



GP⁺
GLOBAL

ENERGIZING SUSTAINABLE POSSIBILITIES

**GO GREEN
GO CLEAN**



**REDUCE,
RECYCLE,
REUSE**

**ETHICAL EARNING
EQUAL DISTRIBUTING
IMPACTFUL INVESTING**

CORE VALUES | INNOVATION TO IMPACT

**FUELING
GROWTH**



**STAKEHOLDER
ENGAGEMENT**



**PRODUCTIVITY
THAN TIME
MANAGEMENT**



**ENERGY TO
AGRICULTURE**



**DIVERSIFICATION
TO ATTAIN RIGHT
ENERGY MIX**

SUSTAINABILITY REPORT 2019-2020

**ENERGY SAVED IS
ENERGY EARNED**



**SAFETY IS THE
FIRST PRIORITY**

**INTEGRATED
BUSINESS PLATFORM**



**VALUE CREATION FOR
ALL STAKEHOLDERS**

**ECOLOGY
ECONOMY
EQUITY**



**GOVERNANCE
RISK MANAGEMENT
COMPLIANCE**

**EMPOWER
PEOPLE
TO POWER
VISION**

**DIVERSIFYING
ENERGISING
SUSTAINING**

**NURTURE TALENT
THROUGH CULTURE**

**SECURING THE
FUTURE THROUGH
RIGHT BUSINESS AND
PRODUCT PORTFOLIO**

**EMBRACING CREATIVITY
AND DIVERSITY**

**LEADERS THAN
MANAGERS**



**RETAILING THE
RIGHT WAY**



**CUSTOMER SERVICE IS NOT A
DEPARTMENT, IT IS THE ENTIRE COMPANY**

**CUSTOMER SATISFACTION IS WORTHLESS;
CUSTOMER LOYALTY IS PRICELESS**

**TRANSPARENCY AND
ACCOUNTABILITY**

CREATING HAPPY WORKPLACES

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GRI INDEX

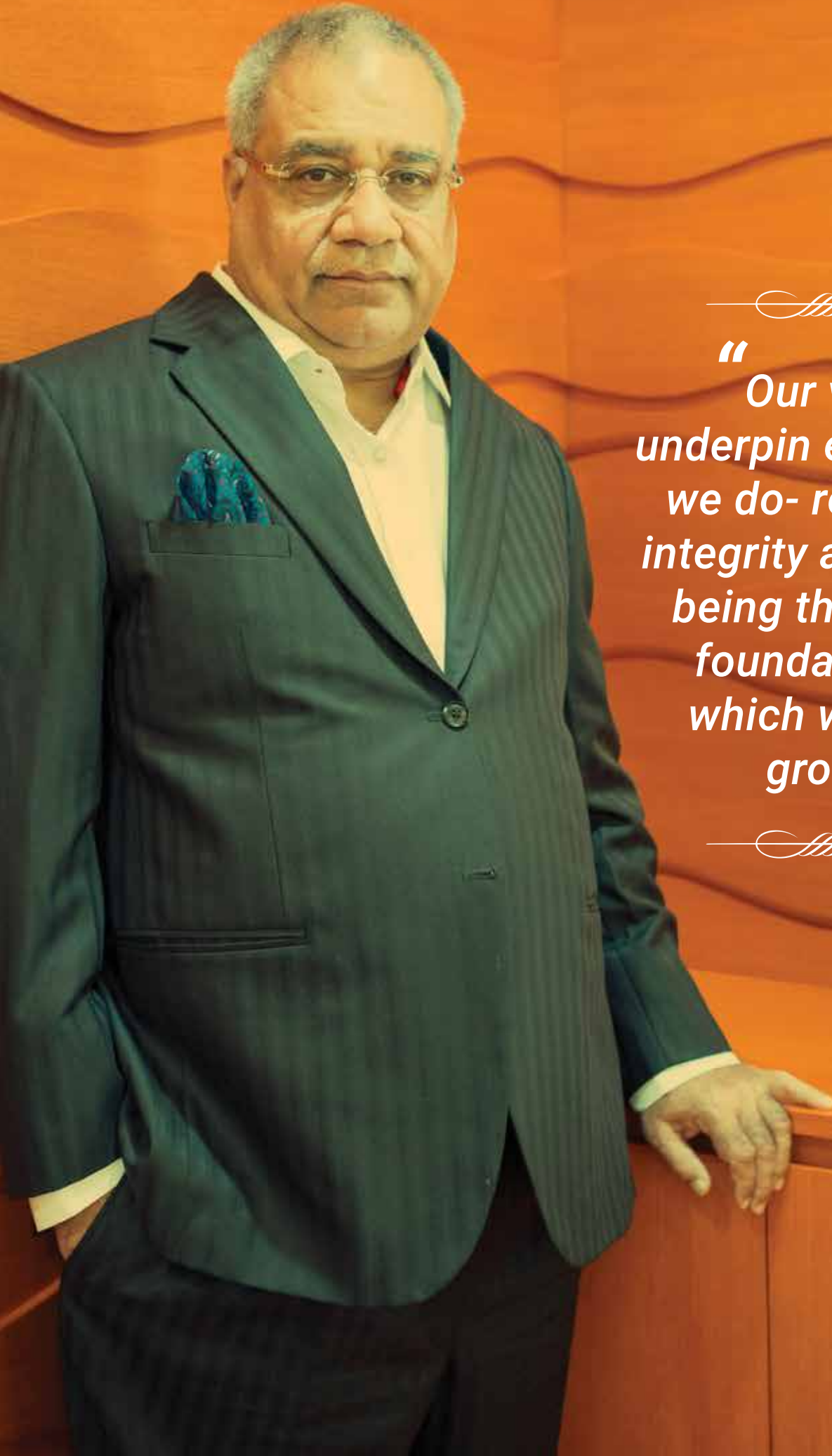
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Introducing our Responsible Business

We are proud to introduce to you GP Global's first sustainability report which covers our organizational sustainability performance in FY 2019-2020. As a responsible organization, we aspire to create growth opportunities that benefit our business partners, clients and economies as a whole.


In this Chapter

Statement from the Chairman
Statement from Joint Managing Director
Organizational Profile
Performance Outlook for FY 2019-2020
Our Diversified Product Portfolio



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“ Our values underpin everything we do- reliability, integrity and agility being the sturdy foundation on which we have grown. ”

—  —

STATEMENT FROM THE CHAIRMAN

Dear Stakeholders,

Spearheading Business Responsibility through integration of the Triple Bottom Line

It is my great pleasure to share with you GP Global's first annual sustainability report, adhering to Global Reporting Initiative's "GRI Standards" and covering our sustainability performance for the year FY 2019-2020. The report is our pioneer venture in being transparent about our sustainability performance with our stakeholders.

The GP Global story dates back to early 90s, with trading petrochemical products in India. In 1998, we expanded operations to Sharjah in the United Arab Emirates, linking the two countries with new channels of opportunity and value creation. Honoring the past and embracing the future, our journey is a story of catalyzing mutual growth – ours and that of our clients.

As a group, we have witnessed tremendous growth since our inception in the UAE in 1998. Having emerged as a global key player, it is important for us to re-look at our brand identity that would complement our global presence and strengthen our organization's reputation & recognition among the international business community.

Our values underpin everything we do- reliability, integrity and agility being the sturdy foundation on which we have grown. It is our values that have guided us towards business excellence, so far, directing us towards new horizons and opportunities. Amidst this growth, we aspire to integrate triple bottom line thoughts and considerations into our organizational values - guiding our business to sustainable excellence through our bespoke solutions.

The world today is moving towards a phase of Volatility, Uncertainty, Complexity and Ambiguity (VUCA), with issues such as energy crisis, climate

change, resource inefficiency & shortages, human rights violation and gender inequalities being on the rise. With sustainability concerns on the rise, there has been an increase in Environmental, Social & Governance Disclosure platforms and standards - GRI, Carbon Disclosure Project, Dow Jones Sustainability Index, IFC Performance Standards, World Bank EHS Standards etc. combined with a rise in investor ESG requirements. It is only prudent to design innovative, sustainable and ethical solutions to spearhead triple bottom line growth.

Being cognizant of the impact of our operations on the triple bottom line, we are currently focused on analyzing business sustainability impacts and developing strategies to address the impacts. Our operational sustainability cornerstones include: Creating Economic Value, Protecting the Environment, Nurturing our Employees and Developing our Communities.

As a leading player in the Oil & Gas Industry, we will continue to diversify our product and service portfolio to venture into new sustainable markets. We aspire to create growth opportunities that benefit our business partners, clients and economies. As we grow, we are highly grateful to our employees, investors, business partners, customers, regulatory bodies and communities who have been an active part of our journey towards sustainable and responsible growth. We hope you find this report informative and useful in understanding our sustainability stance in FY 2019-2020 and welcome your valuable feedback on the report.

Mr. Sudhir Goyal
Chairman & Co-Founder



Mr. Prerit Goel
Joint Managing Director



Mr. Manan Goel
Joint Managing Director

At GP Global, we believe that commodity solutions have the potential to deliver progress, development and uplift around the world. We aspire to create growth opportunities that benefit not only our business partners, clients and economies, but the environment and society.

STATEMENT FROM THE JOINT MANAGING DIRECTOR'S

Dear Stakeholders,

It gives us immense pleasure to present to you GP Global's very first Sustainability Report - a data backed review outlining our performance across the triple bottom line - Economy, Environment & Society, developed in accordance with Global Reporting Initiative's "GRI Standards" reporting requirements.

At GP Global, we believe that commodity solutions have the potential to deliver progress, development and upliftment around the world. We aspire to create growth opportunities that benefit not only our business partners, clients and economies, but also our environment and society.

Rooted to our beliefs: As an organization run by core values-Reliability, Integrity, Agility; we are set apart by the synergies that our complementary business lines unlock to create commercial success. We pride ourselves in being a responsible corporate citizen with deep - rooted values and with a firm belief that our global success must come with increased accountability and empathy.

Energizing Possibilities: We have developed a strong business strategy based on five core principles - Business Diversification, Disciplined Growth, Asset Creation, Product Realignment and Triple Bottom Line improvement. We have energized sustainable possibilities by expanding our operations to include agri - trading & non conventional energy such as used cooking oil; additionally having explored sustainable fuel markets through ethanol trade.

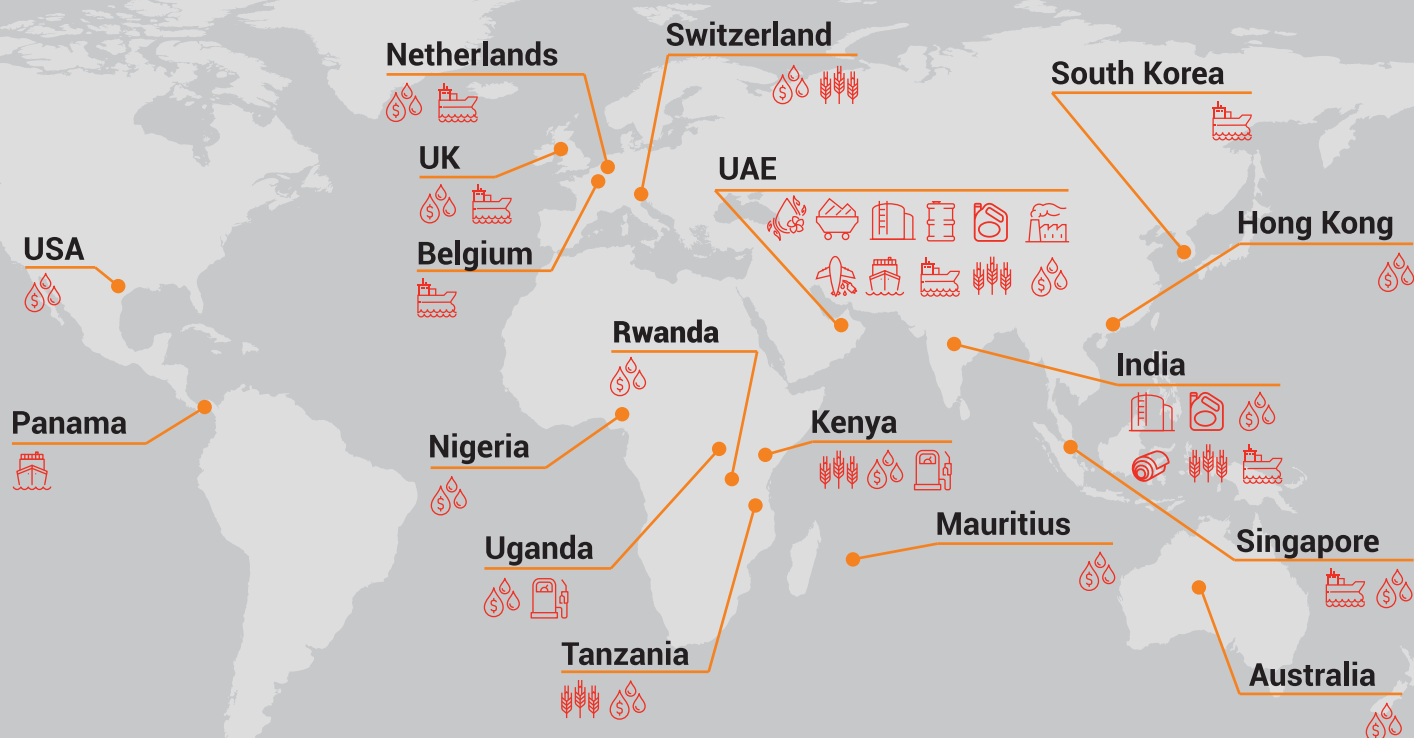
Creating a Sustainable Momentum: Currently, global market forces increasingly require businesses to be transparent and accountable for their triple bottom line responsibilities. As a responsible company, we lay equal emphasis on tracking such impacts as well as including triple bottom line aspects into long term business strategy. We endeavor to enhance our operations and management by moving from a financial focus, to covering environmental, social and governance perspectives. Our business focus goes beyond just our operational activities; supporting inclusive growth, our ASPAM foundation forms the core of our CSR Initiatives.

Our Sustainability Report is a key tool for us to learn and disclose our organizational sustainability performance to our stakeholders. We wish to highlight that our sustainability journey is an ongoing one, with a pursuit of integrating sustainability into operations while upholding our values at all stages.

ORGANIZATIONAL PROFILE

GP Global is an integrated commodity & services provider and product manufacturer engaged in complementary business streams that are customized to develop turnkey solutions to address customer needs in the commodity sector. GP Global's story dates back to early 90s, with trading petrochemical products in India. In 1998, we expanded operations to Sharjah in the United Arab Emirates, linking the two countries with new channels of opportunity and value creation.

We have had an exciting journey since our inception, witnessing tremendous growth over the last two decades. At present, our diverse business streams have operations in all the major continents with significant presence in Asia, Europe and Africa.



- | | | | | |
|--|---|--|--|---|
|  Refining |  Storage Terminals |  Agri Trading |  Shipping + Logistics |  Specialty & Process Oil |
|  Lubricants |  Oil + Gas Trading |  Minerals Trading |  Aviation Fueling | |
|  Bitumen |  Bunkering |  Retail Outlets |  Steel Trading | |

PERFORMANCE OUTLOOK FOR FY 2019-2020



Our Economic Pillar

5,086,356,385 USD
Total Revenue Generated

5,023,059,727 USD
Total Economic Value
Distributed

63,296,658 USD
Total Economic value
retained



Our Environmental Pillar

6,922,438.99 GJ
Amount of Energy Used

16,796.28 KL
Amount of Water Used

739,297.59 TCO² eq
Amount of Carbon
Emissions

1,168.83 Tons
Amount of Waste
Generated

7.30 KL
Amount of water recycled



Our Social Pillar

79.3%
Male Workforce

20.6 %
Female Workforce

95.2%
Return to Work Rates for
Employees who have
taken Parental Leave

100%
Governance Bodies &
Employees Trained on
Human Rights Management

100%
Operations covered by Code
of Conduct

389,393.48 USD
Spent on CSR expenditure



Our Safety Pillar

1,870,389
Safe Man Hours

3,082.5
Hours of Training on Safety

100%
Operations scrutinized for
health and safety impacts



OUR DIVERSIFIED PRODUCT PORTFOLIO



REFINING

Our refineries accommodate a wide spectrum of feedstock to generate an array of finished products that are sold in markets across the Middle East, Far East and South Asia. With a total refining potential of 380,000 MT annually, our refinery presently has an annual capacity of 180,000 MT and from 2019 onwards, it will have an additional operational capacity of 200,000 MT.

Our scientists have developed an innovative catalyst cracking process that converts Heavy Furnace Oil into value-added products like Naphtha, Gas Oil and Crack Fuel Oil. This proprietary process has a patent pending.

Our products

- Naphtha
- MTO
- Gas Oil
- Fuel Oil



LUBRICANTS

We offer bespoke lubricants solutions meeting the needs of an increasingly demanding market. We partner with leading lubricant manufacturers in the world enabling them to meet the growing demand for lubricants.

GP Global's lubricants business serves over 100 brand owners including some of the premium names in the industry. Our major partners in the lubricant manufacturing business are:

Our products

- MAG Lube
- IPOL
- Repsol
- CEP SA



Our products

- Penetration Grade Bitumen
- Viscosity Grade Bitumen
- Bitumen Emulsions
- Cutback Bitumen
- PMB / CRMB
- Oxidized Bitumen
- Micro-surfacing Emulsions
- ECO Waterproofing

BITUMEN

Our state-of-the-art plant develops, produces and supplies a broad range of standardized and customized bitumen products. These include polymer-modified bitumen, oxidized bitumen, various emulsion grades, cutback bitumen and waterproofing products.

Our world-class logistical infrastructure rapidly links bitumen supply with market demand. We have a fleet of over 20 trucks with a collective capacity of 800 MT in the UAE market to cut lead times to deliver hot bitumen for road construction operations in our local markets. We also own and operate a fleet of Bitutainers with a capacity of 26 MT each to serve our African and South East Asian customers. Our fleet also includes four fully owned vessels supported by two chartered crafts.

The major Oil & Gas commodities we trade in

- Fuel Oil
- LPG
- Distillates
- Bitumen
- Base Oil
- Petcoke



OIL & GAS TRADING

With a network of trading offices stretched across London, Rotterdam, Dubai, Mumbai and Singapore, complemented by representatives in Houston, Lagos, Dar-es-salaam, Nairobi, Delhi and Shanghai, we offer a global reach combined with critical local market insight to enable new market opportunities.

Our networks help us source products directly from the world's best refineries and most accomplished traders worldwide, with our robust corporate governance ensuring the prudent management of credit, market and forex risks.



STORAGE TERMINALS

Our global storage assets help streamline our integrated supply chains and at the same time offer valuable storage space to third party clients.

Hamriyah Terminal

Our terminal in Hamriyah Free zone, Sharjah has been constructed based on state-of-the-art specifications and complies with stringent international safety standards; having 37 tanks offering a total capacity of 204,000 cubic meters (cbm), with separate pipelines for white and black products linking to the berth. It handles the full spectrum of petroleum products, including naphtha, gasoil, MTBE, condensate, fuel oil, kerosene, base oil, bitumen and petrochemicals.

