



SOCIAL

We recognise the profound impact that social well-being has on our economic success. Our commitment to social responsibility is evident through our initiatives that promote equality, diversity, and community engagement. We strive to create an inclusive environment for our workforce, ensuring that every individual feels valued and respected. Our community outreach programmes aim to uplift and empower local communities, addressing critical issues such as education, healthcare, and employment. By integrating social responsibility into our core operations, we actively contribute to building a more equitable and just society.

In recent years, we have made significant strides towards our long-term social sustainability goals. Our leadership is further solidified by our commitment to ethical practices and our dedication to upholding human rights. We continually engage with stakeholders to ensure our social initiatives are effective and impactful, reinforcing our pledge to make a positive difference in the lives of people around us.

Material Topics Addressed

- Employee Health and Safety, Well-being
- Labour relation – Fair Labour practices
- Customer Privacy
- Customer Complaint Resolution
- Engagement with suppliers
- Diversity and inclusion at the workplace

Stakeholders Impacted

- Employees
- Government and Regulatory Bodies
- Customers
- Suppliers
- Industry Associations and Trade Union
- Local Communities

UN SDGs



Our Workforce



Upholding Human Rights

A strong commitment to human rights is not only the right thing to do but is also essential for our long-term success. We are committed to upholding human rights throughout our entire value chain, from raw material sourcing to finished product delivery. This approach not only ensures adherence to responsible business practices but also underpins effective corporate governance and maintains our operating licenses. We recognise that respecting human rights is not just a legal obligation but also an important part of sustainable growth and social responsibility.

Our Policies and Practices

We have established a robust framework of policies and practices to ensure the respect of human rights across our operations and supply chain.

Human Rights in Our Supply Chain

We expect our suppliers and business partners to uphold the same high human rights standards that we do. We integrate human rights considerations into our supplier selection process and conduct regular audits to ensure compliance with our Supplier Code of Conduct. This Code explicitly outlines our expectations regarding fair labour practices, non-discrimination, and environmental responsibility.

Grievance Mechanism

We actively engage with stakeholders, including employees, NGOs, and industry associations, to foster open communication and address any concerns related to human rights within our operations or supply chain. We

have established a robust grievance mechanism that allows employees, suppliers, and other stakeholders to report potential human rights violations. All reported grievances are meticulously investigated and resolved in a timely manner.

Focused on Improvement

Galaxy is dedicated to continuous improvement in all aspects of our business, including human rights practices. We regularly review our policies and procedures to ensure alignment with evolving international standards and best practices and encourage responsible business conduct, thereby contributing to a fair and sustainable future.

PE Training	GSL	GCE	TRI-K
Training hours	98,732	5,681	1,983

Diversity and Inclusion

A diverse and inclusive workforce is essential to our continued success. As we prioritise talent, we uphold rigorous standards in diversity and inclusion. We guarantee equal opportunities for all, fostering a workplace where everyone – regardless of gender, ethnicity, age, religion, or nationality – has an equal opportunity to thrive.

a recruitment process free from gender bias. We don't include gender options on application forms, ensuring a focus on potential, not demographics. This is reflected in our consistently high scores (95 out of 100) on internal surveys regarding equal opportunity for both genders across various positions.

United by Diversity

Diversity is what helps us build our talent pool From junior to senior levels, our workforce reflects a talent-based promotion system. Women hold positions across all process and levels, including staff roles within our units. We are committed to providing data on this progress in future reports.

The People Energy Process

Our People Energy Process, encompassing recruitment, training, and development, prioritises talent and merit above all else. We firmly believe in creating a level playing field where opportunities are awarded based on qualifications and skills. This commitment translates into

Our Total Workforce

2023-24		Locations		
		GSL	GCE	TRI-K
Permanent	Male	1,602	263	42
Employees/Full-time employees	Female	160	13	41

Total 2,121

2023-24		Locations		
		GSL	GCE	TRI-K
Temporary	Male	756	NA	NA
Employees/ Part-time Employees	Female	29	NA	NA

Total 785



Our key policies

Policy on Child Labour

Galaxy strictly prohibits child labour in any form. Our People Energy Process ensures strict compliance with all national and local labour laws regarding minimum working age and age verification procedures. We are proud to report that no instances of child labour have been identified within our facilities or during supplier assessments.

Policy on Forced Labor

Galaxy condemns all forms of forced labour, including indentured, slave, or bonded labour. We are committed to ensuring that all work conducted within our operations and by our suppliers is based on freely agreed and documented terms of employment. Our unwavering stance against forced labour is further emphasised by our rigorous recruitment practices.

Policy on Non-Discrimination and Equal Opportunity

Galaxy fosters a diverse and inclusive workplace environment. Our policy on non-discrimination ensures equal opportunity and treatment for all employees regardless of race, colour, religion, sex, age, national origin, disability, sexual orientation, or any other protected characteristic.

