



Sustainability

- a way of life

Proactive Efforts. Responsible Actions.

What's Inside?

Sustainability - a way of life	01
Sustainability Highlights, FY 2017-18	02
Message from Managing Director	03
Awards, Certifications and Recognitions	04
Organisational Profile	06
Governance	10
Stakeholder Engagement	13
Economic Performance	16
Environmental Performance	17
Product Responsibility	22
Supplier Sustainability	23
People Energy	24
Corporate Social Responsibility	28
GCE	32
TRI-K	34
GRI Content Index	35
BRR Framework	38
Glossary and Abbreviation	40



Visit:
www.galaxysurfactants.com
to view our Sustainability Report
FY 2017-18 online

Forward-looking statement:

Statements in the Report describing the Company's objectives, expectations, targets or forecasts may be forward-looking. We have tried wherever possible to identify such statements by using words such as 'anticipate', 'expects', 'target', 'project', 'intends', 'plans', 'believes' and words of similar substance in connection with any discussion of future performance. We cannot guarantee that these forward-looking statements will be realised, although we believe that we have been prudent in assumptions. The achievement of results is subject to risks, uncertainties and realisation of assumptions. Should known or unknown risks or uncertainties materialise or should underlying assumptions prove inaccurate, actual results could vary materially from those anticipated, estimated or projected. Readers should bear this in mind.

About the Report

GRI 102-46, 49-54, 56

We are glad to present our 7th Sustainability Report. ***This report has been prepared in accordance with the GRI Standards: Core option.*** The GRI content index is at the end of the report.

The report covers our Sustainability data and information for the identified material topics considering the reporting boundary as the operations in India. We have also provided some data and information for two of our step-down subsidiaries - Galaxy Chemical (Egypt) S.A.E. and Tri-K Industries Inc. Our material topics have been identified through survey and stakeholder engagement process.

Reporting Year and Cycle

This Sustainability Report follows a one year reporting cycle. The reporting content is based on our annual reporting year which is from 1st April, 2017 to 31st March, 2018. We have transitioned to GRI Standards as compared to the previous Sustainability Report which was published on 16th August, 2017 based on GRI G4 guidelines. Communication of the report is done through print and electronic media. The electronic copy of this report is available on the Company website. The reporting boundary and content is discussed and finalised by BPE team and approved by senior management.

Data Validation and Assurance

During the reporting year, we do not have any policy for seeking external assurance of Sustainability Report. This report is not verified or assured by any third party. The report is prepared by trained team members of Business Process Excellence, Galaxy Surfactants Ltd. as per the internal procedure of Sustainability Reporting. Inputs for the report are provided by relevant departments of the Galaxy Surfactants Ltd. The report is published after review and approval from concerned senior persons.

We welcome the views and feedback from our stakeholders. Contact our sustainability team at sustainability@galaxysurfactants.com. For knowing more about our sustainability initiatives, please visit our website link: <http://sustainability.galaxysurfactants.com/>.

In legalese: No part of this report may be reproduced, or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or by any information storage or retrieval system, without the prior written permission of the organisation.





Sustainability - a way of life

World population is projected to reach 9.7 billion by 2050 according to UN DESA report 2015*. We believe it is of utmost importance to understand the demographic changes and its associated challenges and opportunities for achieving sustainable development. In our Sustainability Report's cover design this year, we want to communicate that we are nurturing the next generation which focusses on creating positive impact on the environment. We have involved schools and students in several ways to create awareness regarding conservation environment.

**This is one of our responsible actions towards making
Sustainability - a Way of Life.**

*Source: <http://www.un.org/en/development/desa/news/population/2015-report.html>

Sustainability Highlights FY 2017-18



Economic Performance

Consolidated Revenue from operations: INR 2,463 Crores



Responsible Care®
OUR COMMITMENT TO SUSTAINABILITY

Responsible Care

Recertification of Responsible Care Logo for Indian Operations



Learning Performance

(for India) 39 man-hours/employee



Carbon Disclosure Project Score

Management Level 'B' in Climate Change and Water; Global Average: D, Disclosure Level



GHG Verification

for GHG emissions during the period FY 2015-16 and FY 2016-17 for India and Egypt



CSR Performance

INR 2.56 Crores spend; volunteering of more than 1,400 man-hours (for India)



Message from Managing Director

GRI 102-14



We, at Galaxy, feel that the foundation of our existence is our environment and the society we live in. CSR and Sustainability initiatives play a vital role in bringing a positive transformation in the people and the planet.

Dear Stakeholders,

I am pleased to share our 7th Sustainability Report for FY 2017-18 which shows our dedication towards making Sustainability - A Way of Life.

We are happy to state that we have achieved significant progress on our Sustainability Goals 2020. We have succeeded in exceeding our goal of tree plantation. Life Cycle Assessment studies have been completed for selected major products to estimate environmental impacts over the product life cycle.

We are working extensively in improving our product safety and stewardship. Personal care industry is showing increasing affinity for Safe, Non-Toxic, Pure/Natural, Customised Solutions and there is significant innovation and disruption happening in this domain. Our new launches in the areas of Mild Surfactants (Glutamate series) and Non-Toxic Preservatives (Galguard Trident) were the key highlights for this year. Our latest innovation, Galsoft GLI 21 was also awarded the "Gold Innovation Award" at the HPCI India 2018 exhibition ahead of our peers, an achievement to be proud of.

We are committed to continually work on initiatives towards promoting a cleaner and safer environment. We have undergone re-certification audit and have been awarded with permission to use Responsible Care Logo for our manufacturing sites in India until December 2020. This signifies major improvements undertaken in areas of safety, health, environment and sustainability. Galaxy has maintained score of Management Level 'B' in 2017 CDP Climate Change and Water compared to CDP supply chain average of 'D'. Galaxy was also awarded with 2017 CDP Supplier Engagement rating of 'A-' which is better than CDP supply chain average of 'C-'.

Galaxy is working towards incorporating sustainability across its supply chain by assessing its suppliers on their environment and social performance. Our manufacturing sites in India and Egypt are RSPO certified, which reflects our commitment to a sustainable palm oil supply chain.

Galaxy is passionately committed to create fitter and healthier workforce which is a critical factor in making our organisation sustainable. We undertook various wellness initiatives through our Wellness Programme 'MyHealth MyChoice' during the year. Galaxy launched its first ever

weekly health newsletter called as the "Wellness Quotient" to spread awareness amongst the employees so that they can be sensitised regarding various health-related topics and also be motivated towards better physical, mental and emotional well-being.

We, at Galaxy, feel that the foundation of our existence is our environment and the society we live in. CSR and Sustainability initiatives play a vital role in bringing a positive transformation in the people and the planet. With an aim to increase and improve its stakeholders' engagement, Galaxy celebrated Udgam: CSR and Sustainability Week across all manufacturing sites and corporate office in India in February 2018. Several activities were organised to create awareness, involve and inspire employees, school students, community members and NGO partners towards making cleaner and greener society. With our various projects such as creating check dams, planting saplings, educating people, improving the living standards in terms of health and hygiene and providing livelihood opportunities to the community; we have been successful in bringing about this change in the society and the environment.

U. Shekhar
Managing Director

Awards, Certifications and Recognitions



Awarded by CavinKare in Vendor Meet - 2018



Certificate of Excellence from Marico



Iconic Company award from Indian HPC Industry Association in ISDC conference



Responsible Care Logo award from Indian Chemical Council



Best Ingredient Award - Gold Innovation Award in HPCI India 2018



Trishul Award from CHEMEXCIL for the outstanding export performance for FY 2016-17



'Innovative Best Practices in Branding' for CSR case study competition winner from ITM Business School and Corporate Gurukul

Awards given by Customer

Award Won	Awarded by	Award won for
Certificate of Appreciation	ITC	Valuable association as a Business Partner

Awards from External Bodies

Award Won	Awarded by	Award won for
Great Place to Work-Certified™	Great Place to Work® Institute for the year 2017-18	-
7 'Gold', and 2 'Silver'	CCQC Mumbai	Quality Circle Competition
2 'Gold', and 1 'Silver'	CCQC Ankleshwar	Quality Circle Competition
5 'Par Excellence' 3 'Excellence' 2 'Distinguished'	NCQC Mysore	Quality Circle Competition

Certifications

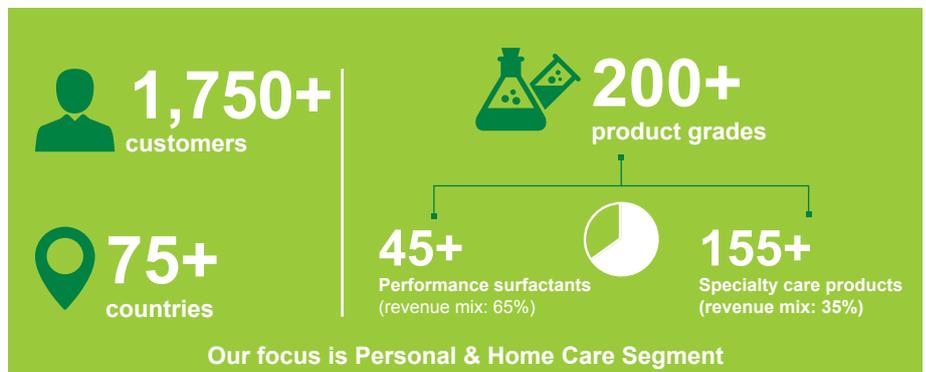
Certificate	Awarded by	Scope
ISO 9001:2015 certification	Bureau Veritas	For GSL all manufacturing locations in India
ISO 22716:2007 certification (cosmetic GMP)	Bureau Veritas	Taloja, India and Suez, Egypt
ISO 14001:2015 & BS OHSAS 18001:2007	Bureau Veritas	Taloja and Jhagadia, India
ISO 14064-1:2006 (GHG Verification Statement)	Bureau Veritas	For India and Egypt for reporting year April 2015 to March 2017

Organisational Profile

GRI 102-1-7

Galaxy Surfactants Ltd. is one of India’s leading manufacturers of surfactants and other specialty ingredients for the personal care and home care industries. Our products find application in a host of consumer-centric personal care and home care products, including, inter alia, skin care, oral care, hair care, cosmetics, toiletries and detergent products. Since our incorporation in 1986, we have significantly expanded and diversified our product profile, client base and geographical footprint. Our customers include some of the leading multinational, regional and local players in the home and personal care industries.