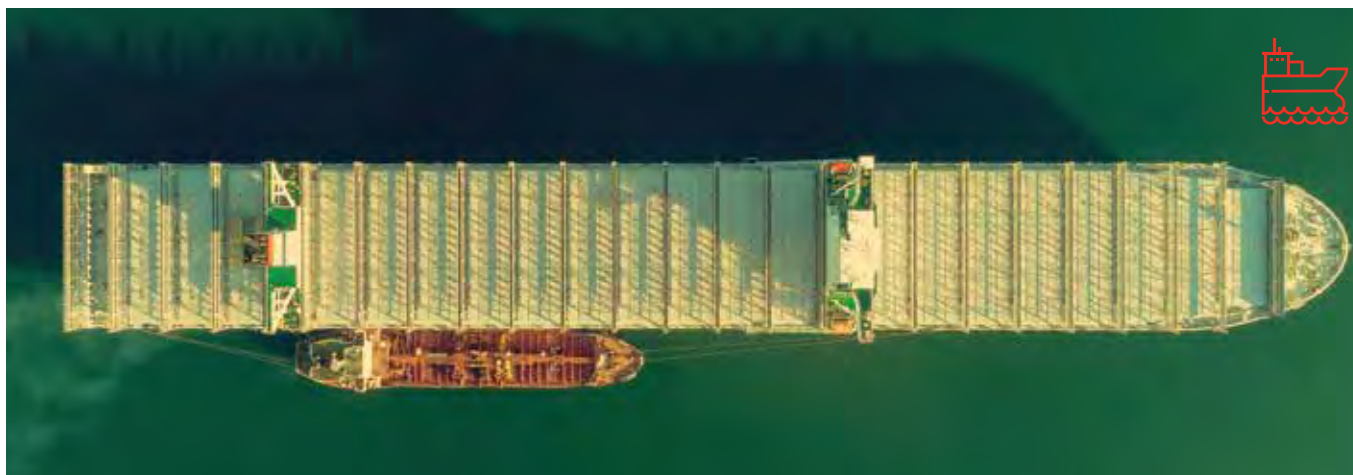
Fujairah Terminal

Our Fujairah terminal is spread over 112,233 square meters (sqm) and hosts 17 tanks ranging between 13,000 cbm to 40,000 cbm, connecting to the port's common matrix manifold. Its first phase offers 412,000 cbm in storage capacity to handle Class III petroleum products such as fuel oil, gasoil and cutter stock (coker gas oil). Our Fujairah terminal has been designed with 73,000 sqm of potential expansion space to cater for growing market demand.

Pipavav Terminal

Our terminal in Pipavav has 46 tanks ranging in capacity from 2,000 cbm to 10,000 cbm, offering 250,000 cbm in storage with separate pipelines for white and black products. The terminal can handle a full spectrum of classified and non-classified petroleum products including - naphtha, crude oil, gasoil, MTBE, condensate, fuel oil, jet fuel, kerosene, base oil, vegetable oil, bitumen and petrochemicals. In addition, we have 24-tank truck loading gantry and two weighbridges combined with rail wagon loading infrastructure to enable blending and internal tank transfer. The terminal's flexible configuration allows us to store a full range of oil products for third party clients.





BUNKERING

GP Global's bunkering operations follow an ethos of sustainability and environmental conscientiousness. We are compliant with the latest International Maritime Organization (IMO) regulations including the Sulphur cap. Additionally, we monitor and adhere to local laws regulating the shipping and maritime energy sector.

Major bunkering services we offer include:

- Worldwide broking / trading and supplying
- Arrange marine lubricants across global locations
- Arrange agency in the ports it operates from
- Voyage and bunker management services



MINERALS TRADING

We engage in international trading of selected minerals including Coal and Manganese. Like any other commodity trading business, our coal trading has its share of risks, which can be mitigated with prudent risk management. We believe that the value of the business is in controlling and optimizing the full flow chain of source to destination, i.e. from mines to customers.



SHIPPING & LOGISTICS

GP Global has evolved into a shipping and logistics powerhouse to meet our goal of offering integrated energy solutions to global clients. Our logistical operations link our headquarters in Sharjah and our branch offices in London, Singapore and Dubai with clients all over the world. Our current marine fleet comprises eight vessels: 1 Aframax tanker, 1 MR tanker, 4 bunkering tankers and 3 bitumen tankers. On land, we rely on a fleet of 42 road tankers to transport products to and from the port.



AVIATION FUELING

GP Global is a leading provider of jet fuel; approved by the International Air Transport Association (IATA), with close to a million tonnes of jet fuel supplied to Africa, Europe and the Far East. We take our jet fuel supply chain one step further with the ability to supply jet fuel into planes in various locations.

Our jet fuel offer

- Commercial airlines
- Private airlines / jet operators
- Cargo operators



STEEL TRADING

We are an integrated steel distributor offering a wide range of products that include flat rolled steel, mainly cold rolled and its coated products such as galvanized, tin coated, chrome and nickel coated along with pre-color coated steels. GP Global has a strong and diversified base in Indian markets where steel industry is witnessing robust growth. We have already created a niche in Indian secondary steel markets with more than 12000 MT of secondary steel imports from various leading steel mills across world. We are currently importing from Japan, South Korea, Europe, USA and East Asia.



RETAIL OUTLETS

GP Global operates gas stations in East Africa to directly serve retail customers and has recently expanded its network with new outlets in Kenya and Uganda.

Our petrol stations offer an extremely high level of customer service along with fuel and lubricants for motor vehicles. Customers also benefit from value-added services integrated within the petrol station – such as tyre centres, car washes, service bays and restaurants. We are developing our storage and retail infrastructure in East Africa as part of our long-term commitment to the area. We are also expanding our retail reach in the region through organic growth, acquisitions and partnerships.

INTERNAL VOICE



With the global population predicted to reach nine billion by 2050, there is a continued need for a focus on sustainable agricultural commodity chains without depleting the planet's resources. Agri - Commodities form the bedrock of a number of rural economies, and play a critical role in contributing to economic growth and livelihood development, playing an important role in contributing to UN's Sustainable Development Goals as well. As an organization, GP Global is eager to build a diversified product portfolio, expanding into new horizons while building a sustainable business. Our thoughts towards business diversity led us to expand our business into trading Agricultural Products. We trade grains and oilseeds: wheat, corn, barley and soybeans. This year, our agri trading division received the GMP+ certification, thus assuring the quality of our agri - commodities. Being increasingly aware of the need for sustainable production, we are continually working towards improving the long term sustainability and transparency of our agri supply chains. Traceability is ingrained in our beliefs; our primary vision is to build up supply chains from the farm gate to the fork or factory. Through our first venture in sustainability reporting, alongside organizational performance, we would also like to showcase our diversification into sustainable products, a stepping stone into developing a triple bottom line focused product portfolio.

Laurent Delcourt
Head - Agri, Global

Extending Product Sustainability Outreach Expanding to Agri Trading Markets

Agriculture is likely to be one of the most important challenges of the 21st century as an ever - growing demand in emerging markets would need to be met while natural resources are a limiting factor. At GP Global, we are eager to further diversify our portfolio by expanding into trading in Agricultural commodities, with our agri trading ventures starting back in 2018. We trade grains, and oilseeds: wheat, corn, barley, soybeans. Those grains are mostly used in the animal feed industry. We also trade pulses and peas that are for direct human consumption.

We currently focus on specific niche markets in India, the Middle East and East Africa, where we already have a strong

presence and will soon tap into other Asian Markets and conduct some limited proprietary trading related to our physical flows. Our vision is to build up supply chains from the farm gate to the fork or the factory. The value in agriculture is to be found near the farmgate.

We are eager to play a distinct role in helping to feed and nourish people all over the world. Being committed to sourcing agri-food products with traceability and value, our Agriculture trading division successfully received GMP+ certification in February 2020. This certification fully endorses our capability to originate and market grains & pulses with the highest standard of traceability and sustainability.

Extending our product sustainability outreach- investing in non-conventional energy

With the mission to develop a sustainable product portfolio, GP Global is planning on investing in non-conventional energy business markets including Biomass Projects such as Briquetting Plants, Captive Power Plants and Steam Generation Plants. .



Utilizing the Potential of Biomass Briquettes

Biomass Briquettes have the great potential to replace conventional coal, furnace oil and LPG. Additionally, briquettes offer significant cost reductions over their substitutes. On the sustainability front, utilizing briquettes results in emission reductions given their physical properties of having low ash content, low moisture, high combustion efficiency and high shelf life.

Investing in the Potential of Cogeneration Power & Steam Generation

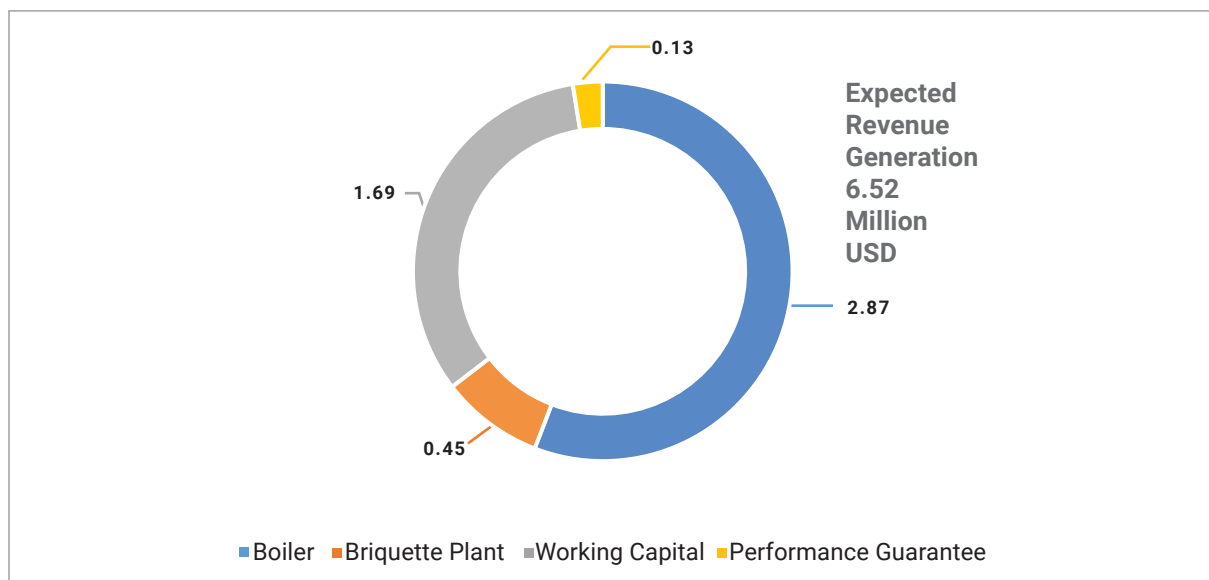
India is anticipating a year on year base load energy deficit and peaking shortage of 10.3% and 12.9% respectively (India's Central Electricity Authority). Given the current energy scenario, and in order to meet energy gaps through non-conventional sources of energy, the Government is encouraging biomass cogeneration by providing concessions and attractive incentives to industries. Biomass Cogeneration results in significant cost savings, with up to 50% reduction in the cost for boiler fuel.



Spearheading towards reaching our mission of developing a sustainable product portfolio while contributing to providing solutions for global energy gaps, we at GP Global are in the process of signing long term extendable contracts with a leading player in the Non-Conventional Energy space. The contracts are aimed at setting up biomass boilers of 33 TPH biomass boiler capacity in order to generate high pressure steam. The boilers

will be backed up by our very own briquette plant, serving as fuel backup for the boiler plant. Currently, we are working with banks and investors to participate in raising debt for the period of seven years for the development of the project.

Revenue Expenditure for Steam Generation (USD Million)



Utilizing the Sustainability Potential of Used Cooking Oil

As a responsible organization, GP Global has always been keen in exploring sustainable fuel alternatives. Having identified the recyclability potential of Used Cooking Oils (UCO's), we understand that the Biodiesel obtained from renewable lipids such as UCO's is highly biodegradable with minimal toxicity.

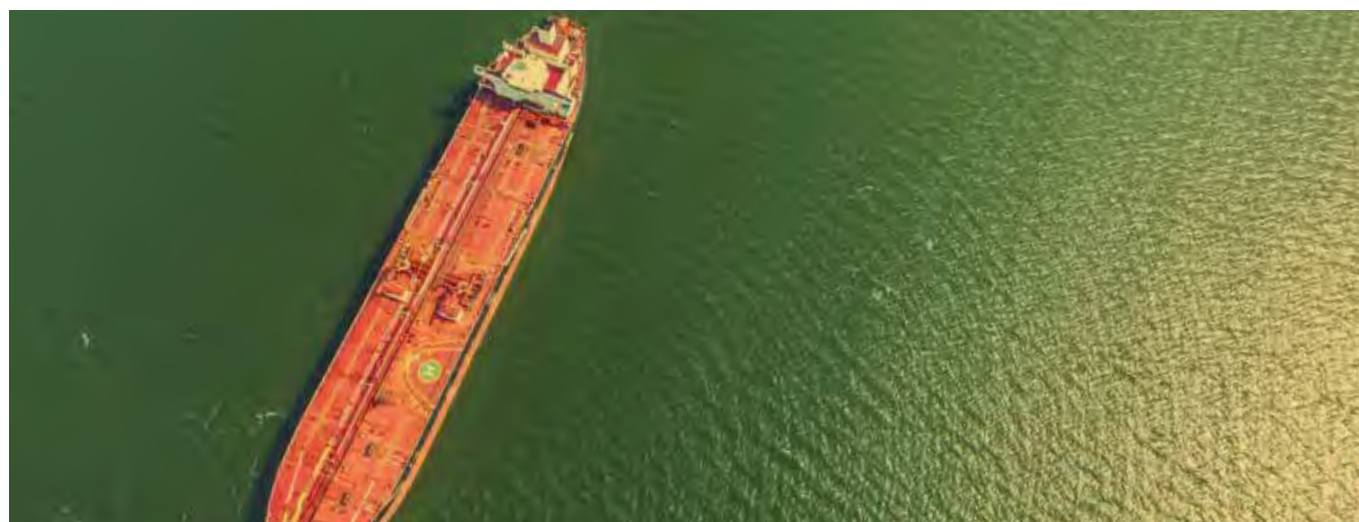
The Biodiesel extracted from UCO's (comprising of long chain fatty acid methyl esters or FAMES) has the potential to replace petro-diesel fuel in various applications including internal combustion engines without major process modifications. Serving as a sustainable fuel, biodiesel from UCO's has reduced emissions (amounting to almost zero) of sulphates, aromatic compounds and other chemical substances that are harmful to the environment.

The UCO to biodiesel conversion is in line with the Renewable Energy Directive. Utilizing UCO's in FAME and RME biodiesel production reduces carbon emissions up to 83%, having a mean CO2 equivalent savings of 2.7kg for every kg of substituted fossil fuel.



At GP Global, in our efforts to reduce GHG emissions and limit the use of nitrogen derived fertilizers, we promote the usage of UCO by trading UCO across the European Union, China, India and the Middle East, while continuing to explore new avenues to add sustainable value to our supply chain.

Exploring Sustainable Fuel Markets through Ethanol Trade



Having identified the environmental and social benefits of ethanol, GP Global is involved in trading Ethanol across global markets; predominantly in Central America, Europe, West Africa as well as certain Asian Markets focusing on both fuel and industrial feedstocks.

On the environmental front, Ethanol has the potential to reduce carbon emission from 50%, up to 100% depending on the feedstock or processes utilized.

On the social front, ethanol serves as a livelihood source; the labor requirements of the countryside, especially in less industrial countries are increased. Additionally, arable lands can be utilized as buffer for biofuel production, especially in case of low crop output.

Supporting our Diverse Operations through our Integrated Business Platform

An integrated business model allows multiple touch points with the customer and provides GP Global with a unique competitive advantage.



OUR BUSINESS STRATEGY

Our Strategic Business Objectives include a prudent mix of organic and inorganic expansion activities to drive the business

Business Diversification

- Strengthen the business at the core through diversification of product portfolio to reduce the Group's dependence on any one business stream in order to further enhance revenue stability and visibility going forward

Disciplined Growth

- Disciplined growth in business activities is a key enabler for the Group to diversify its revenue and product offerings
- GP Global intends to explore organic and inorganic growth opportunities which enhance the Group's product and service offerings

Asset Creation

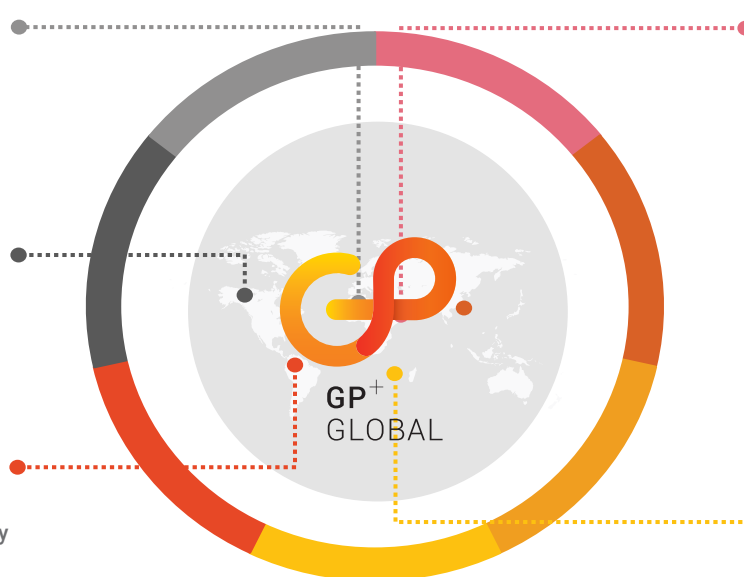
- Aims to further deploy funds in asset based businesses
- This will strengthen the outlook of the business and also stability across the group
- Currently evaluation is being done for acquiring lubricant businesses, setting retail outlets etc.
- Over a period of time, the target is to become a fully integrated manufacturing and trading entity

Product Realignment

- Insert comma after segments. realign the trading volumes across various products such that revenue dependency on any one product is reduced
- GP Global intends to decrease the trading volume of fuel oil, increase the trading volume of distillates and introduce new trading products such as agri-products and liquefied petroleum gas.

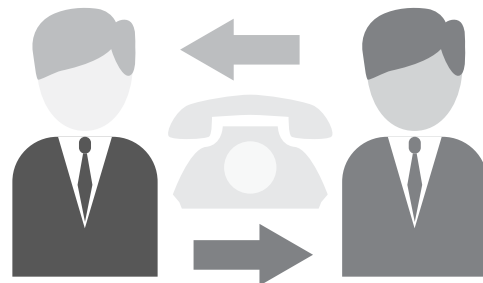
Bottom Line Improvement

- Manage costs and improve the Group profitability by utilizing management and resourcing tools effectively
- Focus on Integrating the Sustainability into the Group's Business Strategy; strengthening the triple bottom line.

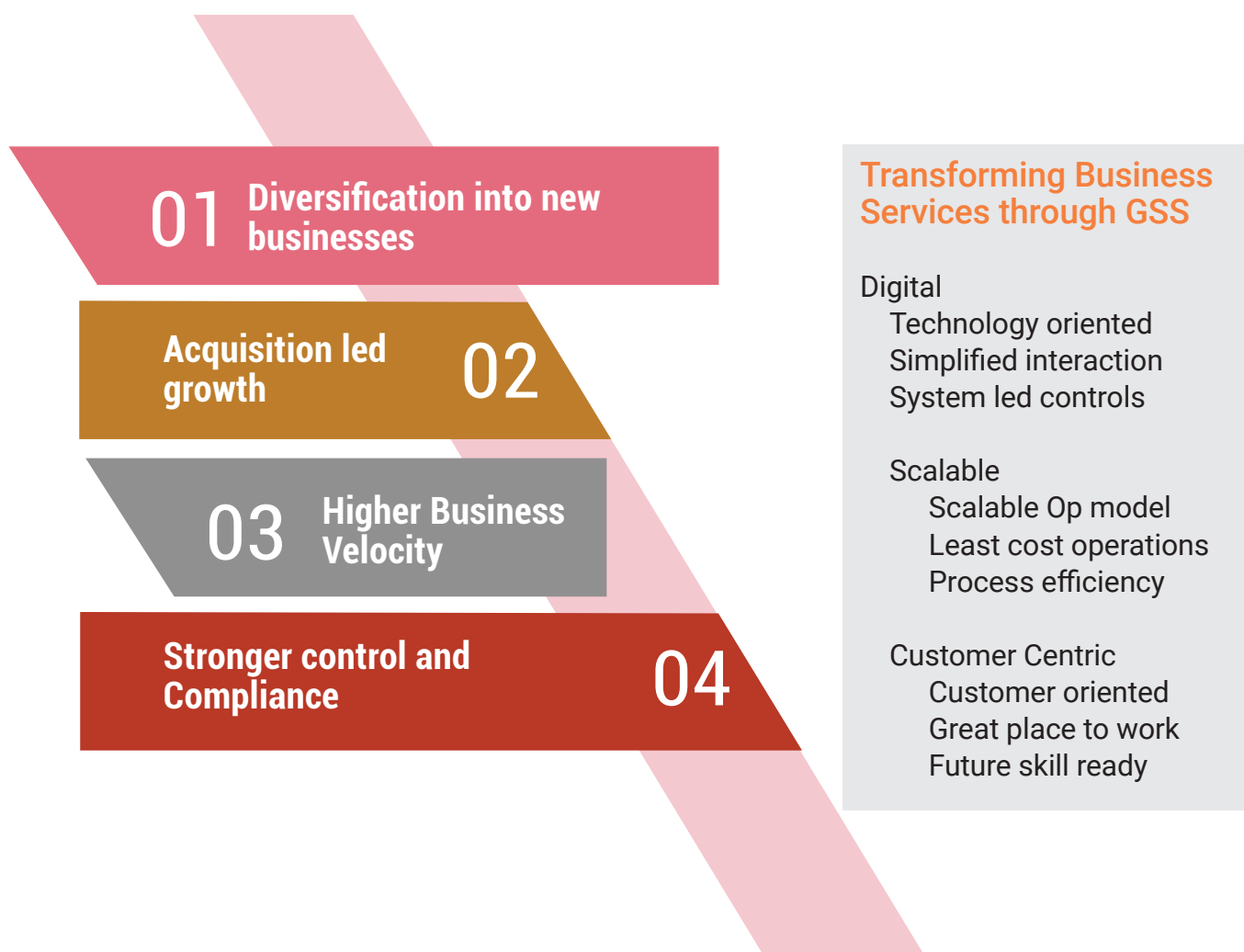


Enabling Process Edge and Competitive Advantage through Shared Services

GP Global's resolve to develop a resilient business strategy, combined with our business imperatives led to the evolution of our Business Process Management Strategy and Global Shared Services objectives. Previously, our operating model was not agile & scaleable and could not keep pace with business imperatives; this led to the transformation of our business services using Global Shared Services. To gain process edge, we have outsourced our front to back office functions to YNI Global Services, a firm which specializes in shared services solutions.

