

REBORN TO PERFORM

FROM END-OF-LIFE TO SUSTAINABLE,
HIGH-PERFORMANCE MATERIALS





Every end carries the potential for a new beginning.

Our theme, **“Reborn to Perform,”** reflects the transformative journey of materials that have reached the end of one life and are reimagined for another. At the heart of our business model lies this very principle: recovering value from end-of-life resources and returning them to industry as sustainable, high-performance materials. Through innovation, expertise, and a commitment to circularity, we help keep valuable resources in productive use while reducing dependence on virgin materials.

“Reborn” represents renewal—the ability to unlock new purpose from what was once considered waste. It reflects the opportunity to conserve resources, reduce environmental impact, and strengthen the resilience of value chains through circular solutions.

“Perform” represents a commitment to quality, reliability, and continuous improvement. It embodies the belief that sustainability and performance are not competing priorities, but mutually reinforcing outcomes.

Beyond the materials we recover, “Reborn to Perform” also reflects our own journey of transformation as we continuously evolve our processes, technologies, and capabilities to advance sustainable growth.

Together, these ideas capture our ambition to advance a more circular future—one where responsible resource use, industrial progress, and sustainability go hand in hand.

This report tells the story of that journey—from end-of-life to renewed purpose, from recovery to reinvention, and from circularity to impact positive.



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About the Report

As a company focused on transforming end-of-life materials into sustainable, high-performance materials, we recognise the importance of measuring, managing, and communicating the impacts of our operations. This report outlines our approach, performance, and progress across environmental, social, and governance (ESG) priorities, highlighting the actions we are taking to strengthen resilience, drive operational excellence, and contribute to a more circular economy.

The report covers the period from **1 April 2025 to 31 March 2026** and includes information relating to **GRP Limited's operations (standalone)**. Throughout this report, GRP Limited is referred to as 'GRP', 'we', 'our', or 'the Company'.

The report has been prepared in accordance to the **GRI Standards**. It also includes a climate risk assessment covering key physical and transition-related risks and opportunities across multiple time horizons. The assessment has been informed by the principles and recommendations of the **TCFD** and draws on relevant considerations from the **CSRD** to support a structured evaluation of climate-related risks and opportunities. This report has been subjected to a **limited assurance** engagement by an **independent third-party** assurance provider, Vinay & Keshava LLP.

As we continue to strengthen our sustainability framework, we remain committed to enhancing data quality, improving transparency, and deepening our understanding of the opportunities and risks that shape long-term value creation.

Feedback

We value the perspectives of our stakeholders and welcome feedback that can help us strengthen our sustainability approach and future reporting.

For feedback, comments, or suggestions, please write to: investor.relations@grpweb.com.

Disclaimer

This Sustainability Report has been prepared by GRP Limited using information and data believed to be accurate and reliable at the time of publication. While every effort has been made to ensure the quality and completeness of the information presented, the Company makes no representation or warranty, express or implied, regarding its accuracy, completeness, or suitability for any particular purpose.

This report may contain forward-looking statements relating to the Company's future plans, strategies, objectives, expectations, and performance. Such statements are based on current assumptions and are subject to various risks, uncertainties, and external factors, including economic, regulatory, market, environmental, and operational developments, which may cause actual outcomes to differ materially from those expressed or implied.

GRP Limited undertakes no obligation to update or revise any forward-looking statements contained in this report, except as required by applicable law.

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Message from the Leadership

Our story began with a question that remains relevant today: how can we create value without depleting the world around us?

More than fifty years ago, GRP was founded on the belief that what is discarded still holds value, and that the end of one lifecycle can become the beginning of another. At a time when a used tyre was widely regarded as waste, we saw potential. That conviction to recover, reimagine and regenerate resources continues to define our purpose and shape our future.

Today, sustainability is often discussed through targets, disclosures and compliance frameworks. While important, our understanding is rooted in a simpler principle: creating enduring value while preserving resources for future generations.

At GRP, sustainability is not an initiative alongside our business, it is our business. Every material we recover and every resource we reintroduce reflects our commitment to transforming waste into value. While we have evolved over time, our purpose remains unchanged: extending the life of materials and reducing dependence on virgin resources.

Our growth is driven by the belief that environmental responsibility and economic performance are mutually reinforcing. By enabling the use of high-quality circular materials, we contribute to a more resource-efficient future and support the global shift toward sustainability.

We are equally committed to the communities in which we operate, striving to create meaningful and lasting impact, rooted in the belief that sustainable growth must be inclusive and shared.

As we look ahead, we will continue to advance circularity, invest in innovation, and deepen our engagement with stakeholders. Above all, we remain guided by the principle that responsible business can drive environmental stewardship, social progress and long-term value creation.

I am grateful to our customers, partners, employees, communities, and shareholders who share this vision. Together, we are building more than a business—we are helping create a more circular, resilient and sustainable future.

Ms. Hemal Gandhi,
Executive Director

About GRP Limited: Building the Future of Sustainable Materials

Long before the circular economy became a global imperative, GRP was demonstrating its potential in practice.

Founded in 1974 as a reclaim rubber manufacturer, the Company has spent over five decades adapting, innovating and expanding its capabilities to create value from resources that might otherwise be discarded. What began as a focused effort to reclaim rubber has evolved into a diversified materials business spanning reclaim rubber, engineering plastics, repurposed polyolefins*, crumb rubber, recovered steel, tyre pyrolysis oil and recovered carbon black.

Our growth has been shaped by a willingness to adapt, invest in new capabilities and anticipate emerging industry needs. From pioneering reclaim rubber applications to expanding into advanced material recovery and circular solutions, each phase of our journey has strengthened our ability to create long-term value for customers, partners, communities and shareholders.

Today, as industries seek more sustainable and resilient supply chains, GRP is focused on unlocking new possibilities for circular materials, advancing resource recovery technologies and expanding the role of sustainable materials in the global economy. By continuously evolving our capabilities and solutions, we aim to create lasting value while helping to shape a more resource-efficient future.

*A part of subsidiary

Over the last 5 years, GRP has enabled recovery of nearly:



5 Mn
End-of-Life Tyres



20 Mn+
End-of-Life Tubes



60,000+ Kms
Equivalent Automotive Sealing Profiles



40 Mn
Shampoo Bottle Equivalent Plastics



16,500+^ Tonnes
Tyre Cord, Textile Waste, Used Fishing Nets & Packaging Waste



^Includes subsidiary data

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Reborn to Perform takes many forms

From rubber and plastics to composites and advanced resource recovery, our businesses address different material streams, industries, and customer needs. Together, they reflect GRP's ability to identify opportunities where others see constraints, transforming resources into products that continue to perform across diverse applications.



Manufacturing Scale

8 plants*

supporting

1,22,000+ MT^

of consolidated capacity

* 1 plant is a subsidiary
^ Excludes additions and deletions in capacity during the year

Business Segment		Description
Rubber	Reclaim Rubber	Converts end-of-life tyres and rubber waste into high-performance reclaim rubber.
	Pyrova Energy	Recycles end-of-life tyres into valuable resources, including tyre pyrolysis oil, recovered carbon black, recovered steel wire, and crumb rubber.
	Custom Die Forms	Repurposes end-of-life tyres into precision die-cut rubber products.
Plastic	Engineering Plastics	Transforms post-industrial and post-consumer polymer waste into high-quality engineering plastics.
	Repurposed Polyolefins	Recycles post-consumer polyolefin waste into high-quality recycled polymers.
Rubber & Plastics	Polymer Composite ¹	Utilises end-of-life tyres and plastics to manufacture durable composite products.

¹During the year FY2025-26, the Company exited contract manufacturing in the Polymer Composite segment and redirected resources towards growth-focused areas.

PYROVA ENERGY
THE NEXT CHAPTER IN MATERIAL RECOVERY

Every tyre contains valuable resources that can be recovered, repurposed, and returned to productive use. Pyrova represents the next step in GRP's journey to maximise that potential.

Derived from "pyro", representing pyrolysis technology, and "nova", meaning new, the name reflects a new phase of innovation focused on unlocking greater value from end-of-life tyres and expanding the possibilities of material recovery.

Operating from our Solapur facility, Pyrova houses **India's largest single-line pyrolysis reactor**, with the capacity to process nearly **30,000 MT** of end-of-life tyres annually – **equivalent to more than 2 million tyres each year**. As the first phase of our expansion in advanced tyre recycling, the facility strengthens our ability to recover additional value streams while increasing the overall value derived from every tyre processed. **Future phases will further enhance material recovery and circularity.**

The materials we recover and transform find application across industries that power everyday life. While our roots are closely linked to the mobility sector—serving tyre manufacturers, automotive supply chains, agricultural equipment, and transportation applications—our reach continues to expand.

Today, GRP's products support a growing range of industries, including infrastructure, petrochemicals, paints and coatings,

packaging, industrial manufacturing, and consumer applications. This breadth reflects the versatility of our materials and the expanding role they play across modern value chains.



