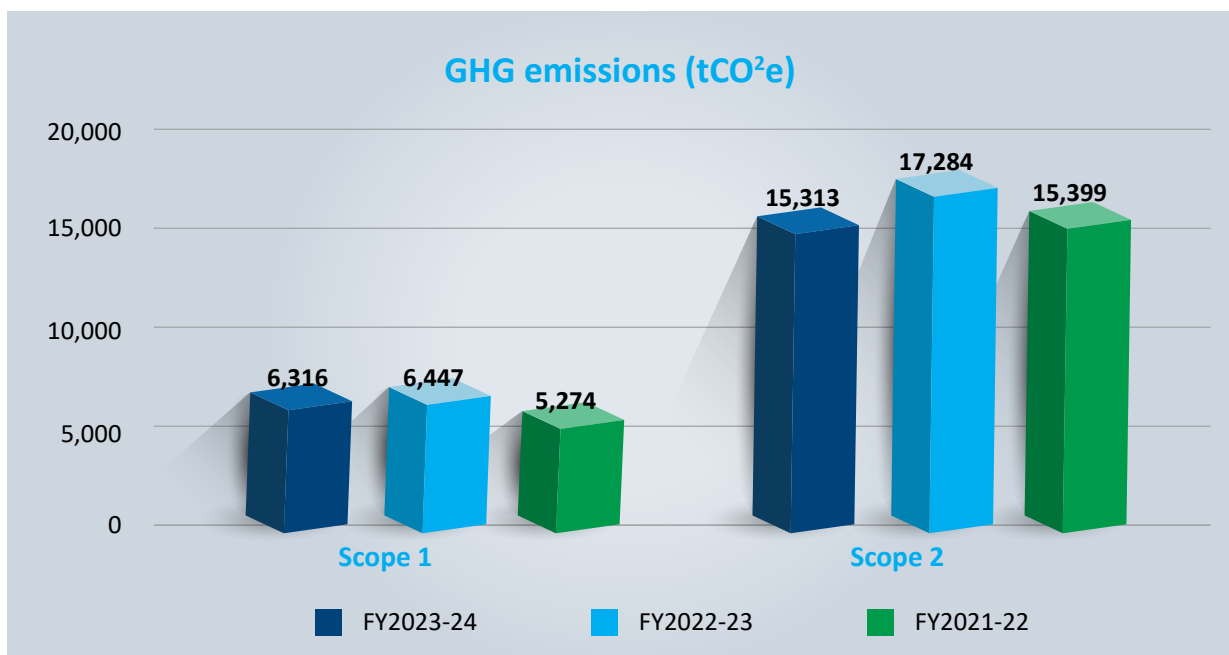
Scope-2 emissions, on the other hand, are indirect emissions linked to the Company’s electricity consumption. These emissions result from the generation of electricity purchased from the grid. Although Gabriel India does not control the emissions from electricity generation, it is responsible for managing and reducing its

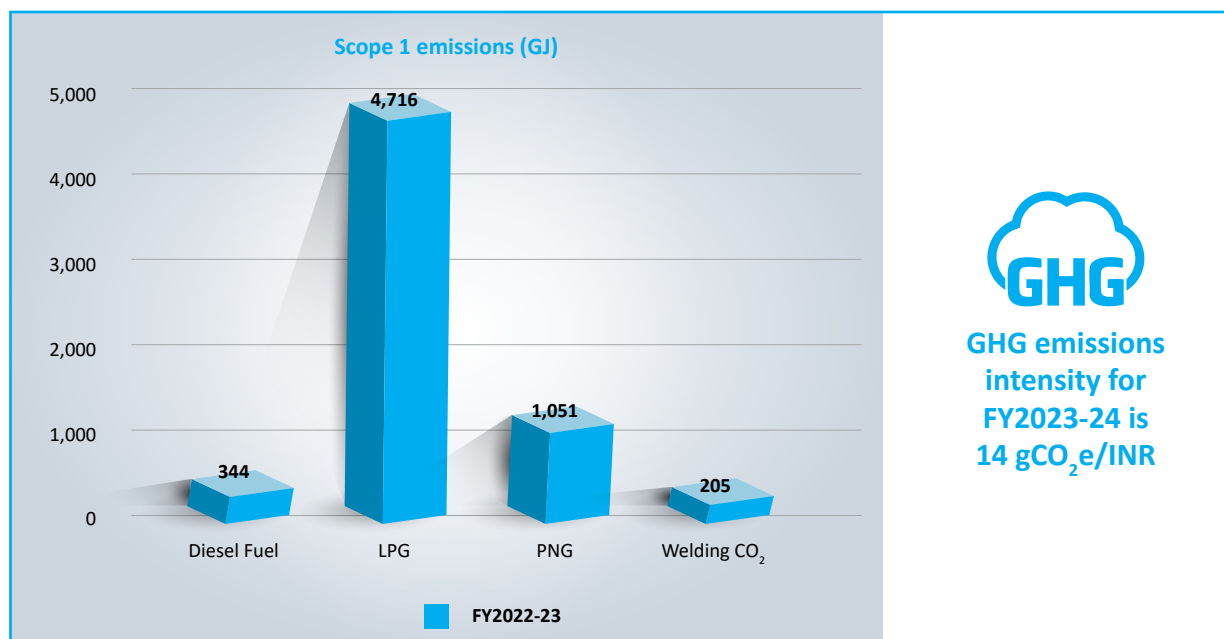
electricity consumption, thereby influencing its Scope-2 emissions.

Currently, Gabriel India has commenced tracking Scope-3 emissions across six categories – Purchased goods and services (Category 1), Capital goods (Category 2), Upstream transportation and distribution (Category 4), Business travel (Category 6), Employee commuting (Category 7), and downstream transportation and transportation (Category 9). The Company will be prepared to disclose its Scope-3 emissions starting in FY 2024-25.

Gabriel India continues to utilise the IPCC 2006 Guidelines for National Greenhouse Gas Inventories as the primary source for emission factors for both Scope-1 and Scope-2 emissions, as well as for global warming potential (GWP) values. These guidelines provide a standardised and internationally recognised framework for calculating and reporting greenhouse gas emissions, ensuring consistency and accuracy in the company’s emissions calculations and reporting processes.

This ongoing commitment to environmental responsibility highlights Gabriel India’s dedication to achieving a sustainable and energy-efficient future.





**Reduction of GHG emissions**

Reducing greenhouse gas (GHG) emissions is a critical component of the Company’s sustainability strategy. The Company’s initiatives are designed to systematically lower its carbon footprint through innovative technologies, efficient resource management, and strategic investments. By optimising energy use, transitioning to renewable energy sources, and enhancing operational efficiencies, Gabriel India aims to significantly cut down its Scope-1 and Scope-2 emissions. Additionally, it is developing frameworks to identify, assess and address Scope-3 emissions, ensuring a comprehensive approach to emissions reduction. Outlined are some of the Company’s key initiatives and accomplishments in reducing GHG emissions.

Description of the GHG saving initiative	Total emissions saved (kgCO <sub>2</sub> ) during FY 24	Total emissions saved (kgCO <sub>2</sub> ) during FY 23	Total emissions saved (kgCO <sub>2</sub> ) during FY 22	Total emissions saved (kgCO <sub>2</sub> ) -cumulative
Through Energy Saving Initiatives	3,49,314.00	1,93,875.00	NA	<b>5,43,190.00</b>
100KWp Solar Rooftop Plant at Nashik	22,690.18	Implemented in FY 2023 - 2024	Installed in FY 23-24	<b>22,690.18</b>
Solar Group Captive Plant	37,73,863.00	18,81,312.00	Implemented in FY 2022 - 2023	<b>56,55,175.00</b>
Wind Group Captive Plant	16,22,181.02	26,51,618.43	27,38,602.71	<b>70,12,402.16</b>
Rooftop Solar Across Manufacturing sites	13,11,007.90	12,10,948.76	8,52,435.90	<b>33,74,392.56</b>

## SPOTLIGHT: Renewable Energy Goals

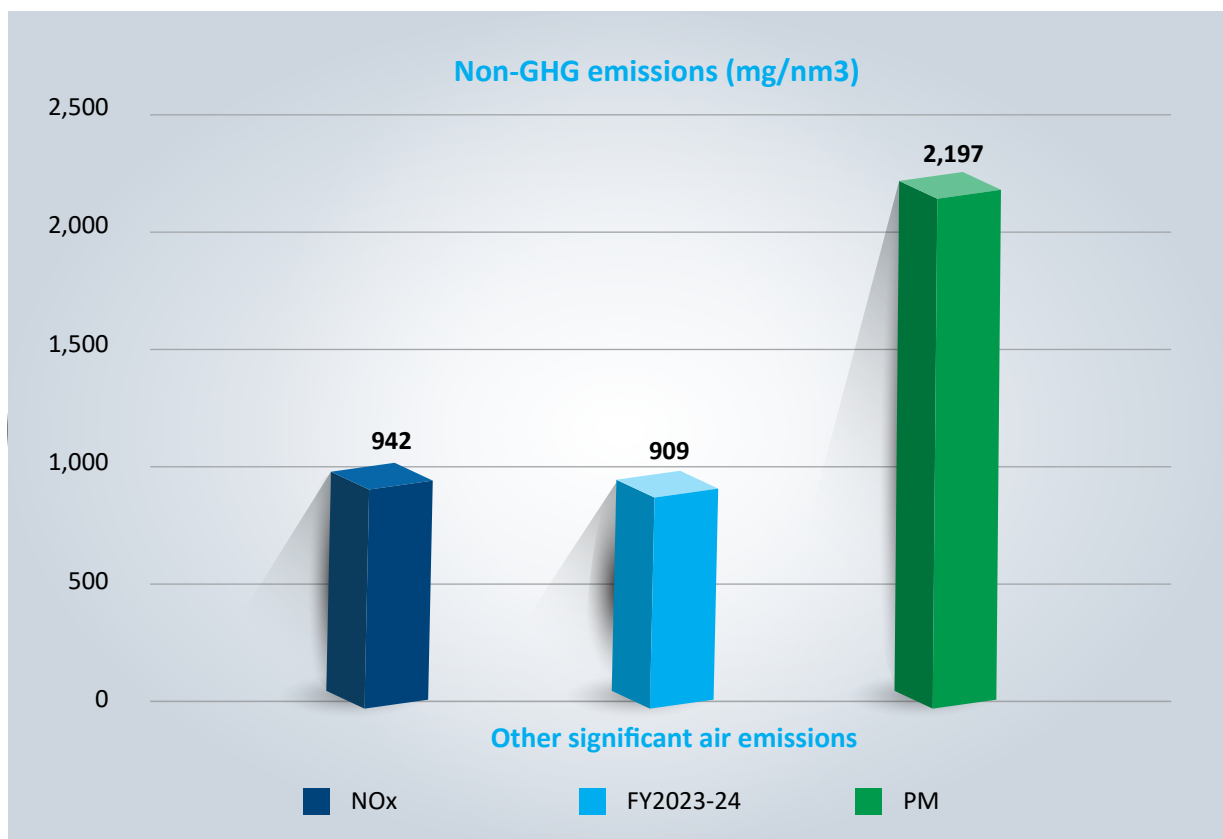
Gabriel India has enhanced its commitment to sustainable energy by installing a **100 KWP** solar power system at its Nasik plant. This solar installation is expected to generate **approximately 15,69,160 kWh** of **clean electricity annually**, helping **reduce** reliance on conventional energy sources and **lowering** the plant’s carbon footprint.

**A potential of 15,69,160 kWh solar energy** generation every year.  
**100 KWP** of rooftop **solar systems** installed.

### Monitoring Non-GHG Pollutants

In addition to routinely monitoring GHG emissions, Gabriel India also diligently tracks non-GHG pollutants such as nitrogen oxides (NOx), sulphur oxides (SOx), and persistent organic pollutants (POP). This comprehensive monitoring programme encompasses all 69 emission stacks linked to diesel generators and other process-related sources across all operational sites.

It’s important to note that SOx emissions are not monitored for two specific diesel generator sets due to regulatory exemptions. Consequently, the company’s SOx emissions data is derived from the monitoring of the remaining 67 stacks, ensuring a thorough assessment of its emissions profile. Additionally, Gabriel India has implemented stringent measures to prevent the release of ozone-depleting substances (ODS) from its operations.



# Investment in Clean Technology



**Mr. S Raghavendra**  
Central Technical Services Group Head  
Gabriel India Limited

**GABRIEL**

The importance of clean technology cannot be overstated, in today's times, as it plays a crucial role in combating climate change and preserving our planet for future generations. At Gabriel India, our dedication to a sustainable future drives our continuous investment in clean technology.

### Emissions Management

Our approach to innovation focuses on optimisation at every stage of our operations, starting from design to disposal. By seamlessly integrating clean technology considerations into all our equipment and processes, we achieve dual benefit: enhanced efficiency and a significantly reduced environmental footprint.

Key initiatives have helped us to:

**Maximise efficiency** → Through fine-tuning process parameters

**Maximise efficiency** → By transitioning from traditional Power sources to electric/servo

**Enhance performance** → By deploying live data monitoring systems

**Align with sustainability strategy** → Through specific clean technology implementations like eliminating hydraulic power packs, recycling coolants and chemicals, and introducing green technologies in plating and painting processes

These initiatives have yielded significant benefits, including reduced energy consumption, lower emissions, and cost savings.

### Advancing with Industry Trends

Staying ahead in the clean technology landscape is essential. Our process innovation team engages actively with industry experts through online seminars and collaborative projects. We conduct thorough proof-of-concept trials on emerging solutions and leverage our global network, including the Gabriel Europe Engineering Centre (GEEC), to stay abreast of the latest advancements.

As we move forward, we remain resolute in our pursuit of innovation that prioritises energy efficiency and green technology. Our commitment to overcoming challenges and fostering a culture that values sustainability continues to strengthen, driving us to achieve new heights in responsible and sustainable practices.





## Investment in Clean Technologies: Driving Sustainability

**E**nvironmental risk management is a critical component of any organisation's sustainability strategy. Effective environmental risk management is essential for several reasons: it helps prevent ecological disasters, ensures compliance with regulatory requirements, and fosters a culture of sustainability within the organisation.

### Energy Consumption

Gabriel India is on a transformative journey dedicated to enhancing its environmental performance through the proactive adoption of clean technologies and innovative solutions. The Company has established a process that ensures clean technology considerations are an integral part of every project. This entails a defined checklist and investment proposal framework aimed at optimising process parameters and eliminating idle energy consumption.

To further bolster its commitment, Gabriel India leverages live data monitoring and automation, which not only enhances energy efficiency but also minimises human error in hazardous operations. The Company has implemented a rigorous procedure for reviewing investments and evaluating their impact on the environment, energy consumption, and cost improvements. Each element of the Company's sustainability roadmap aligns with the organisation's overarching strategy and goals.

Gabriel India's dedication to integrating clean technologies is a cornerstone of its commitment to "Safety First, Sustainability Always." This commitment is evident throughout the entire value chain—from product design to end-of-life disposal—reflecting a profound responsibility towards sustainability and innovation. By embracing clean technologies, Gabriel India positions itself as a leader in environmentally conscious practices within the industry, reinforcing its role as a pioneer in sustainable operations.



## Key Elements in the Strategy for Clean Investment

### Optimising Process Parameters:

Gabriel India continually seeks to improve process efficiency by identifying alternative methods that meet product requirements while minimising resource use.

### Reducing Idle Energy Consumption:

The Company focuses on eliminating energy waste by standardising the use of electric drives instead of hydraulic systems during non-operational periods. This not only enhances efficiency but also contributes to sustainability goals.

### Live Data Monitoring:

By implementing real-time monitoring systems on the shop floor, Gabriel India improves energy consumption management and asset utilisation. This proactive approach enables better decision-making regarding resource use.

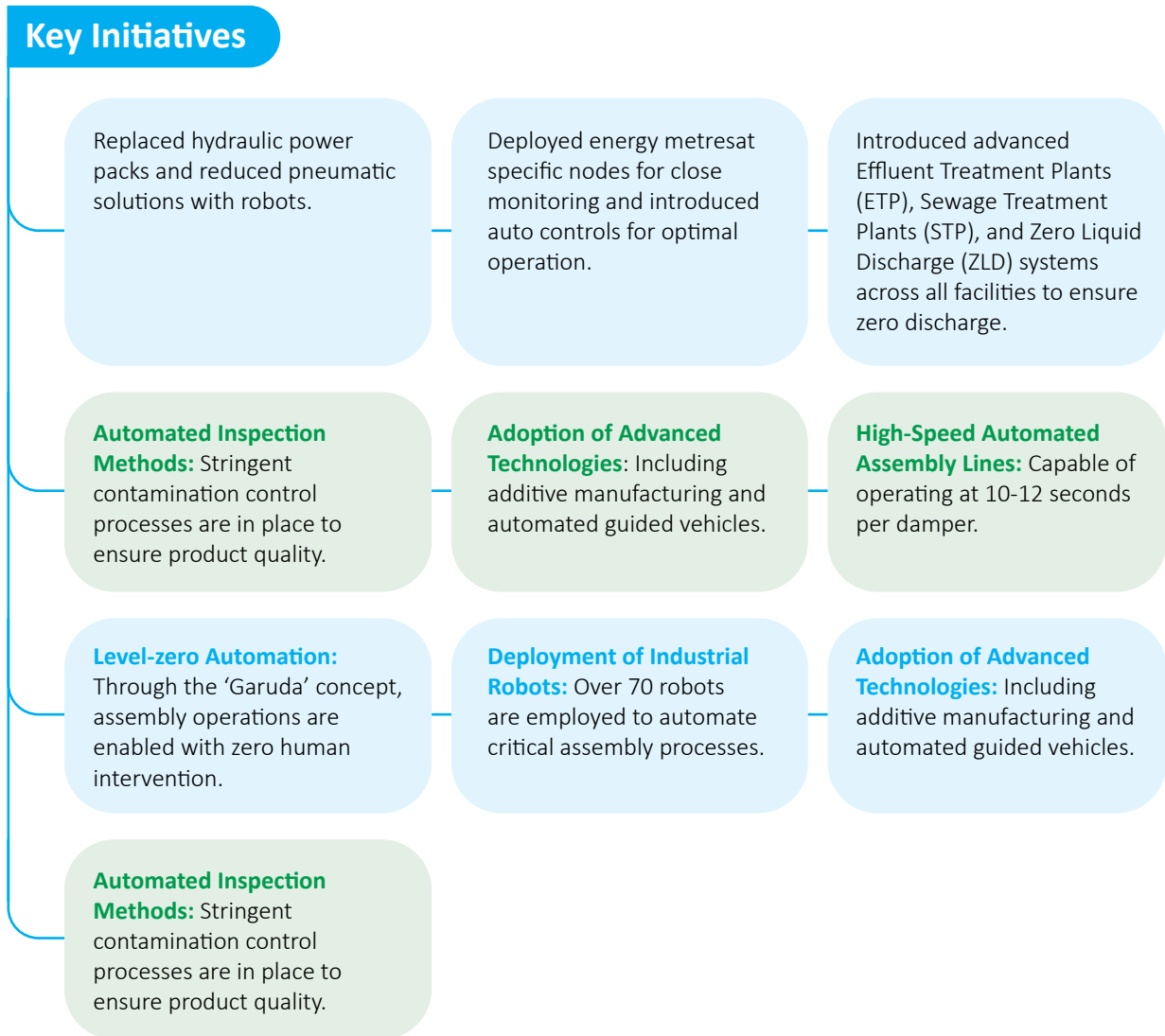
### Investments in Automation:

The Company makes conscious investments in automation to reduce human intervention in hazardous and skill-intensive operations. This strategy aims to achieve zero-defect manufacturing while ensuring safety and efficiency. Artificial Intelligence (AI) now leads these automation efforts, particularly in critical inspection processes. The AI system captures microscopic visual defects using high-end cameras, learns to identify similar defects, and continually improves its capabilities.



**Staying Ahead of the Curve**

In its pursuit of sustainability, Gabriel India has undertaken several key initiatives:



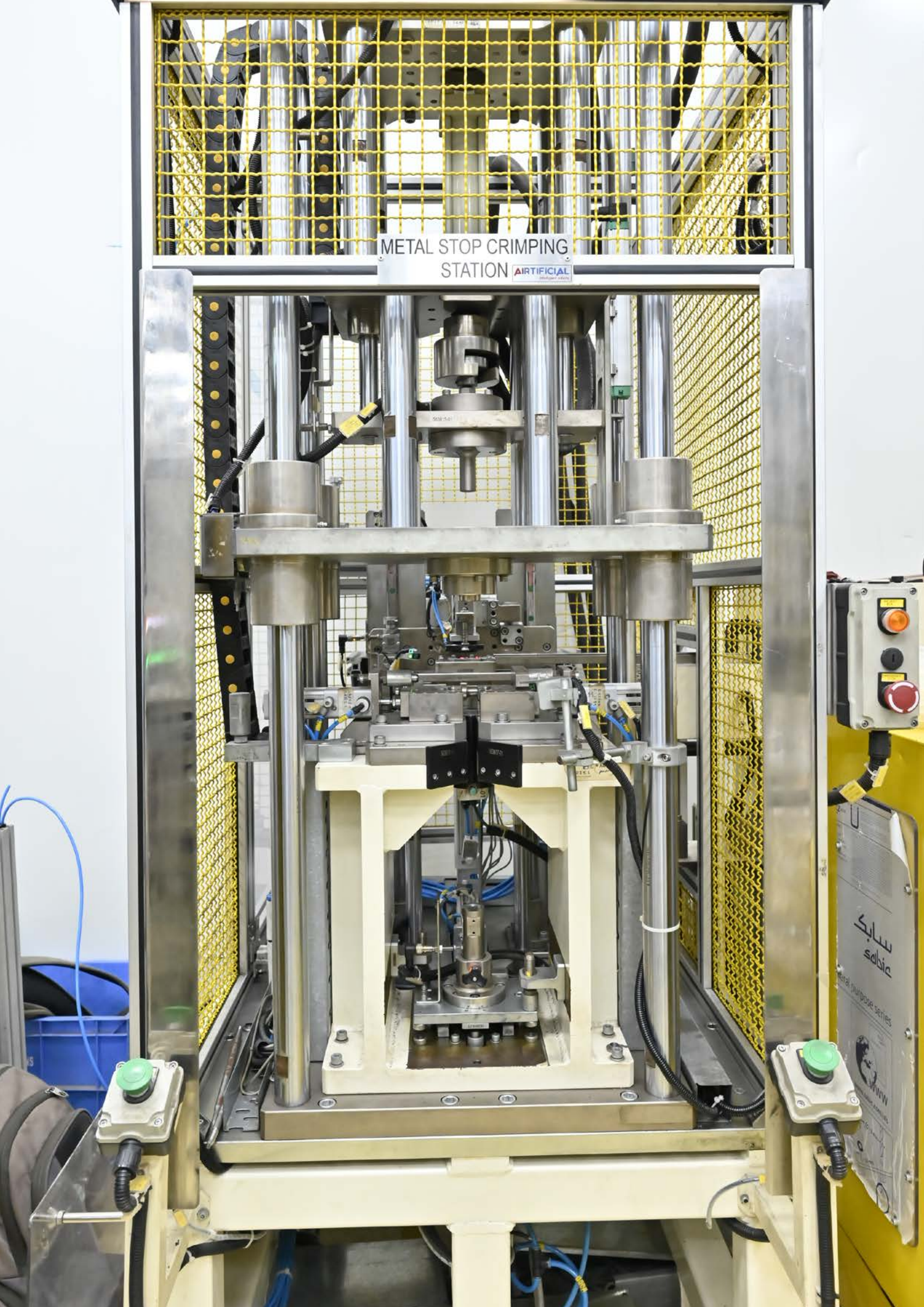
To stay current with advancements in clean technologies, Gabriel India’s Process Innovation team actively engages in various activities, including online seminars, expert discussions, and collaborations with the Gabriel India Europe Engineering Centre (GEEC). These efforts enable the Company to remain informed about global trends and integrate innovative solutions into its operations.

Gabriel India’s dedication to innovation is vividly illustrated by its impressive portfolio of 85

patents, with 28 already granted. . This impressive achievement demonstrates the Company’s capability to develop and implement cutting-edge products in-house.. The Company employs a thorough process for assessing the feasibility and potential impact of new technologies. This includes live monitoring of energy, water, and chemical consumption and conducting proof-of-concept studies. These data-driven assessments facilitate informed decisions that optimise resource usage and minimise environmental impact.



METAL STOP CRIMPING  
STATION AIRFICIAL



سایک  
معدن

metal stop crimping series



# Relentlessly Pursuing Perfection



**Mr. Narender Gaba**

Vice President - Operations,  
Khandsa Plant,  
Gabriel India Limited

**GABRIEL**

**W**e value operational efficiency at Gabriel India. It is not just a metric or a goal for us; it is the foundation on which Gabriel India stands. Operational efficiency allows us to make the most of our resources, reducing waste and cutting costs, which in turn drives innovation and sustainability. Ultimately, efficient operations are about more than just numbers - they ensure and reflect our long-term growth and resilience. This is key to achieving our strategic goals and building a future where we can thrive together.

In today's fast-paced world, operational efficiency and sustainability are more crucial than ever, addressing environmental, social, and economic dimensions to foster ethical and renewable business practices. At Gabriel India, we are committed to achieving excellence in business operations while ensuring the well-being of our people and the environment. Our mission is to seamlessly integrate sustainability into every aspect of our Company, engaging employees,

suppliers, and stakeholders in meaningful initiatives that drive positive impact.

We have introduced several key initiatives to drive our sustainability goals forward. These efforts include enhancing energy management efficiency through the use of alternative power sources and conducting comprehensive carbon accounting. We are also investing in infrastructure aimed at reducing Greenhouse Gas (GHG) emissions, conserving water resources, and eliminating waste. Additionally, we are optimising our supply chains to support a circular economy, promoting reuse, minimising waste, encouraging sustainable consumption, and protecting natural resources.

Through these efforts, we aim to create a sustainable future that benefits both our organisation and the communities we serve, while maintaining the highest standards of operational effectiveness.



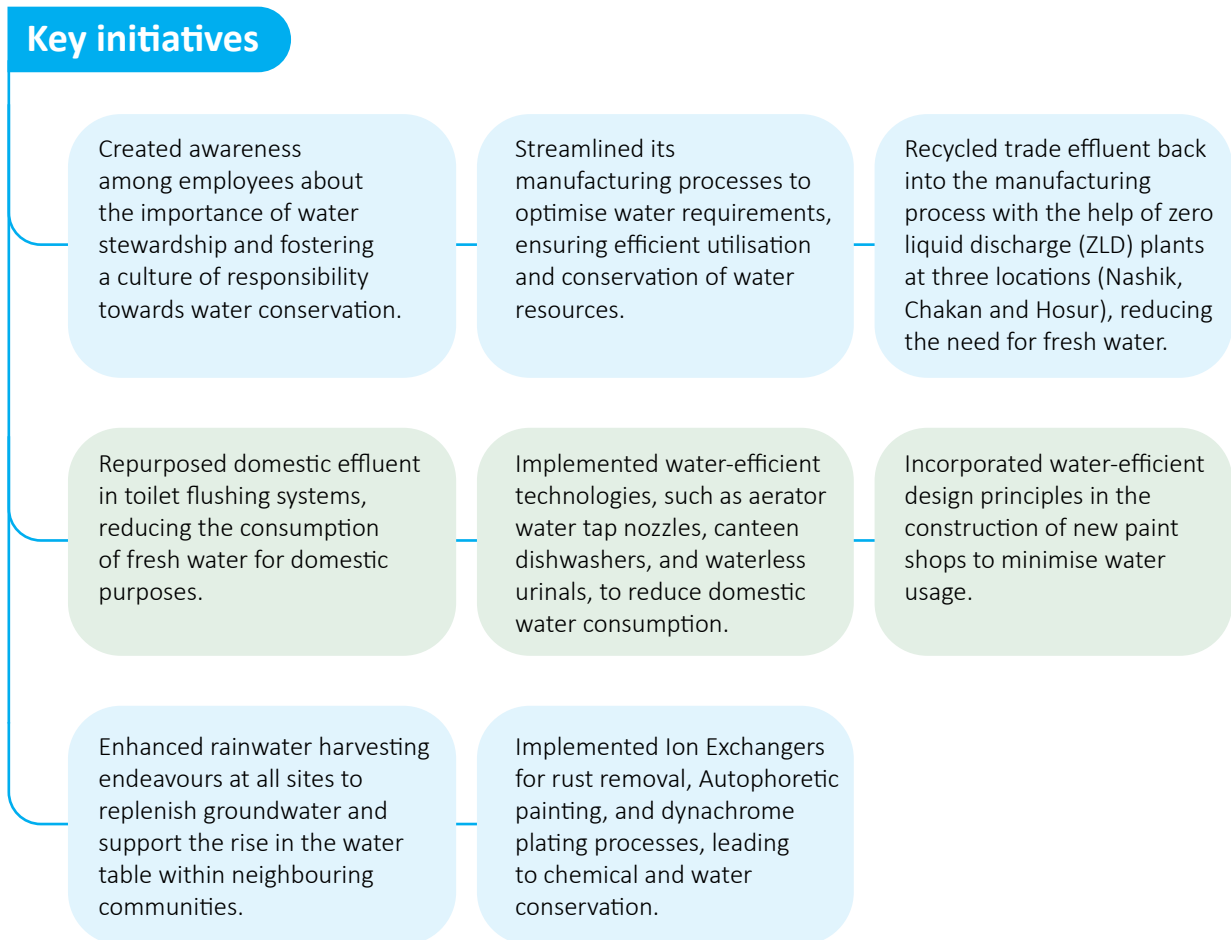


# Water Conservation: Driving Environmental Responsibility

In recent years, industries have faced significant challenges related to water management, including increasing water scarcity, stringent regulatory requirements, and rising operational costs associated with water usage. These challenges underscore the critical importance of water as a resource. Water is an essential component of industrial processes. Its availability and quality directly impact the efficiency, productivity, and sustainability of industrial activities. As Gabriel India continues to navigate challenges with regard to water management, effective water management strategies become indispensable for ensuring operational resilience, reducing environmental impact, and maintaining compliance with evolving regulations. At Gabriel India, water management is an integral part of the Company's broader commitment to sustainability and environmental stewardship, aligning seamlessly with its theme of "Safety First, Sustainability Always."

## Initiatives for Responsible Water Management

In its pursuit of sustainability, Gabriel India has undertaken several key initiatives:



## Tracking Gabriel India's Water

Gabriel India strongly emphasises tracking and monitoring water data. This enables the Company to continuously assess and improve its water management practices, ensuring optimal efficiency and sustainability in its operations.

### **SPOTLIGHT:** Target for Water Goals

As part of its commitment to environmental sustainability, Gabriel India has implemented a rainwater harvesting system in Khandsa plant with an offsetting potential of 79,02,870 litres.