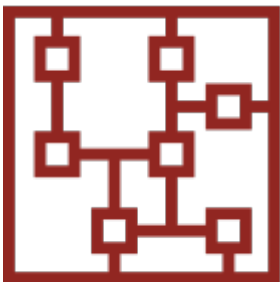


Business Imperatives



OUR GSS JOURNEY

As a part of the GSS Journey, YNI Global Services has conducted a thorough assessment of all our front to back office functions at an enterprise level leading to the conceptualization of a multi-functional GSS that serves the global group. The Global Shared Services Platform enables us to have a huge spread of entities & businesses and will cater to multiple time zones; GSS being the supporting engine for holistic and multi-dimensional business growth. The GSS contributes to both our business as well as corporate functions.



GSS vision

Laying strong foundation and ethics around our work culture, we aim to live up to our core values in everything we do for our customers and employees.

GSS mission

To provide smart, flexible & agile solutions, while delivering best in class global processes in a standardized, simplified, consolidated and logical manner through the elimination of redundancy and simplification of processes, designs and systems across the organization.

Designing GSS Initiatives to Bring Change

While redesigning business strategy for the integration of GSS, YNI Global Services undertook multiple process and design changes to smoothen transition processes. Transition processes included Process Redesigning, Policy Interventions, Introducing Tech Interventions, Op Model Redesigning and defining a clear change management strategy.

YNI Global Services has introduced thirteen initiatives to increase business velocity, improve customer satisfaction and bring control.



Growing Benefits



Continuously Benefitting from our GSS platform

Impact	Description	Quantum
Working capital improvement	GSS has brought focus on early collection & faster invoicing through multiple initiatives which have brought about a reduction in receivable time by 1.5 days	Reduction of appx 1.5 days equivalent of receivables
Improved visibility for decision making	Through GSS, information is available in real time. This has improved the velocity of business decisions at Business and Corporate level	Better pricing, faster risk & credit clearance, faster close, real time bank updates
Modular Plug & Play model	The processes in GSS are modular and easily scalable: we are in process of on-boarding 3 new entities in next 2 months with minimal increase in manpower	Increase in headcount not in proportion to increase in volume/entities
Reduced cost of operation	The overall operating cost of front-to-back office functions has seen a substantial reduction on account of the standardization, centralization and process improvement initiatives	Reduction of 30% in front-to-back office costs through GSS
Strong compliance & control	Strong control through system based credit (compliance and sanction) check and pre-payment due diligence. Contract vetting has allowed business to avoid unfavorable terms.	Credit compliance up by 50% and Contracts vetting has saved business significant sum of money
Functional Operational Efficiency	All functions are SLA driven with focus on operational efficiency improvement and customer satisfaction	Drastic Change in Functional Performance Across Various Metrics

Disclosing on our Triple Bottom Line

At GP Global, we utilize Global Reporting Standards as a framework in conducting a detailed materiality exercise which helps us in identifying, prioritizing, reporting and communicating on key sustainability and non-sustainability related business aspects. Stakeholder Inputs play a key role in our business development strategy.

In this Chapter

- Our Business Strategy
- Our GSS Journey
- Scope & Boundary
- Materiality & Stakeholder Engagement
- Our Sustainability Strategy

SCOPE AND BOUNDARY

At GP Global, we understand the key role stakeholder engagement plays in business development and decision making. Through Sustainability Reporting, we aim to create a transparent platform for communicating on our sustainability performance, impacts, risks & opportunities with our stakeholders. Our first annual sustainability report is focused on our triple bottom line performance - profit, planet & people. It adheres to the Global Reporting Initiative's (GRI) Standards "Core" Reporting Framework.

Through GRI Sustainability Reporting, we attempt to understand our baseline, set relevant goals & targets against key sustainability aspects material to our business and analyze year on year performance to improve business sustainability. Our report presents the identified organizational material aspects, business impact in relation to each aspect & the approach the management takes in handling each of the material aspects.

To build a content rich report, targeting company relevant topics, we have conducted an extensive stakeholder engagement exercise, considering the views of internal (employees & governance bodies) and external stakeholders (investors, customers, suppliers, communities & regulatory bodies) through direct interactions, peer reviews and secondary data assessments.



Reporting Scope & Boundaries

Our report focuses on our performance in our operational cornerstones - Building Economic Value, Protecting our Planet, Nurturing our People & Developing our Communities in key operational areas in FY 2019-2020.



Building Economic Value

The section on Economic Performance focuses on our financial performance during FY 2019-2020, covering Economic value generated (gross revenues) & Economic value distributed (Operating costs, Employee compensation, payments to governments, taxes and community investments).



Nurturing our People

The section on Employee Management focuses on our efforts to create a diverse & talented workforce, while developing a conducive environment for employee growth, as well as company growth. The section focuses on employee diversity, human rights management, training & development, social compliance and supply chain social sustainability.



Protecting our Planet

The section on Environmental Performance focuses on the environmental impacts of our business in areas such as resource production, energy management, climate change, water use & conservation, waste & wastewater management, emission impact, environmental compliance and supply chain environmental sustainability. For the Environmental Performance, the scope is restricted to GP India (GPGAPL, GPIPL, GPPL) and GP Global (EBS, Fujairah Terminal, Grease Plant, HNT, Port Terminal, Surface Logistics, Refinery Unit).



Developing our Communities

The section on Community Development focuses on our efforts to give back to the society through actively engaging with the communities around our operational areas. The section provides insights on our CSR projects and impacts associated with the projects.

For the purpose of development of report content, we have focused on the triple bottom line issues material to our company. However, wherever possible, we have gathered sustainability data beyond identified material aspects and represented it in the respective sections.

Data points covering Governance, Economic, Environmental & Social Aspects have been garnered from relevant departments- Internal Audit, Finance, Health & Safety, HR & CSR.

GRI application level

Our FY 2019-2020 Sustainability Report is our first official sustainability report- our pioneer attempt in being transparent about our ESG performance to our internal and external stakeholders. We have followed Global Reporting Initiative's (GRI) Standards "Core" Reporting as a framework for developing the report.

Contact Information

Abhishek Shah

Lead – M&A, Corporate Development & Sustainability, Global

For more information:

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MATERIALITY AND STAKEHOLDER ENGAGEMENT

Globally, the shift towards sustainability requires companies to look deeper into their operational boundaries, given the complex, multi - dimensional and interconnected issues, risks and opportunities. By developing an understanding of issues material to the operations, companies can build a strong & resilient business, prevent & mitigate risks and gain access to a wider range of opportunities.

Materiality is the central aspect of sustainability reporting, factoring in as a major component in investors' evaluations of companies. At GP Global, we utilize GRI Standards as a framework in conducting a detailed materiality & stakeholder engagement exercise - the framework assists us in identifying, prioritizing, reporting and communicating on key sustainability and non - sustainability related business aspects. Stakeholder Inputs play a key role in our business development strategy.

Our materiality approach follows a two-dimensional approach, taking into consideration **"impact on business operations"** and **"influence on stakeholders"**. In order to ensure stakeholder inclusiveness and completeness, we have widened our materiality horizons by taking into consideration the feedback of internal as well as external stakeholders, thus ensuring stakeholder inclusiveness and completeness of data.

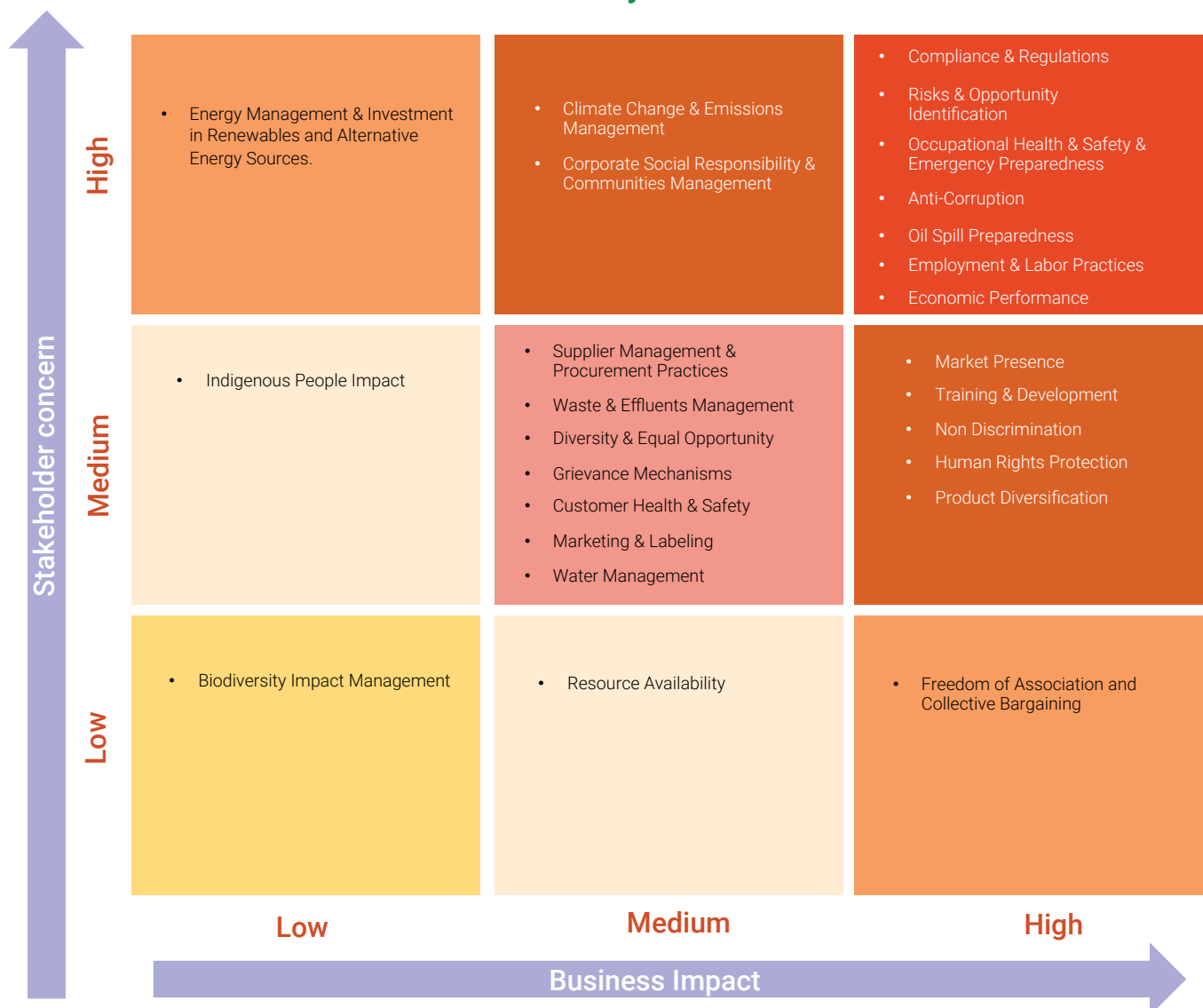
As a part of the stakeholder engagement and materiality exercise for the development of our FY 2019 - 2020 Sustainability Report, we identified key aspects relevant to our diverse range of sectors through Global Reporting Initiative's EESG Standards database, market research and Peer Company benchmarking.



The identified aspects were presented before our key internal stakeholders across prime locations in UAE, India, Africa & Europe. Through one-on-one discussions, department interactions and questionnaire-based surveys with the key stakeholders, the final list and boundaries of each material topic were determined- depending on our influence on each topic and the relevance to our sustainability agenda.

Material Issues identified as a part of the questionnaire survey and stakeholder interactions were used to develop a comprehensive materiality matrix, showcasing Economic, Environmental and Social impacts of high priority. We aim to align our sustainability agenda to focus on these key areas.

Our Materiality Matrix



Compliance & Regulations

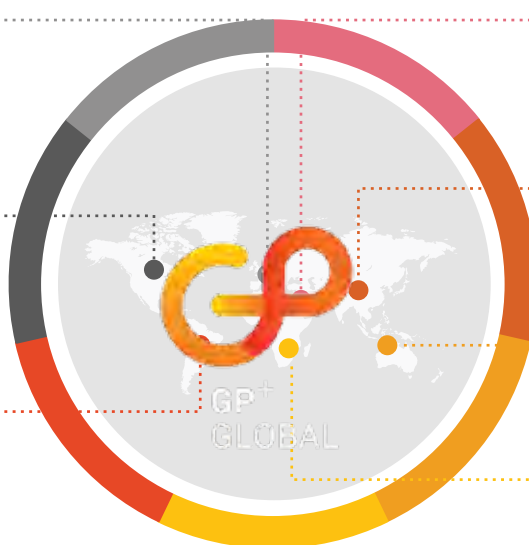
- Ensuring compliance with global, national and local regulations, including environmental and social compliances

Risks & Opportunity Identification

- Identifying Sustainability Related Environmental, Social & Economic Risks that effect Business Continuity and identifying opportunities for sustainable growth.

Anti Corruption

- Developing Robust Human Rights Management Systems including Code of Conduct to ensure diligent business practices through policies and trainings.



Economic Performance

- Developing an environment that caters to economic growth along with environmental and social growth considering economic value generated, distributed and retained.

Occupational Health & Safety & Emergency Preparedness

- Developing Systems, Policies and Procedures to create a safe working environment to all stakeholders.

Oil Spill Preparedness

- Developing Systems for Oil Spill Management and Environmental Impact Reduction.

Employment and Labor Practices

- Creating an efficient and conducive work environment through the provision of opportunities for growth, trainings and employee benefits.

Engaging our Stakeholders

As a part of our approach to stakeholder engagement, we have developed a platform to instigate parallel growth of our company as well as stakeholders. Our stakeholder engagement strategy involves garnering stakeholder feedback to understand specific concerns, expectations and opportunities across various stakeholder groups, thus, helping us build an effective and robust business model.

We have followed the principles of AA1000SES, Stakeholder Engagement Standard in developing our materiality framework. We adhere to the three principles of the Standard- Materiality, Completeness and Responsiveness to ensure maximal outreach.



Who are our stakeholders?

Our key stakeholder groups include employees, suppliers, customers, investors, shareholders, partners, government and regulatory bodies, media, competitors and NGO's.

Why are they important?

Our stakeholders help us in the identification of priority needs and concerns with respect to EESG and otherwise, helping us evolve our sustainability agenda.

How do we engage?

We consult, collaborate, engage and inform our stakeholder groups on our business activities through various formal and informal communication channels. Our engagement channels help us in gathering valuable insights, forming the basis of goal setting, strategy development and strategy implementation for our business. Additionally, stakeholder insights help us in mapping stakeholder interests by group.

Stakeholder Engagement Summary

Stakeholder Group	Engagement Frequency (Monthly, Quarterly, Yearly, As and when required)	Engagement Mechanism (Meetings, Telephonic Conversations, Conferences)	Key issues of interest
Shareholders & Business Partners	Need based	Annual Meetings, Quarterly Meetings, Award Ceremonies	Economic Performance, Market Presence
Employees & Contractors	Continuously	Induction Programs, Performance Assessments, Feedback Surveys, HSE Surveys, Training Sessions	Retention & Attrition, Benefits & Payments
Customers	Continuously	Business Development Meetings, Customer Satisfaction Surveys	Quality, Costing
Suppliers	Need Based	Review Meetings, Quality Assessments, Direct Dialogues	Costing
Governmental Agencies & Certification Bodies	Continuously	Compliance Audits	Local, National, International Regulations & Standards, Compliance
Communities	Need Based	Site Visits, Group Discussions, Individual Interactions, Engagement Programs	CSR expenditure and program development





Internal Voice

The need for sustainability in the oil and gas sector is becoming increasingly important for the long term viability of the industry. Across the years, businesses have seen a shift in values that drive the organization. Companies are having a broader recognition of the cognizance of Environmental, Social & Governance Performance, and there has been a continual push from market forces demanding for greater transparency. Globally, there has been an increase in initiatives to promote structured ESG reporting - the Global Reporting Initiative (GRI) being one of the global leaders. At GP Global, we are committed to building a transparent sustainability report to measure and disclose on our organizational performance while working towards the goal of responsible business development. This year, we took up our first Materiality & Stakeholder Engagement Exercise with our global leaders to identify Key Performance Indicators in terms of sustainability that are prudent to the business, as well as our stakeholders. The essence of our sustainability report is built on these key inputs. Building sustainable stewardship within the organization, we continue to attempt to integrate business and stakeholder sustainability concerns into organizational strategy for long term value creation. While building our sustainability strategy, we are shifting away from a short term focus, to focus on the bigger picture- our triple bottom line.

Abhishek Shah

Lead – M&A, Corporate Development & Sustainability, Global

OUR SUSTAINABILITY STRATEGY

At GP Global, we understand that Sustainable Development is an integral component of long-term growth and success. Our approach to sustainability involves integrating innovative economic, environmental and social business practices into our operations to deliver long term sustainability solutions to our internal and external stakeholders. As a responsible corporate citizen with deep rooted values, we firmly believe that our global success comes from being accountable for our triple bottom line performance.

We strive to tackle sustainability issues and combat issues such as climate change by supporting globally recognized sustainability agreements such as the Paris Agreement within the United Nations Framework Convention on Climate Change (UNFCCC). Our sustainability aspirations are focused on our four commitments; our commitment to employees, customers, environment and the society at large.

Our Sustainability Commitments

Nurturing our People-

We aspire to create a diverse, transparent and equitable work culture, valuing and rewarding employee contributions & assisting in their career growth.

Protecting our Environment-

We attempt to reduce the environmental impact of our operations on the marine front as well as on the land front by adhering to stringent regulatory requirements in all the markets that we operate in.

Giving back to our Society-

We aim to improve the wellbeing of our society as well as the livelihoods of communities around our operational areas through our community development initiatives. Our CSR initiatives are aligned to focus on key Environmental, Economic & Social needs of the underprivileged.



Valuing our Customers-

We endeavor to offer products and services of superior value to our customers, delivering solutions as promised and thus creating long term partnerships.

While we are still in the nascent stage of developing a robust sustainability framework to address key economic, environmental and social challenges, wherever possible, we attempt to align our business decisions & project management with "a sustainability lens".