Global Market Reach

Creating impact across

55+ countries


Mobility


Industrial


Infrastructure


Petrochemicals


Packaging


Consumer Applications

Industry Collaborations

The transition towards a more circular economy requires collective action across industry, government, academia, and civil society. Drawing on decades of experience

in tyre and polymer recycling, GRP actively contributes to initiatives that strengthen the ecosystem for resource recovery, responsible recycling, and sustainable material use.



Policy & Advocacy
Supporting industry consultations and regulatory dialogue on Extended Producer Responsibility (EPR) and recycling standards



Standards & Traceability
Bringing industry perspectives to advance transparency, compliance, and responsible recycling across material value chains



Technology & Innovation
Collaborating with industry bodies and research organisations to advance recycling technologies and higher-value applications for recovered materials



Education & Awareness
Engaging with educational institutions and industry forums to promote recycling, resource stewardship, and circular economy principles

Industry and Policy Platforms*



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Recognition, Assurance and Accountability

Strong performance is underpinned by robust systems, independent assessments, and continuous improvement. Our certifications, ratings, and external recognitions provide assurance to customers, investors, and other stakeholders regarding the quality, safety, traceability, and responsible management practices embedded across our operations.

Certifications & Assessments

Independent validations that reinforce our commitment to quality, traceability, environmental stewardship, and responsible business practices.



ISO 9001



ISO 14001



ISO 45001



IATF



EcoVadis



REACH



GRS



Great Place to Work



ISCC+

Among the early companies in the industry to achieve ISCC+ certification, reinforcing traceability, transparency, and responsible sourcing across our value chains.

Awards & Recognition

Recognitions received during the year reflecting our performance, sustainability efforts, export excellence, and contribution to the recycling industry.



Recycler of the Year Award by Material Recycling Association of India



Top 10 Best Companies for ESG, Avtar



Outstanding Performance Service (Domestic) MSME, CEAT



Raw Material Special Export Award, AIRIA for FY2024-25

HIGHLIGHTS OF
FY2025-26

Environment



Renewable energy constituted **48%** of total energy consumption



8,100 tCO₂e in emissions avoided through renewable energy use



Water discharge reduced by **50%** through treated water reuse since FY2023-24



80,000+ tonnes of end-of-life materials recovered and returned to the circular economy



Zero water sourcing from water-stressed area

Social



Spent **INR 48** Lakhs on CSR projects*

*For detailed information on CSR spend, please refer to the Annual Report



Nearly **25%** of training hours on ESG/EHS-related topics



90% of raw material procurement spend directed to local suppliers



Zero incidents of discrimination recorded over the last three years

Governance



100% of employees covered under anti-corruption and ethics training programmes



200+ years of collective Board experience



Zero unresolved grievances through formal grievance mechanisms



Zero anti-trust or anti-competitive violations



Zero fatalities resulting from work-related injuries



ESG KPIs integrated into management score-cards and operational reviews

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PRODUCT INNOVATION

FROM END-OF-LIFE MATERIALS TO SUSTAINABLE SOLUTIONS

‘Reborn to Perform’ reflects our continuous pursuit of innovation, transforming recovered materials into solutions that serve an expanding range of industries. As customer expectations evolve, we continue to invest in product development and process improvements that enable greater use of recycled inputs without compromising technical performance.

Our portfolio has evolved beyond conventional reclaim grades to include specialised solutions such as Ultra High Tensile, Chlorobutyl, and EPDM Reclaim Rubber. In our plastics business, we have expanded from pioneering the use of recovered tyre cord in engineering plastic compounds to exploring alternative feedstocks such as textile waste and discarded fishing nets, broadening the possibilities for recovered materials across applications.

Five products commercialized this year, including products from the new business commercialisation.

Alongside product development, we continue to invest in technologies that enhance product quality, improve process reliability, and expand the applications of recovered materials.



- Innovation & Technical Excellence
- Resource Recovery Expertise
- DSIR-recognized inhouse R&D capabilities advancing solutions



REENGINEERING THE RECYCLING PROCESS

Continuous improvement remains central to how we strengthen both product performance and operational efficiency. The next-generation production process represents a key advancement in our manufacturing approach, designed to improve process consistency, operational efficiency, and environmental performance.

The technology simplifies production by reducing the number of processing stages, eliminating fuel usage during manufacturing, and generating no

effluent. Greater automation, enhanced process controls, and automated packing systems further improve **operational reliability, product consistency, and workplace conditions through reduced manual handling and lower dust generation.**

This advancement demonstrates how process innovation can deliver meaningful operational and environmental benefits while supporting high-quality output and efficient resource utilisation.



Potential reduction in carbon emissions by over **20%** compared to the earlier production process



5% reduction in energy consumption



60% reduction in oil and chemical usage



Zero fuel usage during manufacturing



Zero effluent generation



Improved process consistency and **workplace conditions**



Integrated Sustainability for Purpose-Led Growth

To set clear ambitions and translate sustainability commitments into measurable action, GRP's approach is anchored in four interconnected pillars—Product, Planet, People, and Progress.

PRODUCT

Advancing circular materials through innovation, technology, and the development of sustainable solutions, including product and process innovations, advanced material recovery, and new applications for recovered resources

PLANET

Driving resource efficiency through cleaner manufacturing technologies, renewable energy adoption, responsible water and waste management, and initiatives that reduce environmental impact across operations.

PEOPLE

Building a safe, inclusive, and future-ready workforce through a continued focus on employee wellbeing, capability development, diversity, and community engagement.

PROGRESS

Enabling responsible growth through strong governance, stakeholder partnerships, traceability, accountability, and sustainable business practices.

Alignment with UNSDGs

As a **signatory to the United Nations Global Compact (UNGC)**, GRP aligns its sustainability priorities and CSR initiatives with the Sustainable Development Goals (SDGs) that are most relevant to its business and stakeholders.

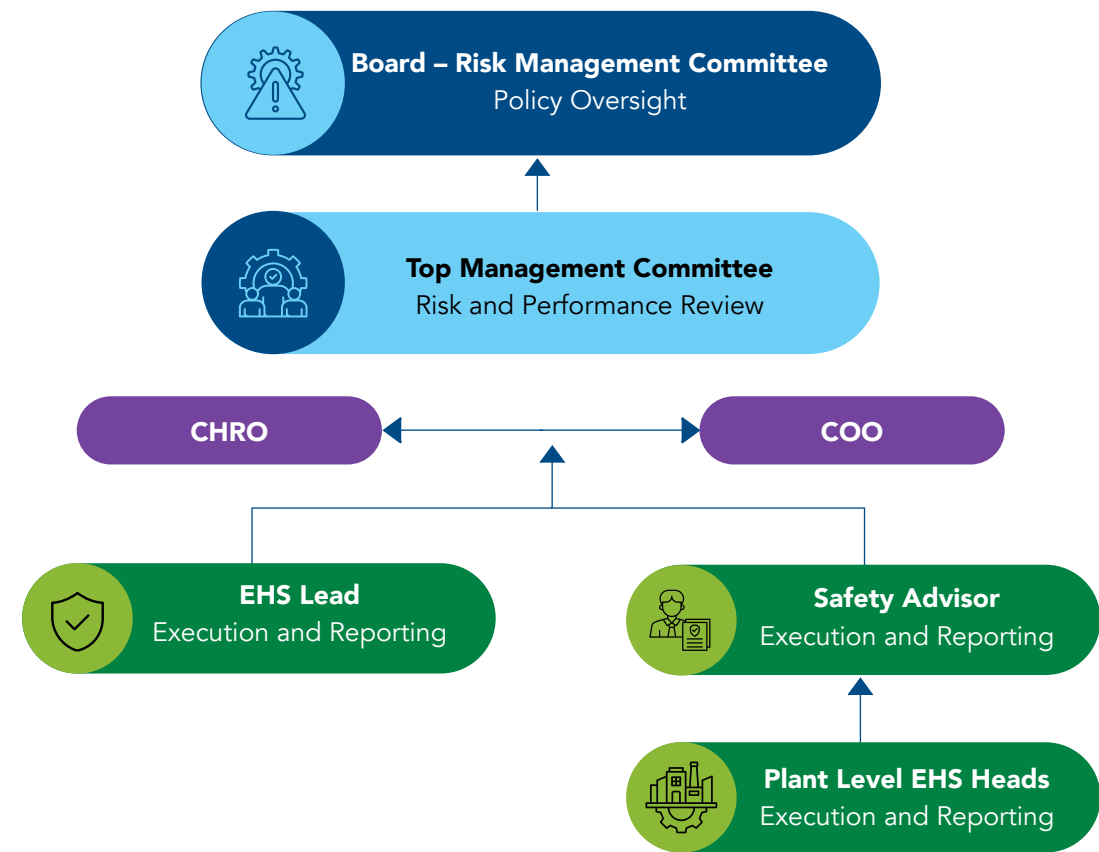
Pillar	SDG	Description
People 	SDG 3: Good Health and Well-being 	We promote holistic employee wellbeing by running health and wellness programmes, alongside awareness initiatives on safety, health, and substance abuse prevention.
People and Progress 	SDG 4: Quality Education 	We promote access to inclusive education through support for underserved children, mobile education programmes, internships, and continuous learning opportunities for employees.
People 	SDG 5: Gender Equality 	We support women within and beyond our organisation through entrepreneurship initiatives, gender neutral POSH trainings, focusing on equitable representation.
Planet 	SDG 6: Clean Water and Sanitation 	We enhance water stewardship through Zero Liquid Discharge practices and treatment systems, while supporting community access to safe water and sanitation.
	SDG 7: Affordable and Clean Energy 	We expanded the use of solar, wind, and bio-based energy sources as part of our transition towards greater renewable energy adoption.
Product, Planet, and Progress 	SDG 12: Responsible Consumption and Production 	We minimise our environmental footprint by promoting sustainable recycling and continuous process improvement.

