



GSPL Transmission Limited

**Policy on
Responsible Business
(Effective from 1st September, 2026)**



I. Preamble

GSPL Transmission Limited (GTL) company is involved in raising the standards of energy transportation infrastructure and natural gas supply connectivity including LNG terminals. GTL is the first pipeline company in India operating on open access basis and is a pure transmission network. GTL promises to its stakeholders and business associates for a sustainable business approach and in this regards we have developed a “Sustainable Development Policy” which is shared to all our stakeholders and business associates.

II. Policy objective

The main objective of this policy is to convey our robust approach on sustainable development with all our stakeholders and Value chain partners and also to ensure that they abide to this policy.

III. Policy Scope

The policy is applicable to all employees under management cadre and non-management cadre of GTL. GTL also extends this policy to its relevant Value chain partners. The successful implementation of this policy is responsibility of every individual working for or on behalf of GTL.

IV. Policy

Environment, Health & Safety;

- I. Commitment for a high-level performance on quality, health, safety and environment.
- II. Ensure Compliance with all existing legislations and regulations regarding the protection of the environment and other statutory requirements
- III. Design of our services should be environment friendly and use of resources in our processes needs be at optimal level.
- IV. Regular review for new process improvements and technology. Implementation of new process and technology if it has a significant influence on social and environment aspects of the business.



- V. Avoiding over consumption of any natural resources or manmade resources available and implementing a sustainable practice for same.
- VI. Special attention on pollution free processes and implementation of same for the betterment of environment.
- VII. Ensure that the "wastewater and solid waste generated" from operations, industrial processes, and sanitation facilities are monitored, controlled, treated, and disposed of responsibly.
- VIII. Adoption and promotion of "recycling and reuse of water" at all the level of business operations.
- IX. Monitoring and tracking of "energy usage" and necessary steps are to be taken for conservation and optimum utilization of energy.
- X. Ensure Consistent Tracking & Monitoring of "Greenhouse gas emissions and other air emissions" and Compliance with emission regulations & norms prescribed by appropriate regulatory authorities.
- XI. Attention to be given towards "Preservation & Protection of Biodiversity", Understand the possible impacts on environment generated from the business and develop a mitigation plans accordingly for the same.
- XII. Preparation of environment risk mitigation plan with respect to the business and sharing it with all the stakeholder across the value chain.
- XIII. Engaging with the Government through relevant industrial bodies/associations and support them in shaping public policy related to the business.
- XIV. Ensure that Value chain partner relationships are conducted in a fair and transparent manner

Human Rights;

- I. Comply with all the local and international applicable laws on human rights.
- II. Provide opportunities and encourage all employees to participate in activities, which will enhance their job-specific skills as well as their overall performance.
- III. Provide all the necessary facilities and healthy environment for the wellbeing of employee.
- IV. Restriction on use of child labour, forced labour, involuntary paid or unpaid labour for GTL activities or any other activities associated with GTL.
- V. Create awareness among the employees on raising issues against unethical/ unfair/ unacceptable behavior or practices and to report on such instances without any fear of reprisal or victimization for whistleblowing in good faith, without necessarily informing their supervisors.



- VI. Treating all the employees with dignity and respect.
- VII. Promote a healthy working environment which is free from all types of harassments.
- VIII. Ensuring transparent workplace environment which is safe and work friendly for the employees.
- IX. Identification of the relevant stakeholders to the business and engaging with them through various activities.
- X. Respect underdeveloped stakeholders and organize special programmes and initiatives for their betterment.
- XI. Special programmes and initiatives for underdeveloped/rural section of the society.

Customer Value;

- I. Add value to the customer services and overall society through various interventions in processes.
- II. True and transparent display of the services with proper advertisement without any misleading information on the product.
- III. Freedom to customer for selection of services, without any force on choice/selection.
- IV. Feedback mechanism for customers with a stringent process in case of any grievance.

V. Disclosures

This policy will be shared with all the stakeholders and business associates of the company and displayed at company's website for all the stakeholders.