The aim is to achieve **water-neutral operations** by 2025.

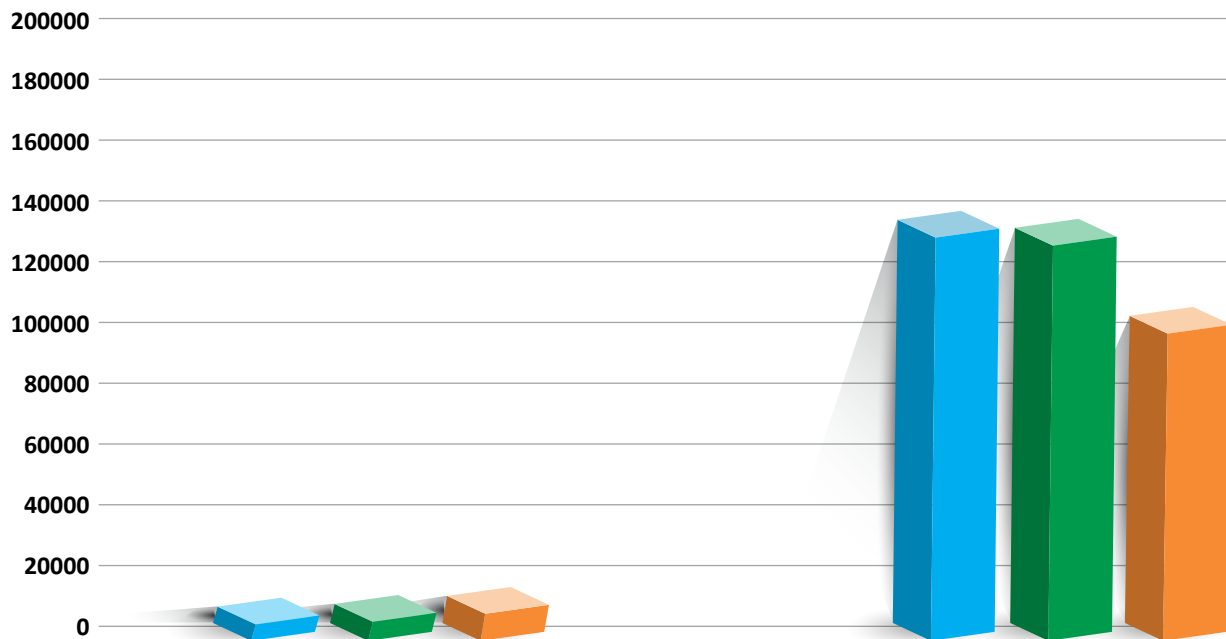


A total of **1,89,571 KL** of wastewater was treated and **discharged on-site**, while **7,691 KL** of sewage was sent to the **Tata Motors Sanand plant** under a mutual vendor agreement.

A total of **1,97,262.24 KL of water** was **withdrawn and consumed** in FY2023-24.

A total of **96,625.56 KL** of water has been **withdrawn from water stress areas** in Nashik, Khandsa, Dewas, and Manesar.

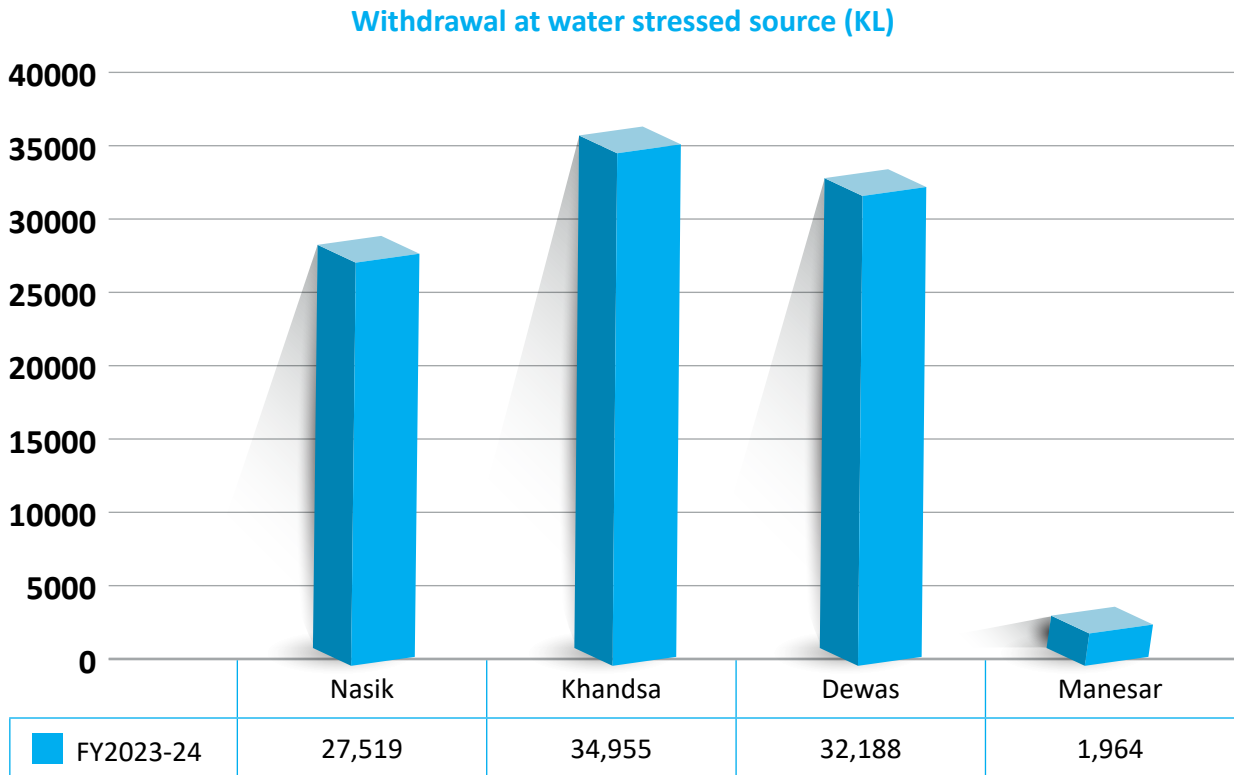
**Withdrawal at source (KL)**



	Ground water	Third party water (private tankers and municipal water)
<span style="color: blue;">■</span> FY2023-24	10,671	1,86,592
<span style="color: green;">■</span> FY2022-23	7,862	1,80,974
<span style="color: orange;">■</span> FY2021-22	6,782	1,40,020

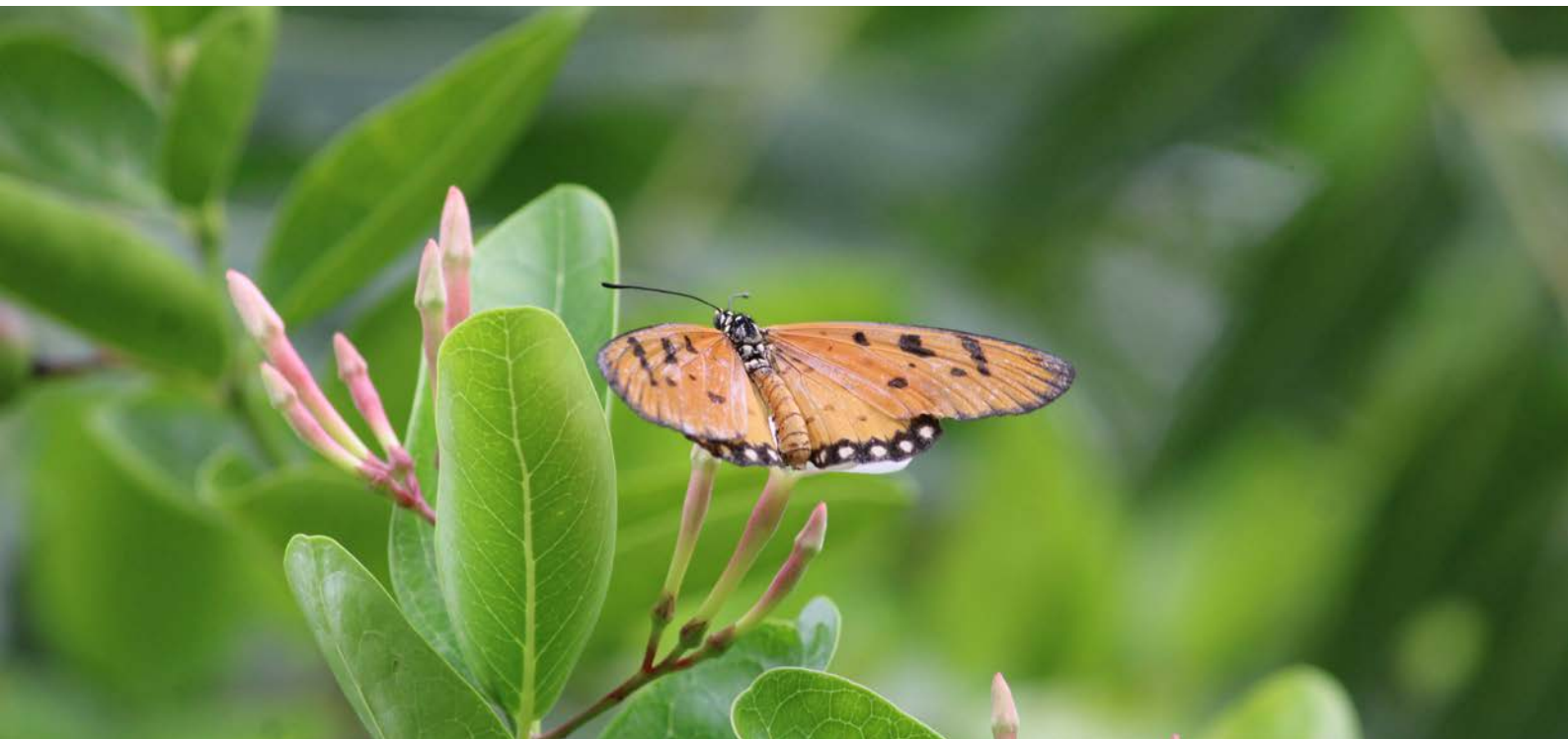


**Total water withdrawal by water stress source**



**Water withdrawal at water stressed areas (KL) for FY2023-24**

Nashik (Municipal water)	27,519
Khandsa (Third party water)	34,955
Dewas (Municipal water)	32,187
Manesar (Municipal water)	1,964





# Preserving Life: Biodiversity Conservation

Conserving biodiversity is vital for maintaining the intricate balance of our ecosystems, which support human life by providing essential services like clean air, water, and fertile soil. Conserving biodiversity is akin to investing in a resilient and sustainable future. It supports industries by providing raw materials, regulating ecosystems, and fostering innovation. By embracing ‘Safety First, Sustainability Always’, Gabriel India can ensure long-term prosperity while preserving the natural wealth that underpins their success.

## Gabriel India’s Green Cover

Gabriel has made significant strides in enhancing its environmental footprint through extensive green cover initiatives. The total green cover at Gabriel India spans 1,28,903 square metres, accounting for more than 35% of the area. This verdant landscape is not only aesthetically pleasing but also highly effective in carbon sequestration.

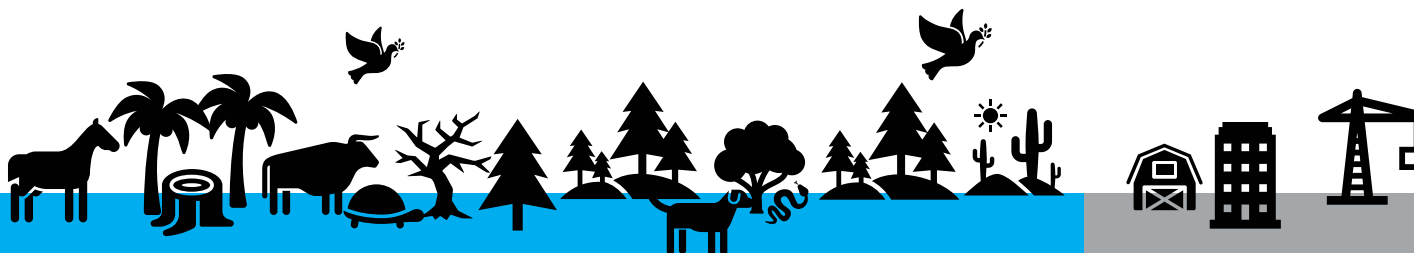
## Biodiversity Monitoring and Assessment

Gabriel India has mapped out the intricate links between its operations and nearby ecosystems through a comprehensive biodiversity assessment. By identifying significant areas where biodiversity loss could present considerable risks, the assessment helped Gabriel India to establish effective mitigation and conservation strategies.

The Chakan plant, located in Kuruli village, Pune district, Maharashtra, is a vibrant hub of biodiversity. The recent assessment of the plant’s green cover, which spanned the ZLD area, Nursery Hill area, Administrative area, and Research & Development centre, revealed a rich tapestry of life. The study documented 143 species of flora, including 70 species of trees, 38 species of shrubs, 22 species of herbs, eight species of palms, four species of climbers, and one species of grass. The avifauna was equally diverse, with 32 bird species recorded, including the Minivet, Indian peafowl, and Shikra, all protected under Schedule I of the Indian Wildlife Protection Act, 1972.

The entomological survey highlighted the presence of 28 insect species, with butterflies being the most prominent, making up 67.86% of the insect population in the Chakan plant. The faunal assessment identified 12 species, including the Indian rat snake and Indian Spectacled Cobra, protected under Schedule II, and the Indian palm squirrel, Indian Flying Fox, and Indian grey mongoose, protected under various schedules of the Indian Wildlife Protection Act, 1972.

It has been found that on average, the green cover sequesters 3,148.05 tonnes of CO<sub>2</sub> equivalent per hectare in the Chakan plant. Cumulatively, the green cover area has sequestered a substantial 9,444.15 tonnes of CO<sub>2</sub> equivalent to date.



**Green covered: 29,500 sq.m.**



This geographical area is divided into green and grey zones.



**Table: Summary of Flora and Fauna – Gabriel India Chakan Campus for FY2023-24**

Taxonomic Groups	Number of species	%
<b>Flora:</b> Tree, Shrub, Herb, Grass, Palm, and Climber	143	67
<b>Avifauna:</b> Birds	32	14
<b>Insects:</b> Butterfly, Dragonfly, Bug, Bee, Grasshopper and Moth	28	13
<b>Herpetofauna:</b> Mammal, Reptile and Amphibians	12	6



By identifying significant areas where biodiversity loss could present considerable risks, this assessment helped the Company establish effective mitigation and conservation strategies. This proactive strategy not only enhanced stakeholder trust but also opened avenues for partnerships in conservation efforts.

Gabriel India has gained a competitive edge in the marketplace by fulfilling customer demands for eco-friendly automotive solutions through the

adoption of sustainable methods and resources. The biodiversity assessment highlights Gabriel India’s commitment to operational resilience, environmental stewardship, and sustainable growth. This strategy not only ensures the Company’s continued success and leadership in the automotive sector but also addresses the immediate environmental impact, reinforcing its role as a responsible and forward-thinking industry leader.



l area covers: 80,799 sq.m.



## **SPOTLIGHT: A Green Transformation—Miyawaki Forest at Gabriel India’s Dewas Plant**

In a remarkable stride towards sustainability, Gabriel India has embarked on an ambitious project to create a Miyawaki forest at its Dewas plant.

Spanning an area of 5,254 square meters, the Miyawaki forest at Dewas Plant is a lush green haven, home to approximately 26,720 plants. The forest features a diverse array of species, including Sheesham (Indian Rosewood), Shubabul (Leucaena), and Gulmohar (Flame Tree). These species were carefully selected to create a thriving ecosystem that supports local wildlife and contributes to the overall health of the environment.

### **Key Highlights**

The Miyawaki method, known for its dense plantation technique, involves planting trees close together. This approach not only promotes rapid growth but also results in a dense, forest-like environment in a relatively short period. One of the standout features of this method is its low maintenance requirement. After establishment, the Miyawaki forest required minimal watering making it both a sustainable and cost-effective solution.

### **Impact**

The implementation of the Miyawaki forest at Dewas plant was more than just a green initiative; it set a benchmark for future projects across Gabriel India’s other plants. The forest is expected to provide long-term environmental benefits, including significant carbon sequestration, habitat creation for various species, and enhanced local biodiversity. This project underscored Gabriel India’s commitment to sustainability and served as an inspiring example of how industrial operations can harmoniously coexist with nature.

Through this initiative, Gabriel India not only contributed to a greener planet but also paved the way for other organisations to follow suit, demonstrating that with dedication and innovative approaches, substantial environmental impact can be achieved.





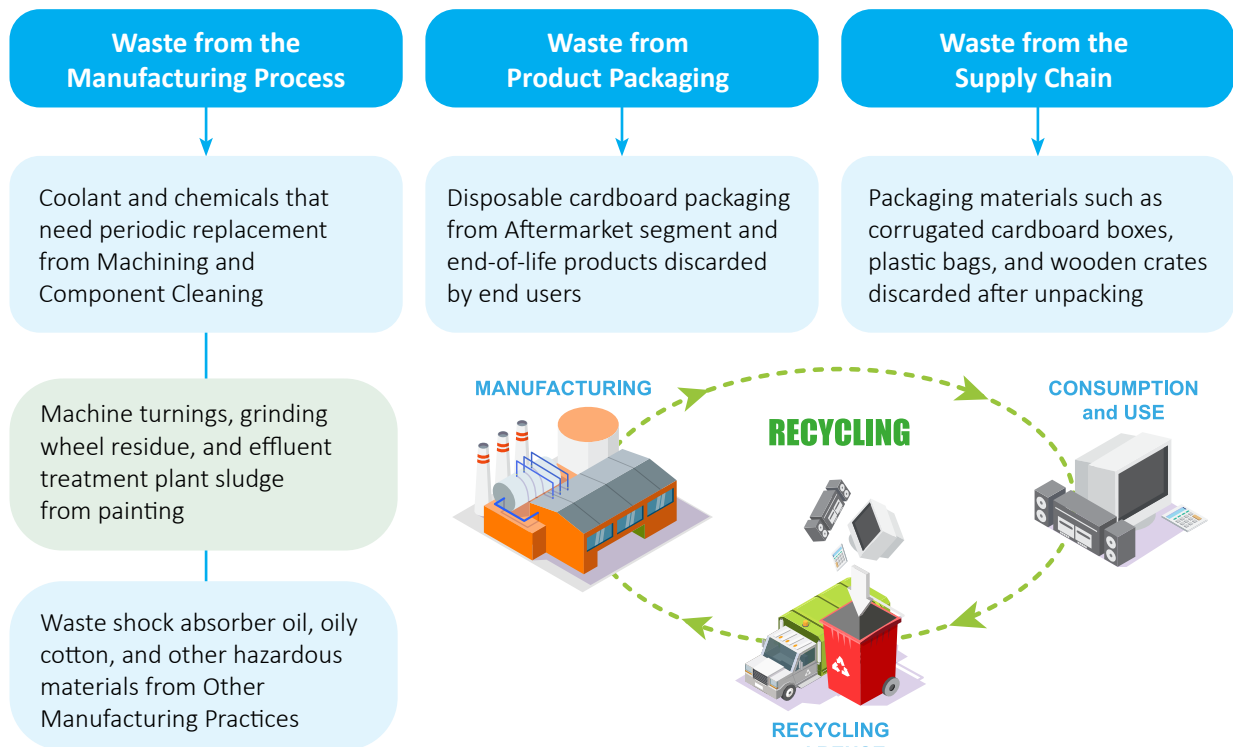
# Green Governance: Waste Management Practices

In today's increasingly environmentally conscious world, effective waste management has become a critical component of industrial operations. For industries, particularly those in the automotive sector, managing waste is not only a regulatory necessity but also a strategic imperative for sustainability and long-term success. With increasing regulatory pressures and consumer expectations around sustainability, automotive companies are investing heavily in innovative waste reduction and recycling technologies.

At Gabriel India, the theme of "Safety First, Sustainability Always" is deeply ingrained in the Company's waste management practices. These practices are designed to ensure both safety and sustainability. These comprehensive initiatives reflect Gabriel India's commitment to environmental responsibility, aiming to minimise its ecological footprint and maintain operational efficiency.

## Understanding Gabriel India's Waste

Waste generation at Gabriel India is a multifaceted issue originating from various stages of its supply chain and manufacturing processes.



### Tracking Gabriel India’s Waste

Gabriel India strongly adheres to the principles of reduce, reuse, and recycle. The Company not only minimises the amount of waste generated but also ensures that products are recycled for further use. Various types of waste are generated from its operations, including general solid waste, e-waste, office furnishings, and hazardous waste.

By implementing these practices, the Company has achieved significant economic benefits. The reduction in waste generation and efficient recycling processes have led to substantial cost savings on waste disposal and raw material procurement. Additionally, the recycling of materials has enabled the Company to generate revenue through the sale of recyclable materials, further enhancing its bottom line.

#### SPOTLIGHT: Target for Waste Goals

As part of its commitment to environmental sustainability, Gabriel India sets ambitious targets for waste diversion to minimise the impact of its operations on landfills. In FY2023-24, Gabriel India diverted 99.88% of waste from landfills.

Achieve **100% Waste Diversion from Landfill** by 2025.

Tracking waste data is crucial for understanding and mitigating the environmental impact of industrial operations. Gabriel India has been tracking waste data over the years to monitor its progress, identify areas for improvement, and refine its waste management strategies. This continuous monitoring enables the Company to make informed decisions and ensure compliance with regulatory standards.

**Table: Waste Generation (MT)**

Type of waste	Total non-hazardous waste	Total hazardous waste
FY2023-24	4,814	463
FY2022-23	4,410	471
FY2021-22	3,215	441

#### Hazardous Waste

To ensure transparency and compliance with legal obligations, Gabriel India records the disposal of hazardous waste (including e-waste, bio-medical waste, and battery waste) in Form 10, as required by government regulations. A copy of this form is submitted to government authorities to ensure that hazardous waste is managed in accordance with established legal and environmental guidelines.

**Table: Bifurcation of Hazardous Waste (MT)**

Type of waste	FY 2023-24	FY 2022-23	FY 2021-22
E-waste	12.34	6.89	3.31
Bio-medical waste	0.007	0.45	1.33
Battery waste	1.49	0.91	0.002
Other Hazardous waste	463.016	463	436

### Waste Diverted from Disposal to Recycling

The Company is committed to creating a closed loop where waste generated is either recycled or reused and converted into useful resources.

**Table: Waste Diverted from Disposal to Recycling (MT)**

Type of waste	Hazardous waste	Non-hazardous waste	Plastic waste
FY2023-24	128.43	4,814.00	47.71
FY2022-23	176	4881.63	Not tracked
FY2021-22	108.60	3655.64	Not tracked

### Waste Diverted to Disposal

Despite Gabriel India’s robust waste management practices, a portion of waste remains that is not being reused or recycled. The Company acknowledges that while significant progress has been made, there is still room for improvement. The following table details the quantities of waste diverted to various disposal methods.

**Table: Waste Diverted to Disposal (MT)**

Type of waste	FY 2023-24	FY 2022-23	FY 2021-22
Incineration (with energy recovery)	73.50	84.42	94.75
Incineration (without energy recovery)	24.44		
Landfilling	6.6	96.18	230.00
Co-processing	243.88	256.12	25

### Effective Waste Management Practices

Gabriel India is committed to efficient waste management, implementing a multifaceted approach to minimise, manage, and responsibly dispose of waste at every stage of its operations.



**Managing Upstream Waste:**

To minimise waste from local suppliers, Gabriel India has transitioned from disposable to reusable packaging. This initiative significantly reduces the amount of packaging waste generated during the supply chain process.

**Managing Downstream Waste:**

Gabriel India's downstream waste management practices are designed to ensure environmental responsibility and compliance. For products in the OEM segment, the Company has adopted reusable packaging to eliminate waste generation. Solid waste from its operations is managed by third-party agencies approved by the Pollution Control Board (PCB) or other government offices, ensuring that waste is handled and disposed of in a compliant and environmentally responsible manner. Additionally, hazardous waste disposal is meticulously documented in Form-10 as per government regulations, with a copy available to the government to ensure transparency and compliance, thereby ensuring that all hazardous materials are handled and disposed of safely.

**Managing Operational Waste:**

Gabriel India's operational waste management practices are comprehensive and environmentally conscious. Waste generated from the Company's operations is disposed of through agencies recommended by the Pollution Control Board (PCB) or other government bodies, ensuring compliant and responsible disposal. Additionally, some plants have successfully implemented recycling programmes for hazardous solid waste, collaborating with cement industries to utilise these materials. The Company also employs water reclamation techniques, treating effluent from manufacturing processes to reclaim water that is then reused in production, thereby reducing wastewater and conserving water resources.

**Innovative Technology and Process Implemented to Reduce Waste**

Introduced a **low-temperature cleaner** in the paint line that has enabled the Company to transition from generating hazardous to non-hazardous waste.

Specialised **waste decomposers** were installed to transform leftover food into valuable resources.

Integrated **nanotechnology for powder coating pre-treatment** to improve the efficiency and environmental safety of the coating process.

An **advanced aerobic 'hot pile' decentralised bulk waste decomposer** was deployed at the Hosur plant. It uses enzymes to swiftly convert food waste into nutrient-rich organic manure.



# Eco-friendly Innovation for a Sustainable Future



**Mr. Murgendra Magdum**  
Head 2W R&D  
Gabriel India Limited

**GABRIEL**



**A**t Gabriel India, we are pioneering a new era of sustainability by developing and implementing innovative products and services that not only align with our vision but also set a benchmark for environmental stewardship. Our approach to sustainable product development is thorough and comprehensive. We use recycled and renewable materials, improve energy efficiency, and increase product longevity through better durability and serviceability. Additionally, we carefully evaluate the environmental impact at each stage of the product's life cycle.

We recognise that every decision reverberates throughout a product's life cycle. From raw material extraction to eventual disposal, we evaluate environmental impact at each stage. We also evaluate our shock absorbers, seeking opportunities to minimise environmental impact as we consider the broader ecosystem, ensuring that our actions have a positive impact beyond the product itself.

One pivotal strategy involves minimising metal content in our products. Innovative techniques, such as Hollow Piston rods and lightweight outer

tubes, allow us to achieve multiple objectives simultaneously. Less mass translates to improved vehicle performance, reduced material usage contributes to a greener planet, and extended product life leaves a smaller carbon footprint.

Our recent breakthroughs, such as the development of advanced suspension systems for electric vehicles, exemplify our commitment to sustainability. These systems are engineered to minimise material usage, enhance energy efficiency, and reduce carbon footprint. Moreover, we proudly hold green building certifications. These certifications validate our sustainable practices, energy efficiency, and commitment to environmental stewardship.

The market response has been overwhelmingly positive, with customers recognising and appreciating these eco-friendly innovations. This validation reinforces our dedication to sustainability and drives us to continue pushing the boundaries of environmentally responsible product development. Moreover, these innovations have significantly enhanced our market position and contributed to increased revenue and customer loyalty, highlighting the positive business impact of our sustainability efforts.





# Sustainable Products: Driving Sustainable Growth

**A**t Gabriel India, the pursuit of sustainability is deeply intertwined with the Company’s core values of “Safety First, Sustainability Always.” This commitment is reflected in the development and design of sustainable products that prioritise both environmental responsibility and safety. The company ensures that social factors are considered throughout the supply chain, supporting suppliers who align with these values and contribute to a positive social and environmental impact.

Gabriel India strives to create products that meet the heightened expectations of customers regarding quality, safety, innovation, and durability, all while ensuring there are no negative social, health, or environmental impacts. This holistic approach reinforces the company’s dedication to creating a sustainable future.

## Key Initiatives

### Increasing Product Longevity:

Enhancements in durability and serviceability ensure that products remain functional for extended periods, reducing the need for replacements.

### Material Reduction:

The Company actively works to minimise the use of materials such as steel, aluminium, and rubber in its products, contributing to resource efficiency.

During the reporting period, Gabriel India focused on developing innovative, sustainable products, notably a suspension system for electric vehicles. This advanced product is distinguished by its design and the incorporation of sustainable materials, significantly enhancing efficiency and performance in electric mobility.

## Environmental and Market Impact

A thorough examination of environmental impacts at every stage of the product life cycle is a key aspect of Gabriel India’s sustainable product strategy. This allows Gabriel India to implement sustainable practices that reduce carbon emissions and minimise hazardous chemicals. These efforts significantly lower the Company’s environmental footprint while aligning with

broader sustainability goals. The market response to Gabriel’s sustainable offerings has been overwhelmingly positive, leading to new business opportunities and recognition for innovation in sustainability. Looking ahead, Gabriel India plans to conduct comprehensive Lifecycle Assessments (LCA) for its products to further enhance its environmental strategies.

## Innovation and Collaboration

Innovation is a key driver of Gabriel India's success in the automotive industry. The company's commitment to advancing technology has resulted in a diverse range of new products. A notable collaboration with Inalfa Roof Systems led to the delivery of the first production sunroof to Hyundai in December 2023, showcasing Gabriel India's agility and technical expertise.

This commitment to innovation extends to the development of cutting-edge products, such as inverted front forks and e-bicycle front forks, positioning the company to meet the rapidly evolving mobility trends in the growing e-mobility sector.

Key efforts in technology adaptation and innovation include:

- ❑ **Collaboration with Kayaba Industry Co. Limited, Japan:** Utilising advanced technology for the manufacture of shock absorbers, McPherson struts, and front forks, primarily for Japanese OEMs in India.
- ❑ **Technical Assistance with Yamaha Motor Hydraulic System Company Limited, Japan:** Gaining expertise in the technology of front forks and two-wheeler shock absorbers.
- ❑ **Partnership with KONI B.V., Netherlands:** Leveraging technology for shock absorbers designed for future commercial vehicles, including trucks and buses.
- ❑ **Collaboration with Tractive Suspension, Netherlands:** Implementing technology for semi-active shock absorbers tailored for motorcycle applications.

Additionally, the establishment of the Gabriel Europe Engineering Centre in Belgium during FY2023-24 will enhance the design and engineering capabilities for semi-active dampers, next-generation hydraulic damper valves, and other ride control products.

Through these collaborative efforts and innovations, Gabriel India is well-positioned to lead in the evolving automotive landscape.