In addition to our domestic sales in India, we have significantly increased our geographical footprint in recent years by focussing on certain emerging markets such as AMET. Our Step-down Subsidiaries, coupled with our manufacturing facilities in Suez, Egypt, and New Hampshire, USA, enable us to service the international demand for our products. We have set-up sales offices in India, and representative offices in Netherlands and Turkey.



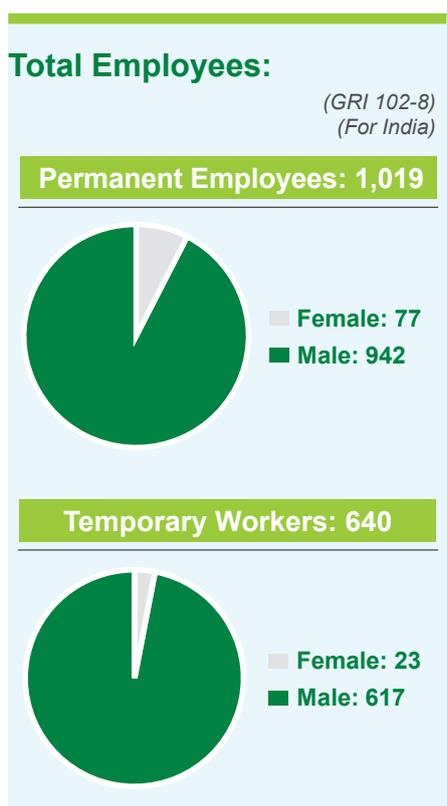
Total Capitalisation:

Particulars <i>(for India: Values in INR Crores)</i>	FY 2017-18	FY 2016-17
Equity	35	35
Reserves & Surplus*	630	532
Loan	219	249

*Consider Reserves & Surplus as part of Equity

Consolidated Product Volumes for FY 2017-18

Performance Surfactants: 1,30,596 MT
Specialty Care Products: 66,833 MT



Extensive R&D Capabilities

“ We believe that our emphasis on innovation, proactive customer-centric approach and focus on quality have enabled us to meet customer needs.”

Since 2002, Total Patents (as of 31st March, 2018):

49 granted **37** applied

21 (India), 16 (Brazil, China, EU, USA and under the Patent Cooperation Treaty)

102-5

Nature of ownership and legal form

Our Company was originally incorporated as “Galaxy Surfactants Private Limited” on 20th May, 1986 at Mumbai, Maharashtra as a private limited company under the Companies Act, 1956. Pursuant to a special resolution of our Shareholders dated 24th January, 1995, our Company was converted into a public limited company and our Company’s name was changed to “Galaxy Surfactants Limited” and a certificate of change of name dated 13th March, 1995 was issued by the RoC.

GRI 102-10

Listing on National Stock Exchange of India Limited and BSE Limited

The equity shares of the Company have been listed on the National Stock Exchange of India Limited and BSE Limited w.e.f. 8th February, 2018.



Global Presence



Map not to scale. For illustrative purpose only.

Supply Chain

GRI 102-9



Galaxy Surfactants Ltd. is one of India's leading manufacturers of surfactants and other specialty ingredients for the personal care and home care industries. Our customers include some of the leading multinational, regional and local players in the home and personal care industries. Our upstream consists of two broad categories - natural chemicals and petrochemicals. Natural chemicals, primarily palm kernel oil derivatives, e.g. Fatty Alcohols & Fatty Acids, are sourced from Southeast Asia and India while Petrochemicals, e.g. Ethylene Oxide and Phenol, are sourced primarily from USA, Europe, China, and India. Our products are manufactured across sites in India (Taloja, Tarapur and Jhagadia), Egypt (Suez) and USA (New Hampshire). Our downstream includes supplying products (Performance Surfactants and Specialty Chemicals) to major MNCs in India and world, in more than 75 countries through our logistic partners.

Precautionary approach

GRI 102-11

Galaxy has been proactive in terms of setting the right controls and channels in place to categorically evaluate the impacts of products and process at each stage of its development. The relevant checks are done in order to ensure that operational plans and product development meets all the applicable criteria and conditions before taken forward. We strive to develop our products which are safe and less toxic to humans and ecosystem while using energy-efficient manufacturing processes. Recycling/ reusing of raw materials, by-products is one of the way by which we lower the environmental impact of our manufacturing process.

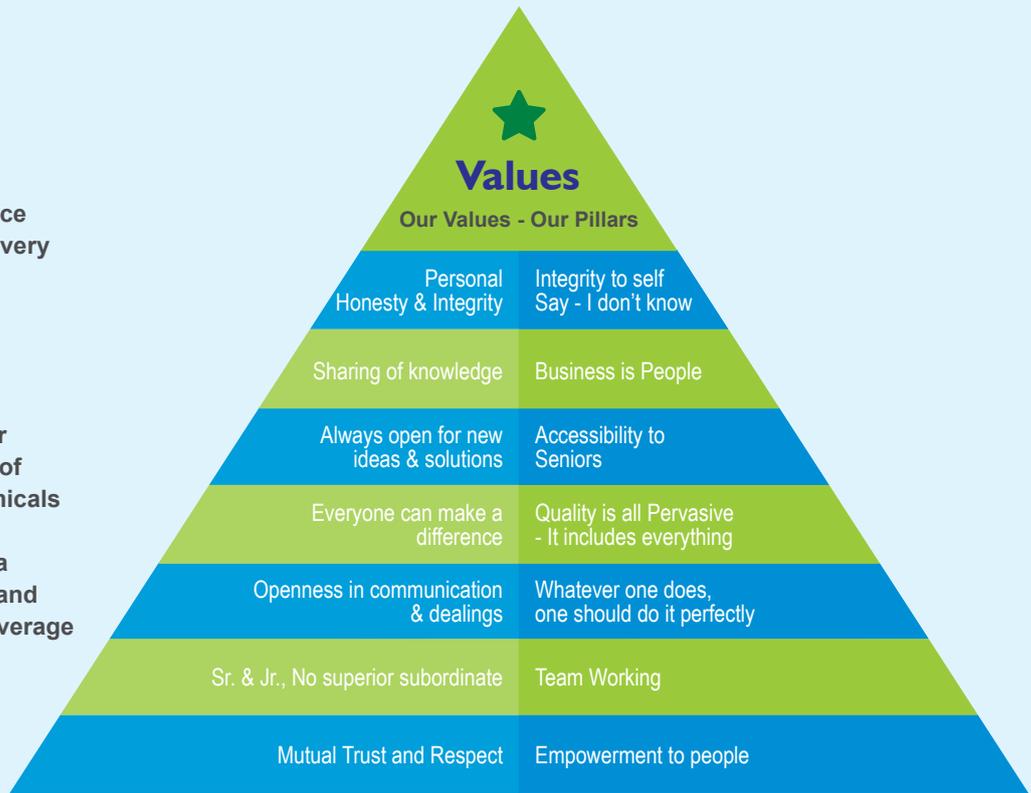
GRI 102-16

Mission

To be a brand of Global Eminence through best-in-class value delivery by high quality people.

Vision

Delight Customers; be a Partner of Choice, and a Global Leader of Surfactants and Specialty Chemicals to the Personal and Home Care Industry with a commitment to a cleaner and safer environment and delivering consistently above average returns to the investors.



The 4Cs Our Core Strength



GRI 102-13

Memberships & Associations

- Indian Chemical Council (ICC)
- Bombay Chamber of Commerce and Industry (BCCI)
- CHEMEXCIL - Basic Chemicals, Pharmaceuticals & Cosmetics Export Promotion Council
- Indian Specialty Chemical Manufacturers' Association (ISCMA)

GRI 102-12

External Initiatives

- Signatory to Responsible Care Global Charter
- Ordinary member in Roundtable on Sustainable Palm Oil (RSPO)
- Environmental and Occupational Health & Safety Management Standard - ISO 14001:2015 and BS OHSAS 18001:2007
- Carbon Disclosure Project (CDP) - Climate Change and Water
- EcoVadis
- Responsible Sourcing Audits (based on SMETA - 4 Pillar Guidelines)
- Life Cycle Assessment based on ISO 14040:2006 and ISO 14044:2006

Governance

GRI 102-17, 18, 22, 31, 44

The Company is committed to the highest standards of corporate governance in all its activities and processes. It regards corporate governance as the cornerstone for sustained management performance and as a responsibility towards all the stakeholders and society. At the heart of the Company’s corporate governance policy is the ideology of transparency and openness in the effective working of the Management and Board.