Policy on Compensation and Benefits

Galaxy is committed to offering fair and competitive compensation to our employees. Our policy ensures wages meet or exceed legal minimums and are aligned with prevailing industry standards. We also uphold the principle of equal pay for equal work, regardless of gender.

Policy on Working Hours

We comply with all applicable working hour regulations, including those related to regular working hours and overtime. All overtime work undertaken by our employees is strictly voluntary.

Policy on Harassment and Violence

Galaxy vehemently prohibits any form of harassment or violence in the workplace. This includes physical, verbal, sexual, or psychological harassment. We are committed to providing a safe and dignified work environment for all employees.

Health and Safety Policy

Galaxy prioritises the health and safety of our workforce. We maintain a comprehensive Safety, Health and Environment Policy that outlines our commitment to creating a safe, healthy, and sustainable work environment.

Policy on Freedom of Association: We recognise and respect the right of our employees to freedom of association and collective bargaining. We actively promote open communication and facilitate direct engagement between workers and management.

New Hires by Age, Gender and Region in FY2023-24

	GSL, India		GCE, Egypt		TRI-K, USA	
	FY 2023-24		FY 2023-24		FY 2023-24	
Age Group	Male	Female	Male	Female	Male	Female
<30	149	29	65	1	2	10
30-50	90	5	9	0	6	2
>50	2	0	0	0	1	1

Employee Attritions by Age, Gender and Region in FY2023-24

	GSL, India		GCE, Egypt		TRI-K, USA	
	FY 2023-24		FY 2023-24		FY 2023-24	
Age Group	Male	Female	Male	Female	Male	Female
<30	76	15	43	0	1	9
30-50	66	9	14	0	8	7
>50	14	1	0	0	3	2

A Safe Workspace

Our commitment to diversity extends beyond recruitment and promotions. Respect and inclusion support us in making our employees feel valued and empowered to contribute their perspectives. Our policies explicitly prohibit discrimination based on caste, religion, disability, sexual orientation, or any other protected characteristic. This ensures a work environment where everyone feels safe and supported in reaching their full potential.

Moving Forward: Continuous Improvement

We are on a journey of continuous improvement. The constant monitoring of our policies and practices keeps them progressive and aligned with best practices. We actively solicit feedback from employees through surveys and focus groups to identify areas for improvement.

A diverse and inclusive workforce fuels innovation fosters a collaborative spirit, and ultimately leads us to sustainable success. We are committed to being a leader in this space and creating a workplace where everyone feels empowered to contribute and excel.

We maintain open communication with employees and their representatives. By company policy, a minimum of eight weeks' notice is provided before the implementation of significant operational changes that could substantially affect them. Information is disseminated through official email communication to process heads and reporting managers, ensuring transparency and facilitating discussions.

Health and Safety

Galaxy is committed to providing a safe and healthy work environment for all employees. This section details our Safety, Health, and Environment (SHE) initiatives and performance in achieving this goal during FY 2023-24.

Our SHE Performance numbers

	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Fatalities	0	3	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	1.11	0.52	0.41	0.39
Behavioural Based Safety (BBS) Observations*	6,14,871	15,22,179	32,79,196	54,39,750	67,63,930
Training Manhours	15,065	18,131	28,483	19,888	23,445
Expenses of Safety, Health and Environment (SHE) Process (Rs. In Cr.)*	3.58	1.19	1.41	3.22	10.26

* Only for GSL, India

Case Study

Project Mission Shunya: Transforming Safety Culture at Galaxy

Galaxy Surfactants Ltd. (GSL) aspires to achieve a world-class, interdependent safety culture across the Galaxy Group. This commitment aims to enable the safe production of 1 million tons by 2030.

Mission Shunya is a comprehensive Risk Containment and Cultural Transformation programme designed to span 30 months. It is implemented in collaboration with dss+ at GSL Jhagadia and focuses on establishing a robust safety culture across the organisation. The programme is structured around 6 key sub-committees:

- Barrier Health Management
- Process Safety Management
- Safety Interaction
- Incident Management
- Standard Rules & Procedures
- Contractor Safety Management

Scope of Mission Shunya

The programme entails a multi-pronged approach encompassing various elements:

Initial Evaluation:

An Initial Safety Perception Survey (SPS) to establish a baseline assessment.

Scope of Elements (20):

A thorough review and implementation of 20 critical elements as per CCPS which includes:

1. Process Safety Culture
2. Compliance with Standards
3. Process Safety Competency
4. Workforce Involvement
5. Stakeholder Outreach
6. Process Knowledge Management
7. Hazard Identification and Risk Assessment (HIRA)
8. Operating Procedures
9. Safe Work Practices
10. Asset Integrity and Reliability
11. Contractor Management
12. Training and Performance Assurance
13. Management of Change
14. Operating Readiness (Pre-Startup Safety Review, PSSR)
15. Conduct of Operations
16. Emergency Management

17. Incident Investigation
18. Measurement and Metrics
19. Auditing
20. Management Review and Continuous Improvement

Standards (STD):

Standard development/ improvement for 5 high risk activities:

- i) Work at height
- ii) Lockout tagout procedures (LOTO)
- iii) Hot work
- iv) Scaffolding
- v) Confined Entry Space

Barrier Health Management (BHM):

Implementation of BHM for eight high-hazard processes across each plant, including the utility department.

