



GLS Aluminium Industries Pvt. Ltd.

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	REV. NO.	00
	EFFECTIVE DATE	01/08/2025
	REVIEW DATE	31/07/2026
	SUPERSEDES	NIL

GLS ALUMINUM INDUSTRIES PVT. LTD.

ESG LEADERSHIP POLICY

(Aligned with ASI Performance Standard & GRI Framework)

1. Purpose

This policy establishes GLS Aluminium's commitment to integrating Environmental, Social, and Governance (ESG) principles into all operations, ensuring compliance with the Aluminium Stewardship Initiative (ASI) Performance Standard and global sustainability benchmarks.

2. Scope

Applies to all directors, senior management, employees, and stakeholders involved in ESG decision-making and implementation at GLS Aluminium.

3. Policy Statement

GLS Aluminium commits to:

- Upholding ASI's principles for sustainable aluminium production.
- Continuously improving ESG performance through innovation, stakeholder engagement, and transparent reporting.



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4. Sustainability Governance Committee

Role	Responsibilities
CEO	Strategic ESG alignment with business goals; ultimate accountability.
Sustainability Officer	Implements ESG initiatives; monitors performance; leads audits.
HR Head	ESG training; labour practices; diversity & inclusion programs.
EHS Manager	Environmental compliance; health/safety protocols; waste management.
Legal Counsel	Regulatory compliance; ethical governance; stakeholder communications.

5. Key Focus Areas & Mitigation

Impact Area	Specific Issues	Mitigation Measures
Environmental		
- Air Emissions	VOC/Particulate release	Install scrubbers & real-time monitoring; transition to renewable energy.
- Water Management	Effluent quality	Zero-liquid discharge systems; rainwater harvesting.
- Waste Management	Red mud/by-product recycling	Partner with certified recyclers; waste-to-energy initiatives.
Social		



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Impact Area	Specific Issues	Mitigation Measures
- Employee Safety	Foundry/processing risks	Automated safety systems; mandatory PPE; quarterly drills.
- Community Health	Air/water pollution	Community health camps; emission controls; transparent impact reporting.
- Indigenous Rights	Land use consultations	FPIC (Free, Prior, Informed Consent) processes; cultural heritage assessments.
Governance		
- Ethical Sourcing	Bauxite supply chain	Supplier ESG audits; traceability systems; ASI-certified partners.
- Transparency	ESG reporting	Annual sustainability reports; third-party verification; GRI/ASI compliance disclosures.

6. Implementation Framework

- **Training:** Mandatory ASI/GRI training for all employees.
- **Monitoring:** Bi-annual ESG audits; real-time KPIs (e.g., carbon intensity, recycling rates).
- **Stakeholder Engagement:**
 - *Internal:* ESG dashboards; suggestion portals.
 - *External:* Community forums; investor ESG briefings.

7. Review & Compliance

- **Policy Review:** Biennial (or after significant regulatory/operational changes).
- **Accountability:** ESG targets tied to executive compensation.



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- **Reporting:** Public ASI Conformity Reports; GRI-aligned disclosures.

Revision History

Rev. No.	Date	Changes Made	Approved By
00	01-08-2025	Initial Issue	Mr. Rajesh Singh (C.O.) 