Our ESG policy, priorities, and SDG commitments are supported by a governance framework that enables clear accountability, effective oversight, and drives organisation-wide implementation.

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Sustainability Governance and Committee

GRP Ltd. follows a tiered ESG governance structure designed to embed accountability across both strategic and operational functions. The Board, through the Risk Management Committee, provides oversight of ESG priorities and emerging risks. The Top Management Committee, along with the CHRO, COO, Safety Advisor, EHS Lead, and plant-level EHS Heads, is responsible for implementation and performance monitoring.



The Board reviews ESG matters on a **biannual basis**, enabling the timely evaluation of risks and progress. In addition, **ESG KPIs have been integrated into management scorecards and operational reviews** to strengthen accountability and support the Company’s long-term sustainability objectives.

Driving Dialogues Through Inclusive Stakeholder Engagement

Meaningful stakeholder engagement helps GRP understand evolving expectations, strengthen relationships, and make informed decisions. Through regular interactions with employees, customers, suppliers, investors, communities, regulators, and Board members, we seek to incorporate stakeholder perspectives into our business and sustainability priorities.

The following stakeholder groups were identified as key to our business and sustainability journey:

Stakeholder Group	Channels of Engagement	Key Topics of Engagement	Frequency
Customers 	Business meetings, plant visits, technical discussions, surveys, calls and emails, social media	Product quality, innovation, sustainability, traceability, service levels, regulatory compliance	Continuous and real-time; as required
Employees 	Performance reviews, town halls, training programmes, surveys, grievance mechanisms, employee engagement initiatives	Health & safety, wellbeing, learning & development, diversity & inclusion, career growth, workplace culture	Continuous and real-time
Suppliers 	Supplier meetings, audits, trainings, site visits	Quality, responsible sourcing, compliance, supply continuity, payment practices, sustainability expectations	Ongoing and as required
Investors & Shareholders 	Annual General Meeting, investor meetings, earnings discussions, disclosures, website communications	Financial performance, business strategy, risk management, governance, ESG performance, long-term value creation	Quarterly, half-yearly, annually, and as required
Analysts 	Analyst meetings, earnings calls, investor presentations, disclosures, and conferences	Business performance, growth strategy, industry outlook, ESG initiatives, and long-term value creation	Quarterly, half-yearly, annually, and as required

Stakeholder Group	Channels of Engagement	Key Topics of Engagement	Frequency
Auditors 	Statutory audits, internal audits, review meetings, and compliance assessments	Financial reporting, internal controls, compliance, risk management, governance, and assurance processes	Periodic and as required
Communities 	CSR programmes, community consultations, awareness initiatives, partnerships with local institutions	Education, healthcare, livelihood development, community wellbeing	As required
Regulators & Government Bodies 	Regulatory submissions, inspections, consultations, industry forums	Compliance, EPR, environmental performance, responsible waste management, policy developments	As required
Industry Associations & Technical Bodies 	Industry forums, working groups, conferences, technical collaborations	Circular economy, recycling standards, traceability, EPR implementation, industry development, technology advancement	As required
Board of Directors 	Board meetings, committee meetings, strategy reviews	Business performance, risk management, governance, sustainability priorities, stakeholder concerns, long-term strategy	Quarterly and as required



Trusted Customer Relationships

Serving **400+ customers**;
including **8** of top **10** global tyre manufacturers

Determining Material Priorities

GRP has conducted a materiality assessment to identify and prioritise the environmental, social, and governance topics that are most relevant to its business and stakeholders. The assessment draws upon stakeholder perspectives, business priorities, industry developments, and emerging risks and opportunities.

The identified material topics guide our sustainability strategy, disclosures, and long-term value creation efforts.

**Opportunity (+)**



Topics that create value by strengthening business resilience, sustainability performance, and long-term growth.

**Risk (-)**



Topics that may adversely impact business performance, competitiveness, or long-term value if not effectively managed.

Planet

	Material Impact	Rationale	Alignment with GRI and UN SDGs
Climate Change 		The transition towards low-carbon and circular economy models is increasing demand for sustainable materials and resource-efficient solutions. GRP is well positioned to support this shift through material recovery, circularity, and reduced dependence on virgin resources.	GRI 301: Materials GRI 305: Emissions GRI 306: Waste   
Energy Management 		Improving energy efficiency and increasing the use of renewable energy supports energy security, cost optimisation, lower emissions, and responsible resource use while responding to evolving stakeholder and regulatory expectations.	GRI 302: Energy GRI 305: Emissions   

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Product

	Material Impact	Rationale	Alignment with GRI and UN SDGs
Raw Material Availability 	—	Reliable access to quality feedstock is critical to operational continuity, cost competitiveness, and long-term growth. Supply disruptions, availability constraints, and price volatility may impact production efficiency and margins.	GRI 204: Procurement Practices GRI 301: Materials GRI 308: Supplier Environmental Assessment   
Customer Satisfaction 	+	Product quality, reliability, innovation, and service excellence are essential to sustaining customer trust, strengthening long-term relationships, and supporting growth across global markets.	GRI 416: Customer Health and Safety GRI 417: Marketing and Labelling   



 Opportunity (+)  Risk (-)

People

	Material Impact	Rationale	Alignment with GRI and UN SDGs
Workforce Wellbeing and Capability Development 	+	A skilled, engaged, and safe workforce is fundamental to operational excellence and sustainable growth. Continued focus on employee wellbeing, safety, learning, and development helps strengthen organisational capability and resilience.	GRI 401: Employment GRI 403: Occupational Health and Safety GRI 404: Training and Education GRI 405: Diversity and Equal Opportunity    

Progress

	Material Impact	Rationale	Alignment with GRI and UN SDGs
Governance, Compliance and Emerging Regulations 	—/+	Rising regulatory standards, and Emerging Regulations changing tariff structures and geopolitical dynamics are reshaping the recycling ecosystem. By combining strong governance, technology-enabled compliance, and continuous engagement with industry platforms, GRP maintains the agility needed to navigate change.	GRI 2: General Disclosures (Governance, Compliance) GRI 206: Anti-competitive Behaviour GRI 307: Environmental Compliance GRI 308: Supplier Environmental Assessment   

 Opportunity (+)  Risk (-)

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Being Planet Positive: Environmental Stewardship

We continue to advance environmental performance through cleaner technologies, renewable energy adoption, responsible resource management, and operational efficiency improvements.



Energising Clean Energy Transformation

Renewable energy accounted for **48% of total energy consumption in FY2025-26**, up from 37% the previous year, driven by increased solar, wind, and bio-based fuel alternatives derived from agricultural waste.

Strengthening Energy Resilience-

Our investments in renewable energy and alternative fuels have helped diversify the Company's energy mix and reduce dependence on conventional fuel sources. As fuel prices fluctuated later in the year, an 86% renewable fuel profile helped moderate market exposure and supported operational stability.

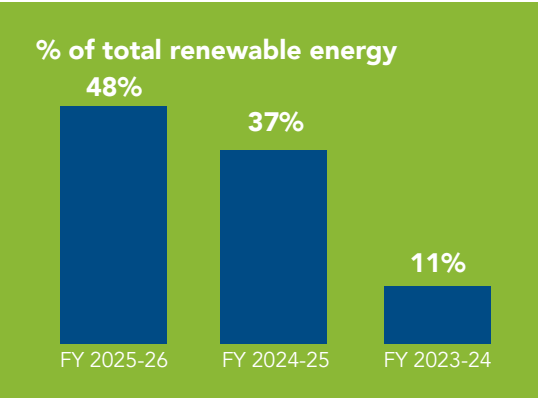
Driving Energy Efficiency Through Technology-

Approximately **32% of core business production has transitioned to newer process technologies**, which have the potential to deliver energy savings of up to **5%** while enhancing operational efficiency and resource utilisation. Renewable energy and biofuel initiatives **generated savings of approximately ₹100 million during FY2025-26**, demonstrating the operational

and financial benefits of the Company's energy transition efforts.

Building the Next Phase of the Energy Transition-

Additional renewable energy projects are underway, aimed at strengthening energy security and advancing our **goal of sourcing 50% of total energy from renewables by 2028**.