Team Building:

Fostering collaboration between various teams:

1. Incident Management (IM)
2. Contractor Safety Management (CSM)
3. Felt Leadership (FL)
4. Safety Interaction (SI)
5. Process Safety Information (PSI)
6. Process Hazard Analysis (PHA)
7. Aspects, Effects, and Context of Work (AECT)
8. Barrier Health Management (BHM)
9. Management of Change (MOC)
10. Pre-startup Safety Review (PSSR)
11. Joint Consultation Committee (JCC)
12. Emergency Response Plan (ERP)
13. Failure Mode and Effect Analysis Standard (FMEA STD)
14. Safe Minimum Facilities (SMF)

Final Evaluation:

Mid-term assessment at the 15-month mark.

Final Safety Perception Survey (SPS) at programme completion (30 months).

Project Mission Shunya represents Galaxy's unwavering commitment to safety. By systematically addressing these critical aspects, GSL strives to create a work environment where safety is paramount, paving the way for sustainable and responsible growth.

Training and Awareness

In the reporting year, we conducted a variety of safety training programmes to equip employees with the knowledge and skills to create a safe work environment. These programmes were designed for specific job roles, potential hazards within the workplace, and emergency preparedness and included:

Classroom and on-the-job training:

This covered essential topics such as handling hazardous chemicals, confined space entry, and work permit authorisation.

Internal and external training:

We provided opportunities for employees to develop specialised skills through internal auditor, first aider, and firefighter training programmes.

Safety sites	Training hours
Tarapur	8,555
Taloja	4,634
Jhagadia	5,182
Corporate	1,530
GCE	3,032
TRI-K	512

In addition to formal training, we implemented several safety awareness initiatives to foster a culture of safety. We encouraged employees to play an active role in their safety and the safety of their colleagues. This was done through:

Wellness programmes:

We promoted employee health through initiatives encouraging proper diet and regular physical and mental exercises.

Incident awareness campaigns:

We share learnings from past incidents with relevant stakeholders to prevent recurrence and to ensure horizontal deployment of the learnings at other manufacturing units

Regular incident-sharing sessions:

We facilitated discussions among teams whereby the members share their experience of incidents encountered.

Self-reporting platform:

We established a user-friendly platform for employees to report incidents.

Safety Measures and Performance

We measure our safety performance using leading and lagging indicators. Leading indicators such as training hours and audits help us identify and address potential risks before incidents occur. Lagging indicators such as Lost Time Injury Rate (LTIFR) reflect the effectiveness of our safety efforts.

- **Increased focus on quality Behaviour-Based Safety (BBS) data:** Prioritising, identifying and addressing at-risk behaviours, spot corrections, and unsafe conditions.

- **SOP audits for high-risk activities:** Ensuring adherence to Standard Operating Procedures (SOPs) for activities with a higher risk profile
- **Risk register and monitoring:** We maintain a comprehensive risk register and assign monitoring responsibilities for high-risk activities.
- Enhancing our incident investigation process to gather deeper insights and implement preventive measures.
- Strengthening employee engagement in safety initiatives to foster a culture of ownership.

Health and Safety Performance

Units	Fatalities		LTI		LTIFR		MTC	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Tarapur	0	0	1	0	0.55	0	1	0
Taloja	0	0	0	1	0	0.4	2	1
Jhagadia	0	0	0	1	0	0.6	3	1
TTC	0	0	0	0	0	0	0	0
GCE	0	0	2	1	2.36	1.18	0	0
TRI-K	0	0	0	0	0	0	0	0

Audits and Inspections

We conduct regular safety audits and inspections to identify and address potential hazards. During FY 2023-24, we implemented the following:

- **External safety audits:** We conducted statutory audits for the Taloja and Jhagadia sites as per IS 14489 standards.
- **Internal audits:** Trained personnel conducted internal audits as per a defined schedule, following established checklists.
- **Specialised audits:** We performed special audits based on actual occurrences of certain incidents.

We track the closure of identified issues from internal audits within safety committee meetings and monthly reviews. The overall compliance rate for internal audits in FY 2023-24 was 80%.

We remain committed to achieving our ultimate goal of zero accidents and creating a workplace where everyone feels safe and secure. Each day at Galaxy presents a chance to learn and refine our safety practices, guiding us as we implement updated safety performance targets for the years ahead.



Employee and Operator Benefits

Our people are our greatest asset. We are proactive in ensuring their health, well-being, and financial security, and provide a comprehensive and competitive benefits package that supports our employees. With over 30 different benefits offered, we strive to create a work environment that fosters a sense of value, respect, and empowerment for everyone.