The Board of Directors is constituted in compliance with the Companies Act, 2013 (“the Act”) and Regulation 17 of the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015 (SEBI (LODR) Regulations).

The Board of Directors functions either as a full board or through various committees constituted to oversee specific operational areas. Company’s executive management provides the Board of Directors detailed reports on its performance periodically.

As on 31st March, 2018 the Board of Directors consisted of 11 Directors, comprising 4 Independent Directors (including one woman director), 3 Executive Directors, and 4 Non-Executive Directors. Other than Independent Directors and Managing Director, all other directors are liable to retire by rotation.

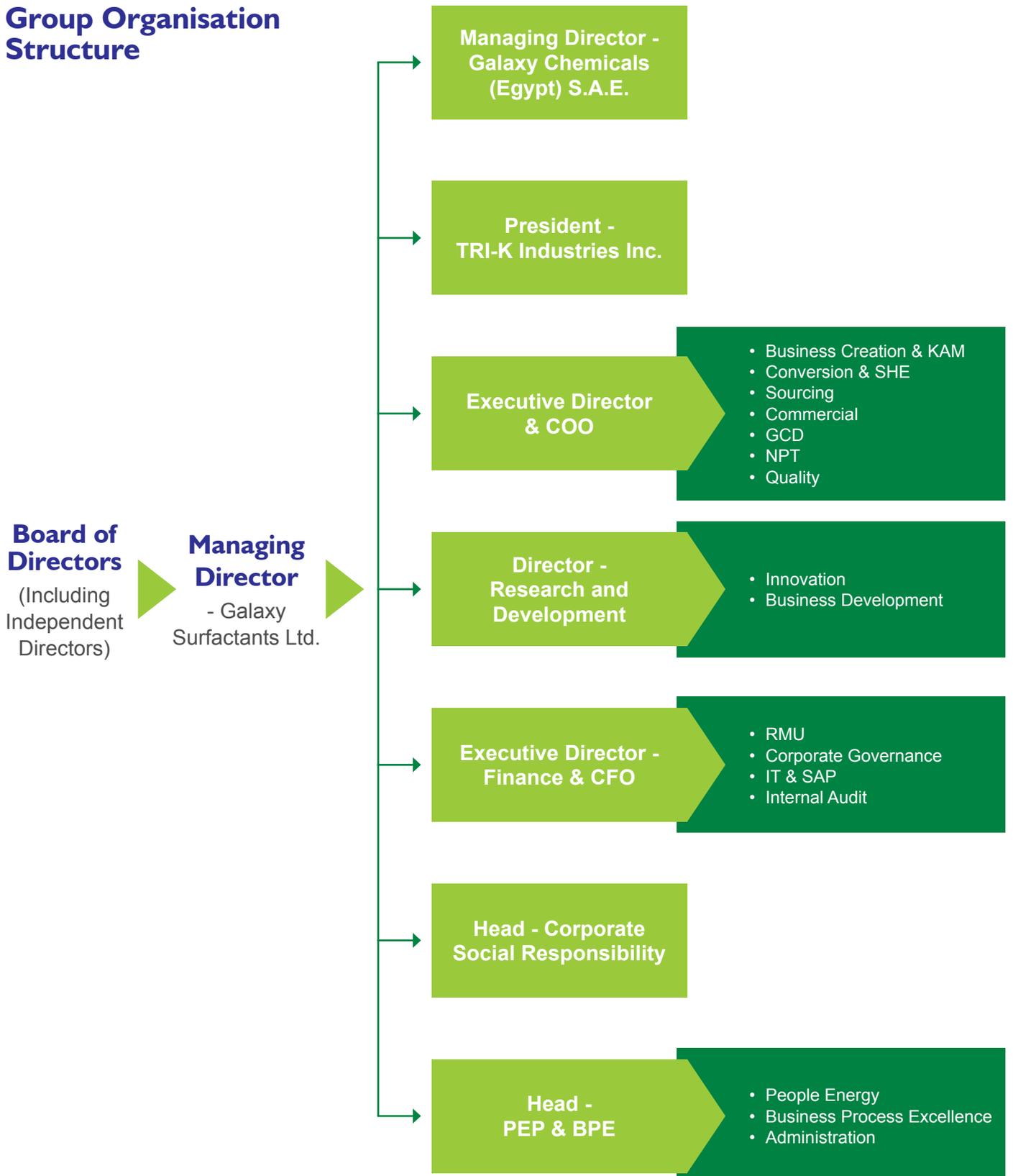
The Board has constituted the following Committees to assist itself in carrying out its functions:

<p>Audit Committee comprises 3 independent and 1 non-executive directors</p>	<p>Nomination and Remuneration Committee comprises 4 Independent Directors</p>	<p>Stakeholders’ Relationship Committee comprises 3 Directors: 1 Executive, 1 Non-executive, 1 Independent</p>	<p>Corporate Social Responsibility Committee comprises 3 directors: Managing Director, 1 Independent Director and 1 Executive Director</p>

The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adapting highest standards of professionalism and ethical behaviour. The Company is committed to developing a culture where it is safe for all directors / employees to raise concerns about any poor or unacceptable practice and any event of misconduct. Accordingly, the Company has a Whistle Blower Policy in place under which Director / employee are free to raise concern.



Group Organisation Structure



Sustainability Cell

Sustainability Cell oversees the overall execution of Sustainability journey focussed on long-term sustainable business growth. It is the Apex body headed by Directors, which mulls over sustainability-related agendas in the organisation. The Cell is so formed that it represents all the departments of the organisation.



- Resource Mobilisation & Utilisation
- New Project & Technology
- Corporate Governance
- Conversion
- Business Creation
- People Energy
- Global Customer Delight
- Innovation
- Sourcing

Focus

Sustainability Policy and Goals 2020

Initiatives like Responsible Care, RSPO

Product Stewardship

Corporate Social Responsibility

Sharing of Best Practices



Visit: <http://www.galaxysurfactants.com/KnowUsBetter/SustainabilityPolicy>
to view our Sustainability Policy online

Stakeholder Engagement

GRI 102-40, 42, 43

We consider it extremely important to understand the viewpoints and concerns of all our stakeholders. Every year, we attempt to bring continuous improvement in our approach towards comprehensively engaging with our stakeholders and arriving at the material aspects.

Customers

Employees

Investors/Shareholders

Community and NGOs

Suppliers

We have identified stakeholders based on listing out all the possible stakeholders and ranking them in the form of Involvement-Impact matrix based on internal discussions. Based on predefined threshold impact value, stakeholders are identified for engagement. We have shared details in the table on next page. We select priority issues where both the need as expressed by critical stakeholders and Galaxy's unique potential to impact are the greatest. We employ our deep expertise to improve outcomes and monitor our progress to evolve our practices.



Stakeholders	Engagement Method	Frequency	Responsibility	Key Topics & Concerns	Response
Customer	Visits, Conferences, Survey	Annually	BC, BD, BQ	Customer complaints; Product quality & safety	Response to customers through feedback of survey; technical support; questionnaire
Employees (includes company and contractor/workers)	Interviews and Survey; EWC meeting; Employee engagement activities	Monthly; Annually	PE, BPE	Employee health, safety & well-being; Career development; Employee engagement	Safety committee established; regular medical check-ups; employee engagement calendar and initiatives
Community and NGOs	Interactions and Discussion	Monthly	CSR	Community development; community relations	Local community programmes and initiative
Investors/ Shareholders	AGM and Direct communication	Annually	RMU, Secretarial, CG	Financial Growth	Investor relations
Suppliers	Vendor Audits / Vendor Visits / Conferences	Annually	Sourcing, GCD	Supply chain management	Supplier engagement-survey feedback

GRI 102-47

Materiality Matrix

We have conducted materiality survey with selected stakeholders in March 2018. Based on the survey responses, our updated Materiality Matrix is shared below. Our material topics are Employee Health, Safety and Well-Being; Financial Growth and Indirect Economic Impact; Water and Waste Management; Product Quality and Safety; Energy and Climate Change and Business Ethics and Transparency. We have shared performance with respect to these topics for the operations in India in subsequent sections based on GRI standards.



Importance for Galaxy Surfactants Ltd.

UDGAM

We, at Galaxy, feel that the foundation of our existence is our environment and the society we live in. With an aim to increase and improve its stakeholders' engagement, Galaxy celebrated Udgam: CSR & Sustainability Week across all manufacturing sites and corporate office in India in February 2018. Several activities were organised to create awareness, involve and inspire employees, school students, community members and NGO partners towards making cleaner and greener society.

Overview



Activities

 <p>Panel Discussion</p>	<p>Abhiyan: Hariyali and Swachhata-Awareness Competition</p>	<p>Online Quiz on Environment and Society</p>	<p>Photography and Blog Writing Competition</p>	<p>Awareness Sessions on Waste Management</p>
<p>E-waste & Plastic Waste Collection Drive</p>	<p>Hand Hygiene Sessions</p>	<p>Medical Health Camps</p>	<p>Poster Drawing Competition</p>	<p>Cleanliness Drive</p>
<p>Guest Lectures on De-addiction & Solar Energy</p>	<p>Financial Literacy Session and Certification Distribution Programme</p>	<p>Movie Showcase</p>	<p>Exhibition by NGO</p>	<p>CSR & Sustainability Success Stories Sharing</p>



Economic Performance

GRI 103-1-3; 201-1; 102-45; 102-48

We are a growth-centric, performance-led entity. Our business model for sustainable growth ensures an optimal mix of products, customers, and geographies. We are focussed on continually improving our supply chain, innovating, and overall value creation. We are continuously evaluating new markets, geographies, and customers. As a result of this endeavour we became a public-listed organisation this year, an indication of our growth and resiliency. Our growth is propelled by long-term strategy, guided and reviewed by top management. We have implemented Balance Scorecard as a strategic tool for growth.