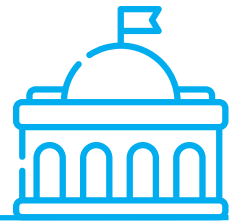


03

**SOCIAL IMPACT**



***GABRIEL***



# 03 SOCIAL IMPACT

## In this Section



**Employee Well-being and Development:** Focusing on Health, Happiness, and Professional Growth



**Occupational Safety:** Promoting a Safe and Responsible Culture



**Human Rights:** A Culture of Respect



**Building a Dream Team:** Recruitment and Retention



**Growing Together:** Strengthening a Culture of Diversity, Inclusion and Non-Discrimination



**Giving Back to the Community:** Meaningful Engagement Through CSR Initiatives



**Sustainable Sourcing Strategies:** Responsible Procurement

At Gabriel, the well-being and development of people are crucial to long-term success. By prioritising social responsibility, Gabriel aims to create a positive impact on employees, communities, and stakeholders. This commitment is driven by the understanding that safety and sustainability are inseparable; ensuring individual safety is vital to building a sustainable future. Safety at Gabriel encompasses not only physical workplace safety but also psychological well-being, fostering an environment where employees feel secure, valued, and empowered. Through initiatives that encourage growth, address disparities, and promote inclusion, Gabriel empowers society and enhances the quality of life, embodying the principle of ‘Safety First, Sustainability Always’ in every aspect of its operations. This chapter will explore our efforts in employee well-being and development, health and safety, corporate social responsibility, and human rights.





## Employee Well-being and Development: Focusing on Health, Happiness and Professional Growth

Gabriel India has consistently demonstrated its leadership in the automotive sector. The Company understands that as an industry leader, it is essential to cultivate a rewarding environment for all stakeholders, with a particular emphasis on its employees. Recognising that employee well-being is a powerful catalyst for change within a company, across a sector, and in setting industry standards, Gabriel India prioritises the well-being of its employees.

When a company prioritises the well-being of its employees, it leads to increased innovation, productivity, and a positive workplace culture. On the other hand, not paying enough attention could expose the Company to various risks, such as decreased productivity, increased employee turnover, and reduced customer satisfaction.

Gabriel India is cognisant of the significance of employee well-being. The company has implemented a robust well-being and development framework that aims to inspire other companies within the sector to adopt similar practices, creating a ripple effect of improved employee

satisfaction and performance. As more organisations recognise the benefits of focusing on well-being and holistic development, it can lead to the establishment of new industry standards that prioritise mental health, work-life balance, and overall employee happiness. The Company places a strong emphasis on enriching its employees' lives in meaningful ways.

Embracing the theme 'Safety First, Sustainability Always', Gabriel India ensures that all implemented initiatives prioritise the safety and long-term well-being of its employees. By doing so, Gabriel India values and supports its employees, effectively mitigating any risks associated with engagement, motivation, and commitment. Through well-being initiatives such as regular health and wellness checks, supportive policies, and periodic training and development sessions, the Company effectively addresses any risks associated with poor employee well-being and development. Gabriel India deeply cherishes the culture of trust it has developed over the years and is dedicated to going beyond for its employees, who are the pillars of its success.

### Enmeshing a Culture of Well-being with Business Conduct

Gabriel India places a high value on the well-being of its workforce, recognising it as a critical aspect of business conduct. The organisation places significant emphasis on maintaining the physical health and wellness of its employees through various initiatives.

To ensure the health and productivity of its employees, the Company conducts routine health check-ups and eye examinations for the early detection of potential health issues. To promote physical fitness and foster a sense of community,

Gabriel India regularly organises intra-group sports competitions. The latest initiative, the Manthan 2024 sports campaign, has been highly successful in bringing employees together through healthy competition. The campaign has enabled employees to participate in both indoor and outdoor games, including cricket, volleyball, carrom, chess, and badminton.


Recognising the importance of physical health, Gabriel India provides weekly physiotherapy sessions at its offices. These sessions help

employees remain active, agile, and protected from modern lifestyle diseases. The Company's in-house physiotherapy team visits different departments regularly to teach and engage employees in various simple and beneficial exercises. These activities help them manage sedentary lifestyle diseases and prevent ergonomic issues caused by prolonged sitting. They also offer one-on-one consultations for anyone who needs personalised advice. Ergonomic fitness consultations are available on Tuesdays and Wednesdays, both in the mornings from 9:30 AM to 1:00 PM and in the afternoons from 2:00 PM to 5:30 PM. In case employees

100% coverage under health insurance, accident insurance, maternity and paternity benefits, and daycare facilities for permanent employees and workers.

have any queries, they can contact relevant SPOCs at [gabriel.ohc@magnoliacommunityhealth.com](mailto:gabriel.ohc@magnoliacommunityhealth.com). To further support employee well-being, the Company also offers yoga programmes designed to enhance overall health and wellness. These sessions are held periodically to alleviate workplace stress.

**Easy and useful office exercises**

				
Glutes & Lower Back	Back	Legs	Glutes & Abductors	Glutes & Abductors
				
Back & Lateral	Shouder & Upper Back	Calves Stretch	Neck	Triceps Dip
				
Chest Expansion	Oblique	Tricep	Shoulder Shrug	Back & Shoulder

Gabriel India's health and safety commitment extends to its Occupational Health Centres (OHC), which have been upgraded with advanced medical equipment. This ensures that employees have access to top-notch medical care when needed, reflecting the Company's dedication to their well-being.

The Company provides the following benefits for all levels of employees:

				
Life insurance	Healthcare	Disability and invalidity coverage	Parental leave	Retirement provision



## Mental Health Support Programmes

Mental health is crucial as it significantly impacts an individual's overall well-being, productivity, and quality of life. At Gabriel India, the same degree of significance is accorded to mental health as in the case of physical health. The Company is cognisant of the fact that conducting mental health sessions at the workplace is essential to manage employee stress, enhancing emotional resilience, and fostering a supportive work environment. By prioritising mental health, the Company wants to shift its focus to the holistic well-being of employees, which will ultimately contribute to a healthy and positive workplace culture.

One of Gabriel India's key initiatives is the One-to-One Help programme. This helpline allows employees to seek support and services discreetly, ensuring their privacy and comfort. Furthermore, to create a refreshing environment, the Company has developed Littoral Zones and fruit gardens across its plants. These serene natural landscapes provide a tranquil space for employees to rejuvenate and connect with nature, promoting mental well-being.



## Accessible Workspaces for All

Ensuring that a Company's premises are accessible to all is a crucial aspect of inclusion, fostering a safe and valued environment for the workforce. Although the population of differently-abled individuals at Gabriel India is relatively small, the Company has provided adequate provisions and facilities across its premises.

To stay true to its vision of a safe workplace, the Company has implemented an Equal Opportunity Policy. The Company is also in the process of conducting accessibility assessments to identify barriers for differently-abled employees and visitors.

To further enhance accessibility at its premises, Gabriel India is currently implementing initiatives such as making wheelchairs available on office

### 7 differently-abled workers as part of the workforce

premises and installing necessary infrastructure like ramps, elevators, wide doorways, and accessible entrances

At Gabriel India, creating an inclusive and supportive work environment is essential for ensuring employee well-being. These accommodations enable the workforce to perform their duties effectively and comfortably. Such efforts not only support the overall wellness of differently-abled employees but also enhance organisational productivity.



**Valuing Time off from Work**

Time off from work is not merely a fundamental right for every employee but also essential to their well-being and overall productivity. Gabriel India believes that adequate time off from work allows employees to rest, recharge, and return to work with renewed vigour and focus.

In the context of parental leaves, the Company recognises that becoming a parent is a significant milestone in an employee’s life. To support this critical phase, Gabriel India is committed to ensuring that employees can fully utilise the benefits of its parental leave policy.

**Table: Parental leave**

Gender	Number of employees entitled to parental leave	Number of employees that took parental leave in FY2023-24	Number of employees who returned to work after parental leave ended	Number of employees who returned to work after parental leave ended who were still employed 12 months after their return
Male	1,573	61	59	28
Female	299	11	10	9

The Company takes great pride in providing adequate leave for its employees, which helps to build their trust, confidence, and loyalty.

**Promoting a Culture of Continuous Improvement**

The automotive sector is not only fast-paced but also necessitates continuous skill enhancement in response to innovations and evolving environments. To address this, employee development is a vital component of Gabriel India’s social strategy. This focus on development is crucial because it directly influences both individual and organisational growth, ensuring that employees remain adept and the Company stays competitive in a dynamic industry.

**346 training sessions conducted for a workforce of 4400+**

**100% of permanent employees have been provided training on skill upgradation.**

At Gabriel India, it is a core belief that by investing in the continuous learning and skill enhancement of employees, the Company can demonstrate its commitment to the workforce’s professional and personal advancement. As the Company progresses towards becoming a more dynamic and resilient organisation, it is imperative to ensure that growth is holistic and inclusive of all stakeholders, especially its employees.



**Table: Employee Training**

Category	Units	FY2023-24	FY2022-23
L3+	Number	29	27
	Person hours	3,074	2,888
L2	Number	90	84
	Person hours	1,710	1,600
L1	Number	121	117
	Person hours	2,541	2,512
L0 & Below	Number	254	246
	Person hours	8,636	8,504
Operating engineers	Number	1,454	430
	Person hours	66,884	19,800



## Succeeding Through Specialised Training and Development Sessions

Gabriel India holds its employees in high regard and is committed to nurturing their comprehensive development. The Company has established a comprehensive training framework, offering specialised programmes tailored to employees at all levels, ensuring they are equipped with the skills and knowledge necessary to excel in the dynamic automotive sector.

### **SPOTLIGHT:** Employee Development

**Gabriel Gurukul:** Gabriel Gurukul is a micro-learning initiative, delivering concise, focused learning modules that facilitate quick skill acquisition and reinforce knowledge retention in a time-efficient manner.

**Higher Education for Operating Engineers (HOPE):** In order to support continuous education, Gabriel India has introduced the HOPE programme whereby Operating Engineers are supported in their pursuit of higher education. B.Tech in Mechanical and Smart Manufacturing is the degree that is awarded post successful completion of the course.

**Gabriel India's Behavioural Model:** This is the Company's model to enhance understanding of the Gabriel Behavioural Model & drive adoption for improved organisational culture. The training model focuses on:

**G**enerating solutions – *To contribute positively to provide solutions*

**A**dvocating Positivity – *To spread positivity around*

**B**uilding Gabriel Unity – *To promote One Gabriel One Team*

**R**especting Communication – *Not to engage in Email wars*

**I**ntegrate Work Ethics – *To adhere to meeting rules and etiquettes*

**E**nsuring Commitment – *To deliver on my promise*

**L**eading with Ownership – *To possess sense of ownership and accountability*

**A brief overview of training programmes at Gabriel India:**

**SCM Training Programme:**

Advance team leaders for Senior Engineer roles, developing specialised SCM skills and fostering professional growth for significant contributions to supply chain operations.

**Lakshya Training:**

Support experienced professionals in transitioning from Original Equipment roles to OE Model functioning, achieving career aspirations, and preparing for future opportunities.

**Mentorship Programme:**

Foster knowledge transfer, professional growth, and leadership development by pairing experienced mentors with mentees, enabling skill enhancement, career guidance, and personal development within the organisation.

**SME Training Programme:**

Provide comprehensive instruction in CNC turning operations and programming, covering machining techniques, G and M codes, tool setup, and practical maintenance procedures.

**ANAND Talent Programme:**

Groom managers into functional leaders by exposing them to various business aspects and encouraging collaboration.

**ANAND Leader Programme:**

Designed to develop future leaders, the programme equips functional leaders to manage complex business scenarios and global strategies through certifications, project execution, senior leader coaching, and continuous support.

**FANUC ROBOT Operation & Programming Course:**

Provide an extensive, hands-on learning experience to participants in operating and programming FANUC robots, enabling participants to apply their knowledge in real-world scenarios effectively.

**ANAND Mentee Program:**

Nurture emerging talent with educational inputs, experiential learning, and rotational assignments.

**Visionary Leaders for Manufacturing:**

Equip leaders with the skills to drive innovation, foster a forward-thinking mindset, and strategically guide manufacturing operations towards long-term growth and competitive advantage.

**Anand Leadership Development Programme:**

Cultivate essential leadership skills and competencies in employees, preparing them for leadership roles and enhancing their ability to drive organisational success and lead teams effectively.

**OE Development Model - 2.O:** To equip Operating Engineers with both soft and technical skills, thereby enhancing their career opportunities.

**Training on Artificial Intelligence and Machine learning - 2.O:**

Conducted in collaboration with Top engineering institutes, to render employees technically advanced and skilled. It aids Gabriel India in matching the pace of industry digitalisation.

**ANAND Talent Acquisition Programme:**

Recruit & develop high-potential candidates who bring new perspectives and skills, supporting the organisation's growth and innovation through strategic hiring of emerging talent.

**Safety Training for Experienced Professionals (STOE):**

Foster a strong safety culture within the organisation, address challenging roles, enhance skill sets, and promote recognition and growth.

**Human Capital Programme:**

Prepare employees for senior roles, enhance their effectiveness in those positions, and foster a solid commitment to the organisation.

**Career Discovery and Development Programme:**

Empower employees to build and take ownership of their careers, provide clarity on potential career trajectories within ANAND HR over 3, 5, and 10 years, and ensure alignment with their skills, aspirations, and goals for job advancement, career mobility, and personal satisfaction.

**Empower Her Leadership Development Programme:**

Nurturing and Empowering Diversity- Identify and develop potential women at all levels.

**Sales Capability Development Programme:**

Enhance sales professionals' skills in customer engagement, negotiation, and strategic selling, driving improved sales performance and business growth.

**Plant Head Development Programme:**

Develop plant heads with advanced leadership and operational and strategic skills to effectively manage plant operations, drive efficiency, and align with organisational goals for sustainable growth.

**Investment in employee training and development has increased from ₹19.4 million in FY2022-23 to ₹24.8 million in FY2023-24.**

**Performance and Career Development Reviews**

Besides focusing on the training and employment of employees, Gabriel India considers performance and career reviews crucial to employee development. These reviews are not only critical with respect to identifying skill gaps and outlining development plans but are instrumental in preparing employees for future roles and responsibilities. Furthermore, they help

employees align themselves with organisational goals and objectives, ensuring aligned outcomes, individual and organisational.

**Gabriel India has successfully conducted performance and career development reviews for 94% of employees.**

**Table: Performance and career development reviews at Gabriel India for FY2023-24**

Employee Level	Male	Female	Total
L3+	69	4	<b>73</b>
L2+	130	16	<b>146</b>
L1	313	46	<b>359</b>
L0 & Below	397	37	<b>434</b>
Operating engineers	1,083	367	<b>1,450</b>
Workers	212	18	<b>230</b>



# Taking Safety to Next Level



**Mr. Parmjit Singh**  
Plant Head  
Gabriel India Limited (Parwanoo)

**GABRIEL**



**A**t Gabriel India, “Safety First” is the very foundation of our operational philosophy. Our vision of achieving zero accidents is underpinned by a robust safety framework that permeates every aspect of our operations. First, we emphasise the implementation and ongoing improvement of robust safety systems. Second, we are committed to fostering a cultural shift that deeply embeds safety into the core of our organisational culture. Finally, we ensure continuous assurance through rigorous reviews to maintain and elevate our safety standards.

**Our vision is clear:** a future where zero accidents are not just an aspiration but a reality. This foundational commitment to safety is reinforced by our belief in the power of effective communication to drive cultural change across the organisation. Our meetings begin with a safety update, setting the tone for the day. Our top management engages with employees through various channels—communication meetings, safety committee meetings, emails, and flyers—to foster an open dialogue. Our open-door policy ensures that any employee can interact with management to discuss their

concerns, building trust and a sense of security among our workforces. Additionally, we have partnered with the British Safety Council to implement Behaviour-Based Safety (BBS) training for all employees and top management, driving a cultural change towards safety.

To fortify our internal controls, processes, and systems, we adhere to the “Gabriel House of Safety Culture” manual. Our plant managers conduct regular safety tours to identify and address unsafe conditions promptly through layered safety observations. We also empower employees to report unsafe acts, conditions, and near misses, incentivising them with programmes like Safety Enablers, On-the-Spot Awards, and Safety Champions.

As an organisation, we adopt a proactive stance rather than a reactive one. Compliance with all laws and regulations is non-negotiable, and we regularly conduct internal and external audits to bolster our controls. Reviews are crucial as they enable us to assess our safety position and address any gaps, making Gabriel a safer and happier workplace.





# Occupational Safety: Promoting a Safe and Responsible Culture

The automotive sector is highly dynamic, constantly evolving to meet the demands of technological advancements, regulatory changes, and shifting consumer preferences. Innovations are continuously reshaping the business landscape, pushing manufacturers to put their best foot forward.

In today's fast-paced and ever-evolving environment, the significance of occupational health and safety is more critical than ever. Gabriel India understands that the well-being of its employees is a cornerstone of success, driving not only higher productivity but also a robust culture of safety and responsibility.

As the Company navigates the challenges of staying competitive, it remains steadfast in its commitment to the health and safety of its workforce, recognising that this is essential for sustained excellence. This proactive attitude aligns with this year's report theme of "safety first, sustainability always." By prioritising safety, Gabriel India ensures its consistent high performance across different parameters.

## Occupational Health and Safety Management

At Gabriel India, Occupational Health and Safety (OHS) management isn't just a policy—it's a fundamental pillar of our operational philosophy. This commitment fuels a culture of safety, sustainability, and accountability, permeating every aspect of our business.

In the dynamic landscape of modern business, the integration of Enterprise Risk Management (ERM) and Environmental, Social, and Governance (ESG) factors is a crucial component of Gabriel

**EHS Vision** – To create a workplace where every employee feels valued, protected, and empowered to contribute to our mission of zero harm, while fostering a culture of occupational health, environmental stewardship, and unwavering commitment to regulatory compliance.

**EHS Mission** – To create a culture of safety, sustainability, and regulatory compliance, where every employee is empowered to take ownership of their occupational health, the safety of their colleagues, and the protection of the environment.

India's approach to safety and sustainability. The Company gives precedence to an attitude of safety and sustainability always throughout business conduct. This belief is rooted in the understanding that the absence of robust Occupational Health and Safety (OHS) measures can have far-reaching consequences. The lack of robust OHS measures can lead to increased absenteeism due to occupational hazards, significant production losses, financial penalties, medical expenses, and compensation costs. These

## Occupational Health and Safety Management

additional expenses can lead to higher product prices, potentially driving away customers and tarnishing the Company's reputation among stakeholders. Moreover, unsafe working conditions can result in higher employee turnover, further disrupting production.

To mitigate these risks, Gabriel India adopts a comprehensive approach to OHS management. The Company's management ensures that all operations are conducted ethically and in a transparent manner while prioritising the well-being of employees and other stakeholders. It is ensured that Gabriel India's top management is actively involved in EHS initiatives and adequate resources are allocated to support health and safety programmes. Clear policies and Standard Operating Procedures (SOPs) are developed and effectively communicated to employees. At Gabriel India, it is of utmost importance to maintain clear and standardised documentation for all safety, health, and environmental procedures.

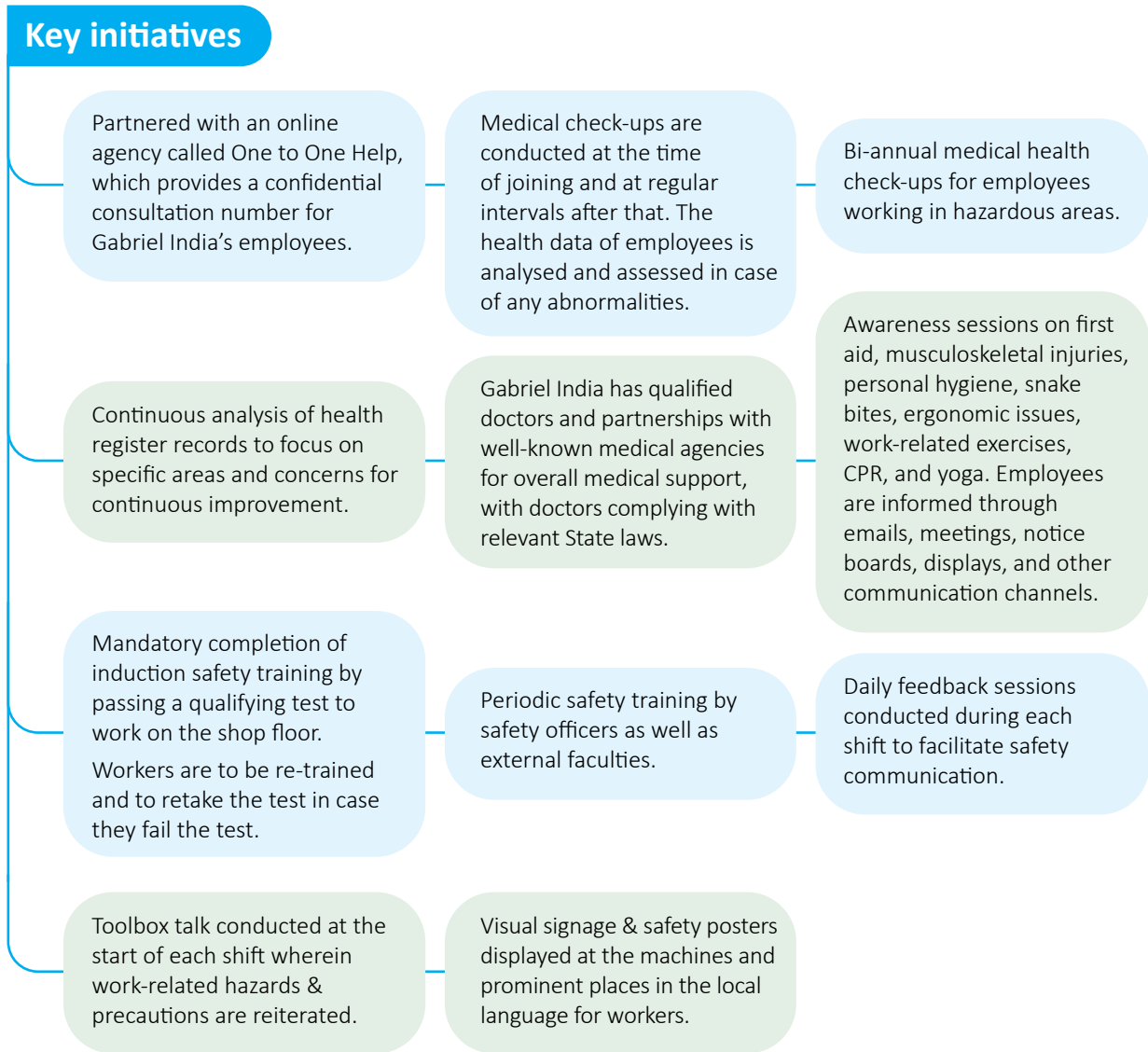
Furthermore, educating employees about the importance of health and safety, ensuring adherence to Factory Inspector rules, and providing continuous training on various aspects of Occupational Health and Safety (OHS) are crucial components of health and safety management at Gabriel India. Advanced technologies such as safety curtains and safety interlocks are utilised to enhance process safety, while digital tools like online work permit systems and unsafe condition reporting are employed for rigorous safety monitoring. The Company implements the Plan-Do-Check-Act (PDCA) cycle

to identify opportunities for improvement and implement changes and uses data analysis to track performance, identify trends, and inform decision-making.

To reinforce safety practices further, the Company has implemented a system of reward, recognition, and consequence management for adherence to and violations of safety protocols. The Company tracks progress in building a safety culture through the monitoring of both lagging and leading indicators. Additionally, Gabriel India collaborates with external OHS experts for training and consultancy to ensure the highest standards are maintained. By prioritising OHS as a core business commitment, the Company aims to enhance its brand value. This commitment is crucial as customers demand full compliance with OHS standards to ensure uninterrupted product supply, governments mandate adherence to OHS norms, and the community expects a safe working environment for its members.

The Company provides medical health insurance to all its full-time employees. Insurance providers have partnerships with various hospitals across India, allowing employees to access medical facilities at these network hospitals. Besides this, non-occupational health services pertaining to the psychological and mental health of employees are also available to employees. Gabriel India has also partnered with an agency called One to One Help, which provides a helpline number that employees can use to access their services.

**Some major OHS initiatives:**



**SPOTLIGHT: Safety First**

**Safety Talks**

A 3 to 5-minute audio recording on specific safety topics is shared with all employees. These recordings are created by subject matter experts and feature contributions from top management and employees. In FY2023-24, Gabriel India released 73 episodes of Safety Talk.

**Project Pravas**

Disseminated information on road safety through emails, flyers, and visual aids. In FY2023-24, 100% of the employees have been covered in this training initiative.

**Project Abhyaas**

Focused on minimisation of injuries, Project Abhyaas has been initiated to ensure minimum injuries, especially to the hands, during trolley handling. Mockups are arranged for the process of providing hands-on training and live training is imparted to enhance safety processes.

Gabriel India has implemented an Occupational Health and Safety Management System (OHSMS) for all employees and workers across all plant locations. The system covers all activities within the main plants and emphasises OHS awareness. In order to expand and enhance the coverage of this system, the Company aims to integrate satellite plants such as those in Aurangabad and Manesar into this system by FY 2024-25. Gabriel India has chosen to implement the system on a voluntary basis, without any legal obligations requiring the Company to do so. 81% of Gabriel India's plants and offices have been assessed for health and safety practices in FY2023-24.

The Company is committed to continuous improvement of its OHSMS. This involves conducting periodic internal audits of the management system at each location, performing

regular surveillance audits, and holding periodic management review meetings. Any non-compliance issues are tackled through effective corrective actions.

Additionally, data privacy is a significant focus area for the Company, with health-related data, including details of any health services availed, being maintained securely and confidentially. This comprehensive approach ensures that safety remains a top priority and that all employees feel supported and heard in their commitment to a safe workplace.

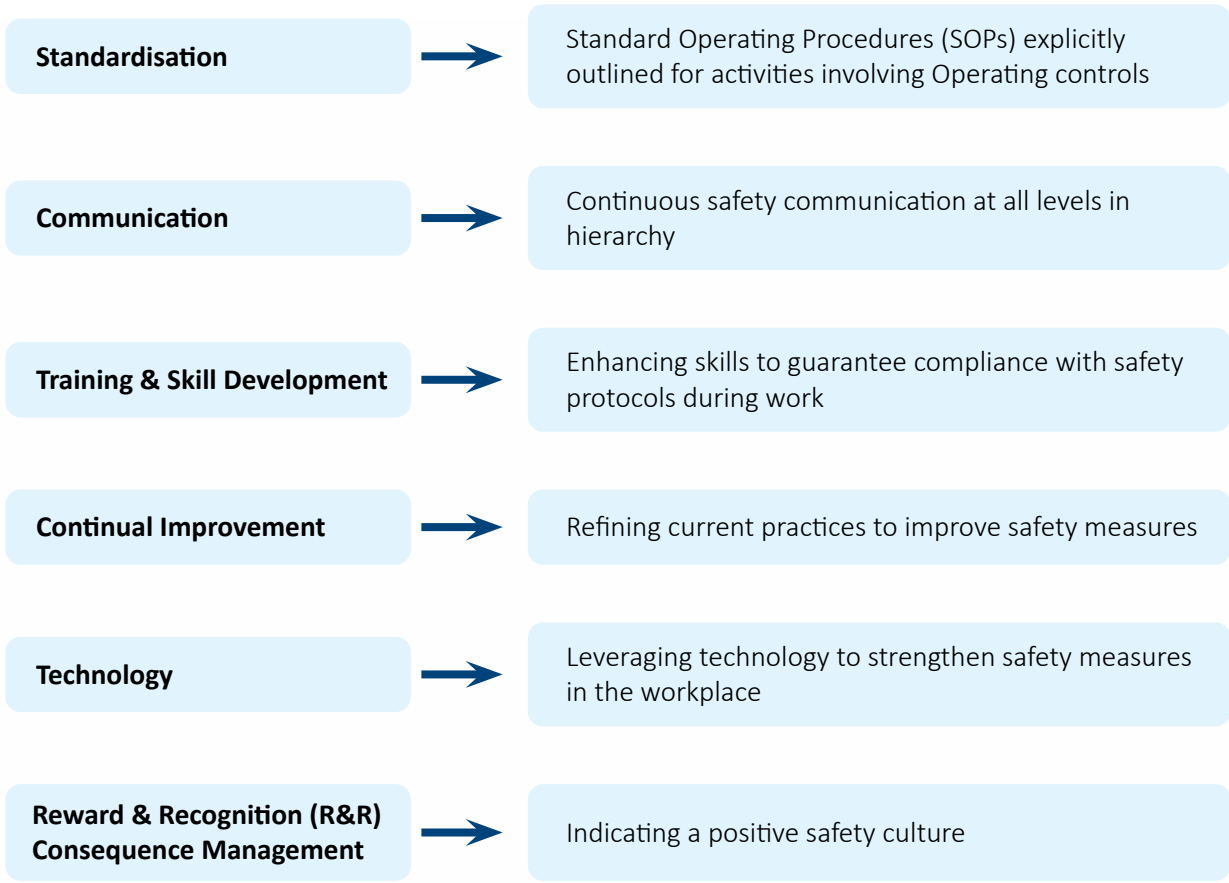
The Company aims to achieve **“zero injuries and accident cases”** and **36 safety training hours per employee by 2027.**

### Gabriel India's House of Safety Framework

Gabriel India places paramount significance on health and safety and comprehends its responsibility to maintain a safe workplace. To this effect, the Company has adopted a structured Occupational Health and Safety Management System (OHSMS) and developed a sound safety framework in the form of “Gabriel India's House of Safety.” By following the “House of Safety” framework, the Company has evolved from a reactive safety culture, where measures are taken instinctively, to an autonomous safety culture distinguished by proactive safety practices and a collective sense of responsibility among employees. In order to enhance safety awareness and improve wellness at the workplace, the Company has collaborated with the British Safety Council. Besides this, a ‘dexterity centre’ also aids the smooth conduct of induction training.



**Gabriel India's Safety House Framework:**



## Leveraging Technology to Meet Safety Requirements

Gabriel India leverages advanced technology to enhance safety across processes, utilising safety curtains and safety interlocks. Additionally, digital technologies such as an online work permit system and unsafe condition reporting are employed for effective safety monitoring.

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# 1

**Mynovation App:** Introduced the “Mynovation” application to maintain health and safety standards at the workplace. The application empowers employees to report any abnormality (any type of safety hazard, such as near misses or unsafe conduct, among others) on a priority basis. Subsequently, the relevant departments thoroughly review these reports and take necessary actions to address any identified deficiencies.

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# 2

**E-permit System:** To enhance efficiency, Gabriel India has deployed technology by implementing an e-permit system to streamline its Permit to Work (PTW) process. The Company has developed a user-friendly web-based platform that allows authorised personnel and permit applicants to apply for permits seamlessly. The system is designed to be accessible via handheld devices, providing flexibility and convenience for permit application and approval. Finally, the Approving Authority conducts physical verification upon receiving a permit application to ensure compliance with safety protocols, and once verified, the permit is duly sanctioned.