The Parent Company makes contributions towards EPF and ESIC for qualifying employees (₹7.35 Crores in FY 2023-24). The Subsidiaries make contribution towards 401K & Social security for qualifying employees (₹7.20 Crores in FY 2023-24). We also provide gratuity, adhering to the Gratuity Act and employment contracts. This investment in a diverse benefits package helps us attract and retain top talent.



What Makes Galaxy a Great Place to Work

Compensation and Recognition

- Competitive salaries and benefits packages
- On-time salary disbursement every month
- Performance-based incentives and recognition programmes
- Profit-sharing bonus exceeding industry average (20% vs. 8.3%)

Health and Wellness

- Medical insurance coverage for employees and their families
- Cashless medical scheme with tie-ups to renowned hospitals
- 24/7 emergency medical support for employees and their families
- Executive health check-ups for senior management
- Subsidised healthy meals provided through on-site canteens (menu decided by operator committees)

Work-Life Balance and Support

- Leave travel allowance to support employee vacations
- Paid leave policies including paternity leave
- Subsidised transportation facilities
- Uniforms provided for all plant-level employees and contract workers (where applicable)
- Raincoats and umbrellas provided during the rainy season
- Employee Assistance Programme (EAP) for confidential counselling and support
- On-site daycare facilities (availability may vary by location)

Financial Security

- Emergency loans with quick processing and minimal interest
- Housing loan, renovation loan, and vehicle loan options
- Employee trust that provides financial assistance to families of deceased employees
- Educational assistance for employees’ children (up to two children) pursuing higher education

Unique Initiatives

- Open-door policy with easily accessible suggestion boxes and direct communication channels with senior management
- Sarkari Mitras - senior operator representatives who address grievances and concerns
- Monthly canteen and transport committee meetings involving operators for feedback and improvement
- Celebrating retirements with personalised messages, gifts, and dinners

Growth and Development

- Internal job rotation opportunities to prevent stagnation.
- Skills development programmes and training initiatives
- Apprenticeship development programme to create a talent pool

Note: This list is not exhaustive.

Career Development

The continuous development of our employees is fundamental to our success. We accomplish this by promoting a learning-centric environment through the implementation of programmes designed to equip our staff and operators with the skills and knowledge essential for excelling in their roles and advancing our overarching goals.

Percentage of employees receiving regular performance and career development reviews for FY 2023-24

	Male	Female
Regular performance	100%	100%
Career development review	90%	85%

Tailored Learning for all Levels

Training programmes at GSL cater to employees across all levels, from recent graduates to seasoned professionals. Here is an overview of the key initiatives we undertook this year:

- **Management Development Programmes:** We offered initiatives such as “Soonicorn” and “Unicorn” focusing on honing leadership and management skills for managers. These play a crucial role in succession planning and ensure a robust leadership pipeline.
- **Staff Development Programmes:** We conducted the Supervisory Development Programme (SDP) and Management Development Programme (MDP) to equip staff members with the necessary skills to excel in their supervisory and managerial roles. These training programme saw a high participation rate with a completion rate exceeding 98%.
- **E-Learning Platform Expansion:** We significantly expanded our e-learning platform, introducing over 50 new modules. These modules focused on critical areas like sustainability, waste management, and behavioural

skills. The completion rate for these modules exceeded 55%, demonstrating a strong commitment to self-directed learning among our staff.

Induction and Onboarding

We recognise the importance of a smooth onboarding process for new joiners. To this end, we undertook certain initiatives to make the process seamless:

- **Launched ‘KYG - Know Your Galaxy’:** This three-day programme offers new employees a thorough insight into Galaxy’s history, values, mission, and vision. It includes engagement with company leaders, nurturing a feeling of belonging and purpose.
- **Enhanced Induction Programmes:** We enhanced our induction programmes for all employees, encompassing operators and contract personnel. These address crucial topics such as safety protocols, company regulations, and fundamental job skills.

Caring for our Employees

Recognising the significance of employee well-being, we initiated the ‘Galaxy Wellness’ programme. This initiative tackles different facets of employee health, encompassing mental well-being, physical fitness, and stress management. By offering interactive challenges and educational resources, we enable employees to prioritise their well-being.

Recognition and Rewards

Our annual awards programme celebrates achievements across various categories such as ‘Star Operators,’ ‘Zero Miss’ performances, ‘Star Employee of the Year,’ and ‘Rising Star.’ These initiatives boost morale and drive employees to perform to the best of their ability. Additionally, our long-service awards acknowledge employee dedication and loyalty, making our employee feel valued.



Customer Satisfaction and Privacy



Customer satisfaction and safety are non-negotiable aspects of our development process. We enforce rigorous controls to assess the environmental impact of products and processes at every stage. Our products undergo thorough quality checks, and dedicated teams alongside top management regularly review compliance with quality and cosmetic Good Manufacturing Practices (GMP) standards, ensuring strict adherence to operational plans and product development protocols. Supported by these practices, we reported zero incidents of non-compliance during FY 2023-24.