Addressing Sustainable Development Goals

The Sustainable Development Goals (SDGs) are 17 global goals addressing key environmental and social issues, launched by the United Nations in 2015. As a part of our sustainability efforts, we plan on integrating the following SDGs into our business through

- Aligning with Goal 1,3 and 4 through our Community Development Activities with ASPAM foundation.
- Aligning with Goals 5,10 and 11 through our employee management and human rights protection framework.
- Aligning with Goals, 7,9,12 and 13 by integrating environmental sustainability into our diversified product portfolio.

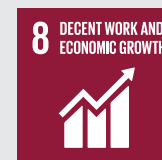
People and Communities



Environment



Economy



Memberships of Associations

GP Global is an active signatory of the United Nations Global Compact (UNGC) Since July, 2019. ASPAM Foundation was granted with the special consultative status by the United Nations to actively engage with Economic and Social Council (ECOSOC) and its subsidiary bodies, as well as with the UN Secretariat, programs, funds and agencies.



GP Global has obtained approval from the IATA (International Air Transport Association), the global trade association for the world's airlines with a mission to lead and serve its members, as well as to represent their interests in a way that boosts the airport transport industry.

GP Global is committed to sourcing agri-food products with traceability and value-our Agriculture trading division has successfully received GMP+ certification.



External Initiatives Supported

Our Leadership

Our Leadership is guided by our three core values: Reliability, Integrity and Agility. With a passion and vision to fuel exponential growth for the organization, our leadership help us identify new channels of opportunities to create maximal value for our business.

In this Chapter

Corporate Governance
Risks & Opportunity Management

CORPORATE GOVERNANCE

GP Global has leapt from strength to strength since its humble beginnings in 1998 to the global conglomerate it is today. Despite being a family business, the promoters have strived to incorporate various aspects of corporate governance into the running of the company. As a family run business, we are acutely aware of the necessity of good governance and have initiated various processes to professionalize the corporate structure in line with established governance principles.

Currently, we are engaged with top global consulting firms to move GP Global further into good governance by mandating diversity in teams and exploring avenues to place independent directors on the subsidiary boards. We seek to align along the lines of an Ownership Board, Corporate Board and Business Boards. Our end goal is to develop a corporate governance program that has an effective balance between the interests of the various stakeholders for the survival and sustainable performance of the corporation.

Catalyzing mutual growth, we have established a responsible business integrated with our core values- Reliability, Integrity & Agility. We have developed a sturdy Business Continuity Management system that forms the foundation for our business.

In our ventures to develop a robust and effective corporate governance framework, we adhere to various local, national and international regulatory requirements. We attempt to increase organizational level transparency on governance performance and business aspects through corporate sustainability reporting & annual reporting.



Our Board of Directors are responsible for guiding our corporate governance strategy. Our directors take leadership in developing a business based on long lasting relationships. With a passion and vision to fuel exponential growth for the organization, our leadership helps us identify new channels of opportunities to create maximal value.

Through the guidance of our leadership, we aim to develop mutually beneficial and long-term partnerships with our stakeholders based on the trust created by consistently delivering our commitments. Deeply valuing our stakeholders, our governance framework ensures that we operate with integrity, to ensure mutually inclusive growth of both the organization & the stakeholders.

The Board of Directors are responsible for high level decision making on core aspects of our triple bottom line. The Board provides continual guidance in supporting the management in terms of organizational business strategy, opportunities & risks, governance development and regulatory compliances.

Our directors come with a diverse set of exceptional expertise in their respective fields, thus directing GP Global to grow in a multi-directional & multi-faceted manner.

Our Leadership

Mr. Sudhir Goyel	Mr. Manan Goel	Mr. Prerit Goel	Mr. Ayush Goel
Chairman & Co-Founder	Joint Managing Director	Joint Managing Director	Director

Board Committees

Our four core governance committees

- **Executive committee** – Our executive committee consists of our promoters, the CFO, the global heads of the various trading and manufacturing verticals, the Head of Risk and the Head of HR. The committee convenes once a month and discusses a variety of issues related to operations, management and business strategy development, including procedures and policies. The organizational level decision making authority lies with the executive committee, with the promoters serving as tie breakers.
- **Risk committee** – Our risk committee comprises of the promoters, the CFO and the Head of Risk, Credit & General Counsel. The committee convenes on a monthly basis, with ad-hoc meetings being conducted in case of extenuating circumstances.
- **Compliance committee** – Our compliance committee consists of the Promoters, General Counsel and the Heads of Risk, Credit and Regional Compliance. Issues related to compliance are discussed daily, with the committee convening group level meetings on a need basis.
- **CSR and Sustainability committee** – Our CSR and Sustainability Committee consists of the various regional heads, CFO and the Head of HR. The committee convenes on a quarterly basis to discuss long-term avenues for value creation and to discuss on environmental and social aspects relevant to business operations.



Business with Integrity

At GP Global, our Board of Directors and its various committees are responsible for overlooking organizational integrity through periodic performance reviews and internal

audits to ensure compliance with our Code of Conduct & other organizational policies such as Anti Corruption policy, Anti Competitive Behavior, Conflicts of Interest etc.

With a strong commitment to integrity, we expect the highest standards of ethical behavior from our employees. Our Code of Conduct sets the standards for employee behavior; outlining the organizational expectations and salient corporate values that shape our management systems and business practices.



The code of conduct is aligned to the core values of our organization and provides guidance for the management as well as the employees on the right and ethical way to conduct themselves. Through the code, we ensure the creation of a diverse, safe & healthy work platform with zero discrimination, fraud and corruption. The Code of Conduct covers all permanent, temporary and contractual employees of GP Global. It covers our expectations from employees regarding employee conduct and discipline, conflict of interest mechanisms, data privacy and employee information protection.

Together with our direct and indirect subsidiaries, we build an environment of maintaining ethical, moral and legal business conduct while enabling individuals to voice concerns in a responsible and effective manner through our whistleblower policy. Our whistleblower platform helps us in maintaining an open work environment in which employees,

consultants and contractors are able to report instances of unethical or undesirable conduct, actual or suspected fraud or any violation of our Code of Business Ethics without fear of intimidation or retaliation.

Individuals can raise their concerns to the Ethics committee of counsellors who have been authorized by the Board of Directors for receiving complaints. We have designated Management Level and Board Level communication channels for directly communicating concerns via email.

To further strengthen business integrity, we have developed an anti-corruption and anti-bribery policy covering our entire business; the policy lays down the guidelines to ensure compliance with applicable laws, regulations and standards, including implementation measures to prevent bribery and corruption at Board, Management, Employee and Third-Party Levels.

RISKS AND OPPORTUNITY MANAGEMENT

At GP Global, we follow the precautionary approach in handling our operations. The precautionary principle states that in case of activities raising threats or any kind of harm to human health or the environment, precautionary measures should be taken. We aim to develop and implement risk management strategies and policies to address long term and short-term risks.

Our risk management framework aids us in identifying, assessing, managing and reporting on risks on a consistent and reliable basis with a view of achieving sustainability in business operations, employment and surpluses. At a company level, the primary risk areas that GP Global has identified are credit risk, interest rate risk, commodities price risks, foreign exchange and liquidity risk. We have developed efficient systems in place to monitor these risks and take appropriate measures when needed.

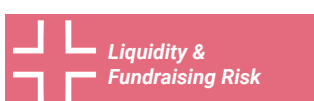
While we continually monitor market scenarios to look out for new business opportunities to add value to the business as well as stakeholders, we believe that it is equally essential to focus proactively on environmental, economic and social risks that could have adverse impacts on our business continuity. Our Board of Directors and Senior Management hold Business Continuity and Risk Management as a key priority in making business decisions.

GP Global's proactive risk management philosophy has been well tested in the cyclical and volatile environment in the past and is the key contributor in institutionalizing consistently profitable operations

Our Comprehensive Approach to Risk Exposure



Market Risk



Liquidity & Fundraising Risk



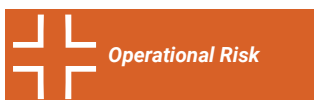
Credit Risk



Foreign Exchange Risk



Trade Finance and Country Risk



Operational Risk



Physical Risk



Internal Audit

Our Risk Management Principles



Risk Management is centric to our Management Structure

01



Risk Managers are present at all major trading offices

02



Risk procedures are clear, prudent and enforced on a daily basis

03



In-house risk systems are key for competitive advantage

04

As per the ESG Risk Atlas developed by S&P Global's Ratings Direct, the Oil and Gas Sector is the sector with the second highest risks related to Environmental, Social and Governance Aspects, next to the Metals & Mining Sector. As per the risk Atlas, the Oil and Gas Sector has an Environmental Risk Rating of 6 & Social Risk Rating of 5 (Ratings closer to 1 represent low risk whereas ratings closer to 6 represent high sector-wise exposure to environmental and social risks.)

Governance Risks	Social Risks	Environmental
<ul style="list-style-type: none"> Political & Compliance/Regulatory Risk Supply Demand Risks General Industry Competition Increased Operational Costs Shortage of Rigs and Equipment Volatile Oil & Gas Prices Inaccurate Reserve Estimates Reliance on third party transportation and processing facilities Reputational Risks 	<ul style="list-style-type: none"> Operational Hazards & Safety Risks Shortage of Personnel Consumer Behavior Risks Social Cohesion with communities in relation to operational activities. 	<ul style="list-style-type: none"> Geological Risks Oil Spills and Leaks Natural Disasters and Extreme Weather Conditions Environmental Restrictions and Regulations Impact on Climate Change Competition from Alternative Energy Sources

Where are our Opportunities?

At GP Global, we are at the nascent stage of building an effective triple bottom line framework. We believe that we can operationalize ESG into our core business practices by incorporating ESG into our management systems, company policies and processes. In order to find new opportunities to maximize business ESG performance, we plan on implementing the following steps:



- Diversifying product portfolio to reach new markets including renewables, agri, biomass, biofuels and other alternative energy sources.
- Identifying environmental, social and economic baselines of operations and initiating impact mitigation methods.
- Setting organizational level goals and targets and measuring yearly impact compared to the baseline.
- Developing robust company policies, standards and management systems targeted to minimize Environmental, Social & Governance Risks and improve performance in areas of regulatory compliance, health and safety, resource management, energy efficiency, reduction of climate change impact etc.
- Incorporating of United Nations-Sustainable Development Goals into business practices.
- Proactively engaging with internal and external stakeholders to understand concerns and perspectives in order to identify business improvement opportunities.

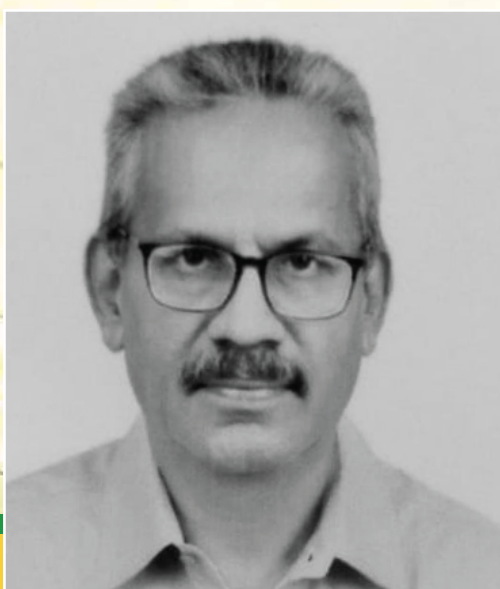
Our Triple Bottom Line Performance

As a responsible business, we have ingrained within us deep rooted values with a firm belief that our global services must come with increased accountability and empathy. Our ethos of environmental, social and governance responsibilities rests on our four commitments- to our employees, our environment, our customers and to the society at large.

In this Chapter

Creating Economic Value
Nurturing Our People
Developing a Safe Work Environment

Product Responsibility
Compliance Management
Developing our Communities



INTERNAL VOICE

As a responsible organization, we understand that economic performance and financial numbers alone, do not showcase the holistic, sustainable growth of an organization. Traditional financial metrics are not the most effective approach towards capturing an organization's long term value creation potential, rather serving as indicators of short term performance. The past decade has seen a shift in primary business value drivers- from capital market performance indicators used to track organizations tangible assets to shifting to a holistic outlook-targeting both tangible as well as intangible assets in the form of environmental and social responsibility. Currently, there is a need for corporates to integrate sustainable practices into organizational growth, given growing global environmental concerns such as climate change, global warming & energy crisis. As a responsible organization, we understand the need to implement procedures to measure, monitor and report on sustainability issues. Sustainability Reporting is our attempt to create value through transparent disclosure and enhanced dialogue with our stakeholders on key areas of disclosure related to Economic, Environmental, Social & Governance.

Sreehari Iyer
CFO, GP Global

CREATING ECONOMIC VALUE

We believe in unlocking stakeholder value and always deliver on what we promise to our stakeholders. Our unique identity lies in the synergies that our complementary business lines unlock to create commercial success. Our ability to tailor turnkey answers to client needs helps us in creating a profitable business.

The Global Petrochemical industry was valued at around 540 billion in 2018 with Middle East region contributing nearly one-third of the manufacturing value added annually. Economies heavily reliant on oil-intensive industries are intensifying economic diversification efforts to insulate themselves from volatility in oil prices.

Though our main line of business is the petrochemical sector, we are also mindful of the need to have a diverse portfolio to ensure sustainable growth of our group's business in the

longer term. Over the past few years, we have made significant investments in our Agri-trading business and are constantly exploring avenues to add other business streams.

We understand that global progress and economic development requires innovative and bespoke commodity solutions. With that viewpoint, we have created robust business operations to deliver comprehensive and integrated solutions to clients who are forging the building blocks of economies around the world.

We enhance economic development by providing the best solutions to satisfy the commodity needs of businesses and communities worldwide. Currently, we are expanding to catalyze economic growth by supporting clients in existing markets by capturing the potential in new geographies.



Economic Performance

At GP Global we aspire to attain sustainable economic growth by contributing to global economies, markets & geographies, by not just generating profits for our shareholders but also creating value for the society. In this section we address our management approach and economic performance for the FY 2019-2020.

In the FY 2019-20, the lubricant industry witnessed stiff competition among players which lead to a shift in perception of lubricants markets from volume driven to value driven. The rise in input costs also had an impact on the industry. Despite all the constraints, GP Global has been able to register positive growth revenues, due to our comprehensive approach towards sales realizations and sound product mix backed by strong marketing network.

GP Global has continued its growth path as revenue during the year 2019-20 increased by 14% compared to the previous financial year. Net Profit before tax during the year 2019-20 increased by 1.7% as compared to the previous financial year. With increase in sales, the lubricant market for two wheelers will continue to see an upward trend, with premium lubricants leading the growth in the industry. GP Global is well placed to take advantage of the same.

GP Global is expected to perform better in the coming years and exploit emerging opportunities in the highly competitive lubricants landscape



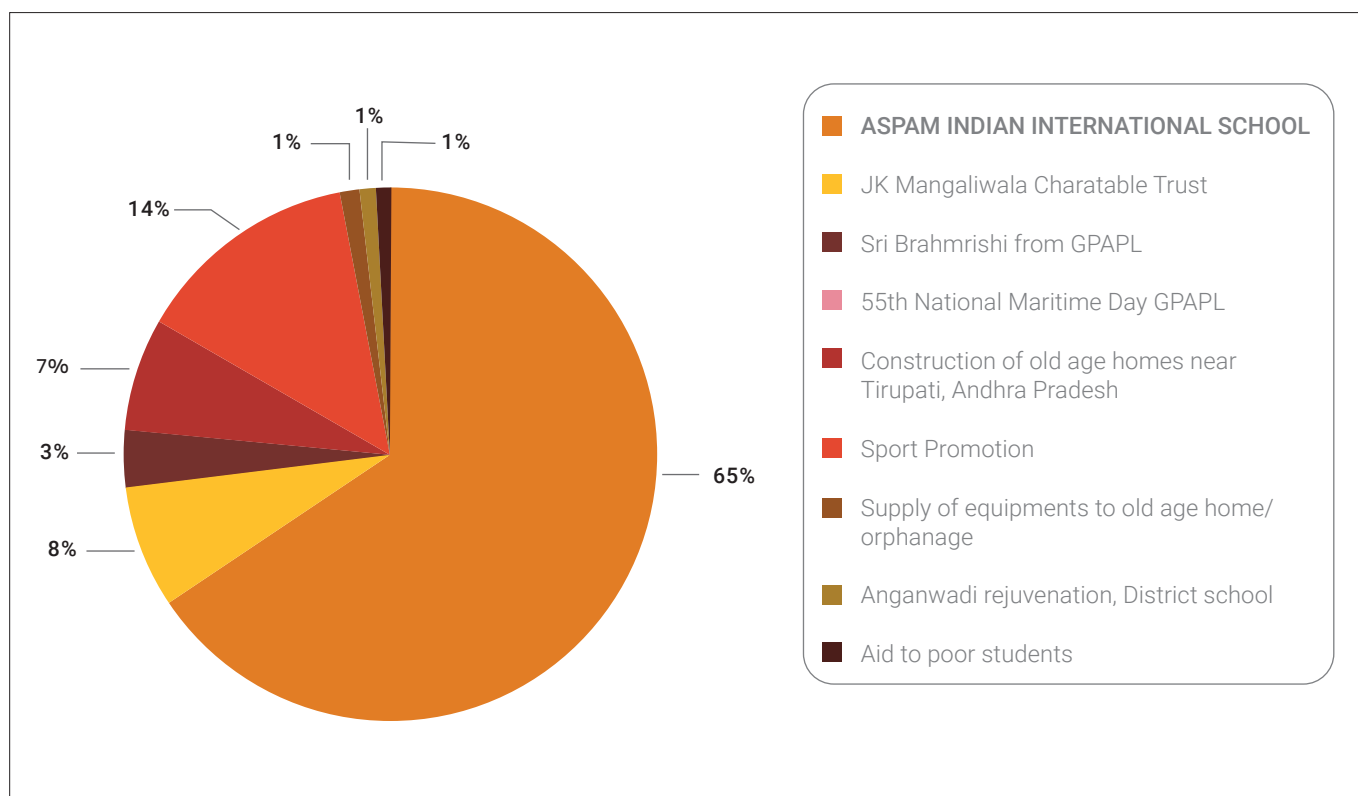
Country\Region\Market Level 1 for FY (in USD Million)	2019	2018
Direct economic value generated (A) : Total	6,113.54	5,086.36
Revenues - Net sales, revenue from investments and sale of assets	6,113.54	5,086.36
Economic value distributed (B) : Total	6,022.99	5,023.06
Operating costs	5,938.39	4,942.16
Employee wages and benefits	26.94	24.93
Payments to providers of capital	54.84	52.76
Payments to government	2.65	3.05
Community investments	0.17	0.17
Economic Value Retained = (A - B)	90.55	63.30

Indirect Economic Impact

We recognize that our operations impact a wide community of stakeholders, including investors, employees, customers, business associates and local communities and that appropriate contributions to the society can enhance overall performance of the company.

GP Global has spent around 219,241 USD in creating indirect impact in the society, with 65% of the value spent on ASPAM Indian International School followed by JK Mangaliwala Charitable Trust. Some of other the projects include construction of old age homes, supply of equipments to old age homes and orphanages, sports promotions and aid to poor students. The value of indirect economic impact created has been illustrated below:





Infrastructure Development Projects	Amount spent (USD)
Donation done by GPPL	
Construction of old age homes near Tirupati, Andhra Pradesh	15,000.00
Sports Promotion	29,800.00
Supply of equipment's to old age home/ orphanage	3,128.57
Anganwadi rejuvenation, District School	2,042.86
Aid to poor students	1,542.86
Donation done by FZC, GPEPL, GPAPL	
ASPAM INDIAN INTERNATIONAL SCHOOL from Gulf Petrochem FZC	33,744.22
ASPAM INDIAN INTERNATIONAL SCHOOL from GPEPL	50,517.78
JK Mangaliwala Charitable Trust from GPEPL	1,320.73
JK Mangaliwala Charitable Trust from GPAPL	15,218.37
Sri Brahmrishi from GPAPL	7,504.13
55th National Maritime Day GPAPL	75.04
ASPAM INDIAN INTERNATIONAL SCHOOL from GPAPL	59,346.74
Total	219,241.28

Transfer Pricing

Owing to our global presence and our footprint across various countries, we undertake various inter-company transactions between group companies. Abiding by the Arm's Length Principle of Transfer Pricing, we understand the importance of undertaking transactions at arm's Length so that the respective entities involved in the transactions are awarded with profits in consonance with the functions performed, assets employed, and risks taken.

