



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) & BRSR POLICY

Introduction

Gulf Oil Lubricants India Limited (GOLIL) is committed to integrating Environmental, Social, and Governance (ESG) principles into its business operations. Recognizing the growing importance of sustainable practices, GOLIL aims to create long-term value for its stakeholders, including employees, customers, suppliers, investors, and the communities in which it operates.

As a responsible corporate entity, GOLIL acknowledges that embedding ESG principles into its operations not only drives business success but also contributes to the broader goal of creating a sustainable future for all.

Scope of the Policy

This policy applies to all stakeholders, including employees, customers, suppliers, investors, and the communities and is intended to guide Gulf Oil Lubricants India Limited. (GOLIL) in its commitment to responsible and sustainable business practices.

In line with the above, GOLIL will follow the guidelines set out by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting (BRSR).

Objective of the Policy

The objective of this Policy is to integrate Environmental, Social, and Governance (ESG) considerations into the Company's core decision-making, operations and overall business strategy.

Environmental Responsibility

1. Resource Efficiency: GOLIL strives to minimize resource consumption by adopting energy-efficient technologies and promoting the use of renewable resources in its operations.

2. Waste Management: GOLIL is dedicated to reducing, reusing, and recycling waste materials, thereby contributing to a circular economy within its manufacturing processes.



3. **Emissions Reduction:** GOLIL is focused on monitoring and reducing greenhouse gas emissions, aligning with global efforts to combat climate change.

Social Responsibility

1. **Employee Well-being:** GOLIL ensures a safe and healthy working environment, promoting diversity, equity, and inclusion within the workplace.

2. **Community Engagement:** GOLIL actively participates in community development initiatives, focusing on education, healthcare, and skill development to uplift marginalized communities.

3. **Customer Satisfaction:** GOLIL is committed to delivering high-quality products that meet customer expectations, ensuring safety and reliability.

Governance Standards

1. **Ethical Conduct:** GOLIL upholds the highest standards of integrity and transparency in all business dealings, adhering to ethical business practices.

2. **Compliance:** GOLIL complies with all applicable laws, regulations, and international standards, ensuring responsible business conduct.

3. **Risk Management:** GOLIL implements risk management frameworks to identify, assess, and mitigate risks effectively.

BRSR Reporting & Adherence to the 9 BRSR Principles

As part of its commitment to transparency, GOLIL recognizes the importance of reporting its ESG performance in a comprehensive and standardized manner. The company will follow the guidelines set out by SEBI for Business Responsibility and Sustainability Reporting (BRSR), as amended from time to time.

GOLIL aims to disclose its environmental, social, and governance metrics in a way that is consistent with global best practices. This includes reporting on areas such as energy consumption, water usage, waste management, community engagement, and ethical business practices.

By adhering to the 9 BRSR Principles, GOLIL ensures that its operations align with the National Guidelines on Responsible Business Conduct (NGRBCs). These principles are:



1. Business should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.
2. Business should provide goods and services in a manner that is sustainable and safe.
3. Business should respect and promote the well-being of all employees, including those in their value chains.
4. Business should respect the interests of and be responsive to all its stakeholders.
5. Business should respect and promote human rights.
6. Business should respect and make efforts to protect and restore the environment.
7. Business, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
8. Business should promote inclusive growth and equitable development.
9. Business should engage with and provide value to their consumers in a responsible manner.

The BRSR process will be reviewed annually to assess areas for improvement and to integrate best practices into future reporting. The company will also seek feedback from stakeholders to ensure continuous improvement of its disclosures and ESG performance.

Responsibility

Implementation and Oversight

The Board-Level Corporate Social Responsibility & Sustainability Committee

This committee is responsible for overseeing the implementation of ESG initiatives at GOLIL. This committee ensures that ESG goals are aligned with the company's corporate objectives and regularly monitors the progress of related efforts.

Implementation by Sustainability Department:

The Sustainability Department is responsible for the execution of ESG initiatives as guided by the committee. This includes developing action plans, coordinating with internal and external stakeholders, and ensuring that ESG activities are effectively implemented across the organization.

Monitoring and Reporting:

- **Frequency:** The Company will establish measurable ESG targets, monitor progress periodically, and work towards improving identified improvement areas. Suitable



metrics will be reported in accordance with the appropriate framework, such as BRSR or other applicable standards

- **Annual Review:** A comprehensive review of the ESG strategy, performance, and adherence to BRSR principles will be conducted annually. The findings will be reported to the Board of Directors, and any necessary adjustments will be made to the policy or practices.
- **Stakeholder Communication:** GOLIL may communicate ESG performance and progress to its stakeholders through Annual reports & ESG Disclosure , which will include both qualitative and quantitative data on ESG initiatives.

An external auditor may be engaged on a need basis, as recommended by the CSR & Sustainability Committee and approved by the Board. The auditor will periodically review the company's ESG practices and BRSR disclosures to ensure accuracy, transparency, and compliance with applicable standards, in line with SEBI guidelines.

***Note:** The Board has reviewed/approved the policy at its meeting held on May 21, 2025.*