Particulars (For India; Values in INR Crores)	FY 2017-18	FY 2016-17
Direct Economic Value Generated		
a. Revenue from Operations	1,712.76	1,589.34
b. Other Income	12.97	35.37
Total	1,725.73	1,624.71
Economic Value Distributed		
Operating expenses (excluding employee benefit expense)	1,437.89	1,328.17
Employee benefit expense	75.37	71.94
Interest and Finance charges	20.59	20.78
Government as taxes (Income tax, Deferred tax and Dividend distribution tax)	54	61
Dividends	11	14
Donations/CSR expenses	2.56	2.33
Economic Value Retained		
Profit before tax	164.37	178.77
Profit after tax	112.41	120.71

The above table consists of standalone results of Galaxy Surfactants Ltd.

Entities included in the consolidated financial statement

The Consolidated financial statements comprise financial statements of Galaxy Surfactants Ltd (“the Company”) and its subsidiaries (collectively, the Group). As of 31st March 2018 the Company has five wholly-owned subsidiaries within the definition of ‘Subsidiary Company’ under the Companies Act, 2013. Further pursuant to the provisions of Section 136 of the Act, the Financial Statements of the subsidiaries are uploaded on the website of the Company i.e. www.galaxysurfactants.com.

Consolidated volumes grew by 11.2% with EBITDA margin of 12.1% and PAT margin of 6.4%.

Restatements of information

Galaxy Surfactants Ltd. as required by the regulations has moved its accounting and financial reporting from the earlier prevalent Indian GAAP standards to the new Indian Accounting Standards (Ind AS) regulations. Accordingly, the previous year figures have been restated to the new Ind AS regulations to enable comparative study.

Environmental Performance

GRI 103-1-3

We have established its “Sustainability 2020 Goals” in FY 2016-17 with aspirational targets in areas of climate change: energy, greenhouse gases, renewable energy, tree plantation; water; packaging waste and life cycle assessment.

Sustainability Goals 2020 - Progress (For India)

Sustainability Goals	Target for 2020	Achieved (as of 31 st March, 2018)
 Water Reduction (Intensity)	 80%	 70.5%
 Energy Reduction (Intensity)	 50%	 42.2%
 GHG Reduction (Intensity)	 35%	 22.4%
 Packaging Waste Reduction (Intensity)	 10%	 19%
 Tree Plantation	 25,000	 48,355
 Renewable Energy Share	 10%	 0.58%
 Life Cycle Assessment of Products	 40	 12

Note: Packaging waste reduction, Renewable energy generation, Tree plantation, Life cycle assessment goals are considering baseline figures of FY 2015-16. Water reduction and Energy reduction goals are considering baseline figures of FY 2011-12. GHG reduction goal is considering baseline figures of FY 2012-13. We have changed our calculation approach of renewable energy share and have decided to consider denominator as electricity consumption of base year i.e. FY 2015-16 instead of total energy consumed. For FY 2016-17, the renewable energy share is being revised to 0.04%.

GRI 303-3; 306-1

Water

We recognise that reducing water consumption in our operations and improving water quality are important elements for our business. We regularly monitor our water consumption and implement actions towards reducing it. Our location working committees, guided by sustainability cell, manage and review water-related topics for the respective locations.

Galaxy has achieved 70.5% reduction in its water intensity figures measured in units of cubic m per MT of production considering baseline of FY 2011-12 and is working aggressively towards stretched intensity based target of achieving 80% reduction by 2020. In April 2017 during the reporting year, we have discharged 112 m³ of treated water from a manufacturing site in Tarapur to Common Effluent Treatment Plant. From May 2017 onwards, we have become zero liquid discharge at all manufacturing sites in India along with necessary consents from the Pollution control boards. We have installed flow meters to measure the water discharge.

Total volume of water recycled and reused: 79.5 Mega Litres (including rainwater harvested)



All our manufacturing sites in India comply with the ZLD requirements and have received the necessary consents from the Pollution Control Boards.

GRI 302-3

Climate Change

Energy

We are committed to contributing towards low carbon growth by measuring and tracking our energy consumption and GHG emission. Members of Energy Cell and Sustainability Cell meet regularly to review energy performance and are guided by energy policy. We have achieved 42.2% reduction of energy consumption per metric tonnes of production considering base year of FY 2011-12.

Energy Intensity in FY 2017-18: 0.34 MWh/MT

Energy intensity calculation includes furnace oil, coal, light diesel oil, high speed diesel, natural gas, grid electricity and renewable energy. This ratio considers energy consumed within the organisation and denominator of production volume in MT.



Renewable Energy

Galaxy with its commitment to increase the share of clean energy, Galaxy commissioned installation of Roof Top solar panels at corporate office (49KWp) and in Taloja manufacturing site (126 KWp) during FY 2017-18.

Galaxy has completed overall around 235 kWp solar installations at its corporate office and manufacturing sites at Taloja and Jhagadia. We have plans to increase and add more renewable power in line with our Sustainability Goals 2020.

GRI 305-4

GHG

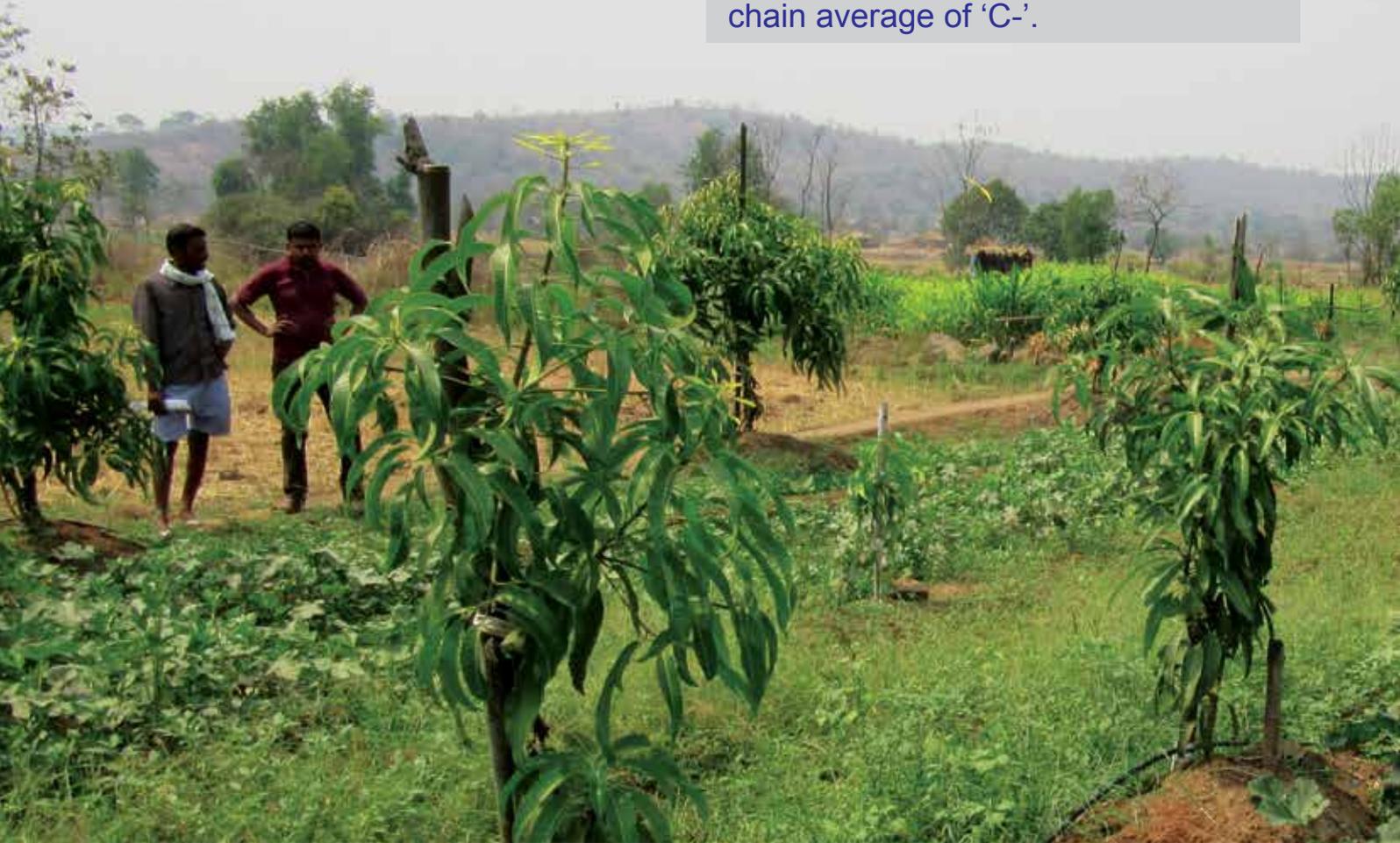
Global warming and its impact on climate pose an enormous challenge to the world. We work towards lowering our emissions through implementation of energy conservation projects. GHG emissions are consolidated on operational control basis with a base year of FY 2012-13. Gases considered for GHG emissions include CO₂, N₂O, CH₄, and HFC. The emissions are calculated based on ISO 14064-1:2006 standards and published emission factors from IPCC. Data for fuel and electricity is collected through sites that measure the consumption based on metering and maintain records.