Energy Consumption Details

Details	UoM	FY2025-26	FY2024-25	FY2023-24
Renewable Source	GJ	137,028.91	112,841.30	32,123.00
Electricity Consumption	GJ	41,081.25	33,845.30	29,791.00
Fuel Consumption	GJ	95,947.66	78,996.00	2,332.00
% of total renewable		48%	37%	11%
Non-Renewable Source	GJ	149,855.14	193,433.61	255,996.81
Electricity Consumption	GJ	133,718.31	154,850.61	147,876.81
Fuel Consumption	GJ	16,136.82	38,583.00	108,120.00
% of Non-Renewable		52%	63%	89%
Total Energy consumed	GJ	286,884.05	306,274.90	288,119.81
Energy intensity per rupee of turnover	GJ/₹	0.0000545	0.0000573	0.0000624
Emission Mitigate (Renewable)	tCO ₂ e	8,102.14	6,834.87	5925.10

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Carbon Accountability:
Tracking, Managing, and Lowering Emissions

Scope 1 and 2 Emissions

Details	UoM	FY2025-26	FY2024-25	FY2023-24
Scope 1	tCO ₂ e	1,199.22	2,662.12	6,515.19
Scope 2	tCO ₂ e	26,372.22	31,271.22	29,411.06
Total Emission (Scope 1 & Scope 2)	tCO ₂ e	27,571.44	33,933.34	35,926.25
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/₹	0.00000524	0.00000635	0.00000778
Biogenic Emission*	tCO ₂ e	8,889.66	7,319.05	216.03

*Biogenic CO₂ emissions are reported separately and excluded from Scope 1, in line with GHG Protocol guidelines

We continue to measure and disclose greenhouse gas emissions across our operations to enhance transparency and strengthen our understanding of environmental impacts. Over the last three years, the Company has achieved a substantial reduction in direct (Scope 1) emissions, decreasing by approximately 82% from 6,515 tCO₂e in FY2023-24 to 1,199 tCO₂e in FY2025-26. Indirect (Scope 2) emissions also declined by approximately 10% during the same period, reducing from 29,411 tCO₂e to 26,372 tCO₂e. As a result, total Scope 1 and Scope 2 emissions decreased by approximately 23%, demonstrating a clear downward trend in the Company's carbon footprint. This sustained reduction reflects ongoing efforts to improve operational efficiency, optimize energy consumption, and support the Company's broader sustainability objectives.

Air Pollution Management

We continue to manage air emissions through monitoring, pollution control systems, and preventive maintenance practices. Our Environmental Management System (EMS) supports compliance management, operational controls, and continuous improvement across environmental performance.

Air Pollution Details

Emission Type	UoM	FY2025-26	FY2024-25	FY2023-24
NOx	mg/nm ³	15.70	33.83	25.22
SOx	mg/nm ³	22.80	28.08	6.35
Particulate Matter (PM2.5 & 10)	mg/nm ³	35.86	24.73	29.22

Measures Implemented for Pollution Control

We have installed bag filters, scrubbers, and dust collectors across our manufacturing operations, and conduct periodic emissions monitoring to ensure compliance. Our pollution control systems are maintained through preventive maintenance schedules,

and we undergo regular internal audits under the **ISO 14001 Environmental Management System framework**. We have also embedded pollution prevention practices into our day-to-day operations to reduce our environmental impact and strengthen resource efficiency.

*The detailed methodology and results of Scope 3 emission are available on request.

Water Sustainability and Responsible Water Practices

We continue to strengthen water stewardship through responsible sourcing, treatment, reuse, and process optimisation initiatives across our operations. Water performance is regularly monitored to support efficient resource use and continuous improvement. **Water used in our facilities is sourced through authorised industrial bodies, including MIDC and GIDC, and none of our manufacturing facilities are located in water-stressed areas.**

We have established wastewater treatment infrastructure, including Effluent Treatment Plants (ETPs), Sewage Treatment Plants (STPs), Multiple Effect Evaporators (MEEs), and Zero Liquid Discharge (ZLD) systems, enabling responsible water management and increased reuse of treated water within operations.

Over the last two years, water discharge has reduced by nearly 50%, supported by greater reuse of treated water and ongoing process improvements. During the year, we also incorporated **rainwater harvesting systems** at our new Solapur facility to further

strengthen water conservation efforts and long-term water resilience.

Water stewardship continues to be an integral part of our environmental management approach. As we continue to advance responsible resource practices, we focus on reducing specific water consumption (KL/MT) through enhanced production practices and process optimisation across our operations. Additionally, we organised awareness drives, training programmes, and regular communication sessions with employees, contractors, and local stakeholders to encourage sustainable practices and participation in conservation efforts.

Third-party water withdrawal decreased in the reporting year. As GRP Ltd. continues to grow, we remain focused on improving water-use efficiency through process improvements and technology upgrades to support responsible resource management.



4/6* plants have adopted Zero Liquid Discharge (ZLD) systems, with active progress underway to achieve 100% ZLD status.

*Excludes Dahej and Indore plant (subsidiary)

Water Withdrawal and Discharge

Particulars	UoM	FY2025-26	FY2024-25	FY2023-24
Total Water withdrawal	kL	1,29,730	1,39,330	1,03,140
Total Water discharge through third party	kL	2,570	2,650	5,190
Total Water consumption*	kL	1,27,160	1,36,680	97,950
Water intensity per rupee of turnover	kL/₹	0.0000242	0.0000256	0.0000212

*Water consumption = Water withdrawal - Water discharge

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Initiatives Adopted for Wastewater Management



Treatment of industrial and domestic effluents through ETPs and STPs.



Monitoring of effluent quality against applicable regulatory requirements.



Reuse of treated water within operations wherever feasible.



Continuous improvement of treatment processes to support resource efficiency and environmental performance.

Advancing Waste Management and Circularity

Waste generated across our operations is managed through segregation, safe handling, recovery, and responsible disposal practices. **Waste streams are categorised and processed in accordance with applicable regulatory requirements and authorised waste management procedures.** To ensure regulatory compliance across all operational facilities, hazardous waste is collected and disposed of exclusively through centre and state pollution control boards-authorized vendors.

GRP generated 16.06 MT of hazardous waste in FY2025-26, compared to 21.40 MT in FY2024-25 and 22.00 MT in FY2023-24, reflecting a year-on-year decline. This includes plastic waste, e-waste, biomedical waste, and ETP waste.

Initiatives adopted for sustainable waste management and advancing circularity include:



Segregation of waste at source to facilitate responsible handling and recovery.



Safe storage, traceability, and disposal through authorised waste management partners.



Periodic monitoring and review of waste management practices to support compliance and operational efficiency.

ENGINEERING THE CIRCULAR ECONOMY
GRP'S PRODUCT DEVELOPMENT HACKATHON

At GRP, sustainability extends beyond our operations and into building future capabilities for the circular economy. Through the Product Development Hackathon, we partnered with engineering institutions to provide students with hands-on exposure to real-world challenges in sustainable product development.

During the year, 76 students from eight colleges participated in the programme, developing nearly 60 product concepts with guidance from GRP's engineering teams. The initiative encouraged participants to explore material science, product design, technical feasibility, scalability, and sustainability considerations while applying classroom learning to industry challenges.

Projects were evaluated on innovation, sustainability impact, technical feasibility, business viability, teamwork, and long-term value. To encourage participation and reward

promising ideas, GRP awarded cash prizes of INR 3 lakh and INR 2 lakh to the winning and runner-up teams respectively, along with participation awards for shortlisted institutions.

As one of the first initiatives of its kind in the sector, the hackathon reflected GRP's commitment to fostering innovation, strengthening industry-academia collaboration, and supporting SDG 4: Quality Education.



Biodiversity

Biodiversity considerations are incorporated into our expansion and site planning processes to help minimise potential impacts on ecologically sensitive areas. **All of our operational facilities are located within designated industrial zones and do not overlap with, adjoin, or fall within proximity to protected areas, ecologically sensitive zones, or recognised biodiversity hotspots.**

Tree plantation, greenbelt development, rainwater harvesting, and responsible

resource management practices form part of environmental management initiatives across our facilities. As part of our ongoing efforts to enhance green cover, GRP planted 5,600 trees and saplings over the last two years across its operational locations.

These efforts are supported by environmental monitoring processes, pollution control systems, and responsible water management practices implemented across our operations.

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Climate Risk Assessment

We have incorporated climate considerations into our business continuity planning through a structured STEEPLE framework, which strengthens our preparedness for extreme weather events and other environmental disruptions. These risks and mitigation measures are periodically reviewed to ensure that our approach remains relevant and responsive to evolving climate conditions.