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# 3

**IOT based Fire Fighting System Health Monitoring:** Installed potential-free contact sensors to monitor Gabriel India’s firefighting systems. In the event of a fire outbreak/activation of a fire pump/fire alarm/low water levels in the tank/low pressure in the fire hydrant line, the relevant team receives real-time notifications. The system continues to display the issue as unresolved until it is addressed. Additionally, alerts are sent to the Plant Head to ensure that all issues are resolved on a priority basis.

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**Hazard Identification and Risk Assessment (HIRA)**

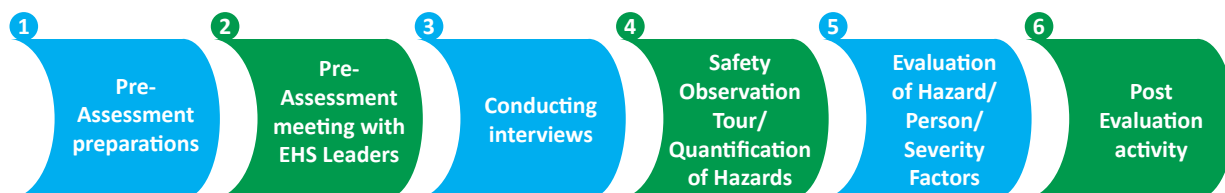
Hazard Identification and Risk Assessment (HIRA) is a fundamental component of a robust safety management system, ensuring the well-being of employees and the smooth operation of an organisation. Gabriel India undertakes HIRA, which is based on the ISO 45001 management standard. This process involves identifying various hazards related to an operation and assessing the potential injuries that could result from these hazards. The risk associated with each hazard is then determined based on its probability, scale, and intensity. To address these risks, countermeasures are identified and prioritised, starting with the elimination of the hazard. If elimination is not possible, other methods are implemented to minimise the risk.

HIRA is conducted whenever a new plant, process, or machine is set up or when there are changes to existing machines, processes, Standard Operating Procedures, operators, or locations. Additionally, HIRA is reviewed every six

months and after any safety incidents, such as accidents or near-miss events, are reported.

HIRA is conducted regularly at Gabriel India in six steps by a highly skilled Process Owner or a Qualified Safety Officer who is well-versed in all activities and safety standards. Each main plant at Gabriel India has a dedicated Safety Officer who is qualified through a government-approved safety course. The Company directly employs these officers, and they are on its payroll. Additionally, each Safety Officer is responsible for the satellite plant associated with their main plant. In the Company, the Heads of Departments (HODs) play an active role in conducting HIRA within their respective departments. They ensure that all relevant personnel are well-trained in HIRA procedures, with guidance from the Safety Officer to maintain high standards. The HIRA process is comprehensive, covering all routine and non-routine activities across Gabriel, India.

**The HIRA evaluation process at Gabriel India includes the following six steps:**



The Company employs the 4M method of incident investigation, focusing on contributing factors related to Man, Machine, Method, and Material. Once the root causes of an incident are identified, they are addressed with countermeasures that include corrections, corrective actions, and preventive actions. These countermeasures follow a hierarchy of controls, prioritising the elimination of hazards. If elimination is not possible, other methods such as substitution, isolation, engineering controls, administrative controls, and personal protective equipment are used to minimise risks. The identified root causes are then incorporated into the HIRA for the specific process or machine, allowing for periodic reviews of the effectiveness of these countermeasures

and thereby strengthening the overall safety management system.

The process quantifies the identified risks. By periodically reviewing the HIRA, Gabriel India aims to reduce risks in all its operations to negligible levels. Additionally, the identified risks are used to ensure safety during the procurement of new machines, thereby enhancing the Company’s overall safety management. This systematic approach ensures that potential hazards are identified and assessed comprehensively, allowing for effective risk management and the implementation of necessary safety measures.



**Training for a Safe Work Environment**

Gabriel India believes that capacity building and awareness generation programmes can equip all stakeholders with the right safety-related skill sets, helping them perform better and making way for a secure environment.

At Gabriel India, safety training is mandatory and provided free of charge. The Company gathers data through safety observations, conversations during safety observation tours, and incident reports, which serve as leading safety indicators to evaluate safety knowledge and skills. If the data reveals that workers lack the necessary knowledge or skills regarding risks and safe practices, safety training is promptly organised. Subject matter experts, such as a competent electrical engineer for electrical safety or a qualified chemical engineer for chemical safety, conduct this training. Trainers are informed about the specific areas where workers need improvement, allowing them to tailor the content and scope of the training accordingly. Notably, the training is delivered in a language that is familiar to the workers, ensuring effective communication and understanding.

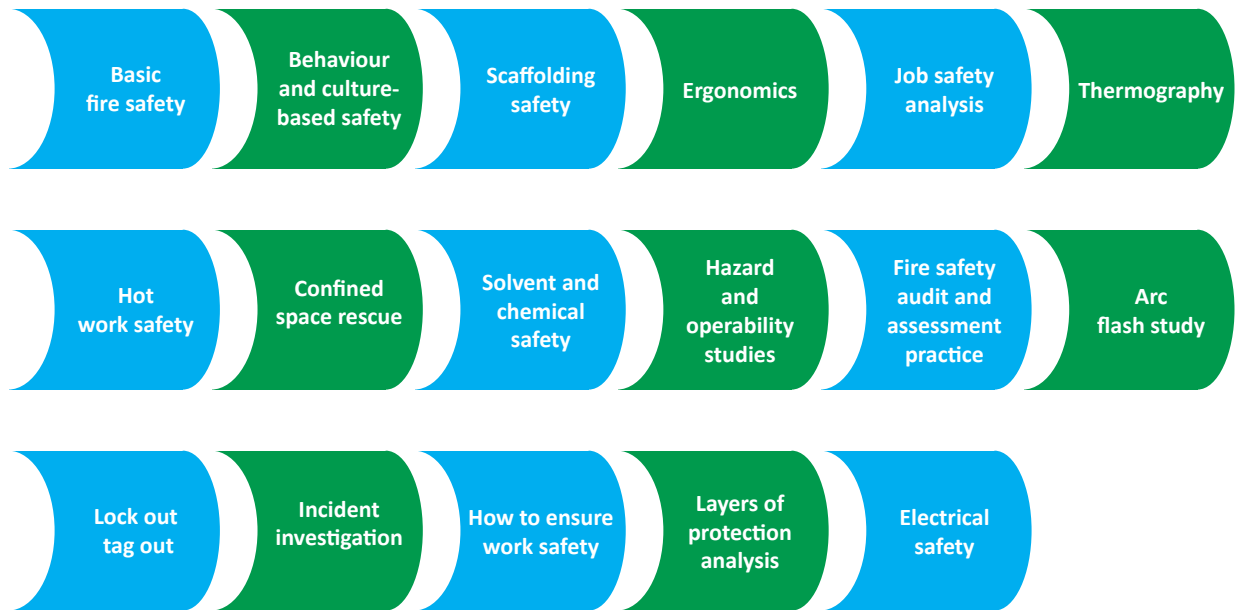
Safety officers play a critical role in maintaining a safe work environment. Their training equips them to identify and mitigate potential hazards, implement safety protocols, and conduct risk assessments. By ensuring compliance with safety regulations, safety officers protect the health and well-being of employees. Regular safety training sessions led by safety officers educate employees on proper safety procedures and enhance their awareness of workplace hazards.

The ANAND Safety Training Programme aims to enhance technical expertise among safety officers and to achieve 100% incident prevention across all locations while standardising critical safety practices and tools. The training programme is vital to ensuring a safe and secure work environment, reinforcing ANAND’s commitment to ‘Zero Accidents’. It holistically covers health and safety aspects, and participants are provided with critical information such as conducting self-safety audits, risk identification, mitigation strategies, and compliance with legal requirements.





The training curriculum covers a plethora of topics. These include:



Through its comprehensive health and safety training programmes, Gabriel India has successfully maintained a low incidence of injuries and fatalities, demonstrating the effectiveness of its proactive approach to workplace safety. These trainings have empowered employees with the knowledge and skills necessary to identify and mitigate potential hazards, contributing to a safer and more responsible work environment. The Company has also initiated an Advanced

Diploma in Industrial Safety as a full-time course for the development of Operating Engineers. The course is aimed at driving a safety culture within the organisation and leveraging the knowledge of identified Diploma engineers. This further helps in creating a leadership pipeline from within the Group Companies. The Company is proud to share that in FY2023-24, 9 of its employees were able to successfully complete this course.

Apart from this, Gabriel India has also initiated Behaviour Based Safety Training in collaboration with the British Safety Council (BSC). The training is imparted in two phases – in the first phase to the senior management and in the second phase, to the employees. The leadership focused trainings are conducted to ensure senior leadership’s buy-in for safety culture, aimed at developing a better understanding around their role and contribution in transformation. The focus of this training is on strategic issues pertaining to safety and the leadership behaviours. Post this, the second phase is initiated whereby employees previously trained by the BSC under the Train the Trainer Programme, obtain a chance to train their colleagues.

Through this initiative, Gabriel India has achieved 100% coverage of its employees under the Behaviour Based Safety Training programme, imparting a total of 7,548 hours of training in FY2023-24.

For FY2023-24, Gabriel India has reported ‘0’ fatalities. The Company has imparted 7 hours of safety training per employee, thereby highlighting its commitment to a safer working environment with an empowered workforce.

**Gabriel India’s safety data at a glance:**  
 5 – Lost time incidents  
 13 – First aid cases  
 68 – Near misses  
 0.49 – Lost Time Injury Frequency Rate (LTIFR)

Description	FY2023-24	FY2022-23	FY2021-22
The number and rate of fatalities as a result of work-related injury	0	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
The number and rate of recordable work-related injuries	No=9 Rate= 0.90	No=3 Rate=0.31	No=10 Rate=1.21
The number of hours worked	99,78,048	97,62,608	82,40,672



**Ensuring Partner Safety**

At Gabriel India, commitment to health and safety standards transcends mere compliance checklists. The Company envisions a secure future for all stakeholders and takes comprehensive steps to achieve this goal.

Gabriel India is proud to announce that it has successfully conducted health and safety assessments for upstream value chain partners, covering an impressive 90.19% of these partners. By adopting such proactive measures, the Company distinguishes itself, setting higher benchmarks for peers and the automotive sector at large.

This assessment is part of the Responsible Procurement framework and follows a rigorous 10-point checklist. Annual audits are conducted, and suppliers scoring below 70% receive targeted support and guidance to develop action plans aimed at bridging identified gaps. These suppliers are re-audited until they achieve a score exceeding 70%. This continuous improvement process highlights Gabriel India’s dedication to nurturing a culture of safety and excellence.

**Safety Governance**

**Responsibilities of the Safety Committee**

	Clarifying safety expectations for both employees and management		Addressing and resolving safety concerns raised by employees and management		Actively engaging employees in improving process, machine safety, and the overall safety management system
	Implementing a Behaviour-based Safety approach in the workplace		Overseeing training and skill development programmes		Identifying and allocating necessary resources for safety initiatives
	Planning and coordinating events such as Safety Week and Road Safety campaigns		Effectively communicating new policies and updates to existing policies		Recognising and rewarding safe work practices

The primary goal of safety governance is to ascertain that potential risks are identified and mitigated in a timely and effective manner. A Safety Committee serves as a bridge between employees and the management regarding the communication of safety issues. Gabriel India has established a Safety Committee at each plant, comprising 50% workers and 50% management representatives. This Committee meets monthly to discuss and agree on several key points.

The Safety Committee plays a crucial role within the organisation, working collaboratively with the management to achieve Occupational Health and Safety (OH&S) targets and objectives. Its responsibilities include fostering a culture of safety awareness among all employees, advocating for the health and safety concerns of shopfloor workers, and ensuring timely resolution in partnership with management. Additionally, the Committee provides valuable recommendations, such as implementing Kaizen, Poka Yoke, 360-degree machine guarding, safety curtains, and safety interlocking mechanisms to enhance OH&S standards.

The Committee is also entrusted with facilitating effective communication of new policies and orchestrating safety-related events, including Safety Week and Road Safety initiatives.

### Grievance Redressal



Phone: 1-8000102-2100



Fax: 1-800-102-2100 (select option 2)



Email: [anandgroup@ethicshelpline.in](mailto:anandgroup@ethicshelpline.in)



Postal Address: PO Box No 71,  
DLF Phase 1, Qutub Enclave,  
Gurgaon – 122002, India

Gabriel India has developed secure channels for employees to address any Occupational Health & Safety grievances.

This commitment to open communication fosters a culture of trust and transparency, allowing the Company to address and resolve any safety-related issues promptly. By providing these avenues, Gabriel India demonstrates its dedication to employee well-being and safety, underscoring its core mission of creating a safe, sustainable, and responsible work environment.

### Protection Against Reprisals

Protection against reprisals, especially in the context of reporting safety incidents, is critical to maintaining safety standards in a manufacturing setup. Such a system allows employees to report unsafe conditions and acts without any fear of retaliation. This leads to early identification of hazards, making way for a proactive safety culture. It also builds trust between employees and management, improves compliance with safety regulations, and enhances overall morale and job satisfaction. By ensuring that safety concerns are taken seriously, the Company can maintain a safer work environment and continuously improve its safety practices.

At Gabriel India, employees and workers are continually encouraged to report unsafe conditions and acts. To this end, several systems have been established to protect them from retaliation. A Whistle-Blower mechanism allows employees to report safety issues anonymously. Similarly, workers can use a mobile app to report unsafe conditions to the relevant personnel directly. A rewards and recognition programme has also been implemented to encourage safe behaviour and effectively address any dangerous situations.





## **Human Rights: A Culture of Respect**

Gabriel India's goal is to balance commercial success with responsible actions towards the environment, people, and society across its entire value chain. Respect for human rights is a fundamental component of corporate governance and a key area of focus for sustainability. The Company aims to manufacture products without any human rights violations, reflecting its commitment to ethical practices and responsible corporate citizenship. This approach aligns with

its core theme of "Safety First, Sustainability Always," ensuring that growth is sustainable, equitable, and beneficial to all stakeholders. The ANAND Code of Conduct, which sets a clear ethical framework, is actively communicated to all stakeholders, including employees and local communities. The Company's commitment to ethical conduct goes beyond mere policy; it is embedded in our daily practices.

### **Zero Tolerance for Human Rights Violations: Our Policy and Practices**

Gabriel India upholds a zero-tolerance policy against all forms of human rights violations, including child labour and forced labour, reflecting its dedication to both safety and ethical business practices. This commitment is deeply ingrained in the Company's core values and is a guiding principle in all aspects of operations, aligning perfectly with the theme of "Safety First, Sustainability Always."

The Company has adopted a culture of inclusivity and non-discrimination, continually reviewing and updating its internal policies to align with best

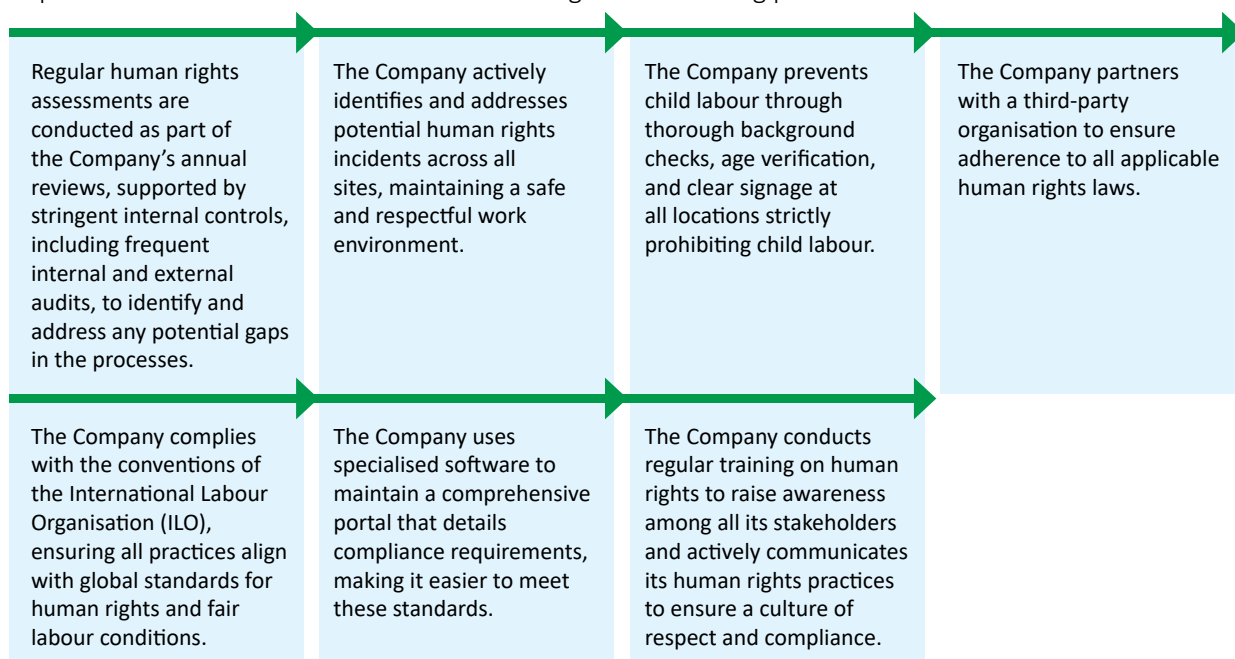
practices in human rights. The Human Resources department, operating under the guidance of the Board, plays a crucial role in managing and addressing human rights issues.

By integrating these elements, Gabriel India creates a robust framework that ensures respect for human rights, which is a fundamental component of its corporate governance. This commitment extends beyond internal operations; the Company also expects all its suppliers to adhere to these standards, ensuring that the entire value chain is aligned with its ethical practices.



### Our Human Rights Framework: Key Principles and Practices

To ensure that Gabriel India’s commitment to human rights is consistently upheld, the Company has implemented a robust framework for monitoring and addressing potential violations.



Gabriel India extends its human rights practices to its suppliers, expecting them to adhere to these standards. The Company has established a comprehensive ESG checklist as a critical component of its supplier assessment process to uphold these values. This checklist evaluates critical social criteria such as:

- Minimum wages
- Equal remuneration
- Prohibition of forced and child labour

Compliance with these standards is mandatory for all suppliers before they are onboarded, ensuring that the Company’s supply chain is both secure and sustainable.

Aspect	Details
Human Rights Violations	No incidents or complaints of human rights violations were reported. No ongoing cases were identified.
Violations Involving Indigenous Peoples’ Rights	No incidents were reported against our Company during this period.
Resolution Mechanisms	Internal mechanisms and a Whistle-blower Policy are available on the website for all stakeholders.
Commitment to Human Rights	Emphasises severe and prompt resolution of any human rights violations
Proactive Efforts	Zero incidents involving violations of indigenous peoples’ rights, highlighting the Company’s dedication to ethical practices and responsible conduct.

### Human Rights Training: Fostering a Safe Environment

At Gabriel India, a strong emphasis is placed on human rights training to ensure that every aspect of the Company's operations aligns with the highest standards of ethical conduct. The training begins with educating all employees on human rights principles, recognising that this foundation is essential for fostering a culture of inclusivity, fairness, and respect. This approach extends beyond the internal workforce to include third-party organisations providing security personnel, ensuring that everyone on the Company's premises is well-versed in these essential policies.

The human rights training programme for security personnel is particularly robust, with 100% of the security staff having received formal training. This training is designed to deeply embed the principles of human rights, covering crucial topics such as non-discrimination, labour rights, and ethical conduct. By participating in this training, individuals learn to recognise, respect, and uphold everyone's rights, both within the Company and in the communities where they operate.

### Supporting Labour Unions and Upholding Workers' Rights

Gabriel India fully supports the existing labour unions within its ranks, acknowledging their right to engage in group negotiations. The input and perspectives of these associations are highly valued, as they play a crucial role in addressing issues that affect the workforce. Regularly convened councils and sessions provide platforms for gaining deeper insights into their needs, enabling the Company to align them with its overarching vision and objectives.

Gabriel India takes any incidents or concerns related to trade unions with utmost seriousness. The Company's commitment to fostering a positive and collaborative relationship with labour unions is unwavering. This approach not only respects the rights of employees and workers but also enhances operational efficiency and the overall work environment.



### Freedom of Association and Collective Bargaining Rights

In terms of its operations and suppliers, Gabriel India is diligent in ensuring that there are no risks of violating freedom of association (FOA) and collective bargaining rights. Currently, the Company has no operations where such risks exist. However, it is proactively assessing its suppliers for FOA and collective bargaining risks within its upstream value chain.



During the reporting period, Gabriel India followed proper procedures for long-term settlements with unions involving labour officers as required by labour laws.

**0**  
conflict cases with  
union workers in  
**FY2023-24**

**0**  
conflict cases with  
union workers in  
**FY2022-23**

**0**  
conflict cases with  
union workers in  
**FY2021-22**

The Company is pleased to report that it has achieved zero conflict cases with union workers over the last three years, reflecting its consistent and successful collaboration with labour unions. By supporting labour unions and ensuring compliance with FOA and collective bargaining rights, Gabriel India reinforces its commitment to ethical business practices and responsible corporate citizenship. This alignment with the Company's core values and vision is essential for maintaining a positive and productive work environment, reflecting its theme of "Safety First, Sustainability Always."

### **Auditing Suppliers for Compliance**

Gabriel India is planning to conduct audits to ensure adherence to freedom of association (FOA) and collective bargaining rights. While these audits are in the pipeline, the Company has already obtained their acknowledgement of its Supplier Code of Conduct. This will ensure that the suppliers operate in a manner that respects and upholds the rights of all workers involved.





# Building a Dream Team: Recruitment and Retention

The sustained success of Gabriel India hinges on effective talent recruitment and retention. In the niche field of automotive suspension systems and components manufacturing, Gabriel India depends on its skilled workforce to drive innovation, ensure product quality, meet

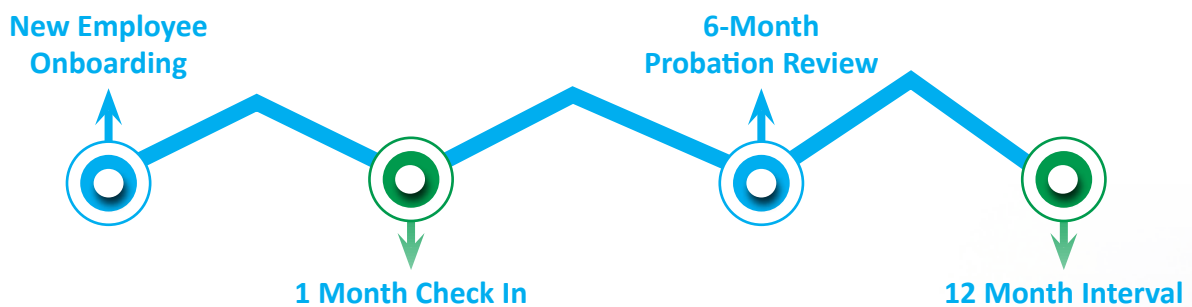
customer expectations, and stay competitive. The Company has adopted a solid approach to managing talent recruitment and retention, understanding their crucial role in advancing its business goals.

## Integrating New Talent

Gabriel India’s onboarding strategy focuses on creating a supportive and engaging atmosphere for new hires, enabling them to integrate and thrive within the Company seamlessly. By prioritising the recruitment of top-tier professionals and fostering an inclusive work culture, Gabriel India emphasises the significance of maintaining a talented and motivated workforce to drive its continued success.

Gabriel India takes deliberate steps to attract top industry professionals and ensure a smooth onboarding experience, as it is crucial to a firm’s success, aiming to bring in individuals from diverse backgrounds to create an inclusive workplace environment.

Gabriel India follows a structured feedback system, including checkpoints at 1-month, 6-month probationary, and 12-month intervals, which are vital for professional development. The Company also offers young candidates career and growth opportunities through campus recruitment programs. Monthly presentations on industry-related topics are held to enhance their industry knowledge. New joiners, regardless of age, are given opportunities to work on critical projects, receiving mentorship from their respective CXOs and the Head of the Plant. This mentorship and valuable feedback nurture growth and ensure that new employees integrate seamlessly into the Company.



**WELCOME ABOARD**



## SPOTLIGHT: Talent Acquisition Strategy

ANAND Talent Acquisition (ATA) is a premier recruitment programme within ANAND Group, focused on identifying and nurturing fresh talent from colleges. This initiative includes two main categories: the Graduate Engineering Trainee (GET) and the Management Trainee programmes, both designed to harness the potential of young minds strategically. Undergraduates are directed into the GET category, while individuals with master's degrees, CA, and MBA backgrounds are welcomed into the Management Trainee cadre. These training programmes allow trainees to explore their genuine interests and passions. By enhancing their abilities and acquiring comprehensive insights into Company operations, they get a firsthand experience across various departments throughout the span of a year. ATA is highly regarded within the ANAND Group, serving as a cornerstone of its talent acquisition strategy.

## SPOTLIGHT: Nurturing Tomorrow's Leaders

**ANAND Group has implemented several other key programmes to develop its workforce:**

- ❑ Anand Leadership Development Programme (ALDP): This programme focuses on developing critical leadership skills and competencies among employees. It aims to prepare them for leadership roles, enhancing their ability to drive organisational success and lead teams effectively.
- ❑ Human Capital Programme: This programme is designed to prepare the employees for senior roles, improve their effectiveness in these positions, and strengthen their commitment to Gabriel India.
- ❑ GROW LDP (Get Ready for Opportunity at Work): This distinctive behavioural programme empowers staff to enhance their cognitive and physical awareness, enabling them to adapt to new routines and acquire fresh skills in a dynamic and ever-evolving environment. By imparting straightforward tools and models, it cultivates their ability to lead effectively in their daily work, encouraging them to unlearn outdated behaviours and embrace continuous learning throughout their professional journey.



**Strategic Talent Management: Driving Innovation and Excellence at Gabriel India**

Gabriel India’s success in the competitive automotive manufacturing industry is driven by its strategic focus on effective talent recruitment and retention. By consistently hiring top professionals, the Company enhances both innovation and product quality. Gabriel India adheres to the principle that a stable and skilled team not only enhances operational efficiency but also reduces turnover costs and ensures smooth knowledge transfer. This approach leads to higher employee morale, increased productivity, and improved customer satisfaction, all of which help to bolster Gabriel India’s brand reputation.

To enhance industry knowledge, the Company conducts monthly presentations on various topics. New employees are given opportunities to work on significant projects under the mentorship of their Chief Operating Officers (COOs) and the Head of the Plant. A skilled workforce positions Gabriel India as a leader in the industry, enabling it to navigate challenges and drive innovation. Talent recruitment and retention are essential to Gabriel India’s pursuit of excellence and long-term success in the automotive sector.

**Stakeholder Expectations and Interests in Talent Management**

Shareholders and investors focus on financial performance, seeking top talent to enhance stock value and dividends while supporting a long-term growth strategy. The expectations and interests of stakeholders regarding talent recruitment and retention at Gabriel India are varied and complex.

**Reasonable Expectations**

	<p><b>Employees</b></p> <ul style="list-style-type: none"> <li>❑ Competitive compensation</li> <li>❑ Career advancement opportunities</li> </ul>		<p><b>Customers</b></p> <ul style="list-style-type: none"> <li>❑ High-quality products</li> <li>❑ Innovative solutions</li> </ul>
	<p><b>Suppliers</b></p> <ul style="list-style-type: none"> <li>❑ Stable workforce</li> <li>❑ Ethical hiring practices</li> </ul>		<p><b>Regulators</b></p> <ul style="list-style-type: none"> <li>❑ Compliance with labour laws</li> <li>❑ Transparent reporting equal opportunity</li> </ul>
	<p><b>Local Community</b></p> <ul style="list-style-type: none"> <li>❑ Local hiring</li> <li>❑ Contributions to economic development</li> </ul>		<p><b>Environmental Advocates</b></p> <ul style="list-style-type: none"> <li>❑ Expertise in sustainability</li> <li>❑ Environmental practice</li> </ul>

Gabriel India’s approach to talent recruitment and retention is influenced by these combined expectations, highlighting its importance in maintaining business success and nurturing positive stakeholder relationships.

**Key Factors in Talent Management at Gabriel India**

Aspect	Key Factor
Acquiring and Retaining Talent	<ul style="list-style-type: none"> <li>❑ Crucial for success in the competitive automotive industry.</li> <li>❑ Drives innovation by attracting creative talent.</li> </ul>
Proficient Workforce	<ul style="list-style-type: none"> <li>❑ Leads to customer satisfaction.</li> <li>❑ Bolsters the Company’s brand reputation.</li> </ul>
Access to Top Talent	<ul style="list-style-type: none"> <li>❑ Provides a competitive edge in global markets. Supports research, development, and cost-effective manufacturing.</li> </ul>
Stable Workforce	<ul style="list-style-type: none"> <li>❑ Enables adaptability to market changes and long-term growth.</li> <li>❑ Effective retention strategies lead to substantial cost savings over time</li> </ul>
Overall Impact	<ul style="list-style-type: none"> <li>❑ Talent recruitment and retention are pivotal for Gabriel India’s prominence and profitability.</li> <li>❑ Contributes to customer satisfaction and long-term growth.</li> </ul>



## Employee Turnover

Employee turnover, or workforce turnover, measures the rate at which employees exit a Company and are replaced by new hires. Gabriel India has taken proactive steps to manage this turnover effectively.

Recognising the critical importance of retaining skilled and motivated employees, Gabriel India has implemented a complete strategy to address workforce turnover. The Company places a strong emphasis on creating a supportive work culture that values employee contributions and fosters a sense of belonging, which in turn helps to reduce turnover rates. To further ensure employee retention, the Company offers competitive compensation packages and a wide range of benefits, including healthcare and

retirement plans. These measures are designed to make employees feel valued and motivated to remain with the Company, thereby maintaining a productive and stable work environment.

Gabriel India demonstrates a solid commitment to retaining talent and ensuring long-term organisational success through a variety of holistic strategies. The Company emphasises transparent and considerate communication with employees and their representatives. Typically, it provides at least eight weeks' notice before implementing significant operational changes, allowing ample time for affected parties to prepare and adapt. This extended notice period underscores the Company's dedication to the well-being and stability of its workforce.

## Investment in Employee Development

To further enhance job satisfaction and reduce turnover, Gabriel India invests significantly in employee development and training programmes. These initiatives include the Empower Her Leadership Development Programme (EHLDP), which focuses on nurturing and empowering diversity by identifying and developing potential women leaders at all levels (L1, L2, and L3). Additionally, the Micro Learning (Gabriel Gurukul) programme provides concise, focused learning modules designed to facilitate quick skill acquisition and reinforce knowledge retention efficiently. The Gabriel Behavioural Model 2.0 aims to enhance understanding and drive adoption of the

Gabriel Behavioural Model to improve organisational culture.

The Company also offers clear paths for career advancement, ensuring employees see a future within the Company. Maintaining open communication through regular feedback sessions and surveys builds trust and ensures that employee needs are met. Competitive compensation packages and comprehensive benefits, including healthcare and retirement plans, are also provided to make employees feel valued and motivated to stay with the Company.





