



---

## PGP Sustainability (ESG) Journey



# Sustainability

- [Vision](#)
- [Values](#)
- [CEO Message](#)
- [Materiality](#)
- [ESG Goals](#)

## Environment

- [Energy \(Renewables\)](#)
- [GHG \(Carbon Neutrality\)](#)
- [Water\(Recycling\)](#)
- [Circular Economy \(Cullet Recycling, PCR\)](#)
- [LCA \(Environmental Product Design\)](#)

## Social

- [Employees \(Diversity and Inclusion, Training, Career Development\)](#)
- [Human Rights](#)
- [Community Engagement](#)
- [Occupational Health and Safety](#)

## Governance

- [Ethics and Compliance](#)
- [Governance Structure](#)
- [Strategy](#)
- [Sustainable Procurement](#)

- **Achievements, Awards and Certification**

## Downloads

- Sustainability Reports
- Policies

# Vision, Values

[Home](#)

## Vision

Enhance the value of the customer brands by providing specialty glass packaging produced in an increasingly **sustainable** environment

## Values

**Humility & Integrity**

**Entrepreneurship & Innovation**

**Empowerment & Resilience**

**Care for People & Society**

## People

Determined to provide safe and clean environment to our stakeholders where rights of none are violated; with more focus on mental and social well being; and greater emphasis on upliftment of marginalized communities

## Planet

Determined to conduct our operations in such a manner which supports the sustainable development by protecting environment, conserving natural resource conservation and taking urgent action on climate change

## Prosperity

Determined to ensure that all our stakeholders including customers, vendors, employees, communities etc. can enjoy prosperous and fulfilling lives and economic, social and technological progress occur in harmony with nature

# Vice Chairman Message

[Home](#)

We are committed to taking rapid strides towards triple bottom-line excellence in the areas of Economic, Environment, and Social. A vital element in our sustainability strategy is to use raw materials, energy, and other resources responsibly. We have successfully reduced energy usage, cut carbon emissions & footprint, increased the amount of recycled glass, and created a safer and greener ecosystem. As an ISO 14001-certified organization, we constantly invest in the field of environmental preservation. We take responsibility for the environment around us by constantly cultivating our green footprint. In our efforts to enhance sustainable development, we carry out life cycle assessment study to establish environmental impacts due to the manufacturing of glass.

To give our sustainability efforts a systemic approach with various international standards deployed in our organization like ISO 9001 for Quality Management, OSHAS 18001 for Occupational Health & Safety, ISO 14001 for Environmental Management, SA8000 for Social Accountability, and FSSC 22000 for Food Safety System Certification, whereas we are in an advanced stage for various other certifications like ISO 27001 for Data Security, ISO 50001 for Energy Management, ISO 37001 for anti-bribery and ISO 20401 for Sustainable procurement and ISO 31001 for Risk Management

As a responsible Corporate Citizen, we strive for a positive impact on society through our activities. SA 8000 certification has provided a sharper focus on social responsibility. Our focus areas in community development include preventive healthcare, availability of safe drinking water, promoting education, vocational skills, empowering women, ensuring environmental sustainability, ecological balance, protection of flora & fauna, conservation of natural resources, and maintaining the quality of soil, air, & water

Our Sustainable Development activities include delivering superior products, creating value for our stakeholders, positive impact on the environment due to our operations, and inclusive growth of the community where we operate. We are a part of an interdependent ecosystem comprising Shareholders, Consumers, Associates, Employees, Government, Environment, and Society and we are of the firm view that nurturing this ecosystem is the way to responsible growth and prosperity.



**Mr. Vijay Shah**  
**Vice-Chairman**  
**PGP Glass Pvt. Ltd**

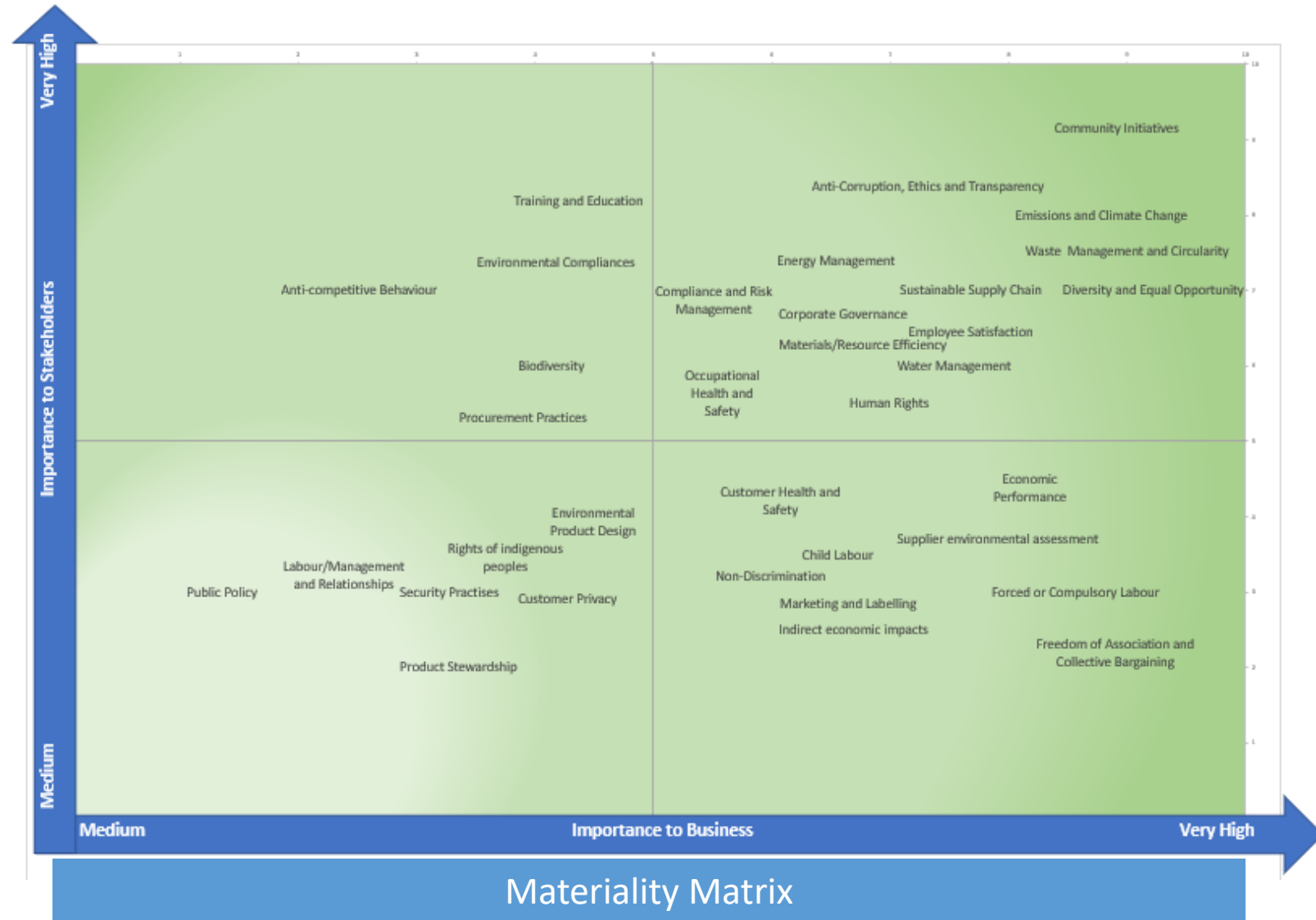
# Stakeholder Engagement and Materiality