Topic	Type	Description	Mitigation/Response Action
 Extreme weather events disrupting operations	Risk — Physical, Acute	Heatwaves, extreme temperatures, flooding, and prolonged rainfall could affect workforce areas, disrupt manufacturing operations, logistics networks, and the movement of raw materials and demand for finished goods	Workforce heat-safety measures, employee awareness programmes, emergency preparedness, business continuity planning, and multi-region sourcing and product/geographic strategies help reduce operational and supply chain disruptions
 Water stress affecting processing operations	Risk — Physical, Chronic	Water scarcity in operating regions could place pressure on water availability for processing operations	Water reuse, wastewater treatment, rainwater harvesting, and water-efficiency initiatives help reduce dependence on freshwater resources.
 Carbon pricing on energy-intensive processes	Risk — Transition, Policy and Legal	Carbon pricing mechanisms or stricter climate-related regulations could increase operating costs associated with energy-intensive manufacturing processes	Renewable energy adoption, biofuel utilisation, energy-efficiency projects, and technology upgrades help reduce exposure to future carbon-related costs

Time Horizon

Medium term

Short term

Likelihood

Possible

Likely

Unlikely

Magnitude of Impact

Low

Medium

High

Topic	Type	Description	Mitigation/Response Action
 Evolving chemical and product regulations	Risk — Transition, Policy and Legal	Stricter chemical, product, and emissions regulations could require changes to formulations, processes, or compliance practices.	The majority of our operations are already REACH compliant, and we closely monitor regulatory developments to stay ahead of evolving requirements. Ongoing compliance programmes and regulatory monitoring support preparedness for future changes
 Feedstock availability and quality	Risk — Transition, Policy	Competition for end-of-life tyre feedstock and variability in feedstock quality may affect production volumes, operational efficiency, and raw material costs	Supplier and product diversification, long-term sourcing relationships, and investments in material recovery capabilities help strengthen supply security.
 Increasing demand for recycled materials under circular economy policies	Opportunity – Transition, Market	Circular economy policies, climate action initiatives, and sustainable procurement requirements are increasing demand for recycled rubber and other circular materials	Investment in customer engagement, product development, innovation, and market expansion helps strengthen positioning in circular value chains.
 Adoption of cleaner energy and new technologies	Opportunity – Transition, Technology	Cleaner energy solutions and advanced technologies can improve energy efficiency, reduce emissions, enhance operational performance, and improve competitiveness	Investments in renewable energy, biofuels, process innovation, and advanced manufacturing technologies support competitiveness, operational efficiency, and resilience.

Although the likelihood of severe climate events causing large-scale disruption across our supply chain currently appears limited, we continue to monitor emerging environmental risks that could affect workforce areas, operations, logistics networks, and the movement of raw materials and finished goods.

Time Horizon

Medium term

Short term

Likelihood

Possible

Likely

Unlikely

Magnitude of Impact

Low

Medium

High

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Being People Positive: Social Stewardship

Committed to creating safe, inclusive, and responsible workplaces while strengthening capabilities, supporting communities, and fostering sustainable value across our supply chain.



Our approach focuses on employee wellbeing, occupational health and safety, learning and development, diversity and inclusion, responsible sourcing, and community engagement. Through continuous investment in people, partnerships, and responsible business practices, we seek to create long-term value for employees, suppliers, communities, and other stakeholders.

Prioritising Workplace Inclusion and Equity

GRP is committed to a workplace built on respect, fairness, and merit-based growth, ensuring equitable opportunities across recruitment, development, and career progression.

Increasing **women's participation in manufacturing** is a key priority, aligned with SDG 5: Gender Equality. We are proud to be the **only organisation in our regions of operation to engage women in shop-floor operations across all shifts***, with specific roles across departments exclusively reserved for women. Through these efforts, we **aim to achieve 30%* women representation by 2030**.

*Includes contractual workforce

This commitment is backed by equal opportunity practices, maternity and paternity benefits, transportation support for women on late shifts, flexible working arrangements, women-focused engagement forums, and role-specific personal protective equipment.

Total Employees and Workers by Category

Categories	FY2025-26			FY2024-25			FY2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	192	26	218	194	28	222	173	22	195
Workers	658	-	658	686	-	686	736	-	736

Average Salary Ratio for Employees

Particulars	FY2025-26		FY2024-25		FY2023-24	
	Male	Female	Male	Female	Male	Female
% of Average Salary in Respective Category	45%	55%	44%	56%	45%	55%

Note: Unless otherwise specified, data disclosed in this section relate to employees and workers on the Company's payroll and do not include contractual workers.

Connecting People: Driving Ownership Through Dialogues

Employee engagement and participation are important elements of our workplace culture. We encourage open communication through structured engagement forums, cross-functional interactions, feedback mechanisms, and employee surveys that enable individuals to share ideas, raise concerns, and contribute to continuous improvement across the organisation.

These platforms support two-way communication between employees and leadership, helping strengthen transparency, collaboration, and alignment with organisational priorities. We also recognise and celebrate individual and team contributions through formal recognition programmes that reinforce our values and encourage a culture of ownership, accountability, and excellence.

Employee Engagement and Participation



Structured employee feedback and engagement surveys



Regular leadership interactions and employee communication forums



Safety, quality, and operational participation committees



Suggestion and continuous improvement platforms

Recognition and Ownership



Programmes recognising innovation, value-based behaviours, and business impact



Team-based recognition for collaboration and operational excellence



Celebrating employee contributions that drive continuous improvement and organisational performance

Employees Benefits

Supporting employee wellbeing remains an important component of our people strategy. We provide a range of benefits designed to support employees and their families through different stages of life, including health and accident insurance coverage, parental benefits, and childcare support.

We also maintain constructive labour relations across our operations through

employee representation and collective engagement mechanisms, helping foster a collaborative and supportive work environment.

All workers under the Company's payroll are associated with a labour union, totalling 492 members in FY2025-26, 496 members in FY2024-25 and 530 members in FY2023-24



100% Employees and workers covered under health and accident insurance



100% Workers covered under collective bargaining agreements



100% Employees and Workers are covered under parental leaves benefits

Workforce Learning and Development

Developing workforce capabilities remains an important focus area at GRP. We provide learning and development opportunities for employees and workers to strengthen technical, functional, safety, quality, leadership, and sustainability-related competencies across our operations.

Our approach combines structured training programmes with continuous learning initiatives aimed at enhancing individual capabilities and supporting long-term organisational growth. **During FY2025-26, 25% of the total training employee hours were focused on ESG and EHS related training while employees received an average of 13.78 training hours.**

Employee and Worker Training and Learning Details

Category/ Level/Grade of Employees	Average hours of training per year per employee								
	FY2025-26			FY2024-25			FY2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	13.24	17.75	13.78	4.64	9.14	5.21	3.08	10.45	3.91
Workers	1.30	NA	1.30	1.22	NA	1.22	Training hours tracking initiated in FY2024-25		

During FY2025-26, we conducted training programmes spanning safety and environment, governance and ethics, leadership development, and compliance. Key areas included EHS and occupational health, hazard identification, fire fighting and first aid, PPE (Personal Protection Equipment) and safe material handling, corporate governance and business ethics, POSH awareness, labour law updates, quality standards such as IATF 16949 and ISCC, cybersecurity, and HR policies — equipping employees and workers across functions with relevant skills and awareness.

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Performance Review and Remuneration

At GRP, performance management serves as an important mechanism for aligning individual contributions with organisational priorities and sustainability objectives. Performance and career development reviews are conducted across the workforce, enabling employees to receive feedback, discuss development

opportunities, and align their goals with business and sustainability-related performance expectations. Sustainability-related parameters also form part of the performance assessment framework for relevant employees, reinforcing accountability and supporting the integration of sustainability considerations into day-to-day decision-making.

Percentage of Employees Receiving Regular Performance and Career Development Reviews

FY2025-26			FY2024-25			FY2023-24		
Male	Female	Total	Male	Female	Total	Male	Female	Total
88.54	96.15	89.45	77.84	67.86	76.58	94.80	100	95.38

Safeguarding Human Rights

Our approach to protecting human rights is governed by our **Corporate Responsibility and Governance Policies and Code of Conduct, which uphold safe working conditions, equal opportunity, fair wages, and data privacy, while prohibiting forced labour, child labour, discrimination, and harassment.** These commitments are reinforced through Board-approved policies, an ISO 45001:2018-certified OHS management system, formal grievance redressal mechanisms, and the POSH framework. We conduct comprehensive human rights assessments across all operational locations and ensure consistent communication of our values through structured employee induction and onboarding programmes.



Zero complaints

relating to child labour, forced labour, or discrimination were reported during the reporting period.

POSH: Prevention of Sexual Harassment

Our POSH policy, overseen by an internal POSH Committee, manages and resolves sexual harassment complaints in line with our Code of Conduct and the Prevention of Sexual Harassment Act. Annual site-level POSH training and quarterly sessions with an external advisor ensure we remain aligned with evolving legal standards.

Grievance Management

All the stakeholders can raise concerns through our Whistleblower Policy, POSH Policy, and Grievance Redressal Policy, with clear channels including the Head of

Zero
POSH-related incidents were reported/recorded during last three years.

HR, Vigilance Officer, and POSH Internal Committee. Each concern is promptly reviewed by the Grievance Committee, with timely corrective measures implemented in accordance with established procedures.