## Growing Together: Strengthening a Culture of Diversity, Inclusion and Non-Discrimination

The growing importance of diversity and inclusion (D&I) in the workplace reflects an evolving society. As organisations aim to reflect the global community, they view a diverse workforce as both a moral duty and a competitive edge. Embracing diversity means valuing each employee's unique perspectives and experiences. Inclusivity ensures these voices are heard and respected, while non-discrimination guarantees equal opportunities for all to contribute and advance. By prioritising these values, organisations build stronger, more innovative, and inclusive workplaces.

At Gabriel India, the belief in nurturing a diverse and inclusive environment is paramount. The Company believes that this approach is critical to managing risks such as reduced employee engagement, higher turnover rates, and decreased innovation and creativity. As an organisation, Gabriel India works consistently towards creating an environment where differences are celebrated, potential is nurtured, and everyone feels they belong. By implementing a Inclusion Diversity Equity (IDE) framework, establishing councils overseeing diversity and inclusion, and regularly imparting awareness training to employees, the Company stands to benefit immensely, successfully alleviating DEI-associated risks.

### Promoting a Culture of Equality and Non-Discrimination

At Gabriel India, diversity and inclusion are integral components of all HR activities, encompassing recruitment, professional growth, and employee retention. The Company sets itself apart by implementing a comprehensive Diversity and Inclusion framework. This framework details various initiatives designed to raise employee awareness about the importance of building a more inclusive and diverse work environment.

One of the key initiatives within this framework is training on unconscious bias. Such training is vital for any organisation, offering substantial benefits. These trainings enlighten employees about inherent biases, stimulating awareness that can transform workplace dynamics. As biases are mitigated, companies experience a more inclusive culture, which is essential for attracting and retaining diverse talent. Moreover, by aligning with the organisation's diversity and inclusion goals, unconscious bias training contributes to a respectful work environment where all employees feel valued and supported.

Gabriel India organises regular training on unconscious bias aimed at enhancing awareness among employees about the nuanced prejudices that may impact their perceptions and decisions. These sessions are an integral part of the Company's commitment to creating an inclusive workplace, ensuring that every employee is equipped with the knowledge and sensitivity needed to foster a culture of respect and inclusivity. By integrating these trainings into its overall diversity and inclusion strategy, Gabriel India reinforces its dedication to maintaining a workplace where every individual feels valued and supported.

The Company believes that great leaders are nurtured in environments that provide support and encouragement. The Company conducts inclusive leadership programmes designed to provide leaders with the tools they need

**346 trainings pertaining to Diversity and Inclusion conducted**

to manage and guide diverse teams effectively. Besides this, it has also launched the “**Empower Her Leadership Programme**” to promote and develop women’s leadership within the organisation.

Taking diversity and inclusion initiatives a step further, Gabriel India has carefully implemented inclusive hiring practices as part of its recruitment strategy. Through such initiatives, it seeks to attract top talent from a diverse pool of applicants. Furthermore, the Company encourages employees to become a part of **Employee Resource Groups (ERGs)** that serve as a platform for employees with shared identities and interests to connect, cultivating a sense of community and inclusion.

Through its multifarious DEI initiatives, Gabriel India strives to nurture an inclusive environment where everyone feels welcome and a sense of belonging. By ensuring a safe space for all, the Company not only attracts and retains top talent but also enhances its overall organisational performance, setting relevant standards for companies both within the industry and those outside of it.

This approach is crucial for cultivating a culture of “safety first, sustainability always”, much in alignment with this year’s report’s theme.

**SPOTLIGHT: Hiring from the local community**

Gabriel India is proud to be deeply committed to hiring locally and ensuring that its workforce is rooted in the community. The organisation is dedicated to empowering the communities in which it operates by offering employment opportunities right where they matter most. Its commitment to hiring locally is more than a business strategy and a reflection of its core belief in nurturing talent within the community.

Senior management involves **Managers and above.**  
The organisation defines ‘local’ geographically as those **within a state.**

**56.25%**  
of senior management hired from the local community in **FY2023-24**

**56%**  
of senior management hired from the local community in **FY2022-23**

**49%**  
of senior management hired from the local community in **FY2021-22**

**SPOTLIGHT: A diverse workforce**

Gabriel India is actively working to improve the male-to-female ratio, a trend that has been evident in its performance over the years. As part of its ongoing efforts to enhance gender diversity, the Company has set an ambitious goal: by 2025, Gabriel India aims to increase the percentage of female employees, including operating engineers, to 25%.

Additionally, the Company values contributions from individuals of all age groups, creating an inclusive environment where everyone’s potential can flourish.

Women make up **12%** of the workforce  
The Board of Directors comprises **57.14% female** members



**Table: Employee diversity as per gender**

Employee Level	FY2023-24		FY2022-23		FY2021-22	
	Male	Female	Male	Female	Male	Female
<b>L3+</b>	69	4	55	3	51	4
<b>L2</b>	130	16	115	13	104	13
<b>L1</b>	313	46	283	39	248	40
<b>L0 &amp; Below</b>	397	37	142	15	138	18
<b>Operating engineers</b>	1,083	367	1,123	317	1,377	327
<b>Workers</b>	212	18	215	18	214	22
<b>Contractual workers</b>	1,645	75	1,889	80	1,487	21
<b>National Apprentice Promotion Scheme (NAPS)</b>	232	24	278	34	120	11
<b>Total</b>	<b>4,081</b>	<b>587</b>	<b>4,100</b>	<b>519</b>	<b>3,739</b>	<b>456</b>

**Table: Employee diversity as per age**

Employee Level	FY2023-24			FY2022-23			FY2021-22		
	<30 years	30 - 50 years	> 50 years	<30 years	30 - 50 years	> 50 years	<30 years	30 - 50 years	> 50 years
<b>L3+</b>	0	44	29	0	38	20	0	39	16
<b>L2</b>	0	133	13	1	114	13	5	98	14
<b>L1</b>	104	250	5	99	219	4	119	166	3
<b>L0 &amp; Below</b>	369	62	3	59	88	10	80	75	1
<b>Operating engineers</b>	1,450	0	0	1,378	62	0	1,704	0	0
<b>Workers</b>	0	114	116	0	133	100	0	236	0
<b>Contractual workers</b>	1,720	0	0	1,969	0	0	1,508	0	0
<b>National Apprentice Promotion Scheme (NAPS)</b>	256	0	0	312	0	0	131	0	0
<b>Total</b>	<b>3,899</b>	<b>603</b>	<b>166</b>	<b>3,818</b>	<b>654</b>	<b>147</b>	<b>3,547</b>	<b>614</b>	<b>34</b>

**Initiatives taken to build a diverse workforce**

Supports working mothers by offering flexible remote work options, enabling them to spend quality time with their children.

Every year, Gabriel India celebrates International Women’s Day.

The Company provides female employees with hostel provisions, accommodation, and transportation when deemed necessary.

The Company maintains a zero-tolerance policy towards gender-based discrimination or bias.

The Company has opened its doors to those with disabilities, providing a stage where their capabilities shine.

The Company welcomes talents from various age groups, recognising the unique strengths that each brings to the table.

As an Equal Opportunity Employer, the Company has enshrined specific clauses in its Code of Conduct to reinforce its inclusive and non-discriminatory values. The Code of Conduct can be accessed at:

<https://www.anandgroupindia.com/wp-content/uploads/2018/01/ANAND-CodeofConduct.pdf>

In FY2021-22 and FY2022-23, Gabriel India reported no cases of discrimination. However, in FY2023-24, two reports of discrimination were received. After a thorough investigation by the Ethics Committee, both incidents were deemed baseless. Gabriel India will continue to implement its policies and training programmes to create an inclusive workplace where every employee is valued and respected. The presence of adequate

feedback mechanisms and channels allows the Company to promptly address any DEI-related concerns, thereby effectively mitigating any DEI-related risks. Moving forward, Gabriel India will continue to work diligently to ensure that such incidents do not occur, reinforcing its dedication to maintaining a culture of inclusivity and respect with utmost diligence and transparency.



## Fair Pay

At Gabriel India, fair pay is a core value that underpins the Company’s commitment to equality and justice within the workplace. By ensuring that all employees receive fair compensation for their efforts, it cultivates a motivated and efficient workforce. This policy also helps bridge income gaps, allowing employees to maintain a decent standard of living. By focusing on fair compensation, Gabriel India not only attracts and retains top talent but also gains a strategic advantage in the industry.

The Company upholds a strict 1:1 minimum wage ratio between male and female employees at all locations, demonstrating its dedication to fair pay. The Company regularly reviews and adjusts salaries to ensure they remain fair and competitive, reflecting its commitment to equitable compensation.

**Table: Employee diversity as per gender**

Particulars	State	Male			Female		
		Wages Paid	Minimum Wages	The ratio of wage page to minimum wage	Wages Paid	Minimum Wages	The Ratio of wage page to minimum wage
Head Office	Maharashtra	18,818	17,969	1.047:1	18,818	17,969	1.047:1
Casting	Maharashtra	18,818	17,969	1.047:1	18,818	17,969	1.047:1
Chakan	Maharashtra	18,818	17,969	1.047:1	18,818	17,969	1.047:1
Nashik	Maharashtra	18,818	17,969	1.047:1	18,818	17,969	1.047:1
Sanand	Gujarat	16,653	12,558	1.326:1	16,653	12,558	1.326:1
Khandsa	Haryana	16,653	13,278	1.254:1	16,653	13,278	1.254:1
Parwanoo	Himachal Pradesh	16,653	13,062	1.275:1	16,653	13,062	1.275:1
Dewas	Madhya Pradesh	16,653	12,060	1.381:1	16,653	12,060	1.381:1
Hosur	Tamil Nadu	18,818	14,854	1.267:1	18,818	14,854	1.267:1
Manesar	Haryana	<b>16,653</b>	<b>13,278</b>	<b>1.254:1</b>	<b>16,653</b>	<b>13,278</b>	<b>1.254:1</b>



**Governing DEI Effectively**

Gabriel India has instituted a Inclusion, Diversity and Equity (IDE) Council, aligning with its commitment to promoting a diverse workforce. This council addresses all ID&E-related issues and oversees the initiatives and developments in this area. As part of this ongoing effort, the Company continuously reviews its policies and practices to improve diversity and inclusivity, placing a high priority on the well-being of its employees.

## Composition of Gabriel India’s centre-level IDE Council

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### Executive Mentors



**Mr. Manoj Kohatkar**

Managing Director Gabriel India Limited



**Ms. Matangi**

Non-Executive Independent Director

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### Council Sponsors



**Mr. Atul Jaggi**

Deputy Managing Director



**Mr. Vinod Razdan**

CHRO

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## Composition of Gabriel India's centre-level IDE Council

### Council Coach



**Mr. Amitabh Srivastava**

COO



**Mr. R Vasudevan**

COO



**Mr. Rishi Luharuka**

CFO



**Mr. Prashant Shah**

Head-Sourcing and Supply  
Chain Management

### Council Members



**Ms. Pushpalata Kadam**

DGM- Manufacturing Excellence



**Mr. Yudish Gupta**

DGM Production



**Ms. Sanhita Shevade**

Manager- PRAAC



**Ms. Ankushi Gupta**

Senior Manager- HR



## Giving Back to the Community: Meaningful Engagement Through CSR Initiatives

Corporate Social Responsibility (CSR) initiatives are pivotal for companies to ensure sustainable growth and maintain industry leadership. In the course of business conduct, Gabriel India has not only driven innovation and excellence in automotive engineering but has also recognised the profound impact of its operations on society and the environment. By integrating CSR into its core business strategy, the Company aims to address critical issues such as environmental sustainability, community development, and ethical business practices. These initiatives not only enhance the Company’s corporate reputation but also build trust with stakeholders, ensuring long-term success and resilience in an ever-evolving market.

Gabriel India comprehends the importance of a solid CSR policy in guiding its community-

driven projects. It has implemented a solid CSR policy with specific aims, objectives, and guiding principles for the selection, implementation, and monitoring of CSR initiatives. The Company conducts its CSR activities in collaboration with its CSR arm, SNS Foundation.

As far as FY2023-24 is concerned, Gabriel India’s resolution to bring about community development through CSR activities has led to significant positive changes. Nine villages have seen remarkable improvements in community infrastructure and sustainable solutions, enhancing the quality of life for residents. Over 20,000 individuals in rural areas have received essential medical services, ensuring their health and well-being. Under the education theme as well, there has been substantial progress, with 1,500 students benefiting from the enhanced learning opportunities and 70 government schools experiencing impactful transformations.

### Resource Allocation for CSR

With a strong emphasis on social responsibility, Gabriel India has allocated a substantial budget for CSR initiatives aimed at enhancing community well-being and promoting sustainable practices.

**Gabriel India’s expenditure towards CSR for FY2023-24 increased by 23.8% as compared to FY2022-23**

**Table: Net Profit and CSR budget**

AVERAGE NET PROFIT OF THE COMPANY FOR LAST THREE FINANCIAL YEARS	(Amount in INR million)		
	FY2022-23	FY2021-22	FY 2020-21
Net Profit	1,769.38	1,256.29	820.11
Average net profit for the last three financial years	3,845.78		
Two per cent of the average net profit of the Company as per Section 135(5) of the Act	25.64		
Surplus arising out of the CSR projects or programmes or activities of the previous financial years	-		
Amount required to be set off for the financial year, if any	-		
Total CSR obligation for the FY2023-24	25.64		

### Governance in Social Responsibility

The CSR Committee plays a crucial role in ensuring that Gabriel India not only focuses on profitability but also contributes positively to society. This Committee is dedicated to advancing the Company’s societal impact through responsible initiatives and actions. By overseeing and guiding all CSR initiatives, the CSR Committee ensures that these efforts are aligned with Gabriel India’s values and objectives.

All CSR activities are channelled through a well-defined CSR Policy, which the Committee monitors

and updates as needed. This oversight ensures that the Company’s social responsibility efforts are effective, sustainable, and in compliance with relevant regulations. The CSR Committee’s commitment to these principles helps Gabriel India build a positive image, cultivate community goodwill, and create long-term value for both the business and society.

For FY2023-24, the CSR Committee of the Board met four times ; Dates: 23 March 2023, 14 August 2023, 3 November 2023, 8 February 2024.

**Table: Composition of Gabriel India’s CSR Committee**

Name of Director	Designation/ Nature of Directorship	No. of CSR meetings attended during the year
Mrs Anjali Singh	Chairperson, Executive Director	3
Mr Atul Jaggi*	Member, Deputy Managing Director	4
Ms. Matangi Gowrishanker	Member, Non-Executive Independent Director	4
Mr. Manoj Kolhatkar**	Member, Managing Director	0

\*Mr. Atul Jaggi ceased to be a member of the CSR Committee effective 29 February 2024.

\*\*Mr. Manoj Kolhatkar joined the CSR Committee as a member, effective 1 March 2024.

### Actions on Corporate Citizenship

Across the country, Gabriel India has implemented a range of diverse and uniquely tailored initiatives for community welfare.



### Impacting lives through education

- ❑ The Company has partnered with **four government schools** in Dewas to improve the quality of education.
- ❑ Under its **Medhavi Scholarship scheme**, it has also supported the education of **8 underprivileged girls** between the ages of 17 and 20 to complete their **diploma in mechanical engineering**.
- ❑ Scholarships were provided to **10 girls in Parwanoo to aid their education at ANAND school**. The scholarship programme covers the cost of tuition and other school fees, as well as expenses for books, stationery, and uniforms.
- ❑ Collaborated with government schools in **Nashik, Hosur, and Jawai** to enhance the quality of teaching and infrastructure, benefiting over **2,100 students**.

### Capacity building through skill development

- ❑ Gabriel India has upskilled 1680+ young individuals between the ages of 18-30 across **National Skill Development Council (NSDC)** job roles. These skill enhancement programmes have been conducted across Parwanoo, Gurugram, Rewari and Dewas.
- ❑ In Nashik, the Company has facilitated **bank linkages** for 160 women groups to **access micro-credit** and has organised training sessions for livelihood promotion.

### Promoting health and hygiene

- ❑ The Company delivered medical services to **13,827 individuals across nine villages in Jawai**. A mobile medical van staffed with an MBBS doctor, nurse, and pharmacist was deployed to visit each town twice a week to conduct outpatient clinics (OPDs). The free distribution of medicines followed these clinics. Additionally, the medical team on the van conducted awareness sessions on relevant health topics.
- ❑ Regular sanitation services benefited **5,526 individuals, with a team of 6-8 personnel** responsible for sweeping the lanes of the villages of **Perwa, Jeewda, Meeno Ki Dhani, Sena, and Bisalpur**.
- ❑ These numbers highlight Gabriel India’s commitment to the principle of “safety first, sustainability always.” By prioritising community health and hygiene as a theme within its CSR activities, the Company lays the foundation for long-term, sustainable development in these communities.

### Service to the Community

- ❑ Gabriel India has supported community development by **maintaining and upkeeping three public parks** in collaboration with the Municipal Council, Parwanoo, and the Department of Forests, Solan. These parks include **Anand Municipal Park and Sports Complex, Anand Garden, and Van Vatika Anand**. The maintenance activities encompass watering, pruning, and other horticultural tasks. This programme has benefited approximately **13,950 residents** in the surrounding areas of these public parks.



Gabriel India is dedicated to conducting its operations safely and sustainably. Beyond its CSR activities, the Company ensures that its operations do not negatively impact the surrounding communities. The Company is proud to report that in FY2023-24, no cases of rights violations, whether of indigenous people or others, have been reported.

However, Gabriel acknowledges that there currently needs to be an established mechanism to track operations involving local

community engagement, impact assessments, or development programmes. Despite this, the Company remains committed to exploring avenues for enhanced community engagement in the future. Although formal Social Impact Assessments of CSR activities are not conducted due to the CSR expenditure being below the ₹ 10 Cr threshold, Gabriel India is open to developing more robust community engagement strategies moving forward. This openness reflects the Company's ongoing dedication to improving its social and environmental impact.



# Driving Sustainability through Collaborative Procurement



**Mr. Prashant Shah**  
Sr. Vice President &  
Chief Purchasing Officer (CPO),  
Gabriel India Limited

**GABRIEL**

Climate change is profoundly impacting global supply chains, causing disruptions that ripple across industries. Extreme weather events are becoming more frequent and severe, damaging infrastructure, delaying transportation, and increasing costs. In India, these impacts are particularly pronounced, with monsoon variability and heatwaves affecting agricultural output and manufacturing processes. As businesses worldwide grapple with these challenges, the need for resilient and adaptive supply chain strategies has never been more critical. Companies must prioritise sustainability and climate risk management to ensure continuity and mitigate the adverse effects of climate change on their operations.

We must understand that in today’s day and age, managing ESG issues extends beyond reputation—it has become a significant source of value creation. Companies pursuing ESG goals gain advantages such as alternative sourcing routes, new technologies, and better relationships with employees, shareholders, and consumers. This is why managing ESG issues in supply chains is a multifaceted priority today. Notably, 40% of Millennials consider ESG criteria when choosing their employers. Therefore, it is imperative that we continue to prioritise and manage these ESG issues, not just for our reputation, but as a significant source of value creation for Gabriel India

Globally, governments are implementing new laws and rigorous enforcement to require companies to extend their ESG disclosures to their entire value chain. The EU’s Corporate Sustainability Due Diligence Directive (CSDDD) requires companies operating in the EU to take responsibility for their value chain’s environmental and social impacts, with potential fines of up to 5% of global turnover. Similarly, India’s Business Responsibility and Sustainability Report (BRSR) framework, under the National Guidelines on Responsible Business Conduct, mandates top listed entities to disclose their ESG performance, emphasising on responsible procurement and other disclosures on their value chain partners. These initiatives ensure that companies are held to high standards of sustainability and accountability across their supply chains. Several countries, particularly in Europe and North America, are enacting new laws or rigorously enforcing existing.

In light of these developments, Gabriel India is committed to sustainable procurement. We recognise the significant impact we can have by working closely with our suppliers to enhance their sustainability scores. Our collaborative efforts have yielded substantial results.

**96%** of our suppliers are classified as **Green**, a remarkable achievement that reflects our successful collaboration and support efforts since FY2018-19, when only 47% of our suppliers held this distinction.

**Green Supply Chain**

**9.23%** of materials imported in FY2023-24 as compared to 9.54% in FY22-23, achieved by increasing localisation and navigating global supply chain challenges through organisational flexibility, technology, and strategic partnerships.

We operate in three zones: West, North, and South. Currently, our Regional buying percentages are 73% in the West, 66% in the North, and 54% in the South. Our targets are ambitious, aiming for 80% in the West, 70% in the North, and 75% in the South.

**Source Locally, Regionally**

**Beyond Boundaries Sustainably**

the theme of our Annual Vendor Meet. We emphasised our commitment to responsible procurement and announced our initiative for Scope 3 calculations during this event. Our value chain partners warmly welcomed this campaign, reflecting our shared dedication to sustainability.

**Vendor Meet**

### **Fleet & route**

Optimised through use of CNG & EV Vehicles and improved Loading ratio & Load consolidation.

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**Reduced Emissions**

### **One-time packaging**

to be reduced and also promote returnable packaging.

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**Sustainable packaging**

### **Audit**

for suppliers is an integral part of our sustainability journey. We also integrate climate risk into our supplier identification and localisation strategy to avoid adverse impacts in the future.

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**Supplier Assessment**

Through our consistent efforts, we have integrated sustainability not only within our own operations but also throughout our supply chain. This approach has led to a 15% sales increase and a 10% market share growth in Commercial Vehicles, despite supply chain challenges. Additionally, Piaggio and Suzuki Motors India acknowledged our achievements in new product development and supply chain excellence, respectively.

By actively collaborating with our suppliers, we enhance their sustainability practices, thereby amplifying our overall impact. We plan to continue to strengthen our operations while contributing to a more sustainable future for all stakeholders involved.



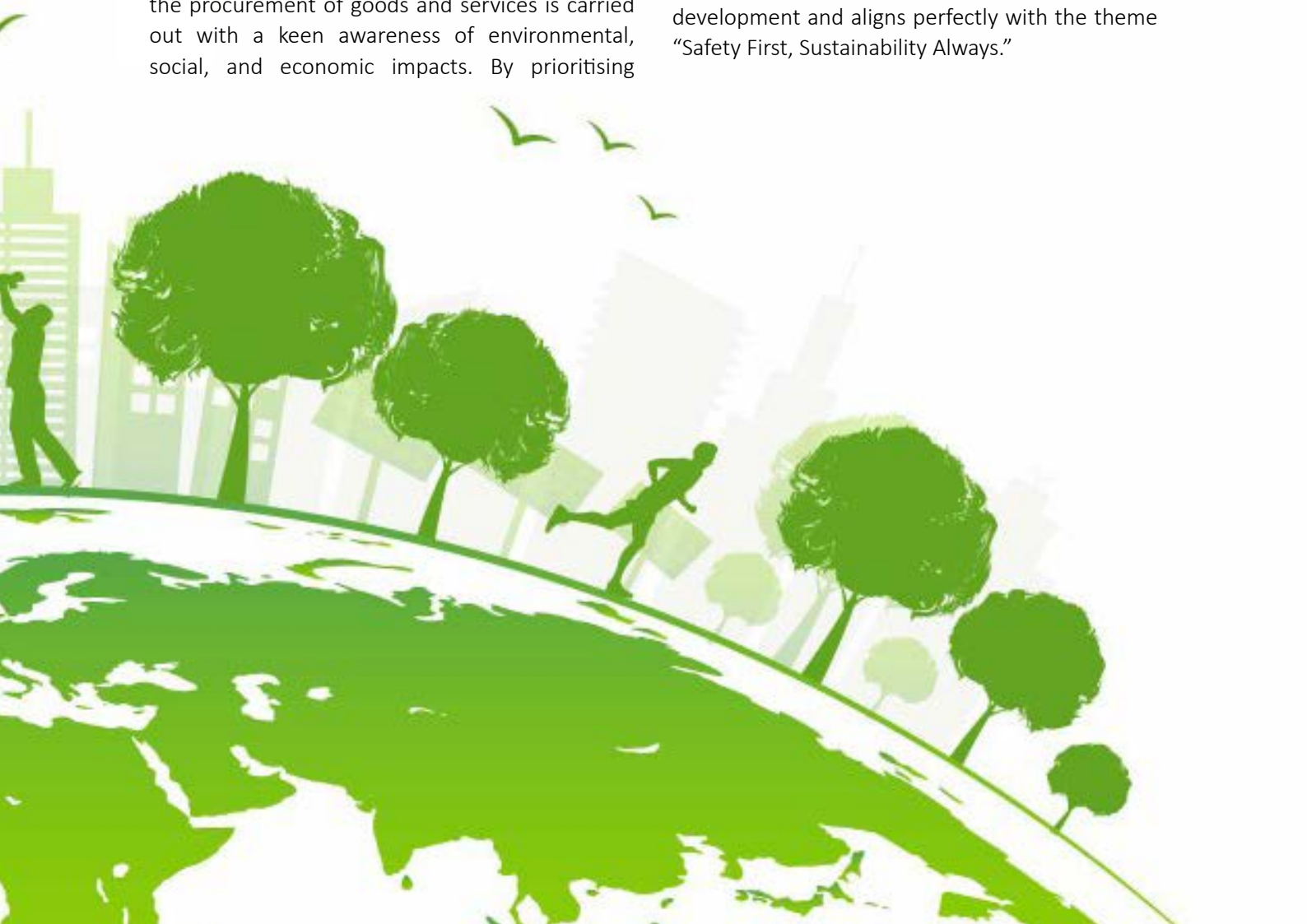


## Sustainable Sourcing Strategies: Responsible Procurement

Sustainability and responsible procurement are critical for a Company's long-term viability. As global concerns about climate change and social issues grow, businesses that do not address these issues may face challenges in the future, including regulatory changes and shifting consumer preferences. By complying with stringent regulations concerning responsible sourcing, environmental sustainability, and ethical labour practices, a Company can ensure it operates within the legal framework, mitigating the risk of fines, legal disputes, and environmental harm.

At Gabriel India, responsible procurement is a fundamental pillar of sustainable business practices. Responsible procurement ensures that the procurement of goods and services is carried out with a keen awareness of environmental, social, and economic impacts. By prioritising

suppliers who adhere to eco-friendly practices, Gabriel India significantly reduces its carbon footprint and promotes the use of renewable resources. By prioritising sustainability, Gabriel India fosters innovation, attracts environmentally conscious customers, and secures long-term viability amidst evolving regulations and consumer preferences. This approach enhances Gabriel India's reputation, ensures regulatory compliance, and meets customer demands for sustainable solutions. Additionally, integrating responsible procurement practices into its operations helps the Company achieve long-term cost savings by reducing waste, improving energy efficiency, and optimising transportation and logistics. This strategic focus on sustainable sourcing is crucial for fostering sustainable development and aligns perfectly with the theme "Safety First, Sustainability Always."



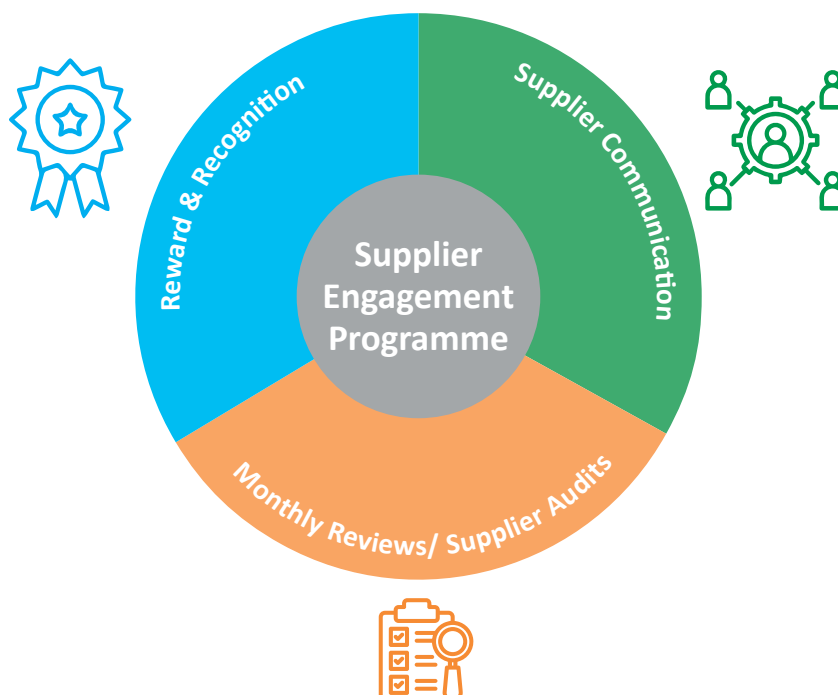
### Responsible Procurement Checklist

Gabriel India integrates responsible procurement practices into its overall procurement process by making the Responsible Procurement Checklist a mandatory requirement before onboarding any supplier. Existing suppliers are also required to adhere to this checklist and continuously improve in any lagging areas. Due to Gabriel India’s continuous and collaborative efforts, 96% of its upstream value chain partners currently fall into the green (on the basis of score) category.

Supplier Assessment Score:

Year	EHS Scores - FY2023-24					Total Audited Suppliers
	< = 10	11 to 15	16 to 20	21-26	27-30	
FY 18-19	26	66		82		174
	15%	38%		47%		
FY 19-20	14	26	27	95		162
	9%	16%	17%	59%		
FY 20 -21	17	21	22	63	39	162
	10%	13%	14%	39%	24%	
FY 21 -22	9	9	26	57	79	180
	5%	5%	14%	32%	44%	
FY 22 -23	1	7	15	56	96	175
	1%	4%	9%	32%	55%	
FY 23 -24	0	3	4	66	111	184
	0%	2%	2%	36%	60%	

### Supplier Engagement Programme



**SPOTLIGHT: Responsible Procurement Policy**

At Gabriel India Limited, the belief that “Business is 90% People” drives the company’s commitment to policies that benefit people, the planet, and profitability. The Responsible Procurement Policy reflects this ethos, establishing clear expectations throughout the supply chain while upholding Human Rights, Environmental Management, and Business Integrity.

This policy applies to all contractors, suppliers, transporters, service providers, and business partners. Gabriel India strives to ensure compliance with legal requirements related to child labour, occupational health, safety, environment, and quality. The Company prioritises sourcing high-quality, locally available materials to minimise its environmental footprint and procures goods and services from suppliers who demonstrate ethical conduct.

**Ethical Procurement Practices**

“Business is 90% People.” This philosophy guides Gabriel India’s procurement policy, ensuring that it applies to all contractors, suppliers, transporters, service providers, and business partners. It strongly encourages these entities to ensure full compliance with child labour laws and other relevant regulations. Additionally, Gabriel India expects its suppliers to uphold the highest standards of ethical conduct, reflecting the Company’s commitment to integrity and responsibility.

