



GLS Aluminium Industries Pvt. Ltd

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TITLE: Legal Compliance Policy	DOC. NO.	GLS/FOIL/MR/SOP/12
	REV. NO.	00
	EFFECTIVE DATE	01/08/2025
	NEXT REVIEW DATE	31/07/2026
	SUPERSEDES	NIL

Legal Compliance Policy

1. Purpose

This policy outlines GLS Aluminium Industries Pvt. Ltd commitment to full compliance with all applicable legal requirements. It covers governance, business operations, social responsibility, health and safety, and environmental protection. The policy ensures that the company maintains a proactive approach to legal compliance, adhering to national and international laws, regulations, and standards.

2. Scope

This policy applies to all employees, contractors, and stakeholders associated with GLS Aluminium Industries Pvt. Ltd. It encompasses all aspects of the company's operations, including governance, business conduct, social responsibility, health, safety, and environmental stewardship.

3. Policy Statements

3.1 Governance Compliance

Implementation Steps:

Collect and compile all applicable governance-related legal requirements, including relevant acts, rules, and regulations.

Perform regular legal evaluations against these acts and rules to ensure compliance.

Prepare and maintain a compliance register to review and monitor legal compliance in governance.

Roles & Responsibilities:

Company Secretary: Ensure compliance with corporate governance laws and regulations.



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3.2 Business Conduct Compliance

Implementation Steps:

Collect and compile all applicable business conduct-related legal requirements, including relevant acts, rules, and regulations.

Perform regular legal evaluations against these acts and rules to ensure compliance.

Prepare and maintain a compliance register to review and monitor legal compliance in business conduct.

Roles & Responsibilities:

EHS Manager: Monitor compliance with business conduct laws and provide guidance to the relevant departments.

3.3 Social Compliance

Implementation Steps:

Collect and compile all applicable social responsibility-related legal requirements, including relevant labor and human rights laws.

Perform regular legal evaluations against these acts and rules to ensure compliance.

Prepare and maintain a compliance register to review and monitor legal compliance in social responsibility.

Roles & Responsibilities:

EHS Manager: Ensure compliance with social laws and regulations, including labor rights and human rights protections.

3.4 Health and Safety Compliance

Implementation Steps:



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Collect and compile all applicable health and safety-related legal requirements, including relevant occupational health and safety acts and regulations.

Perform regular legal evaluations against these acts and rules to ensure compliance.

Prepare and maintain a compliance register to review and monitor legal compliance in health and safety.

Roles & Responsibilities:

EHS Manager: Lead health and safety compliance efforts, ensuring all practices meet legal standards and regulations.

3.5 Environmental Compliance

Implementation Steps:

Collect and compile all applicable environmental-related legal requirements, including relevant environmental protection acts, pollution control regulations, and waste management rules.

Perform regular legal evaluations against these acts and rules to ensure compliance.

Prepare and maintain a compliance register to review and monitor legal compliance in environmental management.

Regularly monitor emissions, effluents, waste management practices, and resource usage to ensure they meet or exceed legal requirements.

Report and address any non-compliance issues immediately to prevent environmental harm and maintain regulatory compliance.

Roles & Responsibilities:

EHS Manager: Ensure compliance with environmental laws and oversee the implementation of environmental management systems.



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4. Risk Assessment

Implementation Steps:

Conduct annual risk assessments to identify potential legal compliance issues in governance, business operations, social responsibility, health, safety, and environmental management.

Implement risk mitigation strategies and update them as necessary based on changes in the legal landscape or company operations.

5. Training and Awareness

Implementation Steps:

Provide mandatory legal compliance training to all employees and contractors, with a focus on the areas relevant to their roles.

Update training programs regularly to reflect changes in applicable laws and regulations.

6. Monitoring and Continual Improvement

Implementation Steps:

Regularly review and update compliance procedures based on audit findings, legal updates, and stakeholder feedback.

Engage with external legal experts and consultants to stay informed about changes in the legal environment.



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7. Public Disclosure

Implementation Steps:

Disclose relevant legal compliance information in the company's annual sustainability report and on the corporate website.

Provide updates on legal compliance to stakeholders as part of regular communications.

8. Policy Revision History

Document No.: GLS/FOIL/MR/SOP/12

Version 1.0: Initial policy drafted and approved on August 01, 2025.

Next Scheduled Review: July 31, 2026.

This policy will be reviewed annually or upon significant changes in operations or external requirements, with updates made as necessary to ensure continuous alignment with legal standards and stakeholder expectations.

Signature:

EHS Manager / PLANT HEAD / C.O.O.

GLS Aluminium Industries Pvt. Ltd.