Occupational Health and Safety (OHS)

Maintaining safe and healthy workplaces remains fundamental to our operational excellence and responsible business practices. **GRP's Occupational Health and Safety (OHS) Management System is aligned with ISO 45001, ISO 14001, and ISO 9001** requirements and covers all employees, contractors, and operational activities across our manufacturing facilities and offices.

Our approach focuses on hazard identification, risk assessment, incident prevention, and continuous improvement. Safety risks are managed through structured Hazard Identification and Risk Assessment (HIRA) processes, the hierarchy of controls, regular audits, incident and near-miss

investigations, and periodic risk reviews. Safety performance is monitored through a Safety Pyramid approach, enabling proactive identification of concerns and timely corrective action.

Employee and contractor safety is further supported through induction programmes, safety awareness initiatives, annual medical check-ups, health surveillance for high-risk roles, firefighting and emergency preparedness measures, and ongoing engagement on safe work practices. These efforts help strengthen a culture of safety, accountability, and continuous improvement across our operations.

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Work-Related Injuries for Employees

Particulars	UoM	FY2025-26	FY2024-25	FY2023-24
Total number of hours worked	Nos	498348	507492	445770
Number of fatalities as a result of work-related injury	Nos	0	0	0
Rate of fatalities as a result of work-related injury	Rate	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	Nos	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	Rate	0	0	0
Number of recordable work-related injuries	Nos	0	0	2
Rate of recordable work-related injuries	Rate	0	0	4.49

Work-related Injuries for Workers

Particulars	UoM	FY2025-26	FY2024-25	FY2023-24
Total number of hours worked	Nos	1616048	1684816	1807616
Number of fatalities as a result of work-related injury	Nos	0	1	0
Rate of fatalities as a result of work-related injury	Rate	0	0.59	0
Number of high-consequence work-related injuries (excluding fatalities)	Nos	2	1	1
Rate of high-consequence work-related injuries (excluding fatalities)	Rate	1.24	0.59	0.55
Number of recordable work-related injuries	Nos	0	0	4
Rate of recordable work-related injuries	Rate	0	0	2.2

Formula used
Rate of recordable injuries = Number of recordable injuries (divided by) Number of hours worked X 1,000,000

Responsible Sourcing

As a company focused on sustainable materials, GRP Ltd. derives significant environmental benefit from its sourcing network. By collecting and procuring end-of-life materials across multiple geographies, we enable these resources to be recovered, processed, and reintroduced into manufacturing value chains, contributing to waste reduction and efficient resource use.



Integrated Supply Ecosystem
Backed by **350+ vendors** across **100+ cities**

Procurement Details

Particulars	FY2025-26	FY2024-25	FY2023-24
Percentage of the raw materials (by value) sourced from local suppliers*	90%	94%	92%

*Includes all raw material suppliers

Our sourcing network is **primarily domestic, with a significant portion of raw materials procured from the unorganised sector.** This enables the recovery of end-of-life materials at scale while supporting livelihoods across the collection and resource recovery ecosystem.

Our **preferential procurement** practices encourage participation from suppliers led by women, senior citizens, differently abled individuals, and minority communities, helping to create broader social and economic opportunities.

Channelling EPR Value into Future-Ready Infrastructure

The Extended Producer Responsibility (EPR) framework recognises and incentivises the environmental value created through responsible collection, recovery, and recycling of end-of-life materials. Through its resource recovery activities, GRP generates credible EPR credits that reflect its contribution towards diverting waste from disposal and reintroducing valuable materials into productive use.

During FY2025 -26, GRP generated approximately INR 20 Crore in EPR income, taking cumulative standalone **EPR income for FY2024 -FY2026 to approximately INR 78 Crore.** In line with our long-term growth strategy, **100% of this value has been committed towards expanding recycling capabilities and developing future-ready infrastructure, including investments in emerging recycling technologies.**



Trusted EPR Partnership & Traceability
Driving compliance through verified recycling and traceability

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Supplier Assessment and Management

GRP maintains supplier evaluation processes to support material quality, supply continuity, and responsible sourcing practices, while strengthening long-term sourcing resilience within the domestic resource recovery ecosystem. **Supplier assessments consider environmental, social, governance, operational, commercial, and regulatory compliance factors, and only suppliers meeting defined requirements are approved for onboarding.**

Assessments are conducted using a risk-based approach, with audit coverage prioritised based on supplier risk and materiality. Expectations are further reinforced through our Supplier Code of Conduct, which outlines requirements relating to environmental responsibility, health and safety, labour and human rights, and ethical business practices, supported through supplier engagement and awareness initiatives.

New Suppliers Screened for Environmental and Social Performance

Particulars	UoM	FY2025-26	FY2024-25	FY2023-24
Total New Suppliers*	Number	52	61	24
% of new suppliers screened using environmental and social data	Percentage	79%	84%	83%

*Includes rubber and oil & chemicals raw material suppliers

Supplier assessments follow an annual risk-based methodology linked to procurement volumes and materiality, with audit coverage progressively expanding over the years.

As a result of our assessment and engagement processes, no suppliers were identified during the reporting year as having significant actual or potential negative social or environmental impacts.



Corporate Social Responsibility

The goal is to create a positive impact on the communities around us through focused interventions that address local priorities and contribute to long-term social progress.



Through our CSR initiatives, we continue to work towards improving access to **healthcare, education, sustainable livelihood opportunities, and women empowerment** in the communities where we operate. We conduct these initiatives in **alignment with the Indian CSR standards and the principles of the United Nations Global Compact (UNGC), of which we are a member.** During the period under review, funds were deployed across **eight projects under our key CSR pillars – Healthcare and Education.**

Our CSR initiatives are centred on four key thematic areas.

Education

We work to bridge educational gaps and foster lifelong learning opportunities. Alongside partners — Tata Institute of Social Sciences, KC Mahindra Education Trust, and Nanhi Kali Foundation — we support individual growth and community well-being through:

- Promoting elementary education through mobile vans
- Organising vocational training programmes to enhance employability
- Extending merit-based scholarships
- Supporting educational institutions in our operational regions

Sustainable Livelihood

Our livelihood programme delivers tailored skill development focused on green jobs and sustainable futures. Key initiatives include:

- Vocational training aimed at employability
- Supporting Yoga, meditation, and self-help initiatives
- Awareness programmes on clean living, hygiene, and safe water
- Encouraging tree plantation through women's self-help groups

Healthcare

Affordable, accessible healthcare is the foundation of community well-being. In collaboration with Pravara Medical Trust and Ankleshwar Rotary Welfare Trust, we deliver essential services to rural communities through:

- Supporting local clinics and primary healthcare centres
- Reaching rural communities through mobile health units
- Driving awareness of hygiene, nutrition, and disease prevention
- Supporting dialysis centres

Women Empowerment

We support programmes that empower women and strengthen communities. Through targeted interventions and trusted partnerships, we are creating pathways for women and girls through:

- Supporting girl students in completing their education
- Recognising women leaders driving positive change
- Building toilets and proper sanitation infrastructure
- Promoting financial independence through skill development and self-help groups

During FY2025 -26, GRP invested **INR 48 lakh*** across community development initiatives focused primarily on education and healthcare.

*For more information on CSR spends, refer to the Annual Report.

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CSR Policy and Governance

Corporate Social Responsibility at GRP Ltd. is anchored in a Board-approved CSR governance policy that provides clear direction, oversight, and accountability across all initiatives. A dedicated committee, operating under Board guidance, oversees policy implementation, identifies focus areas, approves projects and partners, and monitors programme effectiveness and fund utilisation. The committee meets twice a

year to evaluate progress, while the Board reviews CSR expenditure against statutory requirements on a quarterly basis. GRP Ltd. maintains a transparent approach to financial management of its CSR programmes, with any surplus reinvested exclusively into the CSR corpus to support future initiatives. An Annual Report on CSR Activities is presented to shareholders each year, outlining the scope and progress of initiatives undertaken.

Approach to Community Engagement

We follow a need-based approach, with community requirements being periodically assessed to ensure CSR interventions are directed towards areas where the need and potential impact are greatest. During

FY2025-26, we implemented CSR and community engagement initiatives across our Mumbai and Ankleshwar locations through local community development programmes.

For FY 2025-26, our CSR initiatives focused on these two main areas-

Healthcare	Education
Initiatives included: • Procurement of an ambulance to strengthen emergency response infrastructure for surrounding communities. • Financial assistance extended through partner institutions for medical treatment and healthcare expenses for individuals in need.	Supported several initiatives aimed at improving educational access and learning infrastructure, including: • Scholarship programmes for students. • Installation of smart classroom facilities through smart boards. • Mobile education outreach through an education van. • Financial assistance for educational expenses through institutional partnerships. • Development of sports infrastructure to encourage holistic growth among students.

Our Organisation continues to work closely with local industrial associations, NGOs, and government agencies to strengthen community engagement efforts. During the year, these engagements included ESIC-supported health check-up programmes,

EPF awareness sessions, healthcare talks conducted by local agencies, and industry interactions with local pollution control boards regarding regulatory proposals and recommendations.