For GP Global, the arm's length pricing system is a prudent function in abiding with the laws of respective countries between whom the business transactions are undertaken; ensuring the avoidance of additional tax burdens or penalties that could be the resultant of non-arm's length pricing. At GP Global, as a business abiding by ethical business practices, we are compliant with global transfer pricing regulations.



PROTECTING OUR PLANET

As a leading organization with a global footprint in the petrochemical sector, we acknowledge the impact of our operations on the natural environment. We recognize that strong environmental performance is essential for sustained growth in a world increasingly conscious about the environmental footprint and depleting natural resources. While we meet or exceed stringent environmental regulation in all countries of operation, we believe our environmental commitment goes way beyond compliance and relates to honoring the promise of a healthy environment for future generations.

We strive for continuous improvement in our environmental performance by becoming more efficient in our processes through optimal resource consumption while reducing our footprint through greener practices across our value chain.

We have undertaken several initiatives to manage our footprint on the environment which include:

- Promoting energy efficiency by encouraging energy-saving practices in our offices and facilities.
- Ensuring our operations adhere to proper disposal mechanisms and zero-spills and leaks of hazardous material
- Co-operating with the efforts made by governments for meaningful actions and targets to safeguard environment while guaranteeing economic development.
- Encouraging the practice of water conservation by constantly exploring ways to reuse and recycle water.
- Reducing the use of plastics and promoting zero-waste in all our offices and facilities.

Our Environmental Performance FY 2019

	GP India	GP Global	GP Global (Group)
Energy (GJ)	6,680,608.23	241,830.76	6,922,438.99
Emission (tCO ₂ e)	721,715.29	17,582.30	739,297.59
Water (KL)	5,832.17	10,964.11	16,796.28
Water recycled (KL)	7.30	0	7.30
Waste (Tonnes)	11.32	1,157.51	1,168.83
Waste water (KL)	7,337.6	1,627.55	8,965.15

Energy Intensity (GJ/Revenue)	Carbon Intensity (tCO ₂ e/ Revenue)
0.00136 GJ/\$	0.00015 tCO ₂ e/\$

GHG Emissions

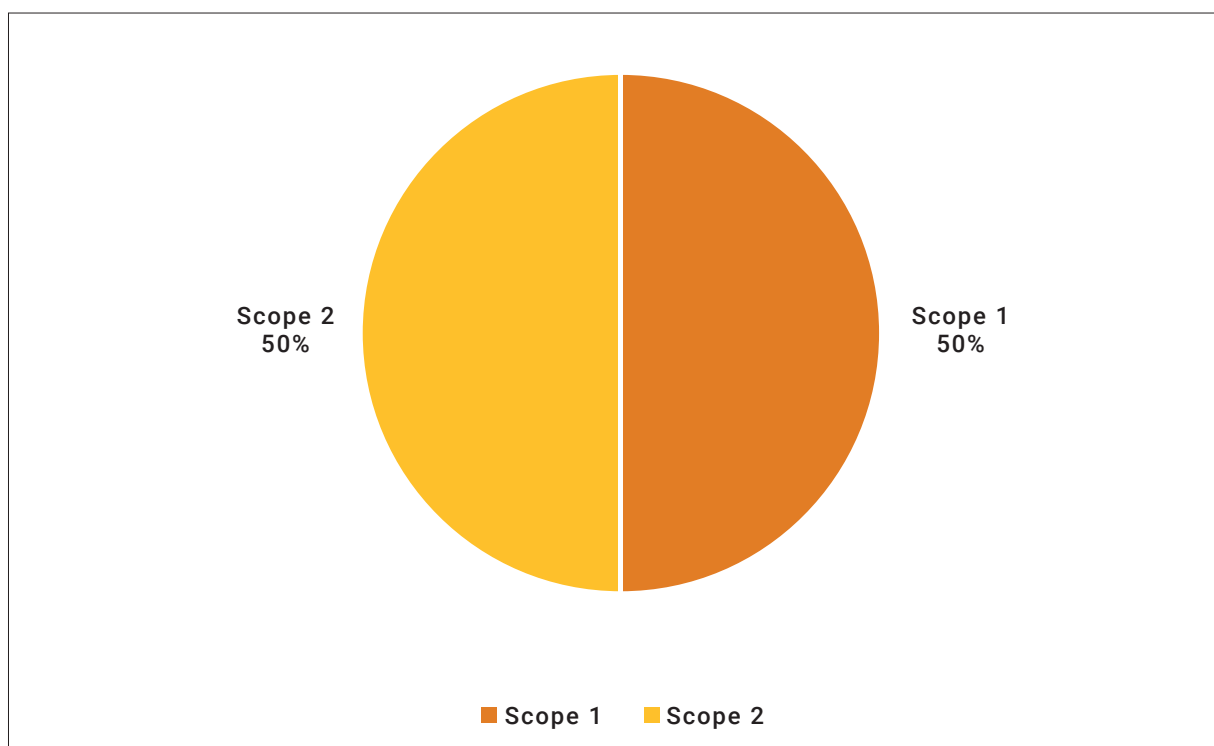
We are committed to the reduction of greenhouse gases (GHG) from our operations. We strive to minimize our impact on the climate by taking actions and optimizing our resource usage while meeting the needs of the society. Our strategy to reduce emissions focuses on shifting to alternative fuels and establishing process and technological improvements for optimum energy consumption.

Our total gross operated GHG emissions, in CO₂ equivalent (CO₂e) terms, were approximately 739,297.59 tCO₂ eq with GP Global emitting 17,582.30 tCO₂ eq and GP India emitting 721,715.19 tCO₂ eq.

2 GP India is a combination of GPGAL, GPIPL and GPPL

2 GP Global is a combination of EBS, Fujairah Terminal, Grease Plant, HNT, Port Terminal, Surface Logistics, Refinery Unit

Carbon Footprint-Total GHG Impact



Ambient Air Quality FY 2019

Parameter	Measurement Units	GP India	GP Global*
NOx	Microgram/Nm3	18.94	40.96
SOX	Microgram/Nm3	16.08	15.77
SPM10	Microgram/Nm3	66.49	68.90
Hazardous Air Pollutants (PM)2.5	Microgram/Nm3	33.835	11.53

We are mindful of the need to ensure that the air quality around our facilities poses no risk to our employees and those residing around our operational sites. All our operations comply with the permissible limits prescribed in the environmental regulations governing our areas of operation.

Energy use and efficiency

Recognizing the need to optimize energy usage, we are working to shift towards energy efficient production and increase the share of renewable energy. GP Global has embarked on different energy conservation projects like replacing focus lights with LED lights and installing LED lights in auto lube etc.

Being cognizant of the need for energy efficiency, we are currently spearheading the initiative E3Y2020⁴ (Energy Efficiency Enhancement Year, 2020). Under this initiative, we have planned to gradually substitute the Diesel Oil in Hot Oil Units with the Natural Gas from our Storage Terminals & the Refinery Complex. This will significantly improve energy efficiency within our operations, while reducing our environmental footprint.

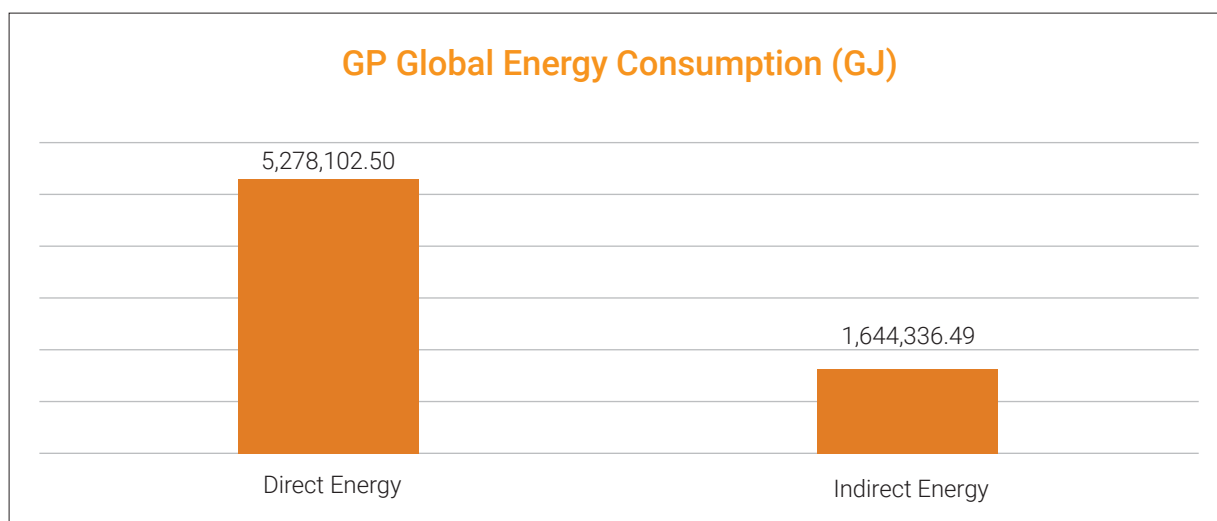
At GP Global we utilize diesel, furnace oil, LPG and petrol for energy consumption. The total energy consumption of GP Global is approximately 6922438.99 GJ with GP India and GP Global amounting to 97% and 3% of the energy utilized

respectively. As illustrated in the graph, direct energy consumption is approximately 75% of the total energy consumed.



⁴ GP India is a combination of GPGAL, GPIPL and GPPL

⁵ GP Global is a combination of EBS, Fujairah Terminal, Grease Plant, HNT, Port Terminal, Surface Logistics, Refining Plant



We currently do not use or generate renewable sources of energy but are working to expand our investment in the production and use of renewable resources with the objective of diversifying our energy mix.

The energy consumption for the FY 2019 for GP India is illustrated below

Fuel/Energy Consumed ¹	Purpose (Used in)	Measurement Units ²	Total	Energy in GJ
Diesel	Thermic Fluid Heater, Forklift truck and DG Sets	KL	130,143.42	5,038,424.56
Furnace oil		KL	315	13,305.6

The energy consumption for the FY 2019 for GP Global is illustrated below

Fuel/Energy Consumed ¹	Purpose (Used in)	Measurement Units ²	Total	Energy in GJ
Diesel	Thermic Fluid Heater, Forklift truck and DG Sets	KL	5,845.24	226,295.05
LPG		KG	870.67	42.924031
Petrol		KL	1.005	34.367784

Other key measures undertaken by GP Global in terms of energy conservation are as below:

- Installation of 40W LED lights instead of 80W tube lights at our facilities
- Installation of 120W LED lights instead of 400W focus lights inside our plants.

Energy Savings ⁶	1.46 to 0.65 kwh
	MT
⁶ Energy savings of GP India excluded	

Water use management

Access to water is essential to the communities and ecosystems near our operations. We are aware that we operate in regions with high water-stress. We seek to identify and mitigate water-related risks at every stage of production and are keen to improve our performance in water use and management.

The water consumed by GP Global (Group) in the FY 2019-2020 amounted to approximately 16,796.28 KL, with GP Global and GP India accounting for 67% and 32% respectively. GP India has been successful in recovering 7.3 KL of water for the FY 2019.

Source of Water Consumption –
GP Global
Municipal Water- 10,964.1104 KL

Source of Water Consumption – GP India
Municipal Water - 4274KL
Tanker Water - 441.874 KL
Ground water - 1,116.3 KL

Effluents and waste

At GP Global we intend to responsibly handle our waste. Our waste generated includes Discarded Containers, Barrels, Contaminated Liners contaminated, hazardous chemicals, Oil cotton waste, oil sludge and saw dust. Responsible management of hazardous is one of the key focus areas of our strategy.

We understand that our data on waste and tracking waste requires improvement and we are taking several measures across the business that allows us to recycle waste based on the characteristic.

The total waste generated by the Group the in FY 2019 was 1168.83 tonnes with GP Global amounting to 1157.51 tonnes and GP India amounting to 11.32 tonnes of waste. The total waste water generated by GP Global (GP Group) is approximately 8965.15 KL.

⁶Energy savings of GP India excluded

Waste generated	Measurement Units	Type of waste (hazardous / non-hazardous)	Method of disposal	Total
Container / Skip Bin type (CBM)	MT	Non-Hazardous	Sale After Decontamination to Authorized purchaser	338.8474
Saw Dust	MT	Hazardous	The waste is disposed to the Mumbai waste Management Ltd under Maharashtra Pollution Control Board	
Oil cotton waste & oil sludge	MT	-	-	427.24

Biodiversity

As an environmentally responsible organization, we believe that biodiversity protection is critical for the sustenance of a healthy ecosystem. We are committed to preserving the biodiversity in and around the regions in which we operate. Being cognizant of

the impact that the oil and gas sector has on biodiversity, we strive to conduct our operations in a manner to minimize impacts at every stage. None of our business units across the GP Global Group are located in the vicinity of any high biodiversity impact areas.



INTERNAL VOICE



We realize that our employees are our strongest assets, and with their best interests in mind, we are determined to create an equitable and transparent work culture that values their contributions and rewards them for it. With a vision to create an empowered workforce, we have boosted employee diversity and created a positive working environment to strengthen values centered around respect, safety and excellence. Additionally, in order to safeguard the human rights of our employees, we have developed robust ethics management policies to protect employees at every stage. We continually work towards promoting a people centric culture through the implementation of innovative programs to nurture employee growth and development

Anurag Kumar
Global Head, HR

NURTURING OUR PEOPLE

At GP Global, we are focused on creating a respectful, enriching, diverse & inclusive workforce to enable and empower our employees to grow both personally and professionally. We are determined to create an equitable and transparent work culture that values and rewards employee contributions.

Employee Development is at the core of our employee management strategy- we continually work towards enhancing internal partnerships and building employee trust. We understand that our employees play a huge role in helping us reach our goals and targets. Hence, we reward them by providing them with opportunities to promote career growth.

Our management approach involves promoting a people centric culture while implementing innovative programs to

nurture their long-term growth & development and at the same time catalyzing mutual growth by strengthening our values, respect, safety and excellence. As an organization, we have brought together a skilled set of professionals with technical capabilities and expertise in various fields for multi-directional sustainable growth. Our workforce helps us in our vision of maintaining a competitive advantage over others in the oil and gas industry.

Central and unit-wise HR teams are responsible for management of employee relations, training & development and management of performance reviews. In order to promote a culture of high performance, the HR Team works alongside us in motivating and upgrading human resources, by investing in them through the provision of fair and equal opportunities and through customized learning and development programs for skill-set improvement.



Employee Diversity

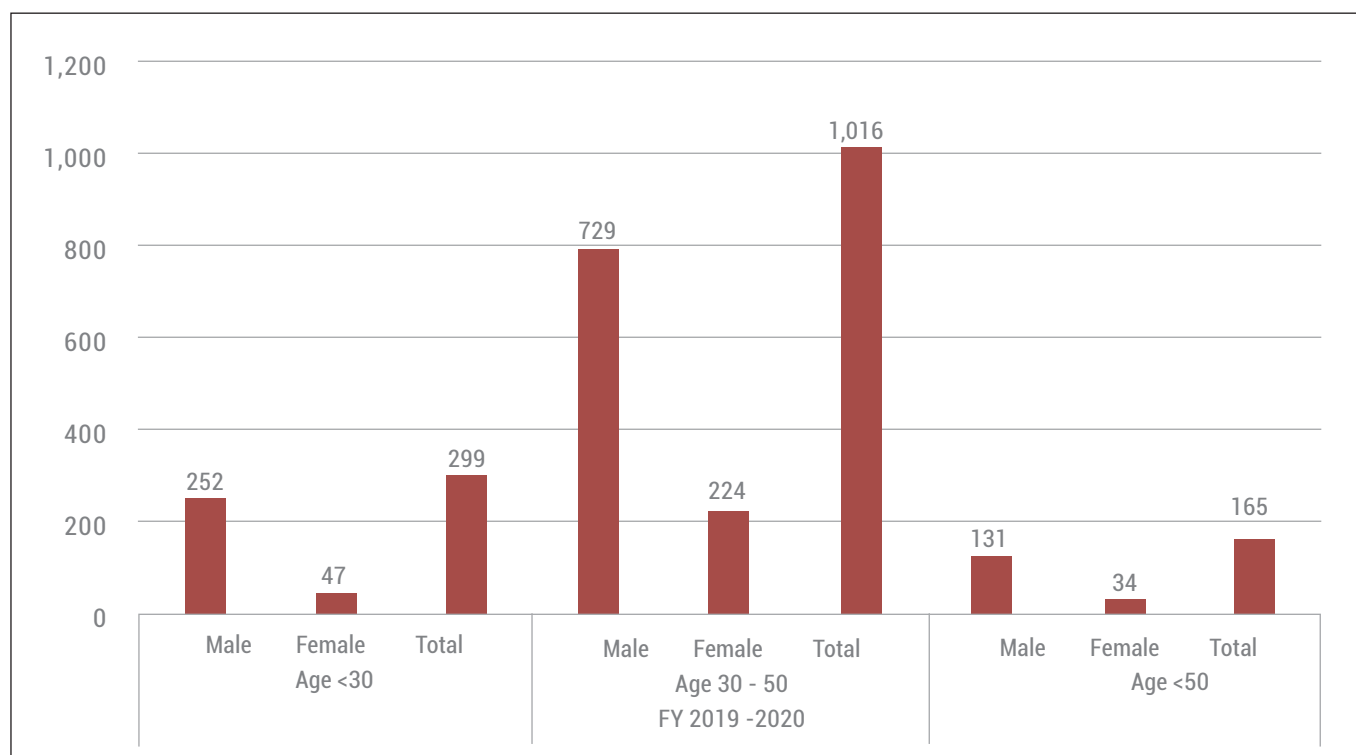
Our strong and diverse workforce comprises of multi-talented individuals with prowess in various fields. Being a diverse business with our presence across geographies, we ensure maximal profitability, by seeking out different perspectives that represent various global

aspects from different points of view. Our workforce diversity helps us create richer experiences, develop stronger ideas and deliver impactful products and services.