We have achieved a significant reduction of 22.4% in GHG emissions (Scope 1 and Scope 2) per MT of production against base year of FY 2012-13.

GHG emissions (India) for FY 2017-18: 44,679 tCO₂e considering Scope 1 and 2 emissions

GHG Intensity: 0.205 tCO₂e/MT

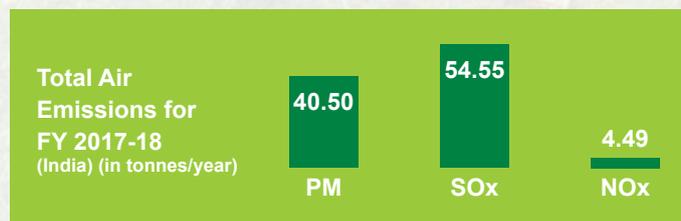
Galaxy has received score of Management Level 'B' in 2017 CDP Climate Change and Water compared to CDP supply chain average of 'D'. Galaxy was also awarded with 2017 CDP Supplier Engagement rating of 'A-' which is better than CDP supply chain average of 'C-'.



GRI 305-7

Air Emissions

We are committed to keep our emissions below statutory norms while focussing on continuously improving our systems. For our manufacturing sites in India, we measure and monitor SO_x, NO_x, PM (Particulate Matter) emissions on a regular basis. Stack emissions are measured and monitored on regular basis by authorised third-party agencies. We have estimated the total emissions based on flow rate and molecular weight of the gases.



GRI 306-2, 3

Waste

Galaxy is working with its suppliers in reducing our packaging waste by reworking on packaging material consumption.

Several interventions like using alternative packaging and weight reduction in packaging material have led to reduction in packaging waste generation on year-on-year basis.

We have achieved 19% reduction in packaging waste in FY 2017-18. This reduction was primarily due to replacing some supplies of RM from Metal drums into HDPE drums. This change also helped in reducing overall impact on environment. We also converted some RM supplies from drums to bulk containers which totally eliminated packaging waste generation. We are working on shifting some RM which is currently procured in bags to Bulk shipments. This will help us further reducing our waste generation.

Hazardous waste
7.25 kg/MT of production

Environmental Incidents (India)

We have monitoring and control systems in place to prevent overall environment incidents including spillage with integrated automation and control systems that manage spillage, leakage and overflow. We provide training to our employees on how to evade spillage and overflows, at the same time how to tackle the situation if it happens. With time, we are continuously working on achieving minimum environment incidents. With the base year of FY 2012-13, our environmental incidents have reduced by 48%.



Safety, Health and Environment

Galaxy is committed to a cleaner and safer environment. We have formulated SHE policy, which is reviewed by top management once in every three years. The Board of Directors review SHE performance every quarter. ISO 14001 and BS OHSAS 18001 systems are implemented for Taloja and Jhagadia locations which is audited on a regular basis from authorised third-party. We are planning to implement these systems in our Tarapur manufacturing sites in coming year.

We regularly provide training to employees and contractors on topics like behavioural safety, Fire Safety, SCBA, defensive driving etc. We have monthly meeting of joint safety committee chaired by Site Head and Safety in-charge. Members are from staff, operator and contractor category. All workers are represented in the joint safety committee.



Responsible Care

Responsible Care is the chemical industry's unique global initiative that drives continuous improvement in health, safety and environmental (HSE) performance, together with open and transparent communication with stakeholders. This initiative, which started in Canada in late 1980s, is gaining worldwide momentum in the chemical industry. In India, Indian Chemical Council is at the forefront in spreading this Initiative.

Over the years, we have implemented various initiatives in areas of Process Safety, EHS, Pollution Prevention, Emergency Response, Distribution and Product Safety & Stewardship.



Galaxy Surfactants Ltd. received permission for using Responsible Care Logo for a period of 3 years: **January 2018 to December 2020**; post-surveillance audit carried out in November 2017.

Product Responsibility

GRI 416-2

Product quality and safety is a significant topic for us as our products are widely used in personal and home care industry globally. Our products are checked for quality to ensure that our products adhere to defined standards. We prefer to be ahead of markets and proactively keep our impurity levels way below industry standards and keep on improving our performance on quality standards. Quality is reviewed by teams and top management at regular levels to ensure compliance and improvements. We are currently formalising a structure to manage product stewardship as a dedicated approach towards product responsibility. There were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period.

Life Cycle Assessment

One of our Sustainability Goals 2020 is to conduct Life Cycle Assessment of 40 products. Galaxy plans to assess majority of its product range for their total environment impacts, moving beyond basics like energy and water intensity of products. This approach provides Galaxy with a framework for ascertaining the relative sustainability of products, identifying opportunities for environment impact mitigation, and promoting greener products. Galaxy took up Life Cycle Assessment based on ISO 14040/14044 as a part of assessing total impact of product through its lifecycle and completed LCA for 12 identified products with the help of GaBi tool, as part of the initiative. This enabled Galaxy to determine their environment impacts and opportunities for improvement in the same. The studies were conducted with Cradle to Gate approach measuring impact over range of parameters like human toxicity, carbon footprint, eco-toxicity, and many more.

GRI 417-1

Regulatory

We display product information like product trade name, gross wt., tare wt. etc. on regular product labels. In addition, we ensure that the hazards and adverse effects of the chemicals on human health and the environment, as well as physical and chemical properties are communicated down the supply chain in the form of Safety data sheets (SDS) and labels. SDS are prepared for all our products according to the updated Commission Regulation (EU) No. 2015/830 for EU and GHS (Globally Harmonised System of Classification and Labelling of Chemicals) for all other countries. GHS / CLP labels are also affixed on packages for clear and concise communication of product hazards, as applicable. SDS and labels are periodically reviewed and revised. In addition, SDS and labels are also updated whenever new and significant information is available. While transporting dangerous goods, we ensure use of UN certified packing material and affixation of Dangerous goods labels in compliance with IMDG (International Maritime Dangerous Goods) and IATA (International Air Transport Association).

Innovation

Galsoft GLI 21 is an Innovative product, designed with breakthrough technology of combining Amino Acid Surfactant and Acyl Isethionate with a Patented Process of manufacture and composition. The Patent is already granted in USA and under examination in other countries.

Best Ingredient Award:

Gold Innovation Award in HPCI India 2018

The first prize

was awarded to Galaxy Surfactants Ltd. for "Galsoft GLI 21".



Supplier Sustainability

GRI 301-1; 308-1; 414-1

Galaxy strives towards incorporating sustainability across its supply chain by assessing its suppliers on their environment and social performance through our internal audit team. Our supplier sustainability survey covers key suppliers amounting to more than 75% in procurement spend. In India, about 70% of new suppliers have undergone assessment which includes environmental and social criteria. For FY 2017-18, 46% of all raw materials sourced were from renewable sources.

Some of our key raw materials are derived from Palm Oil and Palm Kernel Oil. The demand for palm oil and palm kernel oil based products is poised to grow in the market with the coming

years. 'Roundtable on Sustainable Palm Oil' is a not-for-profit organisation established to unite various stakeholders in palm oil supply chain and to develop and implement global standards of sustainable palm oil. Galaxy is ordinary member of RSPO since 2012.

Within a short period of time, Galaxy's facilities in India and Egypt were RSPO certified. We were the first Company in India to receive permission to use RSPO trademark globally. We were certified to use MB (Mass Balance) grade for our products and also got upgraded to SG (Segregation) model for our India facilities.



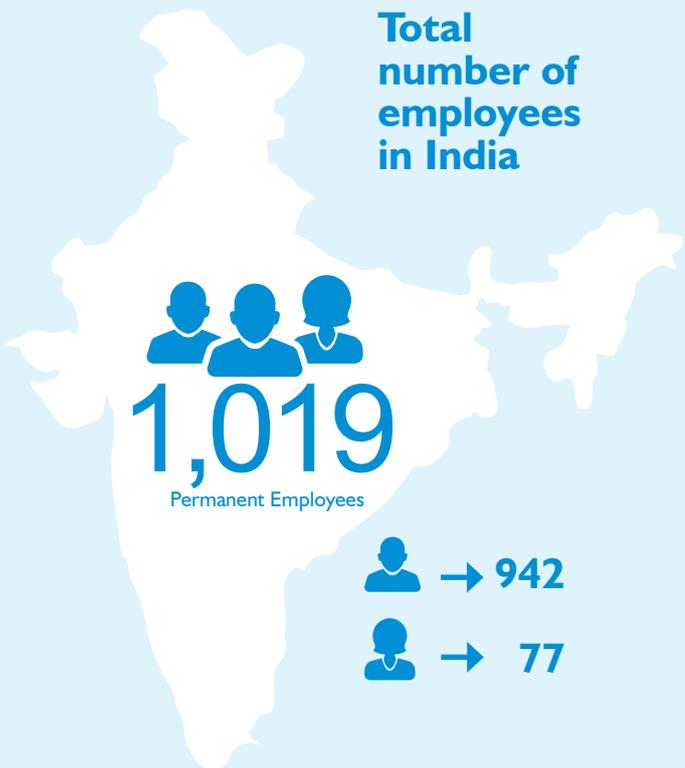
People Energy

The growth of an organisation is determined by the pace of growth of its people. We believe in nurturing and empowering our talent so that they can exercise their potential to the fullest. We believe our people are the endless sources of energy who help us in generating resources for our business. Hence, our Human Resource Process is called People Energy Process.