BRINGING EDUCATION TO THE LAST MILE

For many children in rural and tribal areas, the **A.I.D.S. Mobile Education Van** is often their first step towards a brighter and more empowered future. Since 2001, the initiative has travelled across villages in Ankleshwar, Jhagadia, Hansot, and Valia, bringing learning directly to these communities and transforming them into spaces of curiosity and discovery. **During FY2025, it reached 9,173**

children, including 4,611 girls. By combining practical learning, collaborative activities, and real-world examples, the programme makes education more accessible and meaningful. Teachers have observed improvements in participation, attendance, literacy, numeracy, and communication, helping to bridge both rural-urban and gender gaps in education.



BRINGING LIFESAVING CARE CLOSER TO PATIENTS



Access to timely dialysis can make a profound difference to the lives of patients living with chronic kidney disease. For communities across Ankleshwar's industrial and rural areas, that access became significantly easier with the establishment of the **Kidney Dialysis Centre in April 2020**. Supported by GRP Ltd. and IDIC Pvt. Ltd. under the aegis of Smt. Jayaben Mody Multi-Speciality Hospital, the facility was created to bring affordable, high-quality renal care closer to home. Today, it provides affordable and reliable dialysis services through advanced haemodialysis infrastructure. **In FY2024-25, the centre conducted 8,071 dialysis sessions,** strengthening access to essential care across the region.

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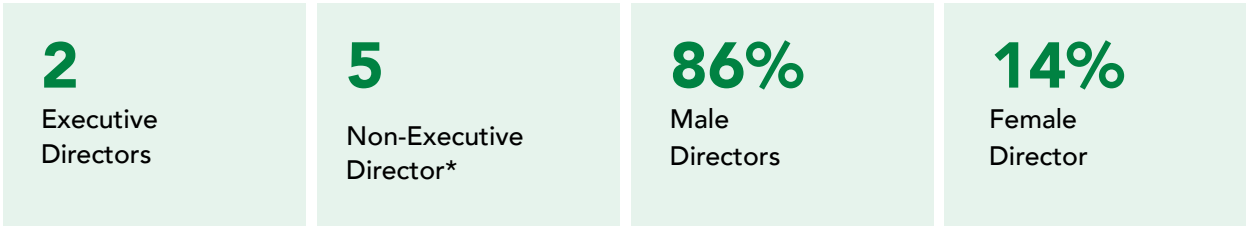
Charting Progress: Governance, Compliance and Leadership Excellence

Establishing a clear governance framework that promotes accountability, ethical conduct, and effective oversight.

GRP Ltd. is guided by a governance framework that promotes accountability, transparency, ethical conduct, and responsible decision-making. Through active Board oversight, clearly defined responsibilities, and robust policies and controls, we seek to create long-term value for stakeholders while ensuring compliance with applicable laws and regulations.

Introduction to the Board

The Board of GRP Ltd. represents **more than 200 years of collective industry experience**, reflecting a strong mix of operational, strategic, and governance capabilities. Its balanced composition ensures a comprehensive understanding of environmental, social, economic, and stakeholder considerations, supporting sound governance and sustainable value creation for the organisation and its stakeholders.



*(including 4 independent directors)

Key roles of the Board include:



ESG Oversight
The Board reviews material topics, business risks, sustainability priorities, and compliance requirements to support informed decision-making, strengthen responsible business practices, and ensure balanced and reliable disclosures on the Company's performance and commitments.



Stakeholder Involvement and Reporting
The board is responsible for ensuring that decisions we take reflect the changing industry developments and address the concerns of key stakeholder groups. Dedicated teams from relevant department drive the engagement initiatives. Feedback and significant developments are reviewed during monthly Top Management Committee meetings and subsequently escalated to the Managing Director and the Board. The Board also monitors the organisation's disclosure practices and approves reported information, ensuring transparency and accountability.



Ensuring Accountability
To ensure good governance and accountability, the Board undertakes periodic reviews through quarterly Board meetings. These reviews enable the Board to monitor progress, evaluate emerging risks and opportunities, and ensure that governance and sustainability practices remain aligned with the Company's strategic objectives and stakeholder expectations.

Committees

 Nomination and Remuneration Committee	 Audit Committee	 Stakeholders Relationship Committee
 Corporate Social Responsibility Committee	 Risk Management Committee	 Finance Committee

The newly constituted Risk Management Committee is responsible for overseeing the implementation of ESG-related initiatives across GRP Ltd. Beyond the Board level committees, the following additional committees contribute to strong operational integrity:

 Top Management Committee	 EHS Committee
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Board Evaluation and Remuneration

An independent evaluation of the Board and its Committees, together with an assessment of the Board’s overall functioning takes place annually.

The compensation strategy for the members of the highest governance body and senior executives is guided by the NRC Policy which sets out the principles relating to fixed pay, variable pay, retirement benefits, and other remuneration matters. Remuneration is determined through market benchmarking and aligns with the Organisation’s long-term objective and performance. The

remuneration process is overseen by independent members of the Board through the Nomination and Remuneration Committee and ratified by the stakeholders. Where remuneration consultants are engaged, we ensure that such firms are independent professional organisations with no conflict of interest involving the Company, its Board, or senior management.

We regularly review our remuneration practices to ensure alignment with business performance and market benchmarks.

Sustainability-Linked Growth Enablement

ESG considerations are increasingly integrated into how GRP plans and finances growth. As part of an international financing programme supported by PROPARCO, **the Company strengthened its Environmental and Social Management System (ESMS)**

and adopted an Environmental and Social Action Plan (ESAP) aligned with IFC Performance Standards. These initiatives further strengthened our approach to environmental and social risk management, monitoring, and continuous improvement.



Our Policy Compass: Navigating Responsibility with Purpose

GRP Ltd. embeds accountability and responsible business conduct across its operations through a robust policy framework. **We draw upon leading national and global frameworks, including the UN Global Compact, the Sustainable Development Goals (SDGs), and the NGRBC, to shape our policies and commitments.** This approach enables us to maintain consistency in our commitments, reinforce ethical business practices, and integrate sustainability considerations into our operations and strategic decision-making.

Further details of our policies, governance frameworks, and related disclosures are

available on our website at <https://www.grpweb.com/investors>.

The Board serves as the highest approval authority for key policies, providing direction and oversight on governance matters and business conduct. Supported by this oversight, our business and functional leaders regularly review policies to assess their relevance, effectiveness, and application across the organisation’s activities and stakeholder relationships, ensuring that our commitments remain aligned with evolving business needs and stakeholder expectations.

Anti-Bribery

We believe that maintaining the highest standards of ethics is essential to sustaining stakeholder trust and long-term business success. GRP Ltd. has established a robust governance framework to prevent corruption, fraud, and unethical conduct, supported by employee, leadership, supplier, and whistleblower policies. Through mandatory

compliance requirements, Board-level oversight of reported concerns, conflict-of-interest disclosures, and clear disciplinary procedures, we seek to ensure that all business activities are conducted fairly, responsibly, and in accordance with our values and regulatory obligations.

Conflict of Interest

We are committed to maintaining the highest standards of integrity and transparency in our decision-making processes. The governance framework of the organisation incorporates robust procedures to prevent and manage conflicts of interest among members of the Board and senior management. All Directors and Key Managerial Personnel are required to disclose relevant personal and financial interests through formal declarations. Any Director with an interest in a matter before the Board, a Committee, or a General Meeting is required to refrain from participating in discussions or voting, reinforcing fairness, accountability, and confidence in our decision-making processes.

100%
of employees are covered under training programmes on anti-corruption, business ethics and related policy training during FY 2023 -24, FY 2024 -25, and FY 2025 -26.

Zero
legal actions pending regarding anti-competitive behaviour or violation of anti-trust policy.

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Details of Corruption Cases Reported

Particulars	FY2025-26	FY2024-25	FY2023-24
Number of Corruption Cases Reported	1	0	1

We take a firm stance against all forms of corruption, and any reported incidents were thoroughly investigated and addressed in accordance with internal procedures within the prescribed timelines.

Embedding Policy Commitment

GRP Ltd. communicates its policy commitments and expectations relating to responsible business conduct through a structured approach tailored to different stakeholder groups by publishing the board approved policies on our website.

Employees

Through regular training on governance and ethics, internal communications, leadership engagement, and integration of policy compliance into performance appraisals.



Operational Workers

Through training on workplace safety, worker rights, and conduct standards, supported by safety committees and workers' unions.



Value Chain Partners

Through the Supplier Code of Conduct, ESG-integrated vendor selection, contractual human rights provisions, and audits as suitable.



Communities and External Stakeholders

Through grievance mechanisms and policies published on the Company's website, alongside CSR programmes and stakeholder feedback processes.



Grievance Resolution

We provide a formal grievance mechanism that allows internal and external stakeholders to raise concerns through accessible channels. Overseen by a cross-functional Grievance Committee, the process supports fair and timely resolution, safeguards human rights, protects stakeholder interests, and is guided by principles of confidentiality, impartiality, and non-retaliation.