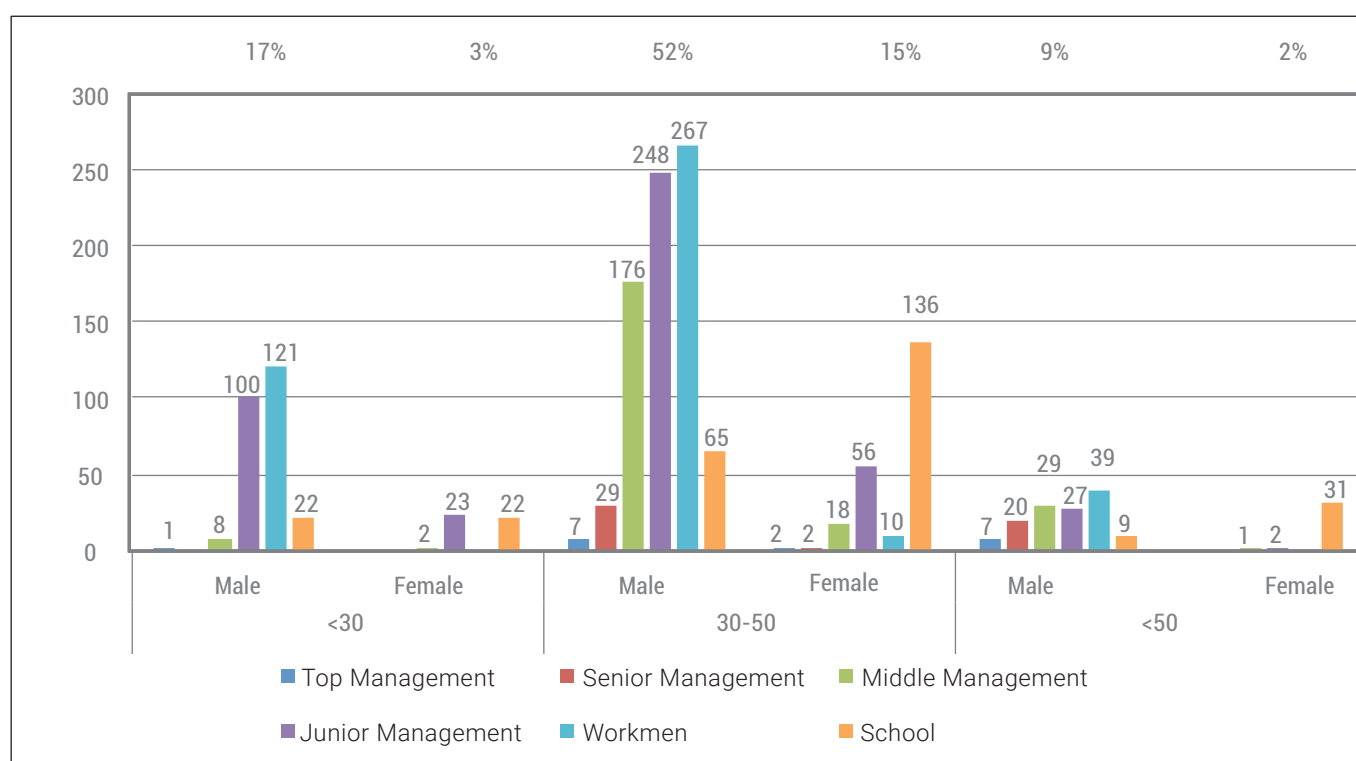
Employee Breakup by Location



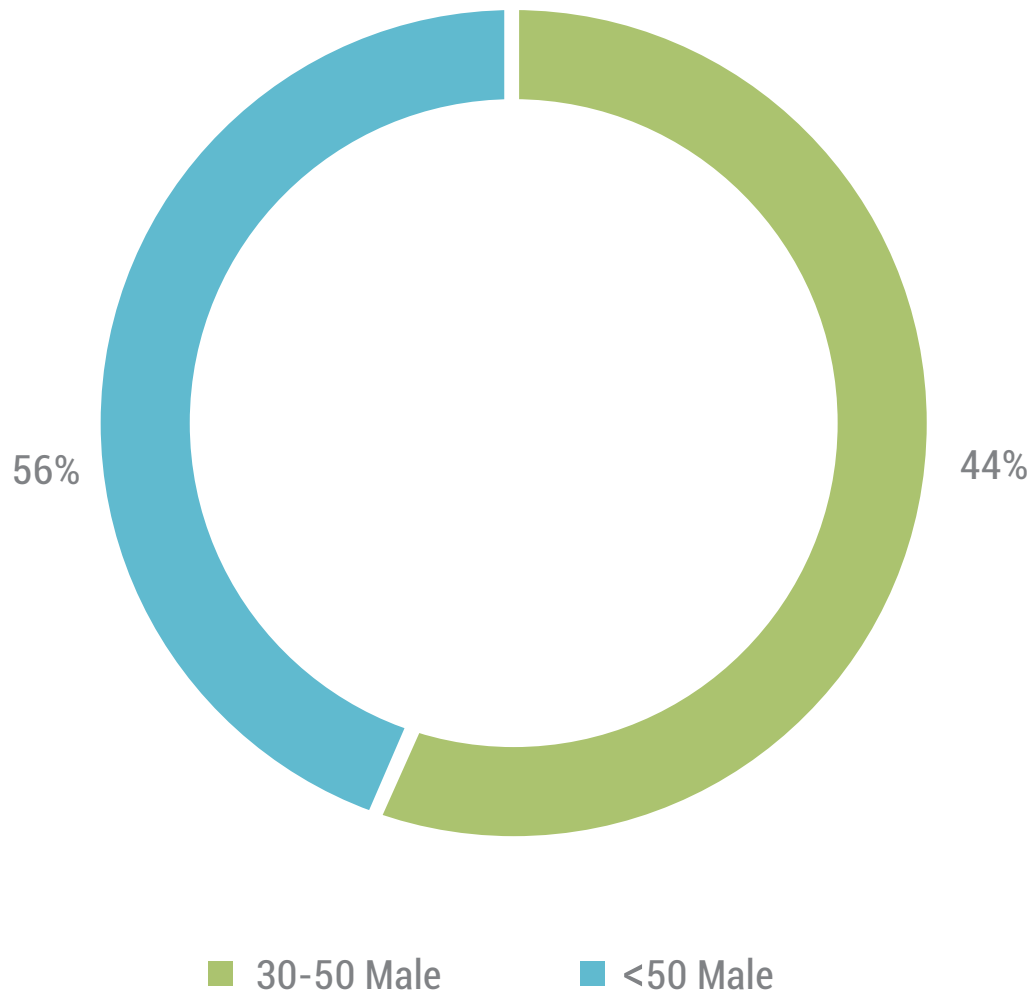
Employee Breakup by Age & Gender



Employee Breakup by Age, Gender & Category



Diversity of Governance Bodies (%)





Employee Benefits

We foster a culture of excellence within the organization by rewarding employee contributions. We are committed to providing a holistic benefits package to our employees in order to add value to their lives. We foster employee growth through our rewards program- we offer competitive compensation to proactively ensure equitable pay in accordance with role, while additionally providing characteristic benefits to recognize individual capabilities. Our employee benefits agenda has assisted us in increasing employee retention, decreasing turnover and improving work quality.



List of Benefits



Leave



Gratuity



LTA



Severance Pay



Life Insurance



Disability and
Invalidity
Coverage



Medical
Insurance



Bonus



Mobile Handset



Flexipay

Parental Leave

Parental Leave Status	FY 2019		
	Male	Female	Total
a. Total number of employees that were entitled to parental leave, by gender.	704	345	1049
b. Total number of employees that took parental leave, by gender.	15	6	21
c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender	15	5	20
d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	14	5	19
Return to Work Rate	100%	83.3%	95.2%
Retention Rate	93.3%	100%	95%

Employment

Our talent management and recruitment processes are in accordance with national and international standards. We work diligently towards hiring competitive and capable individuals with expertise in various fields. Recruiting talent, both permanent and contractual, involves multiple procedures including screenings, interviews, pre-employment examinations & background checks. Understanding the importance of having a low turnover rate, we have instilled measures to ensure employee satisfaction.



Employee Hires by Country, Age & Gender for FY 2019

Country	Male			Female		
	Age Distribution					
	<30	30-50	>50	<30	30-50	>50
UAE	42	43	6	11	26	1
India	60	76	13	14	14	2
Europe	3	15	3	1	3	-
APAC	1	8	1	-	-	-
Africa	1	10	2	1	3	-
Total	107	152	25	27	46	3

Total New Hires -360
24.3% New Hire Rate

Employee Turnover by Country, Age & Gender for FY 2019

Country	Male			Female		
	Age Distribution					
	<30	30-50	>50	<30	30-50	>50
UAE	16	45	10	4	28	
India	22	53	19	2	2	2
Europe	1	2	1			
APAC		3			1	
Africa		2			2	
Total	39	105	30	6	33	2

Total Turnover - 215
14.53% Turnover Rate

Labor Management Relations

As a leading player in the Oil & Gas industry, we at GP Global understand the crucial role labor management relations and communication have in the development of the organization. We continually strive to improve our relations with our employees, both permanent and contractual. As a part of our labor management strategy & in order to improve our relations with our employees, we support the formation of employee associations, collective bargaining agreements and the formation of employee unions.

At GP Global, employee engagement is conducted continually using various online and offline channels- town halls, performance reviews, engagement surveys, meetings with management and senior leadership, HR sessions etc.

We ensure that we are transparent in all our communications with our employees as well as employee associations regarding aspects such as terms and conditions of employment, operational changes, working hours, payments, benefits, overtime and health & safety.

In our attempts to create a two-way communication channel between the management and the employees and to promote a harmonious relation between the two, we have developed a Grievance platform where employees can voice their concerns as well as for conflict resolutions. We are transparent in our communication about major operational changes; we provide our employees with a 1-month notice period prior to major operational changes.



Training & Development

Nurturing a culture of mutual growth and development, we meet along with the learning and development requirements of our workforce by offering a diverse range of training and development programs. Our learning and development approach comprises of creating customized training programs to boost employee talent and expertise, eliminating inefficiency and increasing organizational and employee productivity.

Our workforce has been trained to develop, execute, handle and deliver solutions as required by the oil and gas industry. Our detail-oriented training and development programs are based on industry requirements as well as role-based requirements. The trainings are structured to ensure that end to end learning and development requirements are met through capability building, competency development and skill development.

Trainings are provided through various mediums- classroom trainings, online trainings, learning modules, town hall sessions etc. In order to boost capabilities and increase learning opportunities, we also offer challenging projects to our employees.



Type of Trainings



French Class



HSE Training



Fire Warden Training



Compliance Training



Leadership Training



Excel Training

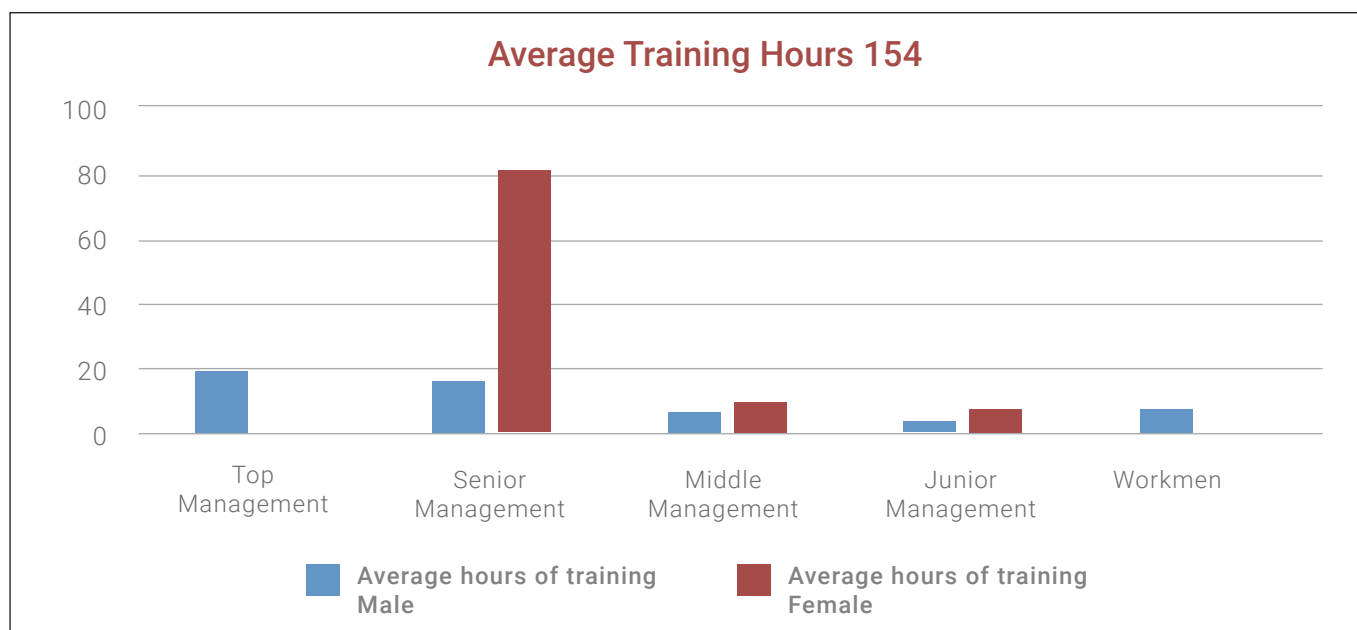


Product training for EBS



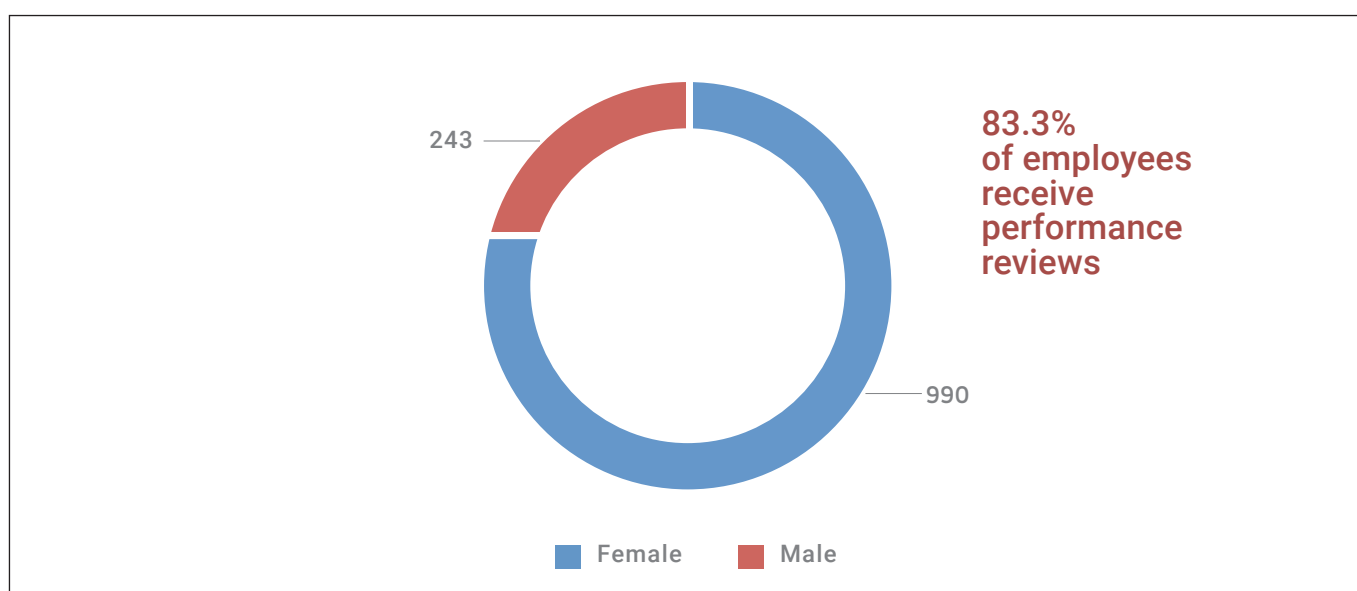
Knowledge Sharing Session

Average Hours of Training by Category & Gender



We keep a check on the efficiency of our training and development programs by monitoring the performance of individual employees. This helps us in determining employee strengths, development areas and analyze employee training requirements. please remove this sentence.

Number of Employees receiving regular Performance Reviews



At GP Global, our training and development programs are managed **by the department supervisors/heads**. The supervisors facilitate the training programs and lay out the training calendar based on training requirements.

Human Rights Management

At GP Global, ethics and human rights are centric to our business strategy. We believe that businesses flourish best when human rights of all stakeholders involved are protected. Understanding our responsibility in managing human rights and treating people with dignity, we protect our stakeholders by putting in place operational level policies, procedures and control mechanisms. We have developed effective ethics management frameworks that ensure that no kind of child labor, forced labor or compulsory labor takes place within our boundaries. Our policies and frameworks help us in identifying and eliminating human rights threats.

Protecting the human rights of our employees, we provide equal opportunity and fair treatment to all individuals and prohibit discrimination of any kind on the basis of age, color, disability, ethnicity, marital status, race, religion, sex, sexual orientation or any other characteristic protected by the law. Our human rights protection approach applies to all our employees, contractors and business partners. We provide equal remuneration to both men and women. Our approach is embedded in our Code of Conduct, HR policy & Whistleblower policy.

As a responsible corporate citizen, we protect human rights in all aspects of our business relations- relations with internal stakeholders, communities around our operational area and supply chain stakeholders. In our venture to protect the human rights of our employees and all other stakeholders we are associated with (be it business partners or vendors), we ensure that all the contracts and agreements have human rights clauses.

We communicate on our ethics and human rights policies to our stakeholders through online and offline communication channels- policies, induction and orientation programs, HR Training Sessions & Stakeholder Agreements.

100% of our governance bodies and workforce, including security are trained on human rights, our Code of Conduct and anti-corruption policies and procedures through our intranet and induction training sessions.



Reaching out to our Customers

At GP Global, we are continually evolving our customer interaction strategies to create long term-partnerships and maximize a positive customer experience. We have developed a customer centric business approach in order to deliver value added products and services. We personally engage with customers to understand their needs & concerns, and design products or services accordingly. Our customer relations strategy has not only helped us garner long term partnerships with our clients but has also played a key role in identifying opportunities and in creating long term economic success.

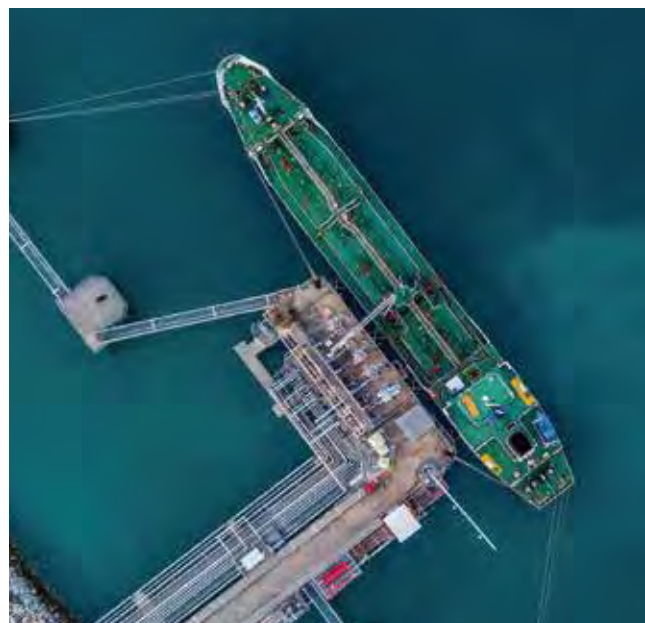
As of 1st January 2020, International Maritime Organization (IMO) is implementing a new regulation for a 0.50% global Sulphur cap for marine fuels. Under the new regulation, ships will be limited to utilize marine fuels with a Sulphur content of less than 0.50%, against the current limit of 3.50%. The regulation is a part of IMO's attempts to reduce Sulphur dioxide emissions.

In our journey of shaping a sustainable future outlook we are currently gearing up to be IMO 2020 ready. The key highlights of our endeavors in relation to the IMO 2020 are represented below

- Globally, we are committed to providing bunker customers with compliant fuel as required by the IMO by 2020. The 0.5% Low Sulphur Fuel oil (LSFO) will be provided to our customers in major ports and at physical delivery points of Rotterdam/ARA, Fujairah and Singapore.
- We assist our customers in planning their voyage economics and fuel compatibility in preparation for IMO 2020 and beyond. By the last quarter of 2019, the LSFO supply will be made available in smaller ports wherever we are the physical suppliers.
- We are gearing up to deliver specific lubricant solutions at major ports in conformance with the changes in fuel specifications over the course of a vessel's voyage.

In our venture to deliver value added products and services, we ensure that all our products & services are assessed on the aspects of quality, health and safety. In the reporting period, there have been no incidences on non-compliance concerning the health and safety of products and services.

Protection of customer information is a primal part of our operational strategy. In the reporting period, we have not received any substantiated complaints concerning breaches of customer privacy.



Reaching out to our Suppliers

At an organizational level, we are aware of the key role that our suppliers and contractors play in running our business. Understanding the importance of supply chain sustainability, we plan on developing systems to ensure that our supplier and contractor relations cover Social & Environmental Responsibility.

We intend on integrating supplier assessment criteria into our contracts and agreements. Additionally, we intend on monitoring our supply chain for environmental and social risks; covering aspects of national and international Environmental and Social regulatory requirements including aspects such as employee health and safety, human rights management & business integrity.





INTERNAL VOICE

The Oil and Gas industry has continually had an intense focus on HSE, with Health, Safety & Environmental Management, Risk Preparedness & Mitigation remaining among the top priorities. As an organization with increased focus on HSE, our stance towards managing the environmental impact of our organization and the health and safety of our stakeholders is ingrained in our Occupational Health & Safety Policy & Safety Procedure Manual. We believe that the sign of an effective HSE Program is achieving safety excellence at every stage of our operations. We actively engage with our stakeholders in prioritizing their needs, expectations and requirements to develop a holistic HSE Management System. In the current year, for our first venture to build a Sustainability Report using Global Reporting Initiative, we have streamlined our data collection systems and built tools to collect HSE data as per GRI Guidelines. We have gathered data on our environmental and health & safety management systems including policies, procedures and quantitative parameters such as safe man hours, injury rates, energy, emissions, water & waste management. HSE stewardship is the foundation upon which we conduct our day to day operations across the globe. We are committed to reducing our environmental footprint while protecting the safety of our employees & other stakeholders in the areas that we operate.