Gabriel India’s commitment to social responsibility ensures that suppliers uphold high standards of labour practices, human rights, and workplace safety, contributing to a more equitable society. As a leading manufacturer of automotive products, Gabriel India understands that neglecting responsible procurement can lead to significant negative impacts, including damage to its reputation, regulatory non-compliance, supply chain disruptions, loss of market opportunities, environmental harm, and investor concerns.

To mitigate risks associated with unethical practices, the Company has implemented ethical procurement practices throughout its supply chain. The Company has implemented a comprehensive Supplier Code of Conduct, prioritises sustainable sourcing, conducts

regular supplier audits, and collaborates with suppliers to share best practices and provide training. These initiatives not only strengthen the supply chain but also reinforce Gabriel India’s position as a leader in ethical and sustainable business practices.



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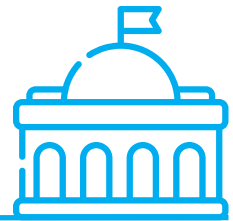
# GOVERNANCE ETHOS







***GABRIEL***



# 04 GOVERNANCE ETHOS

## In this Section



**Leading with Integrity: Corporate Governance & Accountability**



**Compliance with Integrity: Upholding Ethical Standards**



**Sustainable Strategies for Business Continuity: Resilient Business**



**Financial Highlights: Economic Health & Stability**



**Research & Development: Gabriel India's Pathway to Innovation**



**Safeguarding Quality through Precision and Integrity**



**Growing Together: Customer Engagement & Satisfaction**



**Data Privacy & Cybersecurity: Safeguarding Integrity in a Digital Era**

Corporate governance forms the backbone of Gabriel India's commitment to ethical and sustainable business practices. This chapter delves into the essential elements of its governance framework, emphasising transparency and disclosures, ethics and compliance, and economic performance. Robust corporate governance practices are critical to executing the Company's business strategy and driving long-term, durable value creation. Gabriel India ensures product quality and safety, fosters innovation through R&D and intellectual property management, and maintains a strong market presence with a customer-centric approach. Additionally, the chapter addresses critical aspects of data privacy and security and outlines the resilient business model that supports long-term success. These elements underscore Gabriel India's dedication to integrity, accountability, and excellence in all operations.





# Leading with Integrity: Corporate Governance & Accountability



Gabriel India is committed to leading the industry by establishing high operational excellence and corporate governance standards. The Company prioritises ethical practices and ensures transparency and integrity in all its dealings, which enhances stakeholder trust and strengthens business operations.

In alignment with its “Safety First, Sustainability Always” theme, Gabriel India integrates sustainable practices into its corporate governance framework. The Company believes effective governance involves compliance with regulations and a proactive approach to environmental stewardship and social responsibility. By fostering a culture of accountability and ethical decision-making, Gabriel India ensures that its operations are safe for employees and customers and beneficial for the communities and ecosystems in which it operates. This holistic approach reinforces its commitment to long-term success while maintaining the highest standards of corporate governance.

### Proactive Risk Management

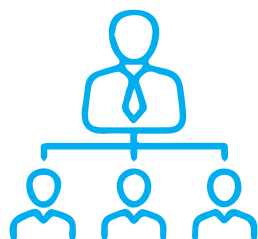
At Gabriel India, risk management is vital to the Company’s corporate governance framework and essential for maintaining operational stability and long-term success. The Company uses a thorough approach to identify and assess potential risks, including market conditions, regulatory changes, and internal challenges. This process enables Gabriel India to prioritise and address significant risks effectively.

The Company develops and implements strategies that are aligned with its business objectives and continuously monitors these strategies through regular reporting to the Board of Directors. This proactive stance ensures adaptability to emerging risks and changing conditions. Gabriel India integrates risk management into its strategic planning and decision-making processes, adhering to legal and industry standards to uphold transparency and accountability. The Company has established crisis management protocols to handle unforeseen events and invests in training to create a risk-aware culture among employees.

Furthermore, Gabriel India fully complies with the SEBI (LODR) Regulations, 2015, confirming adherence to essential norms and disclosure requirements for corporate governance.

## Foundations of Effective Leadership

### Oversight of Board of Directors



As of 31 March 2024, the Board of Directors had seven members: two Executive Directors (Managing Director and Whole Time Director) and five Non-Executive Directors, including four Independent Directors.

The Chairperson is a Woman Executive Promoter Director. The Board meets the requirement of having at least half of its members as Independent Directors.

- **Leadership, Industrial Knowledge and IT Skills:** All Board Members
- **Corporate Strategy:** Mr. Manoj Kolhatkar, Mr. Jagdish Kumar, Ms. Matangi Gowrishankar, Mrs. Pallavi Joshi Bakhru, Ms. Mahua Acharya
- **Merger and Acquisitions and Reconstruction:** Mr. Jagdish Kumar, Mrs. Pallavi Joshi Bakhru
- **Finance:** Mr. Jagdish Kumar, Mrs. Pallavi Joshi Bakhru, Ms. Mahua Acharya.
- **Technical Expertise:** Mr. Manoj Kolhatkar, Mr. Pradeep Banerjee, Ms. Mahua Acharya.



**Board of Directors**

As of 31 March 2024, the Board of Directors has seven members. This includes two Executive Directors (Managing Director and Whole Time Director) and five Non-Executive Directors, four of whom are Independent Directors. The Board meets the requirement of having at least half its members as Independent Directors. The Chairperson, a Woman Director, serves as the Executive Promoter Director.



**Anjali Singh**  
Promoter and Executive Chairperson



**Manoj Kolhatkar**  
Executive Director



**Atul Jaggi**  
Executive Director



**Jagdish Kumar**  
Non-executive Director



**Pradeep Banerjee**  
Independent Non-Executive Director



**Matangi Gowrishankar**  
Independent Non-Executive Director



**Pallavi Joshi Bakhru**  
Independent Non-Executive Director



**Mahua Acharya**  
Independent Non-Executive Director



Stakeholders Relationship Committee	CSR Committee	Nomination & Remuneration Committee	Risk Management Committee	Audit Committee
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Manoj Kolhatkar, Managing Director, was appointed a member of the CSR Committee effective 1 March 2024.

Mr. Atul Jaggi, Executive Director, ceased to be a member of the CSR Committee on 29 February 2024.

Ms. Mahua Acharya, a Non-Executive Independent Director, was appointed Chairperson of the Audit Committee meeting on 8 February 2024, replacing Mrs. Pallavi Joshi Bakhru, who could not attend.

## Board Committees

The Company follows strong corporate governance practices as relevant laws and regulations require. This includes forming specialised committees, each tailored to specific roles. These Board Committees are crucial in overseeing the execution of the Company's strategic initiatives and ensuring adherence to governance principles.

The Audit Committee meets quarterly to review Internal Audit reports, monitor action closures, and ensure compliance with audit plans. This process upholds regulatory requirements and promotes transparency and accountability. The Committee also reviews internal control systems and procedures, maintaining a system of Internal Financial Controls (IFC) across various business areas.

The Nomination and Remuneration Committee effectively evaluates the Board, its committees, and individual Directors. The Committee's purpose includes identifying and recommending suitable candidates for various roles, ensuring fair and competitive remuneration, and promoting a culture of performance and accountability within the Company.

The Stakeholders' Relationship Committee focuses on building and maintaining solid relationships with stakeholders, ensuring open lines of communication and trust. Its primary responsibilities include resolving issues raised by security holders, such as share transfer problems, missing annual reports, and unpaid dividends. The Committee is committed to addressing these concerns promptly and effectively.

The Corporate Social Responsibility (CSR) Committee is dedicated to enhancing the Company's positive impact on society through thoughtful and responsible initiatives. Guided by the CSR Policy, the Committee carefully oversees all CSR activities and regularly reviews and monitors the Policy to ensure its effectiveness and alignment with the Company's goals.

The Risk Management Committee ensures the Company's stability and growth by proactively identifying and mitigating risks. Its key responsibilities include developing and implementing a thorough Risk Management Policy, regularly reviewing this Policy, and overseeing the risk management plan. The Committee also focuses on critical areas such as cybersecurity, appointing and compensating the Chief Risk Officer, and maintaining the consolidated Risk Register.

## Board Remuneration

Gabriel India recognises that fair and transparent remuneration practices are crucial for attracting and retaining top talent. These practices ensure that the leadership remains motivated to drive the Company's success while upholding the highest standards of corporate governance.

The Nomination and Remuneration Policy, approved by the Board, outlines the guidelines for appointing and remunerating Directors,

Key Managerial Personnel (KMP), and Senior Management. Formulated by the Nomination and Remuneration Committee, the Policy aims to ensure the right balance of skills, knowledge, and experience on the Board, establish criteria for evaluating performance, and recommend fair and motivating remuneration. It also includes provisions for Board diversity and the independence of directors.

## Board Evaluation

Gabriel India views effective governance as the cornerstone of its success. The Company places significant importance on regular Board evaluations, recognising them as essential for ensuring that leadership remains aligned with the Company's strategic objectives. These evaluations help maintain adherence to the highest standards of corporate governance, reinforcing Gabriel India's commitment to excellence.

Under the provisions of the Companies Act, 2013, and the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations, 2015 ('SEBI (LODR), 2015'), the Board carries out an annual evaluation of its own, its Committees, the Chairperson, and the Directors individually. A detailed note on the manner of assessment forms part of the Corporate Governance Report.



# Governance and Sustainability: Our Commitment to a Responsible Future



**Mr. Nilesh Jain**  
Company Secretary  
Gabriel India Limited

**GABRIEL**



**A**t Gabriel India Limited, we firmly believe that good governance is the bedrock of a sustainable and responsible business. Our commitment to transparency, accountability, and ethical practices forms the very essence of our success, and we are wholeheartedly dedicated to integrating these values into every facet of our operations. Our guiding principle, “Safety First, Sustainability Always,” isn’t just a mantra, it’s a way of life that directs our decision-making and actions. It ensures that we prioritise the well-being of our people, the environment, and the communities we serve. Our mission is to pave the way for a sustainable future while nurturing the growth of a thriving enterprise.

**How do we strengthen our governance practices?**

Our robust corporate governance structure is designed to ensure compliance with legal standards and meet the expectations of our stakeholders. We take great pride in our track record of compliance and transparency, bolstered by a robust commitment to corporate governance. Our corporate governance practices follow the standards set by the Institute of Company Secretaries of India (ICSI) and comply with the Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015 (SEBI (LODR) Regulations, 2015). We have implemented a Compliance Management Tool for monitoring compliances, and the Board regularly reviews compliance reports to rectify any instances of non-compliance.

Our Code of Conduct is a testament to our principles of integrity and fairness, and we have implemented stringent measures to safeguard sensitive information while fostering transparency in all our operations. We have established various policies that underpin our governance framework, including the Code of Conduct, Corporate Social Responsibility Policy, Dividend Distribution Policy, Data Privacy Policy, Policy on Control and Maintenance of Stationary, Policy on Preservation and Archival of Documents, Prevention of Sexual Harassment Policy (POSH), Related Party

Transaction Policy, Whistle-Blower Policy, and Policy on Determination of Materiality of Events.

To enhance our governance practices, we have established several key mechanisms. An Ethics Committee has been set up to provide regular reports to the Audit Committee on a quarterly basis, ensuring ongoing oversight and compliance. Additionally, a Legal Compliance Cell has been created to align our policies and practices with our established Code of Conduct. We have also established channels for stakeholders to report unethical practices or grievances through our Internal Complaints Committee or ethics helpline, ensuring prompt resolution. Furthermore, employees are empowered to report any breaches of our Code or instances of misconduct, with protected disclosures being made directly to the Audit Committee or the Board of Directors. These measures collectively strengthen our governance framework and foster a culture of transparency and accountability.

**How are our governance practices shaping our CSR strategy?**

The influence of our governance practices extends across every operational aspect, guaranteeing that our activities are conducted ethically and efficiently. This allows us to prioritise the well-being of our stakeholders, including our employees, customers, and communities; and



allows us to make meaningful contributions to the United Nations’ Sustainable Development Goals (SDGs), particularly in areas such as quality education, decent work, and clean water.

Our Company continues its commitment to fostering sustainable development through diverse Corporate Social Responsibility (CSR) initiatives. Our focus areas encompass education, skill development, health & hygiene, and community conservation. We are dedicated to improving educational opportunities for underprivileged children by enhancing infrastructure and providing scholarships. Additionally, we engage in skill development programmes aimed at equipping youth with necessary skills for employment, with a special focus on empowering women through vocational training. Our initiatives also include improving health and hygiene in underserved communities by providing essential medical services and sanitation facilities, as well as community conservation efforts to enhance public

spaces and promote sustainable practices in rural areas.

At Gabriel India, we are unwavering in our commitment to conducting business in a responsible and sustainable manner. Good governance is indispensable to our long-term success and the maintenance of the trust of our stakeholders. We will persist in placing transparency, accountability, and ethical practices at the forefront of all our operations to ensure that we remain a responsible and sustainable business for generations to come. “Safety First” and “Sustainability Always” aren’t just themes; they are the cornerstone of our existence at Gabriel India. Moreover, our commitment to good governance has driven our SDG-related initiatives forward, ensuring transparency, accountability, and ethical practices that align with our sustainability goals.

Thank you for your continued support and belief in our vision for a sustainable future.





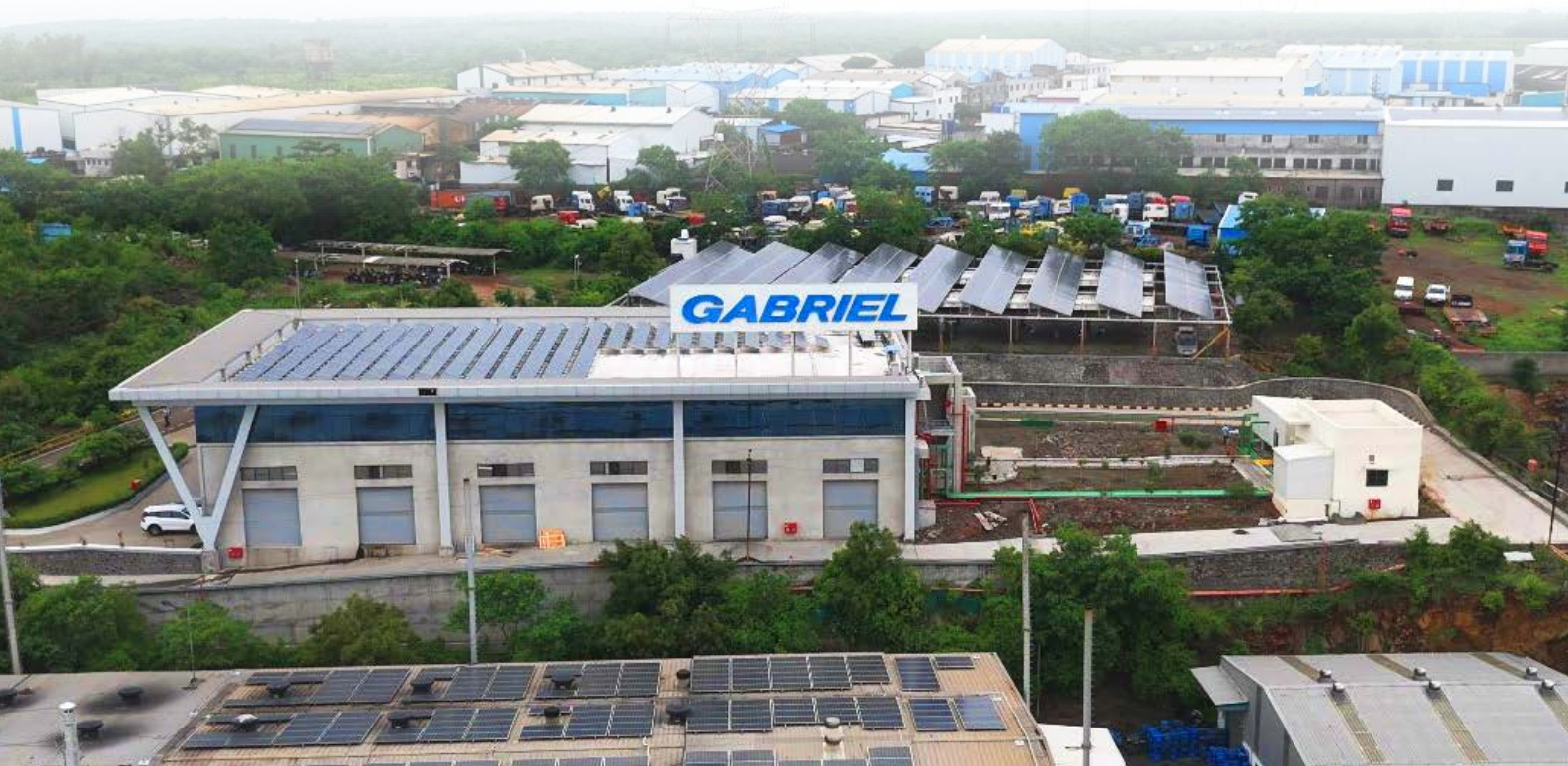
# Compliance with Integrity: Upholding Ethical Standards

**G**abriel India recognises that consolidation is essential for driving sustainable economic growth. The Company's Code of Conduct highlights the critical role of ethics and compliance in maintaining sustainable and responsible business practices, ensuring ethical governance, and building stakeholder trust. The Company's governance framework ensures compliance with legal standards while aligning with stakeholder expectations.

An Ethics Committee monitors ethical issues and provides quarterly reports to the Audit Committee. The legal compliance cell also ensures that policies and practices are aligned with the Code of Conduct. Multiple channels, such as the Internal Complaints Committee and an ethics helpline, allow stakeholders to report unethical practices or grievances. Employees are encouraged to report any violations or misconduct, with protections for those disclosing to the Audit Committee or Board of Directors.

## **Ethics and Standards for a Responsible Business**

Gabriel India is steadfast in promoting ethical business practices through its Code of Conduct and various company policies, which support responsible values and integrity across all operations. These guidelines comprehensively cover ethical decision-making, conflict-of-interest management, anti-bribery protocols, fair competition, and data privacy. The Company's commitment to excellent and ethical governance is reflected in its Code of Conduct, which sets the highest ethical standards that all employees and Board members are expected to follow. This robust framework ensures that Gabriel India maintains the highest integrity and ethical conduct levels in its business activities.



The principles that guide Gabriel India to build a responsible business are:

**Code of Conduct:****01**

The ANAND Code of Conduct firmly established Gabriel India's commitment to ethical business practices. This Code is a comprehensive framework guiding all employees in maintaining the highest standards of integrity, compliance, and professionalism. It addresses critical areas such as adherence to legal and regulatory requirements, accurate financial reporting, safeguarding Company assets, and preventing conflicts of interest. Gabriel India reinforces these standards through regular training and communication, ensuring every employee is aligned with the Company's values and ethical responsibilities.

**Anti-Corruption:****02**

The ANAND Code of Conduct and Whistle-Blower Mechanism outlines the Company's stance on corruption and bribery. Gabriel India adopts a zero-tolerance approach to bribery and corruption across all Group Companies, ensuring that every employee adheres to these standards, regardless of location or level. Gabriel India conducts comprehensive anti-corruption training to maintain this standard, ensuring all employees understand the Company's policies. This commitment to anti-corruption is reinforced through ongoing communication.

**Whistle-blower Mechanism:****03**

Gabriel India's Whistle-blower Policy allows employees and Directors to report unethical conduct, suspected fraud, or breaches of the ANAND Code of Conduct. This Policy applies to all Company sites and operations employees, including contractual workers. Concerns can be reported to [secretarial@gabriel.co.in](mailto:secretarial@gabriel.co.in). All whistle-blower complaints received are reviewed in line with audit and reporting practices, ensuring transparency and accountability.

**Prevention of Sexual Harassment (POSH):****04**

In compliance with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal) Act, 2013, Gabriel India has implemented a comprehensive Prevention of Sexual Harassment Policy. Internal Complaints Committees (ICCs) at both plant and headquarters levels handle grievances and prevent victimisation. Each ICC comprises a senior-level female Presiding Officer, at least two female members, a POSH Act expert, an NGO representative, and an advisory committee.

**Prohibition of Insider Trading**

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The Board of Directors has established an additional Code of Conduct governing insider trading that complements the ANAND Code of Conduct. This Code aligns with the Companies Act, 2013; SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015; and SEBI (Prohibition of Insider Trading) Regulations, 2015.

**SPOTLIGHT: Maintaining a Perfect Score**

Through its robust ethics and stringent standards, Gabriel India has maintained a zero-tolerance policy against sexual harassment (POSH), insider trading, and corruption, with no cases reported over the years. Gabriel India’s dedication to integrity has created a respectful, fair, and transparent work environment.



**Zero**  
cases of  
**corruption**  
reported in FY2023-24



**No sexual**  
**harassment**  
complaints in FY2023-24



**Zero**  
cases of  
**insider**  
**trading**  
recorded in FY2023-24

**Employee Training on Codes & Ethics**

Gabriel India places significant emphasis on training to uphold ethical standards and ensure compliance with the Code of Conduct. The Company’s Training programmes equip employees with the knowledge and tools necessary to navigate ethical challenges and adhere to Company policies. These sessions cover critical topics, including the ANAND Code of Conduct, Behavioural Training, POSH, and Whistle-blower Policy training. Specific training is also provided on compliance with privacy regulations and antitrust laws.

New hires must undertake this training to ensure they are well-versed in GIL’s ethical standards. Regular communication maintains continuous awareness, reinforcing the importance of these values. Empowered employees make informed decisions that align with Company objectives, boosting productivity and highlighting a strong compliance culture. Additionally, this dedication attracts top talent who seek to work for an organisation that prioritises integrity. It also strengthens relationship with investors and suppliers that can result in long term partnership.



A structured process is in place for the remaining employees, who must sign an undertaking regarding the ANAND Code of Conduct and Gabriel India’s anti-corruption policies upon joining.





# Sustainable Strategies for Business Continuity: Resilient Business

Since its inception in 1961, Gabriel India has built a strong brand in the automotive sector, reflecting its commitment to quality and excellence. The Company uses a proactive risk management approach to protect and enhance this reputation, identifying and addressing potential risks from industry and market dynamics with comprehensive strategies that further improve its resilience.

As a leader in the automotive sector, Gabriel India's commitment to sustainability is reflected in its proactive approach to building resilience across operations. The Company is aware that economic, environmental, or social disruptions are not just possibilities but certainties in the modern

world and that any issues about the supply chain, technological advancement or even regulatory changes could have significant adverse impacts. To protect and enhance this reputation, the Company uses a proactive risk management approach, by which it identifies and addresses potential risks from industry and market dynamics with comprehensive strategies that further enhance the Company's resilient business model. By embedding resilience into its business model, Gabriel India ensures it is equipped to navigate these disruptions, minimise their impacts, and seize the opportunities for innovation and growth.

## Effectively Managing Business Risks

Gabriel India has navigated a series of significant business risks in recent years with commendable resilience and strategic foresight. Since 2020, the global semiconductor shortage has severely impacted various industries, particularly the automotive sector. Additionally, the evolving regulatory landscape and the rapid rise in electrification have presented substantial challenges. Geopolitical tensions and increased competition from new market entrants have further complicated the business environment.

Despite these challenges, Gabriel India has adeptly managed these issues, demonstrating a proactive approach to risk mitigation that prioritises "safety first" in all its operations. The Company's commitment to sustainability is evident in its efforts to ensure robust preparedness for future hurdles, aligning with its principle of "sustainability always." By addressing the immediate risks while maintaining a long-term focus on sustainability, Gabriel India has ensured stability and nurtured growth amidst a complex and dynamic business landscape.

The Company has integrated prudence and foresight into its approach to risk management. Risk management is driven by a comprehensive risk management policy, which serves as the basis of the Company's strategy to navigate uncertainties. The Policy is supported by a well-structured risk framework that ensures that strategic decisions are made with a clear understanding of potential risks. Additionally, the framework includes risk-enabled strategic processes that integrate risk considerations into the Company's long-term planning and decision-making.

Risk-enabled operational processes infuse risk awareness into day-to-day operations, ensuring the Company remains vigilant and responsive to emerging risks. Coordinated risk assurance provides a harmonised layer of oversight, aligning various risk assurance activities across the organisation. Additionally, technology enablement plays a pivotal role in equipping Gabriel India with the necessary systems to identify, assess, and manage risks.

Gabriel India employs a thorough and inclusive strategy that involves all levels of the organisation and integrates market analysis to identify risks effectively. It uses specialised software to monitor these risks, which are then assessed by senior management. This approach ensures that responsible stakeholders develop and implement action plans, strengthening the Company’s resilience and proactive risk management.

**Gabriel India has implemented Crisis Management and Emergency Response Protocols at each of its plants, which cover a wide range of potential crises, including natural disasters and labour disputes.**

### Impact of Gabriel India’s Risk Management Approach on its Stakeholders

Gabriel India’s proactive and comprehensive approach to risk assessment benefits its diverse stakeholders, including customers, employees, investors, and the wider community.

#### Benefits of a sound risk management approach to Gabriel India

**Sustainability:** A robust & resilient business model endures external shocks and challenges like economic downturns, natural disasters, and industry disruptions, resulting in long-term, sustainable and consistent returns for all the stakeholders.

**Risk Mitigation:** The business’s resilience reduces risks for stakeholders by ensuring it adapts and navigates swiftly through disruptions.

**Trust & Reputation:** A Company that can successfully navigate challenges and maintain its commitments to stakeholders is more likely to have a positive reputation, leading to increased customer loyalty, investor confidence, and employee morale.

**Competitive Advantage:** A resilient business model can provide a competitive advantage. When competitors falter during difficult times, a resilient organisation can capture market share and grow.

**Long-Term Value:** Resilient businesses focus on long-term sustainability and provide growth impetus to the Company and its stakeholders.

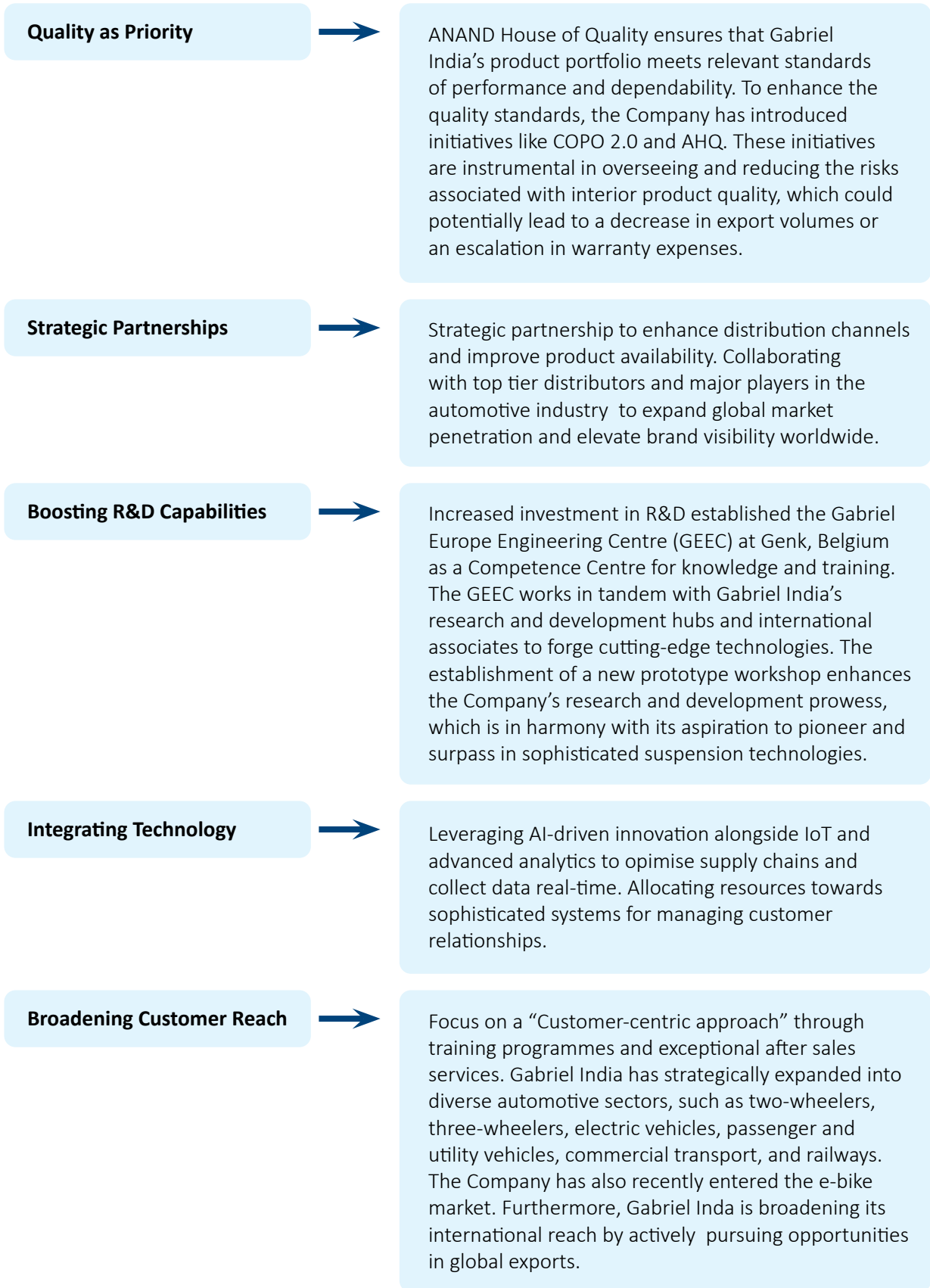
**Regulatory Compliance:** A resilient business model often aligns with regulatory requirements and best practices. This curbs the risk of legal and compliance issues and hedges the Company and stakeholders against unnecessary legal risks.

**Stakeholder Alignment:** Resilience planning addresses stakeholders’ needs and concerns by reducing their exposure to several risks.

**Adaptability to Change:** A resilient business model is adaptable and open to change. This adaptability can help a company seize new opportunities and stay relevant in changing markets, benefiting shareholders through growth and profitability.



**Employing Business Resilience Strategies at Gabriel India**



### Disaster Recovery Plan (DRP)

The Company has defined Disaster Recovery Plan ('DRP') to ensure smooth running of business and operation, safeguarding of the assets, employee/ people/ visitor health safety and compliances. Adequate controls are updated and documented

based on the risk factors, government guidelines, notifications issued from time to time. DRP plan outlines specific procedures required to recover and restore critical IT systems during such unanticipated disruptive events.