Events allow us to gather valuable customer feedback, enhance our product and service offerings, and build strong, lasting relationships. By engaging with customers, we continually increase our value and ensure their privacy and satisfaction remain at the forefront of our initiatives.

At Galaxy, we prioritise building long-lasting customer relationships through trust and transparency. We achieve this by providing customers with on-demand declarations of raw material sources, empowering them to make informed choices. Our dedication to customer satisfaction extends beyond our operations. We furnish customers with comprehensive Safety Data Sheets (SDS) that detail the environmental and health hazards of our products. This crucial information is also clearly labeled on the product. The SDS goes a step further, offering clear instructions on safe use and proper disposal in accordance with relevant regulations.

ZERO

Instances of non-compliance in FY 2023-24

Key engagements include:

- In-cosmetics Global (Barcelona, Spain) — March 28-30, 2023
- Egy Beauty (Cairo, Egypt) — May 13-15, 2023
- Cosmohome Tech (Delhi, India) — July 19-21, 2023
- SEPAWA Europe (Berlin, Germany) — October 25-27, 2023
- In-cosmetics Asia (Bangkok, Thailand) — November 7-9, 2023
- HPCI India (Mumbai) — January 18-19, 2024
- CHCI Chandigarh (Chandigarh) — February 28, 2024

Strengthening our Suppliers' Relationship



Building a resilient and responsible supply chain is a core focus at Galaxy. We recognise the impact, our sourcing decisions have on the environment and communities. Our next steps involve conducting a thorough evaluation of the environmental risks associated with our entire supply chain operations. This comprehensive assessment will allow us to develop targeted strategies to mitigate these risks, ensuring a more sustainable future for our partnerships and the planet.

In our ongoing commitment to environmental responsibility, we assessed 38 suppliers for potential environmental impact and identified none with significant concerns.

We remain committed to:

Comprehensive Criteria

Evaluating and managing suppliers based on a robust set of criteria that includes not only economic aspects but also sustainability considerations.

Sustainability Integration

Deeply embed Galaxy's sustainability standards into our procurement strategies and activities.

11

New suppliers were screened on environmental criteria

Community Upliftment



Vendor Onboarding Excellence

Maintaining a systematic vendor onboarding process that provides new partners with the necessary knowledge and tools to excel within the Galaxy network.

Focus on MSMEs

Streamlining the onboarding process for Micro, Small, and Medium Enterprises (MSMEs), facilitating their participation in our supply chain.

- Tarapur (villages, schools, ashram shalas near Boisar, extending to Dahanu, with rainwater harvesting projects in Jawhar & Mokhada Tribal Belt)
- Jhagadia (villages and schools near our plant, including an Adolescent Empowerment Project in five Bharuch villages)
- Navi Mumbai (slums and communities from Thane to Raigad)
- Corporate initiatives (health projects in Chhattisgarh, rainwater harvesting projects in Nanded, Nashik & Parbhani, support for Goshalas in Tamil Nadu)
- Relief efforts across various states, including earthquake relief provided in Nepal in 2017

Guided by Purpose, Driven by Action

Our CSR mission, "Galaxy shall fulfil its commitments to society," guides our approach. A dedicated CSR committee, established by the Board of Directors, sets themes, targets, and allocates resources. The Head of CSR oversees project execution and monitoring, while steering council members actively participate and ensure effectiveness. Stakeholder consultations further inform our efforts, focusing CSR projects on key areas:

- Hygiene & Preventive Healthcare
- Education & Skill Development
- Environmental Protection
- Rural & Community Development
- Women Empowerment

Galaxy recognises the importance of a strong and thriving community. Driven by our core value of "People," we embarked on a dedicated Corporate Social Responsibility (CSR) journey in 2010-11, well before it became a legal mandate.