Murali G
Head, HSE

DEVELOPING A SAFE WORK ENVIRONMENT

Being in the Oil & Gas Sector, Occupational Health and Safety is one of the prime factors for Social Sustainability at GP Global. From a Health, Safety & Environment perspective, it is prudent for oil industrial zones to incorporate global best practices in order to create a safe workspace, ensure adherence to regulatory requirements and minimize losses.

Safety is of paramount importance to GP Global- having operations both on site and off site, we have put in place interventions to ensure provision of a safe and healthy environment to stakeholders at all our operational locations. Our safety framework involves continuous monitoring, analysis, recording and review of the safety conditions of our operational areas.

At GP Global we consider safety as one of our key performance indicators across the business. From a Health, safety and environmental (HSE) perspective, it is important for our business to integrate global best practices to ensure elimination of losses. Efficient planning needs to be conducted in the event of an emergency, so that quick measures can be taken to minimize any adverse impact.

Since we have our operations running both off site and on site, the safety of our workforce is of utmost importance to us. In our efforts to build a safe work environment in our operational sites, we continually work towards identifying the areas of improvement through the use of various indicators. We have also introduced Standard Operating Procedures including Operational & Material Safety, Hazard identification and Risk Assessment. Our procedures serve as guidance in improving the quality of our safety systems.

We want to ensure a zero injury/fatality/ accident free environment through preventive measures.



Occupational Health & Safety Management System

At GP Global, our ISO certified HSE management systems and procedures are developed and established on the GP world intranet website. Additionally, the management systems also follow the OISD and PESO guidelines. The procedures are implemented at Business Unit levels by Safety Officers. We have constituted a Health and safety committee which is responsible for overall monitoring and safety management in our operational areas. The safety committee comprises of members at various levels- Employees, Supervisors, Executives, Managers etc., from various functions- Operations, Quality, Admin, Maintenance, Development & Stores.

The safety committee holds meetings on a bi-monthly basis to discuss status of safety performance, identify operational hazards and risks, identify mitigation plans and corrective actions and inculcate industry best practices into operations. The report generated through such meetings is circulated to all concerned departments. Our Health & Safety Management System covers 100% of our employees- both permanent as well as contractual.

Serving as guidelines, our Occupational Health & Safety Policy and Safety Procedure Manual assist us in developing an effective safety management system. Procedures have been developed in accordance with national and regional regulations. The procedures are available on the GP Global Intranet Website for the reference of all associated individuals.



In order to strengthen process safety, we focus on aspects such as Policy Development, Emergency Planning & Response, Risk Analysis/HIRA, Management of Change, Compliance Audits, Incident Investigation, Asset Integrity, Pre-Start up Safety Review, Training, Contractor Management & Process Hazard Analysis. Additionally, we maintain MSDS, Risk Registers, Hazard Records, Safety Meeting MoM's, Safety Gear Issue Registers, Incident Registers, First Aid Replenishing Records & Work Permits (for carrying out hot and cold work) to document safety performance.

Total Safe Working Hours for FY 2019

UAE and other countries:

1200,024 hours

India:

GPIPL:64,800 hours

GPGAPL:339,503 hours

GPPL: 266,062 hours

Emergency Response Procedures

At GP Global, to strengthen location-wise safety protocols and safeguard our stakeholders, we have identified potential emergency scenarios and adverse impacts on property, personnel, environment and surrounding areas per type of emergency. Our emergency response procedures cover minor emergency situations that can be handled by on-site company personnel - Location Incident Management Team (LIMT) with no requirement to seek support from external resources as well as major incidents (situations that require support and direction from senior management and the additional resources of an external emergency response resources center. In this event the emergency will be defined as a "disaster".)

The initial response to an incident is planned and initiated at factory level itself. In such cases, the incident management will be appropriately controlled by clearly defined Emergency Response Procedures and the site Emergency Response Team. The Plant Head will be the head of ERT and act as the Incident Controller (IC). To ensure effective response to the incident and mitigate miscommunication or misguided actions that may increase the risk profile of incidents, we have further defined incident management procedures that serve as guidelines on raising emergency alarms, identifying people to manage the incident and increase awareness on incident response actions to the Emergency Response Team.

As a part of emergency preparedness, we have identified seven potential emergencies, and have defined procedures for each of them- Earthquake, Flood, Fire, Oil Spill, Security Incidents, Power Outages & Explosions. Our emergency response procedures comprise of four major aspects- incident prevention, incident preparedness, incident response and recovery & mitigation plans.

Once emergency situations are brought under control, assessments are conducted to ascertain if the situation is under control, upon which the emergency situation will be lifted by the Incident Controller and Emergency Response team will be demobilized.

We have set up General Incident Coordination Facilities that include emergency control centers for emergency handling, security control centers for internal and external emergency communications, general incident coordination facilities & an occupational health center that serves as a first aid unit for handling, maintaining and administering factory level first aid provisions.

To ensure smooth evacuation during emergencies, check the effectiveness of the ERP, identify actions of key response personnel and identify improvement areas, we conduct mock drills on a biannual basis.



Hazard Identification and Risk Analysis

At GP Global, we continually monitor the effectiveness of our health and safety management systems through HIRA (Hazard Identification & Risk Analysis). HIRA comprises of a series of sequential steps- hazard identification, frequency assessments, risk estimations based on the current control measures and development of controls or corrective actions to address risks which are above acceptable limits. Through HIRA, we conduct systematic internal and external appraisal of potential hazards involving our personnel, operations or services; such risks are entered into a risk register to ease documentation, keep a check of past data, identify existing safeguards and the effectiveness of the controls.

While conducting HIRA Assessments, we analyze our operational facilities, processes, routines, tasks carried out in operations & health and safety hazards associated with the tasks. Risks and Opportunities for the business processes with respect to internal, external and interested party expectations are considered. The level of risks analyzed in such assessments is determined through the combination of likelihood of the hazard compared to the severity. After identifying risk severity, existing controls are checked and Risk Priority Number (RPN) is allocated. This is represented through a Risk Heat Map. The Map helps us in prioritizing risks and in developing risk mitigation procedures accordingly.

The Risk Heat Map also helps us in identifying non conformances, developing Risk Mitigation Plans and in identifying opportunities for performance improvement.



Risk Rating Scoring Procedure based on severity, control, occurrence and risk

Severity	Low	1	Occurrence	Low	1
	Moderate	2		Moderate	2
	Medium	3		Medium	3
	High	4		High	4
	Very High	5		Very High	5

Control	Low	5	Risk In heat map	Low	Green
	Moderate	4		Moderate	Yellow
	Medium	3		Medium	Yellow
	High	2		High	Red
	Very High	1		Very High	Red

The Scope for HIRA covers all of GP Global's Operations, Employees and Individual Parties. The primary responsibilities for HIRA procedures within GP Global are- the Heads of Departments, Process Owners, Safety Committee and the Management.

Hazard & Near Miss Reporting

In order to improve the effectiveness of incident reporting within GP Global, we provide trainings to employees on hazard and near miss identification in day to day operations. Employees who identify hazards, near misses or any other safety related incidents are required to inform the safety committee members. A Hazard Log is maintained documenting such observations. Based on the severity of the incident, follow up actions are taken to eliminate or reduce the hazard impact through impact elimination, managerial control, administrative control or technical control.

In case of near miss incidents, the safety committee is required to take immediate actions to avoid further safety related incidents. In such cases, a near miss/incident investigation form is to be filled out in detail and thorough investigation procedures need to be carried out.

The Process Owners and Employees are responsible for identification and reporting of hazards, incidents and near misses. The safety committee is in charge of reviewing corrective measures and documenting information on

hazards shared by employees. The safety committee is also in charge of conducting the required follow up investigation post the occurrence of incidences and developing corrective action measures. Status of hazards, near misses and accidents/incidents are reviewed by the management in management review meetings.

We report on asset integrity, safety maintenance programs and progress against actions identified through plans that are developed at a local level. Maintenance schedules are prepared for all equipment to guide the periodic inspection.

In FY 2019-20, there were four recorded work-related injuries. In India (GPIPL & GPPL), two cases of first aid related injuries occurred. In UAE, two safety incidents related to Lost-Time based Injury occurred (Tier 1 Process Safety Events). In one of the incidents, a Bitumen tanker truck toppled at a roundabout; the driver sustained burn injuries due to contact with the spilled hot Bitumen. The incident saw a spillage of approximately 39 tons of Bitumen. Thorough investigations were conducted post these incidents to avoid occurrence of similar incidences in the future.



Stakeholder Consultation on Health & Safety

While developing the Health & Safety Management System, we at GP Global have identified interested parties and prioritized their needs, expectations and requirements. Key interested parties are employees, management members, contract agencies, local authorities, customers, emergency service providers, public entities and certification agencies.

While identifying the aspects to be integrated into our health & safety management system, we identify requirements of the interested parties' and develop control measures that are established within existing management systems to meet their expectation. The aspects are also included in our risk register to effectively identify and mitigate risks at early stages.

Stakeholder Health & Safety Requirement Matrix

Sl no.	Stakeholders	Health & Safety Expectations	Concerns
1	Employees / workers	Safe Working Conditions, Safety Trainings, Communication on Safety Management Systems	Incident & Injury Management
2	Management	Identification and Reporting of Hazards and Near Misses, Performance Management & Monitoring, Participation in Safety Management System Development, Internal & External Legal Compliance, including compliance of vendors and contractors, Continual Improvement in Safety Performance through introduction of innovative solutions, MIS and KPI's	Legal Issues, Penalties, Brand Reputation
3	Contractor / outsourced Agencies	Communication on Safety Procedures through trainings and communication, awareness training on risk related activities, mitigating risky work place conditions through corrective actions, including contractor safety into organizational level safety management.	Incident & Injury Management
4	Local Authorities	Compliance with National and Local Regulations, understanding changing legal requirements, review of organizational risks and legal performance through due diligences and submission of required reports	Fines & Penalties
5	Emergency Services	Support during Emergency Evacuation Procedures & Emergency Preparedness.	Delays or obstructions in handling emergencies.
6	Public & Neighbors	Community Health & Safety and Emergency Preparedness during spills or activities that effect communities around operational sites.	Delays in handling public emergencies related to operations
7	Certification Agencies and other auditing agencies	Compliance to legal requirements and requirements by international standards, effective implementation of safety systems through "Plan, Do, Check, Act" approaches.	Noncompliance to requirements of certification bodies, Revoking Certification

Consultation and Participation of Employees

To strengthen the effectiveness of our Integrated Management System, we consult our employees and promote employee participation in areas such as safety training, hazard identification, incident investigations, safety suggestions and participation in safety committee meetings.

In our efforts to strengthen our occupational health and safety framework and sensitize employees on the components of health and safety relevant to our operations, we conduct periodic health & safety training programs. As a part of our safety training protocol, we maintain a list of employees in the factories and develop a competency matrix against each employee with the assistance of Department Heads.

While preparing the competency matrix, aspects such as type of job allocated, employee's existing position, skill sets required for the position and the employee's qualifications are considered. After the competency matrix is developed, a needs assessment is conducted to identify relevant trainings that need to be provided for the employees. A training plan is prepared after identifying the needs; training records are maintained to document the results of the training plan.

The Health & Safety training programs comprise of toolbox talks, fire drills, usage of personal protective equipment, emergency preparedness drills, first aid training, firefighting training, product storage and material handling training etc. In FY 2019-2020, we provided a total of 3082.5 hours of safety training to our employees.

To promote worker health and improve workplace hygiene, we conduct workplace hygiene inspections on a weekly basis. Pre-employment and post-employment medical health examinations are conducted, especially for workmen exposed to hydrocarbons. Additionally, we conduct yearly checkups and provide health counselling for employees, workers and contractors; medical data of all such stakeholders are maintained as per national regulations. During Annual health checkups, fitness certificates are issued by our OHS doctors to the employees for reference. We maintain copies of such certificates in our Health Register.



Product Responsibility & Compliance

In FY 2019-2020, we screened 100% of our operational areas, products and services for health & safety related impacts. During such assessments, we came across five incidences of non-compliance.

- Three incidences of non-compliance with regulations resulting in penalty (Safe Distance Maintenance & Over Speeding Cases)
- One incidence of non-compliance resulting in warning (Licensing & Insurance of Forklift).

- Two incidences of non-compliance with voluntary codes (Occurrence of static fire in IBC while transferring highly volatile hydrocarbon condensate product & Furnace Oil spillage during bunkering operations due to failure of cam-lock coupling).

We have identified corrective action plans and mitigation measures to avoid occurrence of such non-compliance issues in the future.



PRODUCT RESPONSIBILITY

At GP Global, our philosophy on product responsibility, covers all our products and services. We continually work towards ensuring that all our products are of the highest standards in terms of quality as well as safety, thus minimizing life cycle risks. All our products and services are compliant with national and international standards and regulatory requirements.

As a responsible product steward, we ensure that we assess the product's health & safety hazards to understand risk impact. Potential hazards related to products are duly communicated to our customers, as well as other stakeholders involved in handling the product through Material Safety Data Sheets and Product Labeling.

In our endeavors to deliver business in a responsible manner while maximizing value, we work continually on identifying new market opportunities and in developing innovative products to cater to various market requirements.

As a part of our responsible product stewardship initiatives, we have currently started offering Green Products through our brand "Eco Building Systems". Our flagship Eco brand of products and services provides eco-friendly and smart waterproofing solutions customized as per customer requirements. The Eco brand is in adherence with regulatory requirements. We are also actively gearing up our operations and products to be IMO 2020 ready; limiting our marine fuel utilization to comprise of less than 0.50% Sulphur content as against the current limit of 3.50%.



COMPLIANCE MANAGEMENT

As a responsible business, GP Global has robust compliance management measures to ensure adherence with applicable national and local regulations across various countries of operation. Compliance matters are handled at a primary level by traders and the heads of various trading desks, acting as the first layer in the line of defense to the organization.

The KYC department play a key role in further strengthening the compliance systems by being our second line of defense. The KYC department is actively involved in performing compliance checks on new counterparts and renewing the checks on an annual basis. If required, the KYC department escalates concerns regarding counterparts to our Lead Compliance Officer who works alongside the Heads of Risk and Internal Audit team to serve as our third line of defense.

At GP Global we have developed a risk-based approach towards compliance management, identifying material risks at various operational stages. High Risk or Non-Compliance situations are reported to the Lead Compliance Officer who works in unison with the Global Head of Risk and Audit in order to resolve issues and develop corrective actions plans as necessary in consultation with the Senior Management.

The key compliance related risks that we are focused on pertain primarily to Sanctions and Boycotts, Bribery and Corruption, Money Laundering & Terrorism Financing, the Prevention of Criminal activity financing and Environmental risk. All these risks could directly impact GP Global's bottom line as well as reputation. In order to mitigate such compliance risks, we have developed a risk mitigation policy and robust KYC procedures to "Treat, Transfer and Terminate" compliance risks while ensuring that Tolerated risks are kept to a minimum

As an organization with a heavy focus on compliance management, we have invested in new technologies, including the deployment of Thomson Reuters' World Check for essential compliance checks & automated ERP daily screenings, Lexis Nexis for deeper compliance assessments and Lloyds' Shipping compliance for vessel tracking and shipping compliance checks.

To ensure effective implementation and execution of compliance matters, we plan on conducting compliance training to all our employees on our Risk and Compliance Management policies and procedures. In FY 2019-2020, there were no non-compliance incidences in relation to environmental and socio-economic regulations.





DEVELOPING OUR COMMUNITIES

At GP Global, we promote inclusive growth and aspire to create a positive impact on the communities around our operational areas through strategized interventions. Our community development and impact management activities are in line with the International Finance Corporation's (IFC) Performance Standards, primarily Performance Standard 4- Community Health, Safety & Security. While developing our community activities, we also adhere to the UN Guiding Principles of Business and Human Rights.

Our commitment and efforts in contributing to societal development and livelihood improvement help us in the creation of better, stronger and more resilient communities. In our efforts to carry out our business in a responsible manner, we have designated a social performance team who work alongside environmental and social specialists to assess and manage our business impact. Our team works closely in line with local communities to identify key focus areas.

Protecting Indigenous People

At GP Global, we respect the rights of indigenous people and ensure that we gain their consent prior to major operational activities that effect their well-being (be it protection of culture, tradition or resources utilized by them); especially in cases of operational land that is inhabited or owned by indigenous people. We continually support our communities; working alongside local indigenous communities in coming to a joint consensus on the steps to be carried out to lessen project impact.

In FY 2019-2020, there were no incidents of violations involving the rights of indigenous people.

ASPAM Foundation

ASPAM Foundation is our venture to bolster community growth and induce livelihood improvement through the development of community initiatives for the current and the future wellbeing of the society. Our ASPAM Foundation forms the bedrock of our community development initiatives. Founded almost a century ago by activist and Philanthropist Shri Babu Jugal Kishore, the Foundation has now grown into a coalition of businessmen, social workers, NGO's and volunteers working together for the holistic growth of the Foundation.

We strive to create a positive impact on the communities by being accountable for our actions and operating in a socially responsible manner. Through the ASPAM Foundation, we actively engage with the Economic and Social Council (ECOSOC) and its subsidiary bodies, the UN Secretariat and various other programs, funds and agencies. We have been granted the "Special Consultative Status" to continue our community engagement and development initiatives by the United Nations.

Our commitment to the society is deeply integrated into our motto "We Care". In 2017, with a vision to deliver free healthcare services and facilities to the underprivileged section of the society, we opened the Reshma Devi Goyal Hospital in Hisar, India. The hospital was equipped with 12 beds and an operating theatre to offer free cataract surgeries, dental procedures, gynecological consultations and childbirth support to the marginalized section.



Our Mission

Bridging societal development gaps and bringing smiles to faces through the ASPAM foundation, we improve the livelihoods of orphans through continual support by providing:

- Encouragement to cope with sudden adversities.
- Career coaching to face challenges, develop problem solving skills and strive for personal excellence, while ensuring their emotional wellbeing and growth.
- Training to become socially mature and independent.

Our Team

The ASPAM Foundation team comprises of businessmen, social workers, small NGOs and volunteers, all working towards a common goal of working together in executing efficient and effective community development projects to ensure maximal outreach. Each of our team members have pledged to contribute towards a better tomorrow through active volunteerism and monthly contributions.

Our Projects

As a part of our charitable endeavors, we have initiated the following programs through the assistance of ASPAM Foundation:

Provision of Clean Water and Food

- Installing water coolers at the Gurgaon jail to provide cold water to prisoners during the summer.
- Providing Food for Needy in our communities across UAE and India.

Offering Subsidized Education

- Offering education at subsidized rates for children at the "Jugul Kishore Sanatam Dharam Public School".
- Assisting educational institutions in infrastructure development activities.

Providing Healthcare Facilities

- Providing basic health care facilities to the marginalized section of the society in Madhya Pradesh, India.
- Creating awareness on HIV/AIDS by supporting Somen Debnath's "Around the Globe- Bicycle Tour" initiative.
- Organizing blood donation camps in communities near our operational sites.
- Supporting the expenses borne in ear operations for poor and needy children through collaboration between the ASPAM Foundation , JK Mangaliwala Trust and ALPS International Pvt Ltd.

- Offering free medical services including free eye consultations, eye care, dental care, gynecology care and all types of major and minor general surgeries to make a difference in the lives of the underprivileged.

Assisting Communities affected by Natural Disaster

- Contributing to the fund-raising initiatives of the Filipino community in case of the victims effected due to the Haiyan Typhoon. The contributions were made through the Bayanihan Operations of the GMA Kapuso Foundation present in the Philippines.

Women Empowerment

- Distributing blankets and sewing machines to the underprivileged widows, thus improving livelihoods and empowering them to be self-reliant. The contributions were made on the night of Amavasya at the holy premise of Mahamai Dadi Mandir, Hisar.