### Strengthening Reach Beyond Borders: Mitigating Risks Associated with Exports

With a vision that transcends borders, the Company has assembled a specialised team, singularly focused on expanding its footprint across the diverse markets of South Asia, ASEAN, the Middle East, and Latin America. This global outlook is matched by a relentless pursuit of excellence

in manufacturing processes, ensuring that the products meet and exceed the stringent quality standards demanded by the international export arena. By doing so, Gabriel India reaffirms its dedication to sustainable growth and its role as a pioneer in the global automotive industry.

### Combating Risks Associated with the Supply Chain

Gabriel India has carefully refined its vendor base to streamline operations and boost the efficiency of procurement process. This strategic move has diversified its supply chain and reduced its over-reliance on any single supplier. The Company's approach includes forming strategic alliances, exploring alternative sources, and consolidating vendors, particularly those deemed high-risk. Moreover, Gabriel India prioritises suppliers who meet ethical, social, and environmental standards. This approach helps manage supply chain risks, reduce environmental impact, support sustainability goals, drive innovation, and meet stakeholder expectations, boosting the Company's overall sustainability and reputation.

Moreover, Gabriel India has embraced e-sourcing to negotiate further cost savings from current and prospective vendors, making this a standard practice. To cultivate an attitude of continuous improvement in cost management, the Company holds annual workshops focused on cost reduction, which have proven to be fertile ground for discovering new strategies to manage raw material expenses effectively.

Additionally, Gabriel India has made significant strides in import localisation, alleviating the pressure on profit margins that often come with competitive pricing. This initiative has bolstered its financial health and fortified its position in the market.

### Meeting Compliance Requirements

Gabriel India has established adequate controls to ensure all transactions are correctly authorised, recorded and reported. The Company's internal control system is further reinforced by a comprehensive array of internal audits, reviews of findings, and assessments of improvement opportunities across various business processes, systems, and controls.

To maintain compliance, the Company has implemented specialised software across all plants and its registered offices. Additionally, it has identified potential risks related to statutory and Environmental, Health, and Safety (EHS) compliance at critical vendors, which are continuously monitored to ensure adherence to the Company's high standards.

**Table: Identified risks and their mitigation strategies at Gabriel India**

Risk identified	Category of Risk	Mitigation mechanism
Dependence on specific customers	Industry	Gabriel India has strategically entered the market for various automotive segments, including 2W, 3W, EV, passenger, utility, commercial, and railways. The Company has recently ventured into the e-bike segment, catering to mountain and modern bike demands. Gabriel India reduces its dependence on specific clients by actively expanding its customer base through global exports, with 57% directed to OEMs and 43% to the aftermarket. This broader customer reach enhances its negotiating power in pricing, helping to protect and improve profit margins.
Business disruptions	Business; Reputation	With eight manufacturing facilities and three satellite plants across India, Gabriel India is well-equipped to sustain operations and meet customer needs despite geopolitical tensions, conflict-fuelled supply chain issues, and inflation. The Company has contingency plans, and its extensive presence allows for effective temporary solutions, ensuring uninterrupted customer service.
Financial Risk	Financial	Gabriel India is strictly committed to financial prudence, focusing on generating cash flow. The Company maintains a highly streamlined fixed cost structure and continuously works to improve operational efficiency. Additionally, it follows a sales strategy that steadfastly prioritises profitability.
Legal Compliance, ESG risk & loss of brand value and reputation	ESG; Compliance; Reputation	Gabriel India regularly conducts independent environmental assessments and embraces a circular economy approach to ensure regulatory compliance and enhance its eco-friendly image. The Company also upholds rigorous governance practices, including ethical principles, training, and transparent reporting, to safeguard its integrity and protect against reputational risks.  Furthermore, through its societal engagement programmes, Gabriel India collaborates with stakeholders and the community to strengthen its social responsibility profile.

Risk identified	Category of Risk	Mitigation mechanism
Loss of Business	Competition	Gabriel India actively collaborates with its customers on product development for upcoming models, striving to optimise costs through automation and process improvements. Recognising the importance of cost leadership for competitiveness, the Company invests significantly in these areas to enhance profit margins and reduce costs. The Company is also committed to renewable energy investments to lower long-term expenses. By strategically locating its plants near customer sites, Gabriel India aims to attract new business by providing better support and supplying products at reduced costs.
Disruption in Operations	Human Capital	Gabriel India prioritises its employees, investing significantly in training programmes to enhance their skills. Supported by a resilient HR risk management system, the Company emphasises the importance of people in driving the business forward. It also has a seamless succession plan to fill critical roles in unforeseen circumstances.

A resilient business model is not just about the capacity to recover from challenges; it is about anticipating change, adapting with agility, and emerging more robust in the face of adversity. As a Company, Gabriel India plans to continue building resilience in the face of evolving challenges. By forging strategic alliances with leading global entities and research institutions, the Company has successfully developed cutting-edge solutions such as semi-active damping systems, advanced shock absorbers, and lightweight materials tailored for electric vehicles (EVs).



## Financial Highlights: Economic Health & Stability

The automotive sector faces various economic, operational, and regulatory risks that could impact its financial performance. Global market volatility, geopolitical tensions, and cyclical downturns in the automotive industry pose significant challenges. Companies must also navigate challenges such as supply chain disruptions, dependence on critical suppliers, and the need to protect intellectual property. Companies must ensure timely and efficient production, manage raw material availability, and maintain high manufacturing yields. Legal and regulatory compliance, including environmental laws, add another layer of complexity. Financially, the Company must navigate restrictions imposed by credit agreements and manage its indebtedness to maintain liquidity and capital resources.

To achieve this, Gabriel India leverages strong customer relationships across various segments, expands its export and aftermarket presence, and focuses on cost leadership through automation and process upgrades. Investments in renewable energy and strategic locations near customers

further strengthen its competitive edge. The Company also implements quality improvement initiatives and develops new products to improve its market position and ensure long-term growth.

Building on these strategies, Gabriel India is dedicated to achieving stable cash flow and long-term returns while delivering exceptional value to all stakeholders. The Company has significantly impacted the auto-component industry through strategic business improvements and increased profitability. Gabriel India aims to accelerate growth by leveraging its strong brand reputation and diverse portfolio. The Company focuses equally on enhancing operational efficiencies, prudent capital allocation, and maintaining a lean balance sheet.

As of FY2023-24, Gabriel India commands a 31% market share in the 2-wheeler and 3-wheeler segment, a 23% share in the passenger vehicles segment, and an impressive 89% share in the commercial vehicles segment. The aftermarket segment also contributes a substantial 40% market share.

### Growth Driven Performance Metrics

In FY2023-24, Gabriel India faced a challenging economic environment of high inflation, averaging 6.80% globally, alongside interest rate hikes, supply chain disruptions, and geopolitical tensions. These issues affected the broader economy and posed significant hurdles for businesses.

Despite these obstacles, the Company achieved its highest-ever revenue of ₹ 33,426 million, reflecting a 12.80% increase from ₹ 29,717 million in the previous year. It also saw a notable rise in profitability, with EBITDA growing by 37.10% to ₹ 2,930 million and an improved EBITDA margin of 8.80%. This performance underscores Gabriel India's resilience and effective strategic management in a challenging economic scenario.

**Table: Summary of Economic Performance**

Item	FY2023-24	FY2022-23	Growth y-o-y
Revenue from operations (₹ in million.)	33,032.13	29,264.93	12.87%
EBITDA (in %)	8.80	7.20	22.22%
Operating Profit Margin (in %)	25.50	24.20	5.37%
Net Profit Margin (in %)	5.50	4.60	19.57%
Net worth (₹ in million)	10,086.00	8,703.00	15.89%
RoIC <sup>4</sup> (in %)	35.50	31.50	12.70%
Dividend (in ₹ per share)	4.00	2.60	53.85%
Profit before Tax (₹ in million)	2,500.40	1,779.10	40.54%
Profit after Tax (₹ in million)	1,851.60	1,323.60	39.89%
Earnings per share (₹)	12.89	9.21	39.96%
Profit/(Loss) account balance at the end of the year (₹ in million)	9,281.21	7,899.18	17.50%

<sup>4</sup>RoIC: Return on Invested Capital



(₹ in Millions)	FY2023-24	FY2022-23	FY2021-22
Direct economic value generated	33,648	29,891	23,583
Revenue from sales of goods	33,032	29,421	23,105
Revenue from rendering of services	8	75	41
Revenue from financial investments	189	151	163
Other operating income	419	244	274
<b>Economic value distributed</b>	<b>31,651</b>	<b>28,371</b>	<b>22,475</b>
Operating expenses	28,464	25,749	20,264
Wages and other payments to employees	2,064	1,831	1,597
Payments to providers of capital	452	319	223
(i) Payments to shareholders	452	319	223
(ii) Payments to creditors	0	0	0
Payments to the government (including income tax)	645	450	369
Community investments	26	21	22
<b>Economic value retained</b>	<b>1,997</b>	<b>1,520</b>	<b>1,107</b>
Contributions to provident and other funds	114.77	86.90	82.97
Gratuity expense <sup>5</sup>	30.55	24.22	21.69
Staff welfare expenses	283.52	249.24	181.73
<b>Contribution to benefit plan obligations and other retirement plans</b>	<b>59.8</b>	<b>27.22</b>	<b>46.22</b>
Export incentives	16.70	24.09	19.06
Government incentives	7.67	2.48	1.19
<b>Financial assistance received from the government</b>	<b>24.37</b>	<b>26.57</b>	<b>20.25</b>

<sup>5</sup>**Gratuity expense:** The Company provides gratuity for employees as per the Payment of Gratuity Act, 1972. Employees who are in continuous service for a period of 5 years are eligible for gratuity. The gratuity payable on retirement/termination is the employee's last drawn basic salary per month computed proportionately for 15 days, multiplied by the number of years of service. The gratuity plan is funded, and the Company contributes to funds managed by the Life Insurance Corporation of India. Contributions are made as per the work by LIC of India.

## Taxation Compliance

At Gabriel India, maintaining rigorous tax compliance and managing risks are top priorities. This commitment is evident in the Company’s structured and collaborative approach to tax strategy, which sets a high standard for integrity and transparency.

The dedicated tax team at Gabriel India collaborates closely with external consultants to ensure that all tax compliances are meticulously managed. Through regular meetings with consultants and the ANAND Group Tax Head, the Company proactively identifies and addresses potential risks, staying ahead of any issues that may arise. This proactive stance mitigates risks and fosters a culture of compliance and accountability.

In the event of legal cases, Gabriel India’s tax teams receive comprehensive support from external consultants, enabling the Company to resolve matters promptly and efficiently. These cases are also subject to thorough review by the Board, ensuring robust oversight and swift resolution. This multi-layered approach underscores Gabriel India’s commitment to ethical business practices and its determination to navigate the complex landscape of tax compliance with precision and integrity.

Gabriel India uses a compliance tool that updates the latest amendments to ensure timely compliance. This tool features a dual-level system with compliance owners and approvers, ensuring thorough checks and balances. Any instances of non-compliance are promptly reported to the Board, maintaining transparency and accountability. Overall compliance is overseen by senior management.

Gabriel India engages specialised legal consultants and advocates for significant litigation cases to provide expert support. This ensures that the Company’s interests are well represented and that it navigates complex legal challenges effectively.

In addition to these measures, Gabriel India conducts annual audits and diligently files comprehensive audit reports with the relevant authorities, affirming commitment to regulatory adherence. The Company engages with tax authorities transparently and proactively, emphasising collaboration to ensure compliance and transparency in all tax matters.

Gabriel India is committed to ethical practices, timely submissions to authorities, and seeking advance rulings in litigation matters. The Company also accepts and rectifies any errors if confirmed.

The financial details w.r.t taxation are listed in the Table below:

**Table: Financial Details in Tax Jurisdiction**

Revenues from third-party sales (₹ in Millions)	33,032.13
Profit/loss before Tax (₹ in Millions)	2,500.38
Tangible assets other than cash and cash equivalents (₹ in Millions)	4,179.88
Corporate income tax paid on a cash basis (₹ in Millions)	616.11
Corporate income tax accrued on profit/loss (₹ in Millions)	645.41
Reasons for the difference between corporate income tax accrued on profit/loss	1. Allowance of Depreciation as per Income Tax is more than Depreciation as per Company Act. 2. Allowance under section 43B in FY 23-24.
Tax due if the statutory tax rate is applied to profit/loss before Tax (₹ in Millions)	629.30





## Research & Development: Gabriel India's Pathway to Innovation

**G**abriel India is on a mission to maintain its leadership in the automotive components sector. Its clear theme is safety First, Sustainability Always. By prioritising Research and Development (R&D), the Company enhances product efficiency and reinforces its commitment to safety and sustainability.

Investments in innovative technologies are directed towards reducing emissions and minimising environmental impact throughout the vehicle lifecycle. Focus on R&D is crucial for driving progress in sustainable mobility, ensuring that Gabriel India delivers exceptional value to customers while paving the way for a greener automotive future. With every step forward, Gabriel India exemplifies how safety and sustainability can go hand in hand, creating a better tomorrow for all.

### Impact Analysis and Risk Control

Gabriel India's R&D initiatives directly impact greenhouse gas emissions and resource efficiency. Enhancing product efficiency and investigating alternative fuels aim to decrease the environmental impact of automotive components. Additionally, its design strategies, which prioritise reducing and reusing raw materials, contribute to waste minimisation and recycling.

The Company's R&D efforts also aim to advance product design, boost validation test and simulation capabilities, and develop cost-effective solutions. These initiatives aim to improve customer satisfaction and ensure that Gabriel India's products are well-aligned with future mobility requirements, including electric and hybrid vehicles.



**Gabriel India employs a comprehensive approach to manage R&D-related risks:**

- Innovation and Market Alignment:**  
The Company collaborates closely with multinational technology partners and Original Equipment Manufacturers (OEMs) to stay informed about global trends and technological advancements. This ensures that innovations are aligned with market demands and regulatory standards.
- Sustainability Integration:**  
R&D processes are designed to incorporate sustainability through design optimisations that reduce and reuse raw materials, ensuring that sustainability is a core component of product development.
- Technology Diversification:**  
The Company is committed to developing technologies across various domains, including commercial vehicle damper technology and alternative product areas. This approach helps mitigate risks associated with reliance on a single technology or market segment.

Gabriel India has implemented a comprehensive strategy to protect its R&D efforts, including Intellectual Property (IP) registration, competition IP monitoring, regular data backups, and strict access controls. These measures ensure the security and integrity of Gabriel India’s proprietary technologies and innovations.

During FY2023-24, Gabriel India’s R&D activities focused on pioneering advancements in the automotive sector. Notably, the Company has made significant strides in the development of Semi-Active Suspension systems, which are computer-controlled to enhance vehicle performance and comfort. Additionally, it has been working on the NxGeneration Valving system to improve the efficiency and responsiveness of its suspension products.

Strategic collaborations with global partners further strengthen Gabriel India’s R&D efforts. The Company has established a European Engineering Centre as a hub for cutting-edge research and development. This centre enables Gabriel India to leverage the expertise of leading professionals in the suspension field, cultivating an environment of innovation and excellence.

Through these initiatives, Gabriel India remains at the forefront of technological advancements in the automotive industry, continually striving to deliver superior products and solutions to its customers.

**Expanding R&D Horizons**

Gabriel India’s R&D efforts include developing shock absorbers for electric passenger vehicles, railway dampers, and collaborative projects with global OEMs. These initiatives address safety regulations, lightweighting for energy efficiency, and cost reduction.

Gabriel India continually responds to evolving client demands. Significant investments in facility upgrades, competency development, process automation, and advanced engineering have solidified Gabriel India’s position as a leader in innovation. The Company’s R&D footprint now spans three centres in Chakan, Hosur, and Nashik, all approved by the Department of Scientific and Industrial Research (DSIR).

Aligning with global technology trends, customer feedback, sustainability, and business goals, these efforts reflect Gabriel India’s commitment to innovation, resource conservation, and excellence in ride performance solutions.

**R&D and IP Highlights for FY2023-24**

Advanced R&D centres located in Chakan, Hosur, Nashik and the technology centre in Genk, Belgium

Actively exploring mergers and acquisitions for inorganic growth

A total expenditure of ₹34.1 crore was dedicated to R&D efforts

A new prototype workshop to bolster innovation and development

85 patents were filed, 28 of which were granted, showcasing Gabriel India's commitment to technological advancement and IP protection.



**Key R&D Initiatives**

Developing continuously adjustable electronic control shock absorbers for electric passenger vehicles

Creating shock absorbers tailored for multinational OEMs in the railway sector

Designing dampers for enhanced efficiency in solar energy farms

Joint development projects with European and Asian OEMs for trucks and buses

Upgrading design processes to meet new safety laws and recall regulations

Reducing part weight to improve vehicle performance and energy efficiency

Developing advanced shock absorbers that are highly sensitive to Noise, Vibration, and Harshness (NVH)

**IP Protection**

Gabriel India faces notable risks with its technological innovations. Competitors’ potential to replicate technologies at lower costs threatens the Company’s market share. Additionally, using patented technologies without comprehensive due diligence could result in legal penalties and lost opportunities.

To address these challenges, Gabriel India implements a patent filing framework to safeguard its proprietary technologies. Each innovation undergoes a thorough evaluation by the Gabriel Core Team and patent attorneys, encompassing technical, commercial, and legal assessments. The final step involves approval from the Chief Technology Officer (CTO) and Managing Director (MD).

This systematic approach ensures IP protection, allowing Gabriel India to secure its technological advancements and maintain a competitive edge. The Company’s proactive IP protection and risk management strategies are integral to sustaining growth and innovation in a rapidly evolving market.

Gabriel India is focused on advancing its R&D efforts to address future product portfolio needs. This includes enhancing technological capabilities, building a skilled workforce, and expanding market presence. By prioritising innovative product development, optimising design for sustainability, and fostering global partnerships, the Company is well-positioned to meet future mobility demands.





## Safeguarding Quality through Precision and Integrity

Gabriel India is driving a new era of quality and safety in the automotive industry, underpinned by its latest advancements in artificial intelligence (AI) and automation. The Company’s dedication to excellence has not only been a hallmark of its success but is now more rigorous than ever, with innovative solutions to manage and mitigate risks effectively. Gabriel India’s membership in ACMA underscores its commitment to maintaining the highest standards of product quality through continuous innovation and adherence to industry best practices.

Despite these advancements, Gabriel India acknowledges that failing to uphold rigorous quality and safety standards can have significant repercussions. The potential impacts of not maintaining high-quality standards are far-reaching:



**Financial loss:** Sub-standard products can lead to substantial financial setbacks from recalls, warranty claims, and legal liabilities, eroding profit margins and increasing costs.

**Business loss:** Quality lapses may result in lost opportunities as customers and partners seek more reliable alternatives, impacting revenue and market share.

**Brand damage:** Decline in product quality can tarnish Gabriel India’s brand and market value, making reputation recovery a prolonged challenge.

**Future risk:** A history of quality issues can deter potential customers, affecting long-term growth and sustainability.

To mitigate these risks, the Company has reinforced its quality assurance efforts with cutting-edge technologies. The ANAND House of Quality (AHQ) framework remains a key component in proactively managing risks and ensuring early identification of potential issues, thus reducing the likelihood of sub-standard products and minimising warranty costs.

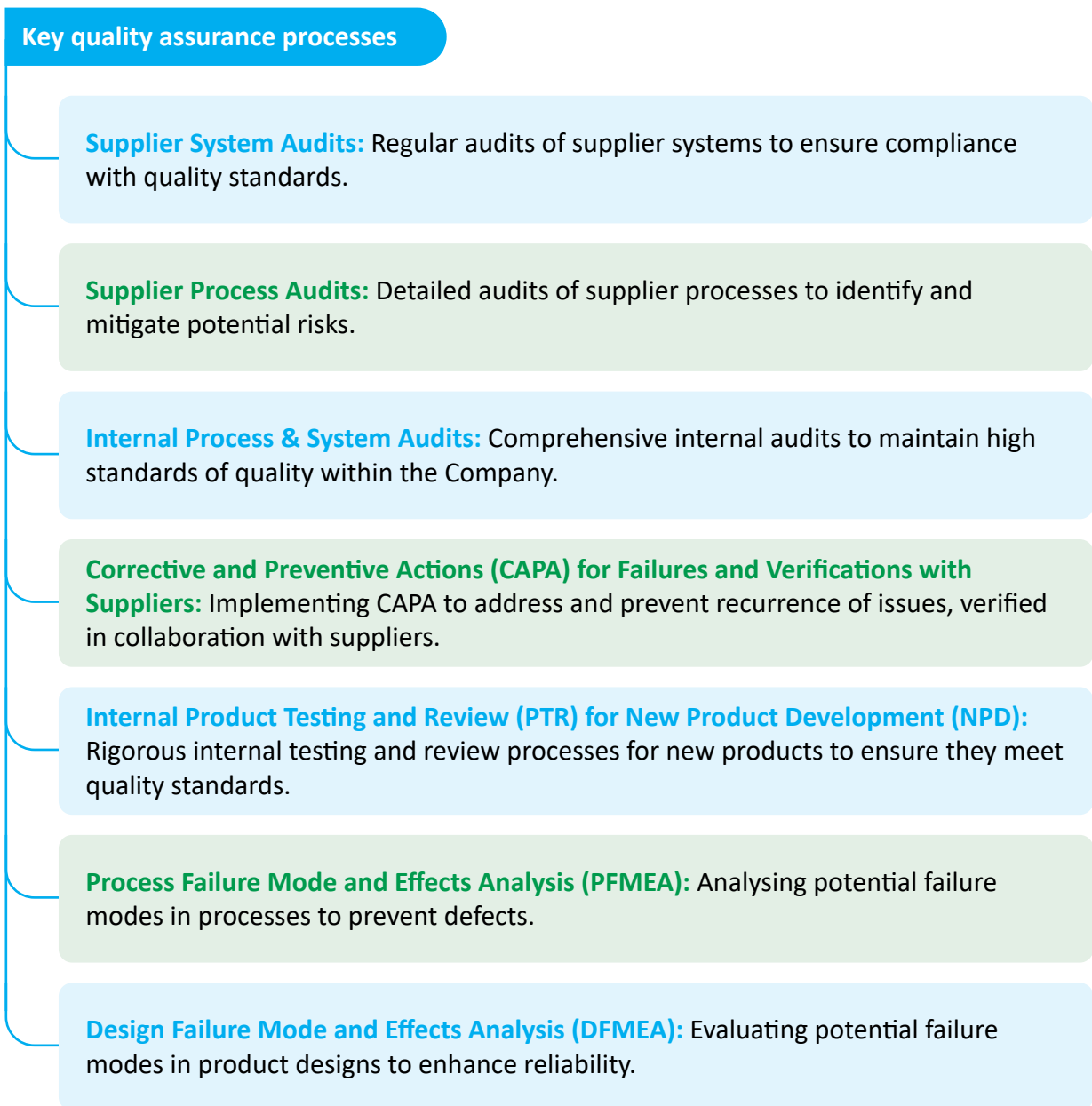
Gabriel India has introduced advanced AI technologies this year to further bolster its quality control measures. The new AI-driven inspection systems use high-resolution cameras and sophisticated algorithms to detect microscopic defects. This approach not only enhances product precision but also significantly reduces human error, thereby mitigating risks associated with manual inspection processes.

In addition to AI, Gabriel India has introduced several advanced automation initiatives, with the 'Garuda' concept being a notable example. This concept represents a significant step towards level-zero automation, eliminating human intervention from assembly operations altogether. Over 70 industrial robots have been deployed to automate critical assembly processes, while high-speed assembly lines now operate at an impressive 10-12 seconds per damper. These measures help to

ensure consistency and quality while reducing the risks of production errors and delays.

The Company continues to leverage state-of-the-art testing methods, including virtual simulations, Finite Element Analysis, and vehicle dynamics benchmarking, to pre-emptively address potential design and manufacturing flaws. These initiatives are crucial for managing risks related to product performance and safety.

To further ensure the consistency and reliability of its products, Gabriel India has implemented several key quality assurance processes:



# Quality Benchmarks

Gabriel India has established a comprehensive set of metrics and KPIs to monitor and evaluate product quality. These KPIs are designed to cover both manufacturing and production processes, as well as customer-facing aspects, ensuring a holistic approach to quality assurance.

Manufacturing and Production Metrics	Customer-Facing Metrics
<p><b>1 Defect Rate (Internal Rejection PPM):</b> This metric tracks the number of defective parts per million produced internally, helping to identify and address quality issues early in the production process.</p>	<p><b>Customer Satisfaction Index:</b> This index gauges customer satisfaction levels, providing valuable feedback on product performance and service quality.</p>
<p><b>2 Cost of Quality (COQ):</b> COQ measures the total cost associated with ensuring product quality, including prevention, appraisal, and failure costs. This helps in optimising quality-related expenditures.</p>	<p><b>Customer Complaint Rate (CCR):</b> This metric tracks the number of customer complaints per million products sold, helping to identify recurring issues and improve customer experience.</p>
<p><b>3 Overall Equipment Effectiveness (OEE):</b> OEE is a key indicator of production efficiency, combining factors such as availability, performance, and quality to provide a comprehensive view of manufacturing effectiveness.</p>	<p><b>Warranty Claim Rate (Incidents Per Thousand Units):</b> This rate measures the frequency of warranty claims, indicating the reliability and durability of products.</p>



### Assessing Supplier Performance

Gabriel India has instituted a rigorous supplier rating system that plays a crucial role in maintaining product quality and safety. This system primarily hinges on an Audit Rating parameter, which is designed to evaluate suppliers on several critical aspects, including Supplier’s Business Continuity Plan, safety conditions, and compliance with government regulations. These audits are conducted annually for all suppliers, ensuring that they consistently meet Gabriel India’s stringent standards.

Suppliers with lower audit ratings see a direct impact on their performance ratings. Specifically,

suppliers receiving lower ratings (C or D) face significant repercussions, including potential exclusion from new business allocations. This stringent evaluation process ensures that only the most reliable and compliant suppliers remain integral parts of Gabriel India’s supply chain.

In addition to the audit ratings, Gabriel India has initiated an ESG Scope 3 activity in collaboration with a third party. This initiative aims to understand and implement sustainability plans for Tier 2 suppliers, further reinforcing the Company’s commitment to ESG standards.

### Excellence in Compliance

Gabriel India’s protocols for product and service information, including labelling practices, do not mandate the disclosure of component sourcing details, environmental or social impact content, or safety instructions. The Company adheres rigorously to industry standards and voluntary

codes, and has maintained an impeccable record, free from fines, penalties, or warnings. This exemplary performance highlights Gabriel India’s commitment to ethical and compliant operations, reinforcing its reputation as a trustworthy and responsible corporate entity.

**Table: Ethical Conduct Incidences**

		Product and Service Information			Labelling			Marketing Communications		
FY2023-24	Fine/Penalty	0	0	0	0	0	0	0	0	0
	Warning	0	0	0	0	0	0	0	0	0
	Voluntary codes	0	0	0	0	0	0	0	0	0
FY2022-23	Fine/Penalty	0	0	0	0	0	0	0	0	0
	Warning	0	0	0	0	0	0	0	0	0
	Voluntary codes	0	0	0	0	0	0	0	0	0
FY2021-22	Fine/Penalty	0	0	0	0	0	0	0	0	0
	Warning	0	0	0	0	0	0	0	0	0
	Voluntary codes	0	0	0	0	0	0	0	0	0



Gabriel India has not yet mandated formal assessments of health and safety impacts for its products and services. However, the Company upholds rigorous quality control standards and operates within a thorough regulatory framework that naturally safeguards product safety.

The nature of its product line and manufacturing processes further minimises the need for additional formal evaluations. Gabriel India remains steadfast in its commitment to delivering products and services that surpass industry safety and quality standards, reflecting its dedication to responsible business practices and stakeholder well-being.

**Overview of Health and Safety of Products & Services**

Particulars	FY2023-24	FY2022-23	FY2021-22
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	0%	0%	0%
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:			
❑ incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
❑ incidents of non-compliance with regulations resulting in a warning	0	0	0
❑ incidents of non-compliance with voluntary codes	0	0	0





**Leading with Excellence,  
Trusted for Generations**



**Mr. Amitabh Srivastava**

President & COO  
Aftermarket Business Unit &  
Railway Business Unit  
Gabriel India Limited

**GABRIEL**

**A**t Gabriel India, we are committed to integrating environmentally responsible practices throughout our operations. We have significantly reduced waste and enhanced supply chain sustainability by eliminating plastic packaging. Additionally, we educate our retailer and mechanic partners through loyalty programmes and training sessions. In addition to these environmental efforts, we prioritise health and wellness. We conduct regular health check-ups for our workforce during mechanic training sessions to promote a healthy workforce and safe workplace.

Community engagement has been a key focus area for us, as we collaborate with dealer, retailer, and mechanic associations to organise social initiatives like clean-up campaigns and maintain strong relationships, especially during challenging times such as the COVID-19 pandemic.

Today, Gabriel India oversees 21 product lines, with production capacity increasing from 12 lakhs shock absorbers per year to 45 lakhs units annually. We continue to lead the market in five product lines, and the exceptional quality of our offerings remains a defining feature of our brand. Our long-standing relationships with dealers, some lasting over 50 years testify to the trust we have cultivated. Initiatives like the Gabriel Mega Vans campaign have successfully increased brand awareness and deepened our presence across diverse markets.

As we look ahead, our vision remains clear: Safety First, Sustainability Always. This principle will continue to guide every decision we make, ensuring that our people, products, and communities thrive together.





## **Growing Together: Customer Engagement & Satisfaction**

Gabriel India has established itself as a trusted and reliable brand in the Indian market through its commitment to excellence and a customer-centric approach. As consumer preferences rapidly evolve due to sustainability concerns, technological advancements, and changing

lifestyle choices, the Company continues to innovate and adapt its offerings to maintain competitiveness and market relevance. Over the past 62 years, Gabriel India's focus on cultural transformation and leadership empowerment has driven sustainable growth.

### **Strategic Expansion and Partnerships**

Gabriel India has strengthened its market presence by expanding its production capacity and diversifying its product range. The Company's four Strategic Business Units (SBUs) Two and Three-wheelers, Passenger Cars, Commercial Vehicles and Railways, and Aftermarket—are structured to cater to specific market needs, ensuring agility and responsiveness to customer demands through targeted product development and innovation.

Recognising the growing demand for sunroofs among Indian car buyers, Gabriel India formed a strategic partnership with Inalfa, a global leader in sunroof systems. This collaboration has led to establishing a state-of-the-art manufacturing plant in Chennai with a capacity of 2,00,000 units. Combining Inalfa's global expertise with Gabriel India's engineering capabilities, the Company

aims to meet evolving customer needs and expand its product portfolio in line with its vision for growth and innovation. This partnership has already yielded positive results; Inalfa Gabriel Sunroof Systems recently received recognition from Hyundai Motors India for outstanding customer service, further strengthening the Company's market reputation.