Throughout the process, the Company adheres to complete confidentiality, impartiality, and a policy of non-retaliation. Additionally, all grievances are recorded in a central database that is reviewed monthly by senior management to monitor effectiveness and identify opportunities for improvement.

Stakeholders can raise concerns by writing to grievance.redressal@grpweb.com.

Reimagining a Future with Possibilities

Across industries, the shift from linear to circular models is no longer optional; it is essential to ensuring long-term resilience and responsible growth. Increasing resource constraints and environmental pressures are fundamentally redefining how materials must be produced, used, and recovered, making circularity the need of the hour.

In this evolving landscape, we see ourselves as active drivers of this transition—advancing a multi-product circular platform that extracts maximum value from end-of-life materials. With Pyrova Energy – Phase 2 on the horizon, we are poised to further strengthen our capabilities in scaling circular solutions and maximising value recovery, supported by engineering precision, certified processes, and globally relevant standards.

We remain committed to championing the circular economy by delivering high-performing, sustainable materials that meet

the rigorous demands of modern industry. Our approach is rooted in consistency, purity, and application-specific performance—ensuring that recycled materials are not alternatives, but engineered solutions trusted across sectors and geographies. At the same time, we are deepening our focus on measurable progress, working towards a 50% renewable energy, target 100% ZLD Plants and 30% women representation, while progressively expanding the scope and depth of metrics tracked across functions to drive accountability, transparency, and continuous improvement.

With disciplined execution and a clear sense of purpose, we are not just closing loops—we are transforming how materials are valued, enabling them to be Reborn to Perform. In doing so, we continue to create enduring value for our stakeholders while shaping a more sustainable, circular, and performance-driven industrial future.



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Abbreviations

AIRIA	All India Rubber Industries Association
ATMA	Automotive Tyre Manufacturers' Association
CHRO	Chief Human Resources Officer
COO	Chief Operating Officer
CPCB	Central Pollution Control Board
CSRD	Corporate Sustainability Reporting Directive
DSIR	Department of Scientific and Industrial Research
EHS	Environment, Health, and Safety
EMS	Environmental Management System
EPDM	Ethylene Propylene Diene Monomer
EPF	Employees' Provident Fund
EPR	Extended Producer Responsibility
ESG	Environmental, Social, and Governance
ESIC	Employees' State Insurance Corporation
ESMS	Environmental and Social Management System
ETP	Effluent Treatment Plant
FY	Fiscal Year
GHG	Greenhouse Gas
GIDC	Gujarat Industrial Development Corporation
GJ	Gigajoule
GRI	Global Reporting Initiative
GRS	Global Recycled Standard
HIRA	Hazard Identification and Risk Assessment
IATF (IATF 16949)	International Automotive Task Force
IFC	International Finance Corporation
INR	Indian Rupee
ISCC / ISCC+	International Sustainability and Carbon Certification
ISO	International Organization for Standardization
kL	Kilolitre
Ltd / Pvt Ltd	Limited / Private Limited

mg/nm³	Milligrams per Normal Cubic Metre
MIDC	Maharashtra Industrial Development Corporation
MRAI	Material Recycling Association of India
MT	Metric Tonnes
NGO	Non-Governmental Organisation
NGRBC	National Guidelines on Responsible Business Conduct
NOx	Nitrogen Oxides
NRC / NRC Policy	Nomination and Remuneration Committee
OHS / OHSMS	Occupational Health and Safety / Occupational Health and Safety Management System
PM (PM2.5 & PM10)	Particulate Matter
POSH	Prevention of Sexual Harassment
PROPARCO	Promotion et Participation pour la Coopération Économique
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
SOx	Sulfur Oxides
STP	Sewage Treatment Plant
tCO ₂ e	Tonnes of Carbon Dioxide Equivalent
TCFD	Task Force on Climate-related Financial Disclosures
UNGC	United Nations Global Compact
UNSDGs / SDGs	United Nations Sustainable Development Goals
ZLD	Zero Liquid Discharge

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GRI Index

Statement of use: GRP Ltd. has reported the information cited in this GRI content index for the period April 1, 2025 to March 31, 2026 with reference to the GRI Standards.

GRI Standard Disclosure	Location
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2-3 Reporting period, frequency and contact point	About the Report
2-6 Activities, value chain and other business relationships	About GRP Limited
2-7 Employees	Being People Positive: Social Stewardship
2-8 Workers who are not employees	Being People Positive: Social Stewardship
2-9 Governance structure and composition	Charting Progress: Governance, Compliance and Leadership Excellence
2-10 Nomination and selection of the highest governance body	NA
2-11 Chair of the highest governance body	NA
2-12 Role of the highest governance body in overseeing the management of impacts	Charting Progress: Governance, Compliance and Leadership Excellence
2-13 Delegation of responsibility for managing impacts	Charting Progress: Governance, Compliance and Leadership Excellence
2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance and Committee
2-15 Conflicts of interest	Charting Progress: Governance, Compliance and Leadership Excellence
2-16 Communication of critical concerns	Charting Progress: Governance, Compliance and Leadership Excellence
2-17 Collective knowledge of the highest governance body	Charting Progress: Governance, Compliance and Leadership Excellence
2-18 Evaluation of the performance of the highest governance body	Governance with Accountability
2-19 Remuneration policies	Charting Progress: Governance, Compliance and Leadership Excellence
2-20 Process to determine remuneration	Charting Progress: Governance, Compliance and Leadership Excellence

GRI Standard Disclosure	Location
2-21 Annual total compensation ratio	NA
2-22 Statement on sustainable development strategy	Message from the Leadership, Reimagining a Future with Possibilities
2-23 Policy commitments	Across the Document, Our Policy Compass: Navigating Responsibility with Purpose
2-24 Embedding policy commitments	Across the Document, Embedding Policy Commitment
2-25 Processes to remediate negative impacts	Grievance Resolution
2-26 Mechanisms for seeking advice and raising concerns	Grievance Resolution
2-27 Compliance with laws and regulations	Across the Document
2-28 Membership associations	Industry Collaborations
2-29 Approach to stakeholder engagement	Driving Dialogues Through Inclusive Stakeholder Engagement
2-30 Collective bargaining agreements	Being People Positive: Social Stewardship
3-1 Process to determine material topics	Determining Material Priorities
3-2 List of material topics	Determining Material Priorities
3-3 Management of material topics	Determining Material Priorities
101-2 Management of biodiversity impacts	Being Planet Positive: Environmental Stewardship
102-4 GHG emissions reduction targets and progress	Carbon Accountability: Tracking, Managing, and Lowering Emissions
102-5 Scope 1 GHG emissions	Carbon Accountability: Tracking, Managing, and Lowering Emissions
102-6 Scope 2 GHG emissions	Carbon Accountability: Tracking, Managing, and Lowering Emissions
102-7 Scope 3 GHG emissions	Carbon Accountability: Tracking, Managing, and Lowering Emissions
103-2 Energy consumption and self-generation within the organization	Energising Clean Energy Transformation
204-1 Proportion of spending on local suppliers	Responsible Sourcing
302-1 Energy consumption within the organization	Energising Clean Energy Transformation
302-4 Reduction of energy consumption	Energising Clean Energy Transformation
303-1 Interactions with water as a shared resource	Water Sustainability and Responsible Water Practices
303-3 Water withdrawal	Water Sustainability and Responsible Water Practices

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303-4 Water discharge	Water Sustainability and Responsible Water Practices
303-5 Water consumption	Water Sustainability and Responsible Water Practices
305-1 Direct (Scope 1) GHG emissions	Carbon Accountability: Tracking, Managing, and Lowering Emissions
305-2 Energy indirect (Scope 2) GHG emissions	Carbon Accountability: Tracking, Managing, and Lowering Emissions
305-3 Other indirect (Scope 3) GHG emissions	Carbon Accountability: Tracking, Managing, and Lowering Emissions
305-4 GHG emissions intensity	Carbon Accountability: Tracking, Managing, and Lowering Emissions
305-5 Reduction of GHG emissions	Carbon Accountability: Tracking, Managing, and Lowering Emissions
305-7 Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and other significant air emissions	Air Pollution Management
306-3 Waste generated	Advancing Waste Management and Circularity
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Being People Positive: Social Stewardship
401-3 Parental leave	Being People Positive: Social Stewardship
403-5 Worker training on occupational health and safety	Occupational Health and Safety (OHS)
403-6 Promotion of worker health	Occupational Health and Safety (OHS)
404-2 Programs for upgrading employee skills and transition assistance programs	Being People Positive: Social Stewardship
404-3 Percentage of employees receiving regular performance and career development reviews	Being People Positive: Social Stewardship
405-1 Diversity of governance bodies and employees	Charting Progress: Governance, Compliance and Leadership Excellence
405-2 Ratio of basic salary and remuneration of women to men	Being People Positive: Social Stewardship
406-1 Incidents of discrimination and corrective actions taken	Grievance Management
413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility

REBORN TO PERFORM



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