This year, the key focus was on expansion of cross-functional capabilities, building domain expertise of its people and also developing leadership at each level. A rich talent channel with multi-dimensional skills has enabled our people to take charge of greater responsibilities at new geographies, new markets and various verticals of businesses. Responding to the customer needs with immense sensitivity helps us achieve best-in-class value delivery and offer a sense of comfort to our Customers.

Our workforce is a critical factor in maintaining quality and safety, which strengthens our competitive position and our human

resource policies focus on training and retaining our employees. Our motto and value systems are well imbibed by our workforce and they are trained on this right from their induction, which leads to harmony in working. We train our employees on a regular basis to increase the level of operational excellence, improve productivity and maintain compliance standards on quality and safety. We were accorded the “Great Place to Work-Certified™” award by the Great Place to Work Institute for Fiscal 2017-2018. We offer our employees performance-linked incentives and benefits and conduct employee engagement programmes from time-to-time.



New Hires 103

Age Slab		
Above 30-50 Years	30	-
Above 50 Years	3	-
Under 30 Years	58	12

Attrition 70

Age Slab		
30-50 Years	32	6
Above 50 Years	5	1
Under 30 Years	23	3

GRI 412-2

Human Rights and Labour Laws

Galaxy has established a human rights policy that is communicated to every employee. We also ensure that forced or child labour is not practised at our work premises and strict compliance audits are conducted to ensure the same. All the labour laws and other policies pertaining to workplace ethics are well communicated to employees through display boards, handbooks and other forms of communication. These include policies such as whistle blower policy, sexual harassment policy and strict legal compliance is observed as laid down by local and national acts and regulations. 30% of employees in India were trained in Human rights and human rights policies.

Employees are encouraged to provide their feedback and there are anonymous speak-up mechanisms set up for sharing their concerns and grievances. The Company also

undergoes Responsible Sourcing Audit from its customers which includes audit of various areas like safe and hygienic working condition, child labour, wages and benefits, and discrimination and business practices.

Training hours for Awareness on Code of Conduct, Human Rights Policy, Whistles Blower Policy: 301 man-hours

GRI 102-41

Employee Welfare Council

EWC is constituted as a platform for employees to voice their concerns and grievances to the management on a monthly basis. Galaxy is a Union-free organisation and the major reason for this is that everybody has complete access to senior management which strongly is in line with Galaxy's value of 'Accessibility to Seniors'.

GRI 404-1

Training Programmes in India

Our agenda continues to support the business in achieving sustainable and responsible growth by building the right capabilities in the organisation. Total training hours in FY 2017-18 was recorded by 39,769 hrs covering 94% employees. Various Behavioural, Safety, Technical and On-the-job training programmes were organised.

Average training per employee: 39 man-hours/employee.

Average training hours (Male) = 35.17

Average training hours (Female) = 85.53

The major training programmes were Reignite, Prerna, Tilt to Change, Navchetna, Level 3 Leadership, Contribution Model, Make your Mark, Customer Intimacy, Galaxy Way of Leading, The Art of Public Speaking, Stress Management, Mindfulness, Gender Sensitisation, Responsible Care, Awareness on Code of Conduct, Awareness on Human Rights Policy, Awareness on Whistleblower Policy, Quality Circle, Sustainability and Responsible Care Awareness Session, RSPO training and various on-the-job training.



Employee Engagement

Employee engagement is at the heart of all employee practices at Galaxy. We conducted our Galaxy Employee Engagement survey called ' Galaxy Connect' covering 95% of the employees to understand the employee engagement attributes and to identify the critical engagement agendas to be taken in the coming year. Apart from this, many employee engagement activities were conducted during FY 2017-18, some of them are mentioned here.

Activities like Readathon, Mother's Day, Friday Talkies, World Environment Day, Father's Day, International Yoga Day, Foundation Day, Friendship Day, Independence Day, Teacher's Day, Go Green Day, Diwali Celebration, World Food Day, Back to School, International Men's Day, Xmas Celebration, Sports Day, Republic Day, Holi, International Women's Day and Water Day were organised.

Wellness Programmes

Common Health Games

Galaxites' Wellness being our prime focus, we launched Common Health Games (CHG) on 26th December, 2017 at our TTC office. With an objective to engage and galvanise all the TTCites and also primarily to sensitise them regarding their health and fitness, CHG was launched in an exciting and motivating environment. The initiative was planned to provide a clear and measurable improvement in health and fitness at every stage of our awareness > action > achievement journey. A 70-day action plan was given along with a 'Health Diary', specially tailored to improve the participant's health and fitness. Throughout this journey of health improvement, each employee was assigned a score called as the "Personal Health Score (PHS)" which was based on her/his observed health and performance metrics. Lower the PHS, fitter the person will be - with the score of zero being the healthiest! It motivated us to push ourselves further so that we can achieve a perfect zero! We all collectively aimed at improving the overall health and fitness scores of ourselves, our processes and ultimately - Our Galaxy!

Few of the other wellness initiatives under our Wellness Programme My Health My Choice during the year were:

- **Yoga Classes:** Specially-designed 5-day course which explains various yoga asanas, cleansing process, relaxation, breathing and meditation was organised by experts at Taloja.

- **Workout and Win:** On the occasion of Junk Food Day, a sweating daily-dozen contest called "Workout & Win" was organised in TTC in which employees participated actively with a lot of fervour to burn the calories and built up their stamina.

- **Wellness Quotient:** Galaxy launched its first ever weekly health newsletter called as the "Wellness Quotient" to spread awareness amongst the employees so that they can be sensitised regarding various health-related issues/topics and also be motivated towards better physical, mental and emotional well-being.

- **Pink of Health:** "Pink of Health" is the monthly health newsletter for female employees. It was initiated with the motto that "educating a woman means educating a family". The main focus is to help the lady Galaxites be aware and look after their overall health - so that they not only feel better themselves, but also can look after their families better.

- **Tilt to Change:** "Tilt to Change" is a 21-day diet challenge which was organised at Taloja in which the participant shedding highest number of kilos would be declared as the winner. External dietician and nutrition expert, was invited to guide the Galaxites at Taloja and provide a diet plan. Fifty Galaxites participated enthusiastically and lost over 66 kg.





Diwali Celebration



WED Celebration



Training



IWD Celebration

Corporate Social Responsibility

GRI 203-1, 2; 413-1

We recognise our role and responsibility to deliver superior and sustainable value to our customers, business partners, employees and communities. We have implemented several CSR initiatives on our own, as well as in partnership with implementing agencies. Such social welfare initiatives were mainly undertaken in the areas of health, hygiene, education, skill development and environmental protection.

CSR Structure

Galaxy strongly believes that Corporate Social Responsibility (CSR) is connected with the principles of sustainability and recognises that its business activities have wide impact on the society in which it operates. We started our social interventions in FY 2010-11, much before CSR became mandatory. We have reached more than 1,62,000 beneficiaries comprising students and under-privileged sections of society. Over the time, we have increased our interventions like awareness sessions on hand hygiene and environment, blood donation drives, cleanliness drives, community connect activities, etc.

Our CSR Committee consists of 3 members of the Board and one of them is an independent board member. Our Managing Director is the Chairperson of this Committee. We have

established Site Steering Councils at Taloja, Tarapur, Jhagadia and Navi Mumbai who are responsible for implementing CSR projects for local communities around our areas of operation.

Our Approach

- About 60% initiatives are undertaken in and around the locations where Galaxy has its operations and presence.
- We encourage our employees to take part in CSR initiatives. We believe in doing work at the ground level in-house, hence 60% of our initiatives are rolled out at our site locations through direct participation of our Steering Council members who closely monitor various on-going and past initiatives. We engage with NGOs, wherever required.

During the year, we undertook the following key CSR initiatives:

Name of CSR Initiative	Description
Samajeek Uthaan	Adopted a tribal village Navlyacha Pada, Mokhada, District Palghar, Maharashtra with a view to transform it into an "Ideal Village".
Stree Unnati	To empower young women staying in slum area by providing them skill-based trainings like beautician and para nursing courses.
Vatavaran Suraksha	Planted more than 34,000 trees during the year.
Aarogya Vardheeni	Construction of toilets in Schools, Community Centres, Hostels, etc., support for Mobile Eye Clinic; ICU equipment in a Cancer Hospital; mobilised 460 units in 7 blood donation drive; an Eye camp in Talodara Village, Jhagadia covering 750 villagers.
Rog Mukti Aur Tandurusti - Swachh Haath ke Saath - an Community Hand Hygiene initiative	Winner of case study competition, "Innovative and Best Practices in Branding" organised by ITM Business School & Corporate Gurukul.



Beneficiary

1.6 Lakhs+



Environment Protection

42,000+ trees planted



Education

148+ schools

50,000+ students

63,000+ notebooks



Women Empowerment

100+ girls were trained
for Vocational Skills



Health
&
Hygiene



62+
blood donation
drives



300+ toilet
construction



1,800+
handwashing
stations

Vatavaran Suraksha

Our planet is the foundation of our business as well as our very existence. Hence, we strongly believe that it's our responsibility to give it back to the environment as much as we can.

Environment Protection is crucial for future sustenance and Galaxy has taken major steps towards these, like: Tree plantation, organising cleanliness drives, conducting awareness sessions on energy / water conservation and solid waste reduction, promoting solar and other non-conventional energy projects.