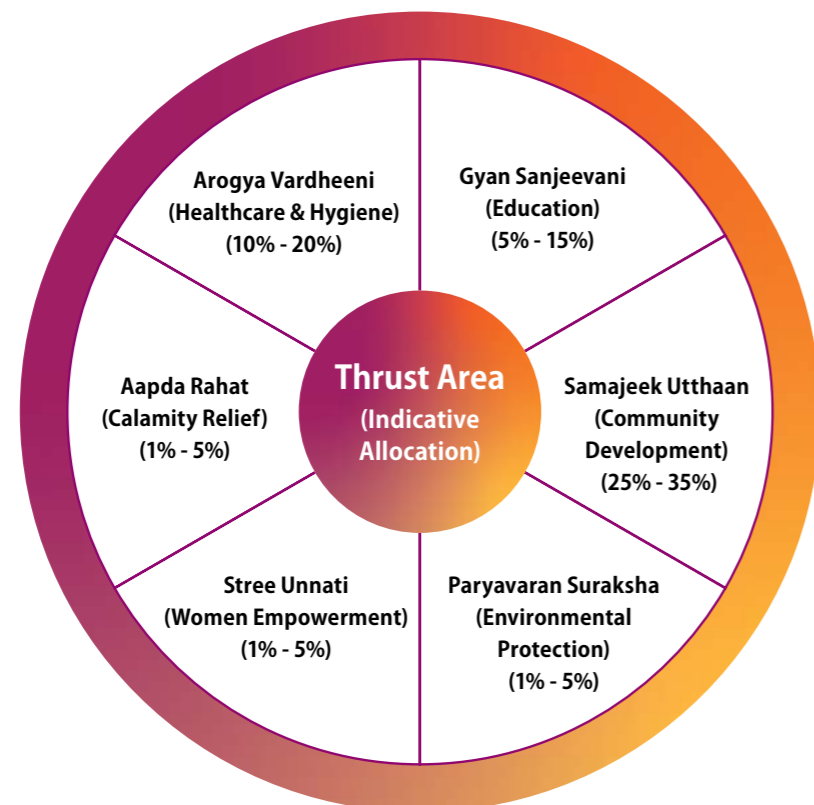
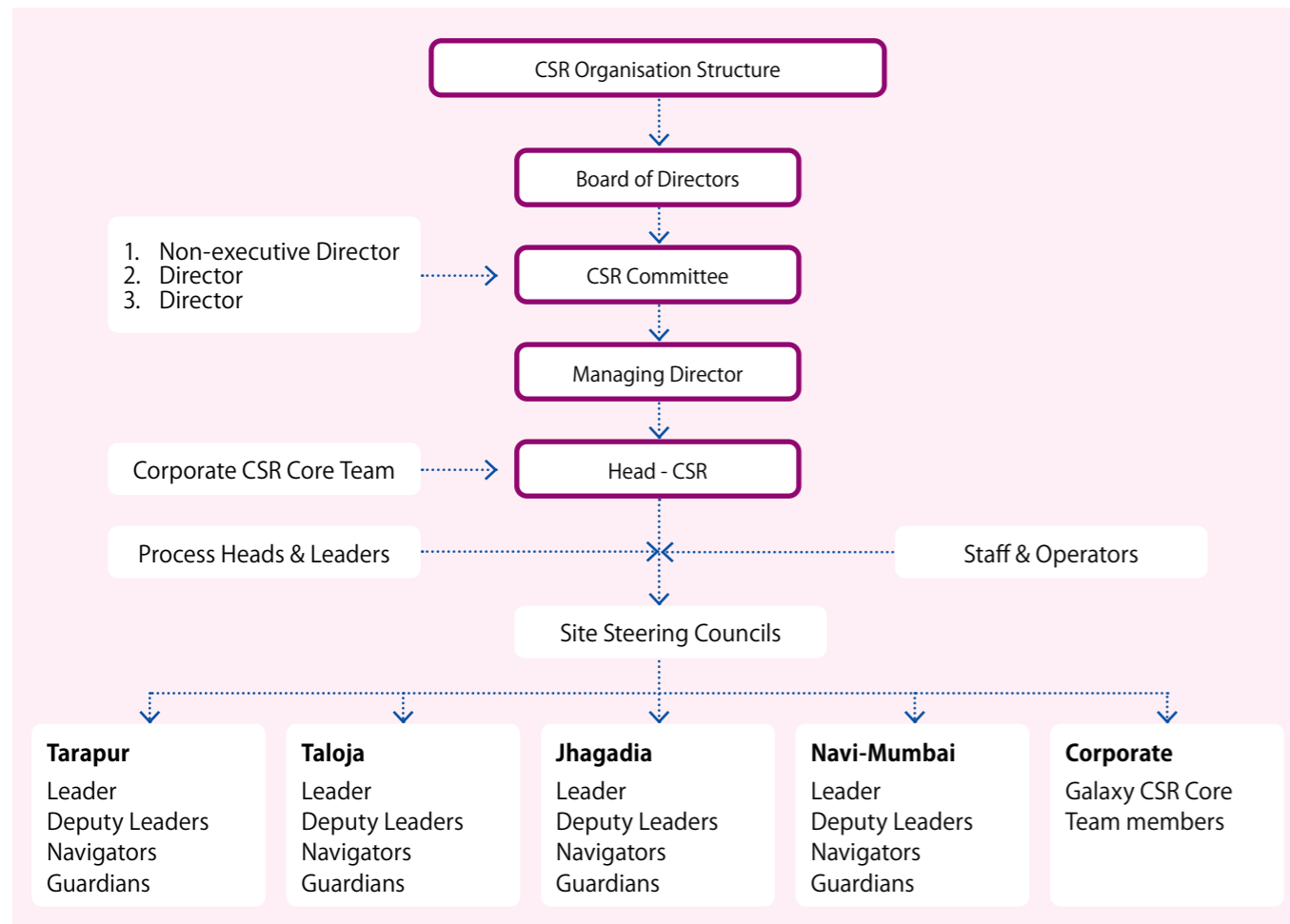
Our commitment is demonstrably strong. Since 2014-15, we've impacted over 12.05 lakhs lives and invested over ₹32.28 Cr in CSR initiatives (with ₹4.90 Cr spent in FY 2023-24 alone). This consistent increase reflects our dedication to social progress.

