

SOCIAL

Commitment to Social Responsibility

Social responsibility is a value woven into our culture and operations. Guided by the principle Sarve Bhavantu Sukhinah Sarve Santu Nir-Aamayaah (“May everyone be happy”), we nurture relationships with employees, customers, vendors, and communities where we operate. Our efforts focus on creating a safe workplace, empowering people, and supporting communities through long-term development initiatives.

₹ 67.98 Crores
spent towards employee benefits

₹ 1.72 Crores
spent towards CSR activities

Empowering our workforce

Employees form the backbone of our growth and innovation. We invest consistently in recruitment, retention, and training to enhance operational efficiency. Workplace safety remains a non-negotiable priority, supported by comprehensive training, protocols, and awareness campaigns.





Distribution of

Assistive devices among Old age and Handicap

and helped various oldage homes

Distributed sanitary pads for

1 year to 3700+ ladies

Touched the life of

2000+ students

through assistance to school programs and uniform distribution

Fostering work-life balance

through skill development and cultural activities

Health check-ups

conducted periodically for staff

Annual increments and Regular promotions

undertaken through reward and recognition program

Strengthening relationships

We believe trust and transparency form the basis of strong partnerships. Fair trade practices and consistent quality have helped us emerge as a preferred partner for global brands, enabling them to meet their sustainability commitments through our products. With vendors, we ensure mutually beneficial terms, strengthening long-term relationships.

Supporting local communities

We view communities around our manufacturing sites as stakeholders in our progress. Our initiatives aim to extend the benefits of our growth to the people in need. From providing healthcare to enabling education and skills, our programs are designed to create lasting impact.

Inclusive growth beyond operations

We indirectly support thousands of informal economy workers, including ragpickers, by integrating them into the recycling value chain. Our initiatives provide livelihood support and raise awareness about responsible waste management. Additionally, solar power plants near Bilaspur and Kanpur address energy needs of local communities, reflecting our commitment to inclusive development.

Shaping a sustainable social footprint

Our social initiatives reflect a long-term vision of creating value for people both within and outside the organization. By empowering employees, enabling communities, and strengthening partnerships, we continue to align growth with a positive social impact.

40+ remote villages

near Kanpur Dehat, Rampur, Rudrapur, and Warangal delivered with Free ambulance service

Computer training centre

in Raipur, improving digital literacy among children

Capacity building centre

providing counseling and skill training for drop-out students

8,000+ OPDs

in FY 2024-25 Delivered through Two dispensaries serving ~35 villages

34 students

in FY 2024-25 received Educational assistance

GOVERNANCE

Commitment to Good Governance

Our governance practices form the foundation to building trust and accountability across all stakeholders. Our framework encompasses structured protocols, transparent decision-making processes, and strict adherence to regulations. Rooted in predictability and consistency, this approach reinforces our values while enabling sustainable growth.

8

Directors on the Board

4

Independent Directors

12.5%

Women representation in the Board



Board structure

Our Board provides strategic direction and ensures effective oversight of the Company's governance framework. With a composition that balances independence, diversity, and expertise, the Board plays a critical role in safeguarding stakeholder interests.

Board oversight

Beyond compliance, we focus on building a Board that brings varied perspectives and industry experience to decision-making. Annual performance assessments help evaluate effectiveness, while structured periodical presentations equip members with a deeper understanding of governance and regulatory requirements. Transparent remuneration policies, aligned to performance and responsibility, ensure accountability while supporting long-term value creation.



Committees driving ethical practices

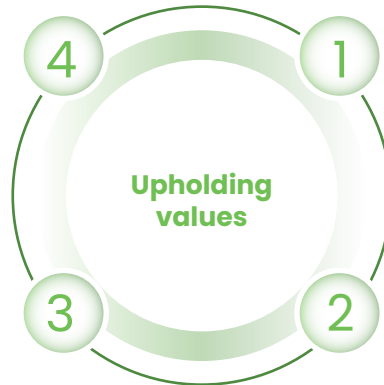
Governance at Ganesha is supported by eight specialized committees focusing on audit, risk management, strategy, and ethics. These bodies promote accountability and ensure effective oversight of critical areas.

Code of conduct and ethical framework

We maintain the highest standards of integrity through our Code of Conduct (CoC). No violations were reported in the year under review, reflecting our strong culture of compliance. Continuous training programs further embed ethical behavior across the organization.

Customer Privacy:
No complaints regarding breaches of data or privacy

Whistle-Blower Mechanism: Secure reporting channels with assurance of fair and transparent investigation



POSH Policy: Safeguards employees against workplace harassment and discrimination, fully aligned with legal mandates

Anti-Bribery and Corruption: Zero tolerance maintained; no complaints received in the reporting period

Continuous learning

Our governance culture is strengthened through regular training and awareness initiatives. Sessions are conducted periodically on topics such as CoC, POSH, health and safety, EMS, Industrial pollution & protection, and business continuity, equipping employees and workers with the knowledge to act responsibly.