Collaboration with NGO - Swades Foundation

In collaboration with 'Swades Foundation' and under our CSR project "Vatavaran Suraksha", 200 household washrooms were constructed in the Mangaon village in Raigad, Maharashtra, India and more than 18,000 saplings of plants like mango, cashew and coconut were given to over 520 farmers for their economic empowerment.

Working with NGO - Hariyali

Galaxy volunteers, in collaboration with NGO-Hariyali, planted over 100 saplings and built a mini check-dam for water conservation in Rabale Forest Area, Maharashtra, India. We have adopted 3 acres of land for afforestation project.



Stree Unnati

Galaxy has always focussed on bringing the women from the primitive strata of the society to a better progressive state where they are supported and trained to become self-dependent and make their own living.

Partnering with NGO - Save the Children India

Under our project 'Stree Unnati', we partnered with an NGO 'Save the Children India' and initiated a programme to empower young women staying at the Navi Mumbai slum by providing them with an opportunity to break the cycle of poverty and discrimination. The project aimed at training over 100 young women living in that area by providing different skill-based trainings like beautician courses and para nursing courses so that they too can be the breadwinner for their families.



Aarogya Vardheeni

Eye Camp at Jhagadia, Gujarat

Under our CSR project "Aarogya Vardheeni", we spread health and hygiene sensitivity amongst the lower strata of the society. We organised an eye camp in Talodara village, Gujarat; located near our Jhagadia plant where 750 villagers underwent regular eye check-up, were provided free eye drops, medicines and spectacles and were also treated for cataract. Our employees participated with utmost enthusiasm to serve the villagers and making this camp a great success.



Samajeek Uthaan

Participation at Udaan Edufest 2017

Mr. G. Ramakrishnan, our Founding Director, along with Mr. Adarsh Nayyar, Head-CSR, were invited by Udaan Foundation, an NGO working with children from low-income communities in the field of education. They got an opportunity to address around 325 orphan teenage girls during the “Udaan Edufest 2017” and to share their valuable insights on “How can one pursue happiness in life’s journey”.



Restrengthening of Old-Age Home

Param Shanti Dham Ashram is an old-age home in Taloja MIDC, Navi Mumbai where 75 abandoned senior citizens reside. Galaxy provided financial support for restrengthening of the entire building over a period of 15 months, which helped in increasing the structural life of the building by another 10 - 20 years.

Gyan Sanjeevani

Educational Support

Under our project “Gyan Sanjeevani”, we took up the initiative along with NGO - Stree Mukti Sangathana for more than 90 children of ragpickers and daily wage workers with an objective of their overall development and to enhance their educational and soft skills. Our volunteers also visited these centres to interact with the children of ragpickers.



Notebook Distribution

Galaxy believes that education is a strong foundation that would help our society reach new heights. Last year across all our plants in India, we had distributed more than 40,000 notebooks to marginalised poor students (total 5,610 students) in 62 schools. Our volunteers participated with great enthusiasm to help these underprivileged children and motivating them to study further.



Support for school’s infrastructure

Galaxy constructed 12 toilets for Girls in Shri Chhatrapati Shivaji Vidyalaya, Wavanje, Taloja, Maharashtra. Galaxy has been working closely with the school for last 3 years and has contributed in developing the school’s infrastructure by renovation of boys restroom and construction of art, maths, computer and science labs.



Environmental Awareness

On the occasion of World Environment Day, we visited Kanchan Foundation, a Navi Mumbai-based NGO to create awareness regarding Water Conservation and Hand Hygiene for kids.

Aapda Rahat

Natural calamities can strike any place on this planet and leave the place and people unfathomably devastated. The grief of these people cannot be understood but their needs can definitely be. Hence, under our CSR project “Aapda Rahat”, we supported the NGO-Goonj by providing donation amount as well as relief material like old clothes, food grains, toiletries, notebooks and other household essentials etc.



Galaxy Chemicals (Egypt) S.A.E.

We have one manufacturing facility in Suez, Egypt, which is owned and operated by one of our Step-down Subsidiaries. We manufacture both performance surfactants and specialty care products at this facility.

Overview:

- Revenue: 17.7% growth
- Learning Performance: 3,880 training man-hours
- Total Employees: 298 (Payroll: 145 + Outsource: 153)
- GHG Emissions: 6,689 tCO₂e considering Scope 1 + Scope 2 emissions

Business Performance:

Despite a slowdown in the local Egyptian market post the devaluation of EGP, the Egypt unit reported a growth of 17.7% in revenue terms. The EBITDA growth was lower at 4.6% and PAT showed a marginal decline. (In USD terms)

Cost optimisations, efficient sourcing, strategic tie-ups with key multinational customers, customer acquisitions and enhancing reach ensured our performance of the previous year is met with despite an overall slowdown in the local Egyptian market due to the devaluation of the currency. Innovative debottlenecking, expansion of Sulphonation capacity are in the offing and with Africa being identified as the next frontier of growth, the first mover advantage shall enable us to address this next leg of growth.

Gender-wise: New Hire

Year	2017-18	
Gender		
No. of Employees	30	-

Age-wise: New Hire

Year	2017-18		
Age Slab	<30	30-50	>50
No. of Employees	27	3	-

Gender-wise: Attrition

Year	2017-18	
Gender		
No. of Employees	26	1

Age-wise: Turnover

Year	2017-18		
Age Slab	<30	30-50	>50
No. of Employees	25	2	-

Energy Conservation initiatives:

- Total of 1,600 MWh cumulative savings for FY 2017-18, around 11.5% of total energy consumption of factory.
- 7.5% reduction in the specific energy use per products (KWh/MT).
- For LED lights as a new theme implemented in FY 2017-18, the savings are 1.85 MWh.

GCE Energy Saving Awareness Event:

- Galaxy Chemicals Egypt celebrated December 2017 as 5th energy saving month. As a part of the celebration, Galaxy Chemicals Egypt team conducted a bicycle ride inside Suez city sea side area.
- Total 60 Galaxites participated in this event covering a total distance of 9.2 kilometres. The purpose of this event was to spread the Energy saving awareness among Galaxy team members and local Suez city community.



TRI-K Industries Inc.

One of our Step-down Subsidiaries, namely Tri-K Industries Inc., owns and operates our manufacturing facility in New Hampshire, USA. Tri-K Industries Inc. manufactures various grades of proteins for cosmetic applications.

Overview:

- Revenue: 16.5% growth
- Employees: 65
- Learning Performance: 945 training man-hours
- GHG Emissions: 510 tCO₂e considering Scope 1 + Scope 2 emissions

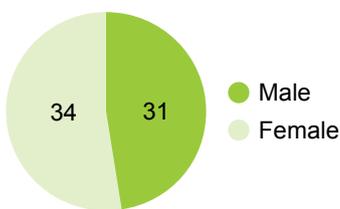
Business Performance:

Our US unit has seen a healthy growth of 16.5% in revenue terms. EBITDA growth stood at 40.2% and PAT grew at 57.5% (In USD terms)

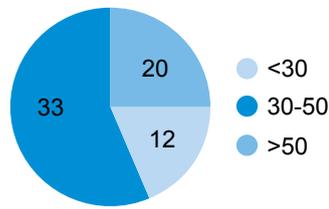
Our Proteins portfolio remains a key catalyst for the specialty division. The performance products division maintained its good performance which began in the previous year and we are slowly building on our presence in the matured market of USA. Debottlenecking and productivity improvement steps to address the next leg of growth are being undertaken.



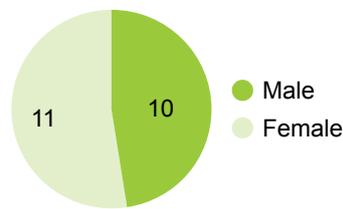
Employee Data
2017-18



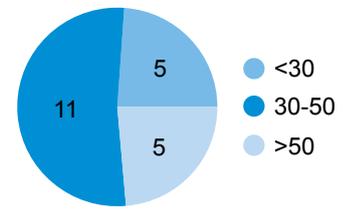
Age-wise
2017-18



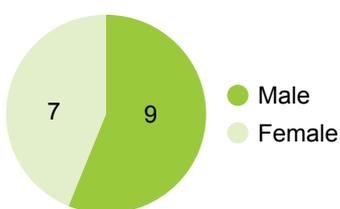
New Hires
2017-18



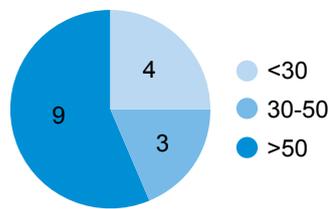
Age-wise
2017-18



Attrition
2017-18



Age-wise
2017-18



GRI Content Index

GRI Standard	Disclosure	Page number(s) and/or URL(s)
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016	Organisational Profile	http://www.galaxysurfactants.com/
	102-1 Name of the organisation	
	102-2 Activities, brands, products, and services	
	102-3 Location of headquarters	
	102-4 Location of operations	
	102-5 Ownership and legal form	2, 6, 16
	102-6 Markets served	
	102-7 Scale of the organisation	
	102-8 Information on employees and other workers	
	102-9 Supply chain	8
	102-10 Significant changes to the organisation and its supply chain	7
	102-11 Precautionary principle or approach	8
	102-12 External initiatives	
	102-13 Membership of associations	9, 21, 23
	Strategy	-
	102-14 Statement from senior decision-maker	3
	Ethics and Integrity	-
	102-16 Values, principles, standards, and norms of behaviour	9
	Governance	-
	102-18 Governance structure	10, 11, 12
	Stakeholder Engagement	-
	102-40 List of stakeholder groups	13, 14, 15
	102-41 Collective bargaining agreements	25
	102-42 Identifying and selecting stakeholders	13
	102-43 Approach to stakeholder engagement	13
	102-44 Key topics and concerns raised	13-14
	Reporting Practice	-
	102-45 Entities included in the consolidated financial statements	16
	102-46 Defining report content and topic Boundaries	About the Report; i
	102-47 List of material topics	14
	102-48 Restatements of information	16
	102-49 Changes in reporting	
	102-50 Reporting period	
	102-51 Date of most recent report	
	102-52 Reporting cycle	
	102-53 Contact point for questions regarding the report	About the Report; i
	102-54 Claims of reporting in accordance with the GRI Standards	
	102-55 GRI content index	
	102-56 External assurance	