Building Partnerships, Building Lives

Approximately 60% of our initiatives target communities surrounding our operational sites. We focus on these key areas:

- Taloja (villages and schools near our plant)

By fostering strong community partnerships, Galaxy is making a positive and lasting impact on the lives of those we serve.



Case study

Aarogya Vardheeni: Nurturing Health and Well-being

71,864

Total Beneficiaries Reached

Galaxy's "Aarogya Vardheeni" initiative tackles healthcare, hygiene, and preventive measures to create a healthier future. We construct toilets and handwashing stations in schools and communities, prioritising girls' needs. Primary health centers in villages provide diagnoses, treatments, and free medicine distribution. Our medical, gynecological, and eye camps offer free consultations with specialists and promote health education.

We actively promote hygiene through campaigns on handwashing, oral hygiene, menstrual hygiene, and general body cleanliness. Clean drinking water access

is ensured through water tank construction and filter installations. Blood donation drives highlight the life-saving power of a single unit. Donations of essential equipment like mobile eye clinic vans and dialysis machines directly support hospitals and nursing homes. Furthermore, we combat tobacco use and addiction through awareness programmes, while a targeted initiative specifically addresses anemia in tribal adolescents and vulnerable populations. Through Aarogya Vardheeni, Galaxy fosters a holistic approach to healthcare, empowering communities to thrive.

Initiatives



Healthcare:

- Supported primary health center in Talodara village for 3 years.
- Distributed maternity & child health kits to pregnant women in Bharuch.
- Provided food support to cancer patients at major hospitals.
- Supported training for mid-level healthcare workers in Chhattisgarh.
- Conducted 6 blood donation camps collecting 438 units (total of 91 camps & 6,852 units).
- Provided adult diapers to senior citizens in Thane.
- Supported mobile eye check-up van for a hospital.



Children & Education:

- Provided medical & nutritional support to 25 orphan children for a year.
- Conducted hand hygiene sessions in schools near Tarapur & Taloja.



Other Support:

- Distributed additional nutrition kits to HIV-infected children.
- Supported care homes for cancer patients & differently-abled individuals.
- Supported an institution providing palliative care to terminally ill patients.
- Conducted de-addiction awareness sessions.

Case study

Gyan Sanjeevani: Learning for All

9,661

Total Beneficiaries Reached

Galaxy “Gyan Sanjeevani” initiative empowers children through quality education. We provide infrastructural support by constructing classrooms for computer science, math, art, and science labs. Additionally, we expand existing facilities and repair or waterproof old school buildings and girls’ hostels. Essential furniture, benches, fans, walkways, windows, libraries, and computers create conducive learning environments. A dedicated school bus ensures accessibility for specially-abled students.

Beyond infrastructure, Gyan Sanjeevani offers academic coaching to enhance understanding, safety sessions to promote well-being, and career guidance to prepare students for their future. We foster environmental awareness through programmes on protection and energy conservation. Furthermore, by distributing notebooks, dictionaries, and school bags to underprivileged students, we remove barriers to education and equip them for success.

Initiatives



Education:

- Constructed 7 new classrooms at a village school in Palghar (ongoing project).
- Distributed 20,750 notebooks to schools near factories.

Community Development:

- Supported 2 special children’s schools in Navi Mumbai.
- Strengthened a basketball court at a sports club in Navi Mumbai.
- Supported vocational training for beauticians, BPO, and nursing in Navi Mumbai slums.

Case study

Samajeek Utthaan: Empowering Communities

3,13,195

Total Beneficiaries Reached

Galaxy’s “Samajeek Utthaan” initiative fosters comprehensive development in communities surrounding our operations, particularly focusing on remote rural areas and tribal belts. We undertake integrated village projects that include deepening streams, constructing water-absorbing trenches and contour trenches, building check dams, planting trees, and empowering villagers through capacity-building programmes.

Water security is addressed through rainwater harvesting initiatives, including new constructions and the revitalisation of existing check dams, ponds, wells, and the creation of water percolation ponds. We offer vital

infrastructure support to hostels for underprivileged tribal students, old age homes, and orphanages. Furthermore, community sanitation projects promote hygiene, while public libraries and water storage tanks enhance village life. Galaxy recognises the importance of cultural heritage and rural sports, sponsoring “Community Connect Mahotsav” events. Finally, we provide essential infrastructure like handwashing stations, borewells, and public seating, while creating livelihood and income generation opportunities for Uniquely abled individuals. Through Samajeek Utthaan, Galaxy fosters self-sufficiency and a brighter future for rural communities.