Caring for Animals

- Initiating the Gaushala Project in Rewari, Haryana, for the care of injured and abandoned cows. The project was initiated, given the religious significance of Cows in the Indian society. As a part of this initiative, the charitable contributions were made by J.K.Mangaliwala Trust and the ASPAM Foundation.

General Contributions

- Offering cremation aid for families of the deceased who are in need of assistance, including transporting the bodies to the cremation grounds.
- Donating an ambulance to the Shamshan Sudhaar Samiti in Hisar to assist the families of the underprivileged, who are unable to afford the transportation expenses of carrying corpses for the final rituals.
- Providing Iftar for several fasting Muslim laborers involved in our UAE operations.

Future CSR Outlook- Projects in Pipeline

ASPAM Foundation showcases our continued efforts to uplift the lives of the communities around our operational areas. We are continually in the process of identifying new community development initiatives to expand our CSR outreach. Currently, the projects in our CSR pipeline include

- Provision of education for the economically weaker section of the society.
- Provision of Legal support for the Indians held back in UAE and Indian jails.
- Providing marital support for girls from economically weaker section of the society.
- Adoption of a village in Uttarakhand to facilitate development activities.
- Provision of Eye check-up Camps in Delhi.
- Provision of medical camp for the differently abled in Delhi.
- Organization of fund-raising activities such as concerts for a cause, art exhibitions, talent contests, sports fests and 'bring and buy' sales.

Total CSR Expenditure in FY 2019

S. No.	Social Infrastructure Development Projects (Clinics, Hospitals, Schools or any other)	Amount spent (USD)
1	Old Age Home at Tirupati	106,408.44
2	Anganwadi - Vasai	1,934.26
3	Meditation Hall - Hissar	6,464.50
4	Gaushala - Raliawas	98,049.97
5	Hospital - Hissar	100,620.04
6	Swachha Hissar Abhiyan	76,116.27

Case Study 1- RDG Eye and Dental Care Center

We believe in investing in community upliftment through the provision of accessible and affordable medical care. In our venture to provide free medical services-primarily Eye Care and Dental Care Services, we have opened the RDG Eye and Dental Care Center as a part of our CSR initiatives under the ASPAM Foundation. Now a certified Cornea Transplant Centre by the Directorate General of Health Services, Haryana, Panchkula, the RDG Eye and Dental Care Center is our keystone initiative in providing free medical access to communities- eye care services, dental care services and gynecology services are provided to the needy. The Center is equipped with 12 beds, an operation theatre and the latest surgical equipment.

13,590
Eye Care Patients

8,087
Dental Care Patients

1,779
Gynecology Division Patients

184
General Surgery Patients

3,546
Eye Surgeries

126
Gynecology Deliveries

Our Healthcare Services

Eye Care Services	Dental Services	Gynecology Services
<ul style="list-style-type: none"> • Stitch less Phaco Surgery for Cataract • Glaucoma Evaluation • Retina Treatment • Pterygium Excision • Fundoscopy • Squint Surgery • Cornea Transplant Surgery • Lamellar Cornea Transplant • Keratoconus Management • Ocular surface surgeries • Chuna injury • Corneal Ulcers • Paediatric eye surgeries • Contact lens clinic • Ocular injury management with visual rehab 	<ul style="list-style-type: none"> • Oral Diagnosis and Radiology • RCT (Anterior and Posterior) • Porcelain Veneers and Tooth Colored Fillings • Periodontal Treatments • Replacement of Missing Teeth (FPD, RPD, CD) • Extractions 	<ul style="list-style-type: none"> • Normal Delivery • Cesarean Sections • Tubectomies and Tubal Recanalization • Infertility Management • Gynecological Infections • Obstetrical and Gynecological Surgeries • Gynecological Cancer

Case Study 2- Contributions to Malaria Prevalence in Uganda

Malaria is one of the biggest challenges facing the Lango Sub Region in Uganda, affecting many women and children across various areas despite Governmental efforts in mitigating the disease through indoor residual spraying. Access to affordable healthcare services and medication is another major challenge facing the region.

With an agenda to contribute towards combating Malaria in the Region and to provide affordable healthcare

services, GP Global in collaboration with Al Shafa Modern Hospital, was an active part of a three day health camp conducted at Bar Onger Village in Railways Division of Lira Municipality.

The health camp saw the participation of 780 people, with the majority suffering from malaria, peptic ulcers, bacterial, skin & eye infections. A high number of skin and eye infections were observed as a part of the health camp due to limited access to clean and potable water, poor hygiene conditions and lack of adherence to preventive measure. Understanding our responsibility in providing affordable healthcare services to communities in need, we plan on developing targeted healthcare programs in collaboration with major hospitals.



INTERNAL VOICE

As an organization with an increased sense of responsibility, we understand the impact our organization has on the communities around our operational sites. With that view in mind, we believe that organizational growth comes with a sense of accountability and most importantly, social responsibility. We are concerned about the wellbeing of the society, and we constantly strive towards developing CSR initiatives and investing in programs that give back to our society. We believe in creating a positive difference in people's lives through our ASPAM foundation. Our commitment to society is encapsulated in our CSR Motto "We Care", and through our global CSR initiatives, we hope to give back to society at every step of our growth. This year, we supported the Serenity Trust in a three day health camp at Bar Onger Village in Lira Municipality of Lagos, to contribute towards the eradication of Malaria,

a prevailing health challenge in the Lagos region. The Camp was catered to those who cannot afford and access proper medication & healthcare. While this is just one of our many initiatives towards community empowerment, we endeavor to continue to build a strong CSR program, while continually being committed to our CSR Motto, "We Care"

Raphael Mutahi Muthamia

Uganda Team Member

GRI Index

Global Reporting Initiative (GRI) Standards Key Requirements have been linked to their respective reference pages through the GRI Index.

GRI Index for GP Global					
Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
General					
102-1	Name of the organization	Reported	Organizational Profile	6	
102-2	Activities, brands, products, and services	Reported	Organizational Profile	6 to 14	
102-3	Location of headquarters	Reported	Organizational Profile	6	
102-4	Location of operations	Reported	Organizational Profile	6	
102-5	Ownership and legal form	Reported	Organizational Profile		Family Owned Business
102-6	Markets served	Reported	Organizational Profile	6 to 14	
102-7	Scale of the organization	Reported	Organizational Profile	6 to 14, 59, 47	
102-8	Information on employees and other workers	Reported	Nurturing our People	59	
102-9	Supply chain	Reported	Nurturing our People/ Organizational Profile	6 to 14,68	
102-10	Significant changes to the organization and its supply chain	Reported	Nurturing our People/ Organizational Profile		There have been no significant changes to our supply chain in the reporting period.
102-11	Precautionary Principle or approach	Reported	Risks & Opportunities Management	42	
102-12	External initiatives	Reported	Our Sustainability Strategy	37	We endorse sustainability initiatives including Global Reporting Initiative's Sustainability Reporting, UN SDG's, Economic and Social Council (ECOSOC), UN Secretariat
102-13	Membership of associations	Reported	Our Sustainability Strategy	36,37	
102-14	Statement from senior decision-maker	Reported	Statement from the Chairman	2 to 5	
102-15	Key impacts, risks, and opportunities	Reported	Risks & Opportunities Management	42, 43	
102-16	Organization's values, principles, standards, and norms of behavior	Reported	Corporate Governance	41,35,36	
102-17	Mechanisms for advice and concerns about ethics	Reported	Corporate Governance	36,36	
102-18	Governance structure	Reported	Corporate Governance	39,40	
102-40	List of stakeholder groups	Reported	Materiality & Stakeholder Engagement	30 to 33	
102-41	Collective bargaining agreements	Reported	Nurturing our People		Currently, we do not have any collective bargaining agreements. However, we provide the freedom to our workforce to collectively bargain and form unions.

GRI Index for GP Global

Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
General					
102-42	Identifying and selecting stakeholders	Reported	Materiality & Stakeholder Engagement	30 to 33	
102-43	Approach to stakeholder engagement	Reported	Materiality & Stakeholder Engagement	30 to 33	
102-44	Key topics and concerns raised	Reported	Materiality & Stakeholder Engagement	30 to 33	
102-45	Entities included in the consolidated financial statements	Reported	Creating Economic Value	46 to 49	
102-46	Defining report content and topic Boundaries	Reported	Materiality & Stakeholder Engagement	30 to 33	
102-47	List of material topics	Reported	Materiality & Stakeholder Engagement	30 to 33	
102-48	Restatements of information	Reported			This is our first Sustainability Report
102-49	Changes in reporting	Reported			This is our first Sustainability Report
102-50	Reporting period	Reported			FY 2019-2020
102-51	Date of most recent report	Reported			This is our first Sustainability Report
102-52	Reporting cycle	Reported			Annual
102-53	Contact point for questions regarding the report	Reported	Scope and Boundary	29	
102-54	Claims of reporting in accordance with the GRI Standards	Reported	Scope and Boundary		GRI Standards «Core» Reporting Requirements
102-55	GRI content index	Reported	Scope and Boundary	85 to 93	
102-56	External assurance	Reported	Scope and Boundary		No External Assurance Conducted
103-1	Explanation of the material topic and its Boundary	Reported	Reported in the section pertaining to each material topic		
103-2	The management approach and its components	Reported	Reported in the section pertaining to each material topic		
103-3	Evaluation of the management approach	Reported	Reported in the section pertaining to each material topic		

GRI Index for GP Global

Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
Economic Disclosures					
201-1	Direct economic value generated and distributed	Reported	Creating Economic Value	46 to 49	
201-2	Financial assistance received from government	Reported	Creating Economic Value	46 to 49	
201-3	Defined benefit plan obligations and other retirement plans	Reported	Nurturing our People	61	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Reported	Nurturing our People		We offer equal pay to men and women as per the regulations
202-2	Proportion of senior management hired from the local community	Reported	Nurturing our People		Our Senior Management is from the local community.
203-1	Infrastructure investments and services supported	Reported	Developing our Communities	82 to 83	
203-2	Significant indirect economic impacts	Reported	Developing our Communities	82 to 83, 49	
204-1	Proportion of spending on local suppliers	Not Reported (Not a material aspect)			
205-1	Operations assessed for risks related to corruption	Reported			All our operations are assessed for risks related to corruption via our code of conduct.
205-2	Communication and training about anti-corruption policies and procedures	Reported			100% of our employees are communicated on on anti corruption policies and procedures during induction sessions and through the company intranet.
205-3	Confirmed incidents of corruption and actions taken	Not Reported			There were no incidents of corruption in the reporting period.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not Reported			There were no legal actions for anti competitive behavior, anti trust and monopoly in the reporting period.
Sector Specific Disclosure	Financial Implications and other financial risks due to climate change	Not Reported (Not a material aspect)			
	Development and Impact of Infrastructure Investments and Services Supported	Reported	Developing our Communities	82 to 83, 49	
	Significant Indirect economic impacts and extent of impacts	Reported	Developing our Communities	82 to 83, 49	
	Volume and Type of Estimated Proved Reserves and Production	Not Reported (Not a material aspect)			

GRI Index for GP Global

Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
Environmental Disclosures					
301-1	Materials used by weight or volume	Not Reported (Not a material aspect)			
301-2	Recycled input materials used	Not Reported (Not a material aspect)			
301-3	Reclaimed products and their packaging materials	Not Reported (Not a material aspect)			
302-1	Energy consumption within the organization	Reported	Protecting Our Planet	51 to 55	
302-2	Energy consumption outside of the organization	Not Reported (Not a material aspect)			
302-3	Energy intensity	Reported	Protecting Our Planet	51 to 55	
302-4	Reduction of energy consumption	Reported	Protecting Our Planet	51 to 55	
302-5	Reductions in energy requirements of products and services	Not applicable to GP Global			
303-1	Interactions with water as a shared resource	Reported	Protecting Our Planet	51 to 55	
303-2	Management of water discharge-related impacts	Reported	Protecting Our Planet	51 to 55	
303-3	Water withdrawal	Reported	Protecting Our Planet	51 to 55	
303-4	Water discharge	Reported	Protecting Our Planet	51 to 55	
303-5	Water consumption	Reported	Protecting Our Planet	51 to 55	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Reported	Protecting Our Planet		There are no operational areas that are in the proximity of high biodiversity value areas
304-2	Significant impacts of activities, products, and services on biodiversity	Reported	Protecting Our Planet		There are no significant impacts of activities and services on biodiversity.
304-3	Habitats protected or restored	Reported	Protecting Our Planet		We have not been involved in restoration activities.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Reported	Protecting Our Planet		There are no IUCN Red List Species effected by our operations.
305-1	Direct (Scope 1) GHG emissions	Reported	Protecting Our Planet	51 to 55	
305-2	Energy indirect (Scope 2) GHG emissions	Reported	Protecting Our Planet	51 to 55	

GRI Index for GP Global

Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
Environmental Disclosures					
305-3	Other indirect (Scope 3) GHG emissions	Not Reported (Not a material aspect)			
305-4	GHG emissions intensity	Not Reported	Protecting Our Planet		Currently, there is no system to track GHG Emission Reductions.
305-5	Reduction of GHG emissions	Not Reported	Protecting Our Planet		Currently, there is no system to track GHG Emission Reductions.
305-6	Emissions of ozone-depleting substances (ODS)	Not Reported (Not a material aspect)			
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Reported	Protecting Our Planet	51 to 55	
306-2	Waste by type and disposal method	Reported	Protecting Our Planet	51 to 55	
306-3	Significant spills during the reporting period	Reported	Developing a Safe Working Environment	72	There were no significant spills during the reporting period.
306-4	Transport of hazardous waste	Reported	Protecting Our Planet	51 to 55	
307-1	Non-compliance with environmental laws and regulations	Reported	Compliance Management	79	There are no non compliance issues with environmental laws and regulations in the reporting period.
308-1	New suppliers that were screened using environmental criteria	Reported			Currently, we are not screening our suppliers for social criteria
308-2	Negative environmental impacts in the supply chain and actions taken	Reported			Currently, we are not identifying environmental impacts in our supply chain.
Sector Specific Disclosure	Biodiversity of offset habitats compared to the biodiversity of the affected areas	Reported			There are no operational areas that are in the proximity of high biodiversity value areas
	Total Amount Invested in Renewable Energy	Reported			We are currently planning on investing in renewable energy
	Total Amount of Renewable Energy Generated by source	Reported			We are currently planning on investing in renewable energy
	Number and Percentage of Significant Operating Sites in which Biodiversity Risk has been assessed and monitored.	Reported			Currently, we are not assessing the biodiversity risk of our operational sites.
	Volume and Disposal of formulation or produced water	Reported	Protecting Our Planet	51 to 55	
	Benzene, Lead and Sulfur Content of Fuels	Reported	Product Responsibility	68	
	Extent of Impact Mitigation of Environmental Impacts of Products and Services.	Reported	Protecting Our Planet	51 to 55	

GRI Index for GP Global

Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
Social Disclosures					
401-1	New employee hires and employee turnover	Reported	Nurturing our People	57 to 67	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Reported	Nurturing our People	57 to 67	
401-3	Parental leave	Reported	Nurturing our People	57 to 67	
402-1	Minimum notice periods regarding operational changes	Reported	Nurturing our People	57 to 67	
403-1	Occupational health and safety management system	Reported	Developing a Safe Working Environment	68 to 76	
403-2	Hazard identification, risk assessment, and incident investigation	Reported	Developing a Safe Working Environment	68 to 76	
403-3	Occupational health services	Reported	Developing a Safe Working Environment	68 to 76	
403-4	Worker participation, consultation, and communication on occupational health and safety	Reported	Developing a Safe Working Environment	68 to 76	
403-5	Worker training on occupational health and safety	Reported	Developing a Safe Working Environment	68 to 76	
403-6	Promotion of worker health	Reported	Developing a Safe Working Environment	68 to 76	We provide Medical Insurance and Health Insurance to our employees.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Reported	Developing a Safe Working Environment	68 to 76	Currently, our occupational health and safety management system does not cover business relationships
403-8	Workers covered by an occupational health and safety management system	Reported	Developing a Safe Working Environment	68 to 76	
403-9	Work-related injuries	Reported	Developing a Safe Working Environment	68 to 76	
403-10	Work-related ill health	Reported	Developing a Safe Working Environment	68 to 76	Currently, we are not tracking worker related ill-health due to occupational illnesses.
404-1	Average hours of training per year per employee	Reported	Nurturing our People	66	
404-2	Programs for upgrading employee skills and transition assistance programs	Reported	Nurturing our People	66	
404-3	Percentage of employees receiving regular performance and career development reviews	Reported	Nurturing our People	66	

GRI Index for GP Global

Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
Social Disclosures					
405-1	Diversity of governance bodies and employees	Reported	Nurturing our People	57 to 67	
405-2	Ratio of basic salary and remuneration of women to men	Reported	Nurturing our People		We pay equal remuneration to both genders
406-1	Incidents of discrimination and corrective actions taken	Reported	Nurturing our People		There have been no incidences of discrimination in the reporting period
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Reported	Nurturing our People		There are no risks of freedom of association or collective bargaining
408-1	Operations and suppliers at significant risk for incidents of child labor	Reported	Nurturing our People		There are no risks due to child labour
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Reported	Nurturing our People		There are no risks due to forced or compulsory labour
410-1	Security personnel trained in human rights policies or procedures	Reported	Nurturing our People		All our security personnel are trained on human rights through our Code of Conduct.
411-1	Incidents of violations involving rights of indigenous peoples	Reported	Nurturing our People		There have been no incidents of violation involving rights of indigenous people.
412-1	Operations that have been subject to human rights reviews or impact assessments	Reported	Nurturing our People		All our operations are subject to human rights screenings through our anti corruption policy and code of conduct.
412-2	Employee training on human rights policies or procedures	Reported	Nurturing our People		All our employees are trained on human rights policies and procedures.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Reported	Nurturing our People		Currently, our investment agreements and contracts do not cover human rights clauses period.
413-1	Operations with local community engagement, impact assessments, and development programs	Reported	Developing our Communities	80 to 84	
413-2	Operations with significant actual and potential negative impacts on local communities	Reported	Developing our Communities		There are no operations with negative impacts on local communities.
414-1	New suppliers that were screened using social criteria	Reported			Currently, we do not screen suppliers based on social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Reported			There are no operations with negative impacts based on social category.
415-1	Political contributions	Not Reported			No political contributions have been provided in the reporting period.

GRI Index for GP Global

Disclosure Number	Description	Reported /Not Reported	Section Name	Page Number	Comments
Social Disclosures					
416-1	Assessment of the health and safety impacts of product and service categories	Reported	Product Responsibility	54 to 59	All our services are screened for health impacts and quality.
S08	Monetary Value of Significant Fines and Total Number of Non-Monetary Sanctions for Non Compliance with laws and regulations	Reported	Compliance Management	59	There have been no significant fines in relation to compliance with laws and regulations.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Reported	Compliance Management	54 to 59	There have been no incidences of non compliances concerning health and safety impacts of products and services.
417-1	Requirements for product and service information and labeling	Reported	Product Responsibility	54 to 59	
417-2	Incidents of non-compliance concerning product and service information and labeling	Reported	Compliance Management	59	There have been no incidences of non compliances concerning service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications	Reported	Compliance Management	59	There have been no incidences of non compliances concerning marketing and communications.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Reported			There have been no substantiated concerns regarding breaches of customer privacy and losses of customer data.
419-1	Non-compliance with laws and regulations in the social and economic area	Reported	Compliance Management	59	No incidences of non compliance with laws and regulations in the social and economic area
Sector Specific Disclosure	Volume of Biofuels Produced and Purchased Meeting Sustainability Criteria	Reported	Organizational Profile		
	Operations where Indigenous Communities are present or effected by activities and where specific engagement strategies are in place	Reported			Currently, we do not have any specific engagement strategies with Indigenous Communities.
	Number and Description of Significant Disputes with local communities	Reported			There have been no disputes with local communities in the reporting period
	Operations where involuntary resettlement took place	Reported			There are no operations where voluntary resettlement has taken place.
	Monetary Value of Significant Fines and Total Number of Non-Monetary Sanctions for Non Compliance with laws and regulations	Reported			There have been no significant fines in relation to compliance with laws and regulations.
	Number of Process Safety Events by Business Activity	Reported	Developing a Safe Working Environment	68 to 76	



GP⁺
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