Material Topics		
Economic Performance		http://www.galaxysurfactants.com/CommonCMS/InvestorRelation
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	2, 16
	103-3 Evaluation of the management approach	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	2, 16, 28
	103-3 Evaluation of the management approach	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	
Environmental Performance		http://sustainability.galaxysurfactants.com/
Energy		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	18
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	
	302-3 Energy intensity	
Water		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	18
	103-3 Evaluation of the management approach	
GRI 303: Water 2016	303-3 Water recycled and reused	
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	19
GRI 305: Emissions 2016	305-4 GHG emissions intensity	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	
Effluents and Waste		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	20
	103-3 Evaluation of the management approach	
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	
Supplier - Environmental		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	23
	103-3 Evaluation of the management approach	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	
Social Performance		-
Employment		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	24, 25
	103-3 Evaluation of the management approach	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	

Occupational Health and Safety		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	21
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management-worker health and safety committees	
Training and Education		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	2, 24, 25
	103-3 Evaluation of the management approach	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	
Human Rights		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	24, 25
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	
Local Communities		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	2, 28, 29, 30, 31
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	
Supplier - Social		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	23
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	
Customer Health and Safety		-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	22
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
GRI 417: Marketing and Labelling	417-1 Requirements for product and service information and labelling	

Mapping with SEBI-BRR Framework

SEBI-BRR Framework	Page No.
SECTION A: GENERAL INFORMATION ABOUT THE COMPANY	
1. Corporate Identity Number (CIN) of the Company	Not covered by GRI Standards
2. Name of the Company	6
3. Registered address	Back Cover
4. Website	Back Cover
5. E-mail id	Back Cover, Front Back
6. Financial Year reported	i
7. Sector(s) that the Company is engaged in (industrial activity code-wise)	6
8. List three key products/services that the Company manufactures/provides (as in balance sheet)	6
9. Total number of locations where business activity is undertaken by the Company: (a) Number of International Locations (Provide details of major 5) (b) Number of National Locations	6
10. Markets served by the Company - Local/State/National/International	6
SECTION B: FINANCIAL DETAILS OF THE COMPANY	
1. Paid-up Capital (INR)	6
2. Total Turnover (INR)	2, 16
3. Total profit after taxes (INR)	16
4. Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	16
5. List of activities in which expenditure in 4 above has been incurred	28
SECTION C: OTHER DETAILS	
1. Does the Company have any Subsidiary Company / Companies?	16
2. Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent Company? If yes, then indicate the number of such subsidiary Company(s)	16, 32, 33, 34
3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	23, 32, 33, 34
SECTION D: BR INFORMATION	
1. Details of Director/Directors responsible for BR	12
(a) Details of the Director/Director responsible for implementation of the BR policy/policies: 1. DIN Number 2. Name 3. Designation	Not covered in this report
(b) Details of the BR head	
2. Principle-wise (as per NVGs) BR Policy/policies	12 (Sustainability Policy)
3. Governance related to BR: (a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year	12, Front Back
(b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published? Sustainability Report link:	
SECTION E: PRINCIPLE-WISE PERFORMANCE	
Principle 1:	
1. Does the policy relating to ethics, bribery and corruption cover only the Company? Yes/No. Does it extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?	Not covered in this report
2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.	Not covered in this report
Principle 2:	
1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.	22
2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):	17-19
3. Does the Company have procedures in place for sustainable sourcing (including transportation)? (a) If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.	23

4. Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? (a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?	Not covered in this report
5. Does the Company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.	18
Principle 3:	
1. Please indicate the Total number of employees:	6, 24
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis:	6
3. Please indicate the Number of permanent women employees:	6
4. Please indicate the Number of permanent employees with disabilities:	Not covered in this report
5. Do you have an employee association that is recognised by management:	25
6. What percentage of your permanent employees is members of this recognised employee association?	Not covered in this report
7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.	Not covered in this report
8. What percentage of your under mentioned employees were given safety and skill upgradation training in the last year?	21, 25
Principle 4:	
1. Has the Company mapped its internal and external Stakeholders?	
2. Out of the above, has the Company identified the disadvantaged, marginalised and vulnerable Stakeholders?	13, 14, 15, 28
3. Are there any special initiatives taken by the Company to engage with the disadvantaged, marginalised and vulnerable Stakeholders?	
Principle 5:	
1. Does the policy of the Company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?	Not covered in this report
2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	
Principle 6:	
1. Does the policy related to Principle 6 cover only the Company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.	12
2. Does the Company have strategies/initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for webpage etc.	12, Front Back
3. Does the Company identify and assess potential environmental risks? Y/N	21
4. Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	Not covered in this report
5. Has the Company undertaken any other initiatives on - clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.	17, 18, 19
6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	19
7. Number of show cause/legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.	Not covered in this report
Principle 7:	
1. Is your Company a member of any trade and chamber or association? If Yes, name only those major ones that your business deals with:	9
2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No	Not covered in this report
Principle 8:	
1. Does the Company have specified programmes projects initiatives in pursuit of the Policy related to equitable development? If so, what are the details thereof?	
2. Are the programmes projects undertaken through in-house teams own foundation external NGOs Government structures any other organisation?	28-31
3. Has the Company done any impact assessment of its initiatives?	
4. What is the direct contribution of the Company towards community development in terms of amount (in INR) and what are the details of the projects initiatives undertaken?	16, 28
5. Has the Company taken steps to ensure that community development projects initiatives are successfully adopted by the community?	Not covered in this report
Principle 9:	
1. What percentage of customer complaints/consumer cases are pending as on the end of financial year?	Not covered in this report
2. Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks (additional information)	22
3. Is there any case filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year? If so, provide details thereof, in about 50 words or so.	22
4. Did your Company carry out any consumer survey/consumer satisfaction trends?	Not covered in this report

Glossary

Abbreviations	Full Form
AMET	Africa, Middle East, Turkey
BPE	Business Process Excellence
BRR	Business Responsibility Report
BSE	Bombay Stock Exchange
CCQC	Chapter Convention on Quality Concepts
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CHG	Common Health Games
CLP	Classification, Labelling and Packaging
COO	Chief of Operations
CSR	Corporate Social Responsibility
EBITDA	Earnings before interest, tax, depreciation and amortisation
EGP	Egyptian Pound
EU	European Union
FY	Financial Year
GCD	Global Customer Delight
GHG	Greenhouse Gas
GHS	Global Harmonised System
GMP	Good Manufacturing Practices
GRI	Global Reporting Initiative
HDPE	High Density Polyethylene
HPCI	Home and Personal Care Ingredients
HPMV/HPSV	High Pressure Mercury Vapour/High Pressure Sodium Vapour
IATA	International Air Transport Association
ICU	Intensive Care Unit
IMDG	International Maritime Dangerous Goods
ISDC	International Conference on Soaps, Detergents & Cosmetics
ISO	International Organisation for Standardisation
IT	Information Technology
IWD	International Women's Day
KAM	Key Account Manager
L.E.D	Light Emitting Diode
LCA	Life Cycle Assessment
NCQC	National Convention on Quality Concepts
NGO	Non-Governmental Organisation
NOx	Nitrogen Oxides
NPT	New Projects and Technology
PAT	Profit After Tax
PEP	People Energy Process
PID	Proportional-Integral-Derivative
PM	Particulate Matter
R&D	Research and Development
RM	Raw Materials
RMU	Resource Mobilisation and Utilisation
RoC	Registrar of Companies
Rs./INR	Indian National Rupees
RSPO	Roundtable on Sustainable Palm Oil
SDS	Safety Data Sheets
SEBI	Securities and Exchange Board of India
SHE	Safety, Health and Environment
SMETA	Sedex Members' Ethical Trade Audit
SOx	Sulphur Oxides
USA	United States of America
VFDs	Variable Frequency Drives
WED	World Environment Day
ZLD	Zero Liquid Discharge

Abbreviation for Units of Measurement

Unit	Full Form
CO2e	Carbon Dioxide Equivalent
Cubic m	Cubic Meter
Hrs	Hours
KL	Kilolitre
kWh	Kilo Watt hour
MT	Metric Tonnes
MW	Mega Watt
MWh	Mega Watt hour

GALAXY SURFACTANTS LIMITED

C-49/2, TTC Industrial Area, Pawne, Navi Mumbai - 400 703, Maharashtra, India.

Phone: +91-22-65134444 / 27616666 | Fax: +91-22-27615883 / 27615886

E-mail: sustainability@galaxysurfactants.com

www.galaxysurfactants.com