Gabriel India continues to focus on enhancing its market presence through solid partnerships and innovative solutions that meet diverse customer needs. By integrating new business streams, investing in manufacturing excellence, and advancing research and development initiatives, the Company ensures long-term success and remains at the forefront of the industry.



## Gabriel India's Market Strategy

Here are some strategic initiatives designed to foster strong, positive relationships with market players:

Organises **Tech Days** at customer sites to **showcase the latest technologies** and help **gain insights** into areas of customer interest.

Participates in **automotive events** such as Auto Expo and Bharat Mobility, where **customers are invited** to explore the Company's **future technology**.

Conducts **targeted customer events** and meetings with key stakeholders to understand their **specific requirements better**.

Conducts **periodic management** meetings with customers to facilitate **ongoing dialogue** and **collaboration** on current and future projects.

Participates in **developing new technologies** with customers, ensuring these innovations align with market demands.

Provides **sponsorship and participation in racing events** to tap into **premium segment requirements** and understand customer preferences in this niche market.

## Domestic Market Focus

Gabriel India aims to further its growth in the domestic market by actively engaging with local market players, fostering positive relationships, and leveraging these partnerships to deliver innovative solutions that cater to the evolving needs of its customers.

The Company is actively enhancing its domestic market presence through several strategic initiatives:

- ❑ **Product Innovation:** Launching next-generation products, including advanced shock absorbers tailored to the evolving needs of the domestic market.
- ❑ **Distribution Expansion:** Strengthening the distribution network through strategic partnerships and digital platforms to improve product availability.
- ❑ **Customer Engagement:** Implementing advanced customer relationship management systems and training programmes to ensure exceptional after-sales service and build long-term relationships.



## Global Market Expansion

Gabriel India also focuses on expanding its global footprint to capture new markets and increase international sales.

The Company is actively enhancing its global market presence through several strategic initiatives:

- ❑ **Market Penetration Strategy:** Establishing a strong presence in high-growth regions such as Southeast Asia, Africa, and Latin America, with customised product adaptations to meet specific market needs.
- ❑ **Strategic Alliances:** Partner with local distributors and automotive giants to enhance global market reach and brand recognition.
- ❑ **Regulatory Compliance:** Ensuring smooth market entry and a reputation for excellence by adhering to international standards and regulations.

## Excellence in Customer Service

A positive customer experience is crucial for a Company's growth, as it fosters loyalty, encourages repeat business, and generates positive word-of-mouth referrals. Keeping this in mind, Gabriel India remains dedicated to strengthening its customer relationships. The Company ensures regular two-way communication to understand customer needs and identify areas for improvement, allowing the Company to enhance its offerings and continuously exceed customer expectations.

Some of the significant initiatives undertaken by Gabriel India are:

Conducts **yearly customer satisfaction surveys** that have been in practice for the last six years, ensuring effective **action plans** are in place to **address any feedback**.

Conducts **periodic management review meetings** to address **concerns** related to **Quality, Cost, Delivery, and Development (QCDD)**, ensuring that customer issues are promptly resolved.

Focusses on **KPI setting and monitoring** the **customer balance scorecard**, particularly regarding quality and delivery performance.

Conducts a **monthly review of customer ratings**, implementing action plans to improve areas where gaps are identified.

Conducts **comprehensive surveys** using the **Kano Model methodology** to **gauge customer satisfaction** across various aspects such as cost, supply chain management, quality, research and development, new product development, and customer service.





# Guarding Your Data with Unwavering Commitment



**Mr. Samar Gupta**

Vice President and Group Head  
Information Technology  
ANAND

**GABRIEL**



**A**t Gabriel India, data privacy and security are not just responsibilities—they are fundamental to building and maintaining trust. Our mission is clear: to safeguard sensitive information from unauthorised access and potential risks. We achieve this by deploying advanced security measures to protect data, ensuring compliance with the IT Act 2000 and other evolving regulations. This commitment to compliance is not just a requirement but an integral part of our culture. We continuously monitor our systems to identify and mitigate risks, adapting our strategies to stay ahead of emerging vulnerabilities. An incident response plan is also in place to address any security issues swiftly and effectively, minimising impact. Furthermore, our Information Security Management System (ISMS) is regularly updated to counter evolving threats, making security a dynamic and ongoing priority.

In addition to our robust security measures, we are committed to environmental sustainability through our IT practices. Our IT department leverages cloud technologies to optimise resource usage and reduce energy consumption. We are migrating to energy-efficient data centres that use renewable energy sources. AI-driven analytics are used to monitor and optimise energy usage across our plants. Additionally, we

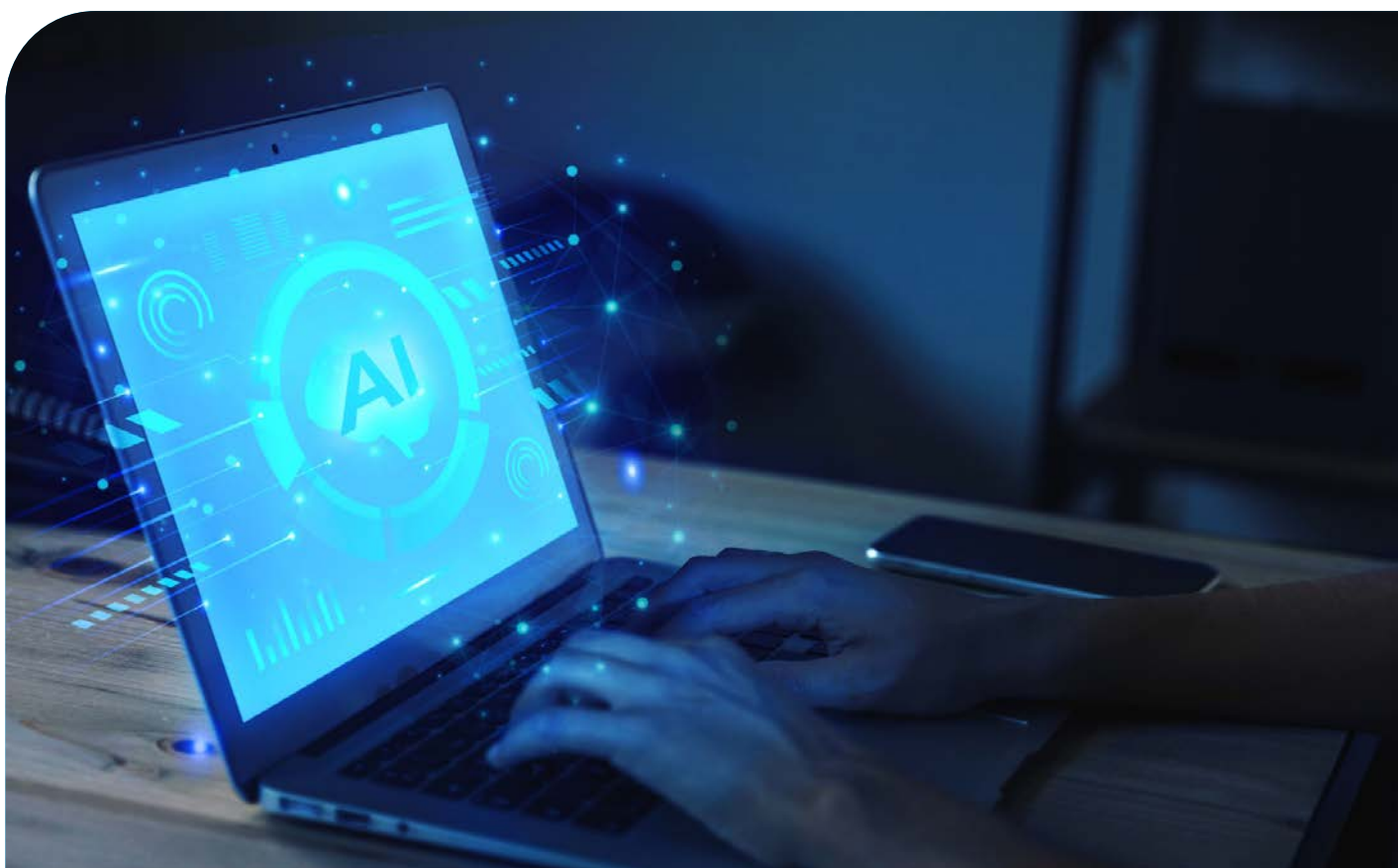
have eliminated unnecessary infrastructure in new plants and adopted green IT practices for sustainable e-waste disposal.

Staying ahead of cybersecurity threats requires continuous learning and collaboration. Regular training programmes are conducted to promote a security-first culture among our employees, ensuring everyone understands the importance of data privacy. Regular audits and vulnerability assessments are conducted to ensure our practices remain watertight.

Through these efforts, we have successfully maintained a record of zero identified leaks, thefts, or losses of customer data over the years.

Of course, there are challenges—whether it is raising awareness or modernising legacy systems. But through strategic planning, cutting-edge solutions, and a culture of continuous improvement, we overcome these hurdles and remain committed to the highest standards of data security.

At Gabriel, data security is more than just a responsibility—it is our promise to our stakeholders. Together, we strive to set a benchmark in privacy and protection.





## **Data Privacy & Cybersecurity: Safeguarding Integrity in a Digital Era**

In the digital age, where data breaches can have catastrophic consequences, Gabriel India prioritises data privacy and security at the forefront of its operations. As a publicly listed entity, the Company acknowledges that protecting sensitive information is not just about avoiding regulatory penalties; it is about preserving trust and financial stability.

In the fiercely competitive automotive sector, intellectual property is a prized asset. Gabriel India safeguards its proprietary manufacturing processes, product designs, and trade secrets

through robust data security protocols. Regular employee training, led by Human Resources and department heads, reinforces the importance of compliance with information security standards. This secures valuable assets and fosters employee trust and satisfaction by protecting sensitive personal information. The Company regularly reviews and updates its Information Security Management System (ISMS) and security policies and procedures to avoid emerging threats and leverage the latest technological advancements.

### **Managing IT Risks**

Gabriel India's risk management approach for data privacy and security ensures that employee and customer data are protected from unauthorised access, use, or disclosure.

This begins by identifying all assets, including hardware, software, and data. Data is then classified based on sensitivity and importance, ranging from public to highly confidential.



Potential threats such as cyber-attacks, insider threats, and natural disasters are identified through thorough threat analysis. Concurrently, a vulnerability assessment is conducted to pinpoint weaknesses in systems and processes that could be exploited. The likelihood and impact of each threat exploiting a vulnerability are evaluated through risk analysis. A risk matrix categorises these risks into low, medium, and high, clearly representing the risk landscape. Risks are ranked based on their potential impact and likelihood. A business impact analysis is conducted to prioritise these risks effectively, ensuring that the most critical threats are addressed first.

Gabriel India develops comprehensive risk mitigation plans for high-priority risks encompassing technical and administrative strategies. These plans may involve implementing security controls, updating policies, and conducting cost-benefit analyses to ensure the chosen mitigation strategies are both effective and economically viable. Technical controls such as firewalls, encryption, and access controls safeguard data, while administrative controls, including policy updates, employee training, and established procedures, further enhance security.

This holistic approach ensures robust protection against potential risks.

Continuous monitoring systems are in place to detect new threats and vulnerabilities in real time. Periodic reviews and updates to the risk assessment process ensure that Gabriel India remains vigilant and adaptive to the evolving threat landscape.

Through several key measures, Gabriel India ensures that employee and customer data is protected from unauthorised access, use, or disclosure. Access controls, such as Role-Based Access Control (RBAC) and Multi-Factor Authentication (MFA), are implemented to ensure that individuals only have access to the data necessary for their job functions. Data encryption, both in transit and at rest, protects data from interception and unauthorised access. Regular security audits and continuous monitoring systems are in place to identify and address potential vulnerabilities and respond to suspicious activities in real time.



### Gabriel India’s Data Security Excellence

Gabriel India is setting a benchmark in safety and sustainability by achieving ISO 27001 certification for its facilities in Chakan, Hosur, Nashik, Dewas, Khandsa, Parwanoo, and Sanand. This certification reflects the Company’s commitment to robust information security practices as it prepares to implement the Digital Data Protection Act security rules.

Regular management reviews, internal audits, and bi-annual Enterprise Risk Management forums are central to Gabriel India’s strategy. These initiatives allow the Company to assess outcomes, tackle challenges, allocate resources

effectively, and refine its mitigation strategies. The Chief Information Security Officer (CISO) plays a vital role in evaluating and monitoring cyber risks, ensuring the organisation remains resilient against potential threats.

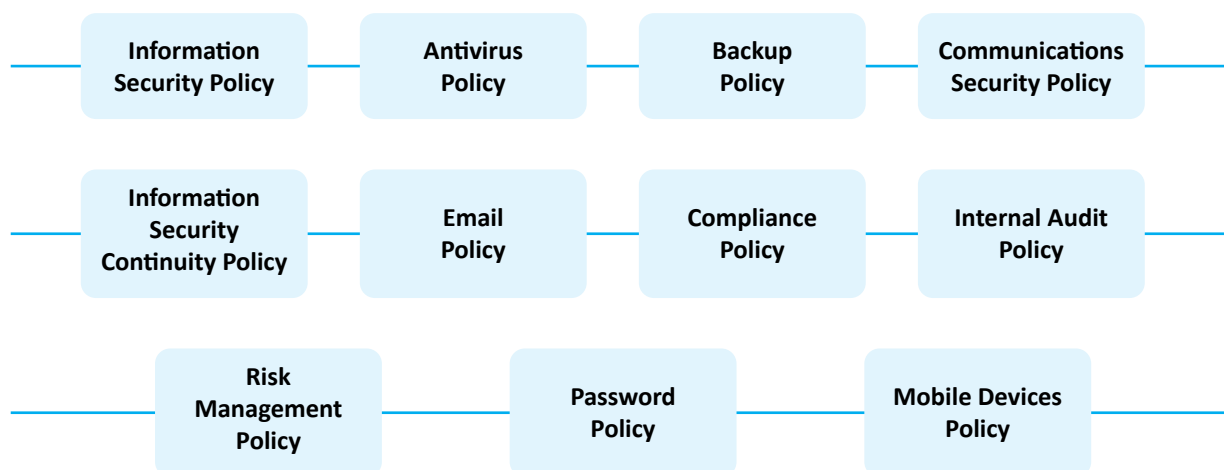
Notably, Gabriel India has not received any complaints regarding data privacy or cybersecurity in the past three financial years, showcasing the effectiveness of its practices. Through these efforts, Gabriel India embodies the principle of “safety first, sustainability always,” creating a secure operational environment while fostering long-term growth and responsibility.

**Table: Data Security and Privacy Breach Incidents**

Particulars	FY2023-24	FY2022-23	FY2021-22
Complaints received from outside parties and substantiated by the organisation	0	0	0
Complaints from regulatory bodies	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0

### Security and Compliance Policies

Gabriel India has implemented an extensive policy framework to uphold security and compliance. These policies form the backbone of the Company’s operations, ensuring robust data management and maintaining Gabriel India’s reputation for reliability and integrity.



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	2-3 Reporting period, frequency and contact point	Period, Reporting Boundary and Scope	2
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	201-3 Defined benefit plan obligations and other retirement plans	Growth-Driven Performance Metrics	181-183
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<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Fair Pay	147
	202-2 Proportion of senior management hired from the local community	Spotlight: Hiring from the Local Community	144
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Investment in Clean Technologies: Driving Sustainability; Research & Development: Gabriel India's Pathway to Innovation	86-88; 185-88
	203-2 Significant indirect economic impacts	None	-
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Driving Sustainability through Collaborative Procurement	155
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Ethics & Standards for a Responsible Business	170-73
	205-2 Communication and training about anti-corruption policies and procedures	Ethics & Standards for a Responsible Business; Employee Training on Codes & Ethics;	172; 174
	205-3 Confirmed incidents of corruption and actions taken	Employee Training on Codes & Ethics	173
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Spotlight: Maintaining a Perfect Score	173
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Taxation Compliance	184
	207-2 Tax governance, control, and risk management	Taxation Compliance	184
	207-3 Stakeholder engagement and management of concerns related to tax	Taxation Compliance	184
	207-4 Country-by-country reporting	Taxation Compliance	NA
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	Energy Consumption, Table: Direct energy consumption	77-78
	302-3 302-3 Energy intensity	IN CONVERSATION WITH- Pawan Sirohi, Sustainability Head, ANAND Group, Stringent Control and Efficient Use of Energy Resources, Sustainability Initiatives and Energy Savings	70-71
	302-4 Reduction of energy consumption	Sustainability Initiatives and Energy Savings	79-80
	302-5 Reductions in energy requirements of products and services	Sustainability Initiatives and Energy Savings	79-80

<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water Conservation: Driving Environmental Responsibility	92
	303-2 Management of water discharge-related impacts	Water Conservation: Driving Environmental Responsibility, Initiatives for Responsible Water Management	92
	303-3 Water withdrawal	Tracking Gabriel India's Water	93-95
	303-4 Water discharge	Tracking Gabriel India's Water	93-95
	303-5 Water consumption	Tracking Gabriel India's Water	93-95
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Monitoring and Assessment	96
	304-2 Significant impacts of activities, products and services on biodiversity	SPOTLIGHT: A Green Transformation- Miyawaki Forest at Gabriel India's Dewas Plant	98
	304-3 Habitats protected or restored	Preserving Life: Biodiversity Conservation, Biodiversity Monitoring and Assessment	96-98
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Emissions Management	81-82
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management	82-82
	305-3 Other indirect (Scope 3) GHG emissions	Emissions Management	81-82
	305-4 GHG emissions intensity	Emissions Management	81-82
	305-5 Reduction of GHG emissions	Reduction of GHG emissions	81-82
	305-6 Emissions of ozone-depleting substances (ODS)	Monitoring Non-GHG Pollutants	83
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Monitoring Non-GHG Pollutants	83
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Understanding Gabriel India's Waste	99
	306-2 Management of significant waste-related impacts	Tracking Gabriel India's Waste, Effective Waste Management Practices	100
	306-3 Waste generated	Tracking Gabriel India's Waste	100
	306-4 Waste diverted from disposal	Tracking Gabriel India's Waste	100
	306-5 Waste directed to disposal	Tracking Gabriel India's Waste	100



<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Compliance with Integrity: Upholding Ethical Standards	157-59
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Integrating New Talent; Employee Turnover	138,142
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well-being and Development: Focusing on Health, Happiness and Professional Growth Enmeshing a Culture of Well-being with Business Conduct, Mental Health Support Programs, Accessible Workspaces for All, Valuing Time-off from Work; Investment in Employee Development	111-15; 142
	401-3 Parental leave	Valuing Time-off from Work	115
<b>GRI 402: Labour/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Employee Turnover	142
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Safety: Promoting a Safe and Responsible Culture, Occupational Health and Safety Management, Gabriel India's House of Safety Framework	122-27
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Management, Hazard Identification and Risk Assessment(HIRA)	122-28
	403-3 Occupational health services	Occupational Safety- Promoting a Safe and Responsible Culture	122-33
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Management, Some Major OHS Initiatives, Gabriel India's House of Safety Framework; Safety Governance	122-27; 132-33
	403-5 Worker training on occupational health and safety	Occupational Health and Safety Management, Some OHS Initiatives; Training for a Safe Work Environment	122-26; 129-31
	403-6 Promotion of worker health	Occupational Health and Safety Management; Safety Governance	122-27; 132-33
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Protection Against Reprisals	133
	403-8 Workers covered by an occupational health and safety management system	Training for a Safe Work Environment, Hazard Identification and Risk Assessment (HIRA)	122-28
	403-9 Work-related injuries	Training for a Safe Work Environment	129-31
	403-10 Work-related ill health	Training for a Safe Work Environment	129-31

<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Sustainability Achievements: A Year in Review	22
	404-2 Programs for upgrading employee skills and transition assistance programs	Promoting a Culture of Continuous Improvement, Succeeding Through Specialised Training and Development Sessions; A brief overview of training programs at Gabriel India; Human Rights Training: Fostering a Safe Environment	115-18; 136
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance and Career Development Reviews	119
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Growing Together: Strengthening a Culture of Diversity, Inclusion and Non-Discrimination, Hiring from the local community	143-44
	405-2 Ratio of basic salary and remuneration of women to men	Fair Pay	147
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Initiatives taken to build a Diverse Workforce; Zero Tolerance for Human Rights Violations: Our Policy and Practices	146; 134-35
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining Rights	136-37
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Zero Tolerance for Human Rights Violations: Our Policy and Practices; Auditing Suppliers for Compliance	134-35; 137
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Zero Tolerance for Human Rights Violations: Our Policy and Practices, Auditing Suppliers for Compliance	134-35; 137
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Human Rights Training: Fostering a Safe Environment	136
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	Our Human Rights Framework: Key Principles and Practices	135
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives	150-53
	413-2 Operations with significant actual and potential negative impacts on local communities	Actions on Corporate Citizenship	151-53

<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Sustainable Sourcing Strategies: Responsible Procurement	157-59
	414-2 Negative social impacts in the supply chain and actions taken	Ethical Procurement Practices	159
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Excellence in Compliance; Overview of Health and Safety of Products & Services	192-93
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Overview of Health and Safety of Products & Services	193
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Excellence in Compliance; Safeguarding Quality through Precision and Integrity	192-93; 189-90
	417-2 Incidents of non-compliance concerning product and service information and labeling	Excellence in Compliance	192-93
	417-3 Incidents of non-compliance concerning marketing communications	Excellence in Compliance	192-93
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Gabriel India's Data Security Excellence	204

## UNSDG

SDG	TARGETS	TOPICS
Goal 1. End poverty in all its forms everywhere	1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
Goal 3. Ensure healthy lives and promote well-being for all at all ages	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
	4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)

Goal 5. Achieve gender equality and empower all women and girls	5.1 End all forms of discrimination against all women and girls everywhere	Growing Together – Strengthening a Culture of Diversity, Inclusion and Non-Discrimination
	5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	Compliance with Integrity: Upholding Ethical Standards (Ethics & Standards for a Responsible Business; Employee Training on Codes & Ethics)  Stakeholder Dialog and Materiality (Policies and Standards)
	5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Growing Together – Strengthening a Culture of Diversity, Inclusion and Non-Discrimination (SPOTLIGHT: A diverse workforce; Governing DEI Effectively)  Leading with Integrity: Corporate Governance & Accountability (Board of Directors)
	5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	Stakeholder Dialog and Materiality (Policies and Standards)  Growing Together – Strengthening a Culture of Diversity, Inclusion and Non-Discrimination (Initiatives to build a diverse workforce)  Compliance with Integrity: Upholding Ethical Standards (Ethics & Standards for a Responsible Business)
Goal 6. Ensure availability and sustainable management of water and sanitation for all	6.2 By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	Sustainability Achievements: A Year in Review  Water Conservation: Driving Environmental Responsibility (Initiatives for Responsible Water Management)
	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Water Conservation: Driving Environmental Responsibility (Initiatives for Responsible Water Management; Tracking Gabriel India’s Water)
	6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	Water Conservation: Driving Environmental Responsibility (Initiatives for Responsible Water Management)

	6.b Support and strengthen the participation of local communities in improving water and sanitation management	Water Conservation: Driving Environmental Responsibility (Initiatives for Responsible Water Management)
Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all	7.1 By 2030, ensure universal access to affordable, reliable and modern energy services	Powering a Greener Future: Energy & Emissions Strategy (Energy Consumption; Sustainability initiatives and Energy Savings; Additional Measures taken in FY 2023-24; Reduction of GHG Emissions; In Conversation with S Raghavendra, Investment in Clean Technology)  Investment in Clean Technologies: Driving Sustainability (Key Elements in the Strategy for Clean Investment)
	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	Plan for Future: Impact of Sustainability at Gabriel India ( Powering a Greener Future: Energy & Emissions Strategy (Energy Consumption; Additional Measures taken in FY 2023-24; Reduction of GHG Emissions; In Conversation with- Narender Gaba, Vice President – Operations)
	7.3 By 2030, double the global rate of improvement in energy efficiency	Powering a Greener Future: Energy & Emissions Strategy (Energy Consumption; Stringent Control and Efficient Use of energy Resources; Sustainability initiatives and Energy Savings; Additional Measures taken in FY 2023-24; Reduction of GHG Emissions; Reduction of GHG Emissions; In Conversation with - Narender Gaba, Vice President – Operations)  Investment in Clean Technologies: Driving Sustainability (Key Elements in the Strategy for Clean Investment; Staying Ahead of the Curve; In Conversation with - Narender Gaba, Vice President – Operations)
	7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	Research & Development: Gabriel India's Pathway to Innovation (Impact Analysis & Risk Control; R&D and IP Highlights for FY 23-24; Key R&D Initiatives)

<p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries</p>	<p>Sustainable Strategies for Business Continuity: Resilient Business (Entire Chapter)</p> <p>Financial Highlights: Economic Health &amp; Stability (Entire Chapter)</p>
	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p>	<p>Research &amp; Development: Gabriel India’s Pathway to Innovation (Impact Analysis &amp; Risk Control; Expanding R&amp;D Horizons; R&amp;D and IP Highlights for FY 23-24; Key R&amp;D Initiatives)</p> <p>Sustainable Products: Driving Sustainable Growth (Innovation and Collaboration)</p>
	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>Growing Together: Strengthening a Culture of Diversity, Inclusion and Non-Discrimination (Fair Pay; Initiatives taken to build a diverse workforce)</p>
	<p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training</p>	<p>Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)</p>
	<p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>	<p>Human Rights: A Culture of Respect (Zero Tolerance for Human Rights Violations: Our Policy and Practices; Our Human Rights Framework: Key Principles and Practices; Human Rights Training: Fostering a Safe Environment)</p>
	<p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<p>Occupational Safety: Promoting a Safe and Responsible Culture (Occupational Health and Safety Management; Gabriel India’s House of Safety Framework; Leveraging Technology to Meet Safety Requirements; Hazard Identification and Risk Assessment (HIRA); Training for a Safe Work Environment; Safety Governance; Protection Against Reprisals)</p> <p>Human Rights: A Culture of Respect (Auditing Suppliers for Compliance)</p>
	<p>8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p>	<p>Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)</p>

Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Powering a Greener Future: Energy & Emissions Strategy (Sustainability Initiatives and Energy Savings)  Investment in Clean Technologies: Driving Sustainability (Entire Chapter)
	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	Research & Development: Gabriel India's Pathway to Innovation (Entire Chapter)
Goal 10. Reduce inequality within and among countries	10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average	Growing Together: Strengthening a Culture of Diversity, Inclusion and Non-Discrimination (Hiring from the Local Community; Fair Pay)  Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Growing Together: Strengthening a Culture of Diversity, Inclusion and Non-Discrimination (Promoting a Culture of Equality and Non-Discrimination; Hiring from the Local Community; Fair Pay)  Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)
Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	Green Governance: Waste Management Practices (Entire Chapter)  Green Governance: Waste Management Practices (Monitoring Non-GHG Pollutants)



Goal 12. Ensure sustainable consumption and production patterns	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	Powering a Greener Future: Energy & Emissions Strategy (Sustainability Initiatives and Energy Savings)
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	Green Governance: Waste Management Practices (Entire Chapter)
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Green Governance: Waste Management Practices (Entire Chapter)
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	Publishing the third sustainability report
	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Sustainable Sourcing Strategies: Responsible Procurement (Entire Chapter)
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Water Conservation: Driving Environmental Responsibility (Initiatives for Responsible Water Management)
Goal 13. Take urgent action to combat climate change and its impacts[b]	13.2 Integrate climate change measures into national policies, strategies and planning	Prioritising What Matters: Materiality Assessment (Identifying Material Issues: Risks, Impacts, and Opportunities)
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	Water Conservation: Driving Environmental Responsibility (Initiatives for Responsible Water Management)
Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	Preserving Life: Biodiversity Conservation (SPOTLIGHT: A Green Transformation- Miyawaki Forest at Gabriel India's Dewas Plant)
	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	Preserving Life: Biodiversity Conservation: Biodiversity Monitoring and Assessment; SPOTLIGHT: A Green Transformation- Miyawaki Forest at Gabriel India's Dewas Plant)
Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	16.6 Develop effective, accountable and transparent institutions at all levels	Accelerating Progress: Reviewing Key Performance Indicator Progress

## UNEP Principles

PRINCIPLES	TOPIC	PAGE NUMBER
Universality	Growing Together: Strengthening a Culture of Diversity, Inclusion and Non-Discrimination	143-149
	Compliance with Integrity: Upholding Ethical Standards	171-74
Integration	Prioritising What Matters: Materiality Assessment	60-63
Human rights and equity	Human Rights: A Culture of Respect	134-137
	Compliance with Integrity: Upholding Ethical Standards	171-74
Innovation	Powering a Greener Future: Energy & Emissions Strategy (Sustainability Initiatives and Energy Savings)	79-80
	Investment in Clean Technologies: Driving Sustainability	86-88
	Green Governance: Waste Management Practices (Effective Waste Management Practices)	101-02
	Sustainable Products: Driving Sustainable Growth	106-07

# UNWEP Principles

PRINCIPLES	TOPIC	PAGE NUMBER
<b>Principle 1: Establish high-level corporate leadership for gender equality</b>	Growing Together – Strengthening a Culture of Diversity, Inclusion and Non-Discrimination (Governing DEI Effectively)	148-49
	Leading with Integrity – Corporate Governance and Accountability (Foundations of Effective Leadership)	164-67
<b>Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination</b>	Growing Together – Strengthening a Culture of Diversity, Inclusion and Non-Discrimination	143-49
	Human Rights – A Culture of Respect	134-37
<b>Principle 3: Ensure the health, safety and well-being of all women and men workers</b>	Employee Well-being and Development: Focusing on Health, Happiness, and Professional Growth (Enmeshing a Culture of Well-being with Business Conduct, Mental Health Support Programmes, Accessible Workplaces for All, Valuing Time-off from Work)	111-15
	Occupational Safety: Promoting a Safe and Responsible Culture	122-133
<b>Principle 4: Promote education, training and professional development for women</b>	Employee Well-being and Development: Focusing on Health, Happiness, and Professional Growth (A brief overview of training programs at Gabriel India)	118
	Growing Together – Strengthening a Culture of Diversity, Inclusion and Non-Discrimination (Promoting a Culture of Equality and Non-Discrimination)	143-44
<b>Principle 5: Implement enterprise development, supply chain and marketing practices that empower women</b>	Employee Well-being and Development: Focusing on Health, Happiness, and Professional Growth (A brief overview of training programs at Gabriel India)	118
	Building a Dream Team: Recruitment and Retention (Investment in Employee Development)	142
<b>Principle 6: Promote equality through community initiatives and advocacy</b>	Giving Back to the Community: Meaningful Engagement Through CSR Initiatives (Actions on Corporate Citizenship)	151-53
<b>Principle 7: Measure and publicly report on progress to achieve gender equality</b>	Growing Together – Strengthening a Culture of Diversity, Inclusion and Non-Discrimination	143-49





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