Initiatives



Water Security:

- Completed multi-phase watershed projects in Parbhani & Nanded districts (Maharashtra).
- Constructed 12 farm ponds in Degloor Block, Nanded (Maharashtra).
- Built overhead village water tank in Jhagadia (Gujarat).
- Ongoing projects: Upgrading sewage treatment plant & underground water sump (completion in FY 2024-25).

Education & Skilling:

- Supported vocational training for beauticians, BPO, and nursing in Navi Mumbai slums.
- Provided vocational training for blind people in Navi Mumbai.

Community Development:

- Completed structural improvements at a school for mentally challenged children (Navi Mumbai).
- Supported 2 old age homes in Palghar & Bharuch.

Case study

Paryavaran Suraksha: Safeguarding Our Planet

94,281

Total Beneficiaries Reached



Understanding the importance of environmental sustainability for future generations, Galaxy's "Paryavaran Suraksha" initiative prioritises environmental protection. We organise tree plantation drives and promote awareness campaigns on energy and water conservation, solid waste reduction, and composting practices. Furthermore, Galaxy champions renewable energy by installing rooftop solar systems and providing LPG cylinders as an alternative to firewood for cleaner cooking. Our commitment extends to animal welfare through support for Goshala (cow shelters), including the construction of percolation tanks to conserve water and the provision of fodder and medicine for the animals. Through Paryavaran Suraksha, Galaxy fosters a culture of environmental responsibility for a healthier planet.

Initiatives

Environment

- Installed rooftop rainwater harvesting systems in 26 schools near Taloja plant (10 million liters capacity).
- Supported Rabies Mukht Mission in Palghar (Maharashtra).
- Organised beach clean-up drives in Raigarh (Maharashtra).
- Planted 3,000 & 1,500 saplings in Palghar & Kharghar respectively.

Animal Welfare

- Provided feedstock support for abandoned cattle in Erode (Tamil Nadu).

Waste Management

- Donated 2 waste collection vans to a recycling organisation in Mumbai (Maharashtra).

Case study

Stree Unnati: Empowering Women, Shaping Futures

1,210

Total Beneficiaries Reached



Galaxy's "Stree Unnati" initiative champions women's empowerment through a multifaceted approach. We promote girl child education and development programmes, equipping women with knowledge and skills. Vocational training in cosmetology, nursing, computer literacy, tailoring, and entrepreneurial skills fosters income generation opportunities. The distribution of sewing machines further empowers women to achieve financial independence.

Stree Unnati recognises the importance of legal awareness, offering workshops on relevant statutes. Self-defense training programmes equip women with the confidence and skills to ensure their safety. We celebrate International Women's Day with underprivileged girls and victims of trafficking, demonstrating our commitment to their well-being. Furthermore, Galaxy supports NGOs working towards the rescue and rehabilitation of trafficked women and girls, creating a pathway for a brighter future. Through Stree Unnati, Galaxy empowers women to become agents of change in their communities.

Initiatives

Women Empowerment:

- Supported women's self-help groups (SHGs) of waste pickers in Navi Mumbai.
- Conducted skill development sessions for tribal women in Jhagadia.
- Organised menstrual hygiene and health related awareness sessions in villages.

Case study

Aapda Rahat: Responding to Adversity, Building Resilience

400

Total Beneficiaries Reached



Galaxy, along with its dedicated employees, embodies the spirit of compassion through the "Aapda Rahat" initiative. We contribute to the Prime Minister's Relief Fund and support disaster management efforts. Following natural disasters like floods, Galaxy employees ensure the personal delivery of rations to affected communities. Furthermore, we actively participate in the rehabilitation process, assisting with the reconstruction of damaged houses.

During the Pandemic, Aapda Rahat provided essential supplies like sanitisers, handwash, PPE kits, masks, and gloves to frontline corona warriors. Recognising the hardship faced by communities, we distributed rations to those impacted by the pandemic. Through collective efforts, employees and the company contribute to sending basic necessities to disaster-stricken areas. Aapda Rahat exemplifies Galaxy's commitment to supporting communities during times of crisis.

Initiatives

Disaster Relief:

- Distributed food & ration kits to flood-affected victims in Ankleshwar & Bharuch (Gujarat).



Feedback Mechanism for Galaxy's CSR Activities

Galaxy prioritises continuous feedback to ensure the effectiveness of its CSR initiatives. Our CSR Steering Council plays a vital role in this process.

The Council deploys "Navigators" who act as project champions. These Navigators directly engage with beneficiaries and implementing partners. This two-way communication occurs throughout the project lifecycle. Before launch, Navigators participate in needs assessments and beneficiary due diligence to ensure projects address specific community needs. Following project completion, Navigators gather feedback through regular status reports (quarterly during implementation, final upon completion). This ongoing dialogue allows galaxy to measure impact, identify areas for improvement, and refine future CSR endeavors.