Home

ESG materiality assessment is a process of identifying and prioritizing the most important ESG concerns by stakeholder engagement. This evaluation is intended to assist in identifying and comprehending the relative significance of specific ESG and sustainability topics for PGPL.

This assessment has been conceived by considering two aspects - importance of ESG topics to the Company on one hand and to stakeholders on the other.

Assessment of material aspects was based on the inputs and various engagements we have had during the year with different stakeholders combined with testing the applicability to PGPL through screening materiality assessment. The top right quadrant of the matrix represents the material topics for the organization.



# Environment – Goals, Targets and Actions

Topics	Goal	Unit	Base line 2021-2022	Goal 2024-2025	Actions
<b>Emissions and Climate Change</b>	Reduce GHG emissions (scope 1 and 2) by about 15% over the next 3 years by implementing initiatives	tCO2/M INR	14.57	15%	<ul style="list-style-type: none"> <li>• Usage of Oxygen in furnaces to reduce gas and electricity consumption</li> <li>• Use of AI models to optimize energy usage</li> <li>• GHG Accounting initiated for all sites and offices</li> <li>• Conversion of at least one Furnace to Electric.</li> </ul>
<b>Energy</b>	Increase renewable electricity to 50%	%	17.09%	50%	<ul style="list-style-type: none"> <li>• Increase renewable purchase</li> <li>• Installation of additional capacity</li> </ul>
<b>Waste Management &amp; Circular Economy</b>	Increase Cullet (including PCR)	%	28%	33%	<ul style="list-style-type: none"> <li>• Search new sources of cullet</li> <li>• Experiment with different glass types</li> </ul>
	Decrease the percentage of waste diversion to landfill by 10% by 2024-2025	%	2%*	10%	<ul style="list-style-type: none"> <li>• Recovery of IT waste (Green IT)</li> <li>• Reduction at source of non-recyclable waste</li> <li>• Systematic disposal to only authorized agencies/recyclers</li> </ul>

\* guesstimate figure, needs to be validated

# Social – Goals, Targets and Actions

Topics	Goal	Unit	Base line 2021-2022	Goal 2024-2025	Actions
Occupational Health & Safety	Reduce Lost time injury frequency rate	Injuries/M hours	0.27	50%	<ul style="list-style-type: none"> <li>Occupational health &amp; safety audits at regular intervals and corrective action</li> <li>Establishing EHS processes and SoPs at each site</li> </ul>
	Reducing Fatality Rate	Fatalities/ M hours	0	0	
Diversity & Inclusion	Increasing % of differently abled people	%	1.06	2.2	<ul style="list-style-type: none"> <li>Employing deaf and/or mute persons in suitable areas</li> </ul>

# Governance – Goals, Targets and Actions

Topics	Goal	Unit	Base line 2021-2022	Goal 2024-2025	Actions
Training	Trainings to be provided on ESG to employees and Board	%	25%*	100%	<ul style="list-style-type: none"> <li>Extensive training at all levels on ESG (including code of conduct training)</li> </ul>
Responsible Supply Chain	ESG Training to Tyre-1 & Tyre-2 suppliers	%	0%*	75%	<ul style="list-style-type: none"> <li>Conduct training sessions for suppliers</li> </ul>
	Increase procurement from Diversified suppliers (MSME, Women entrepreneurs, Start-Ups) by 5% by the year 2024-2025	%	1*	5%	<ul style="list-style-type: none"> <li>Percentage Procurement from local suppliers should be increased</li> </ul>
External communication	Number of communications per year	Number	0	4	<ul style="list-style-type: none"> <li>Drafting ESG Report</li> <li>Updating ESG information on the website</li> <li>Membership in Industry, trade and Government forums</li> </ul>

\* guesstimate figure, needs to be validated

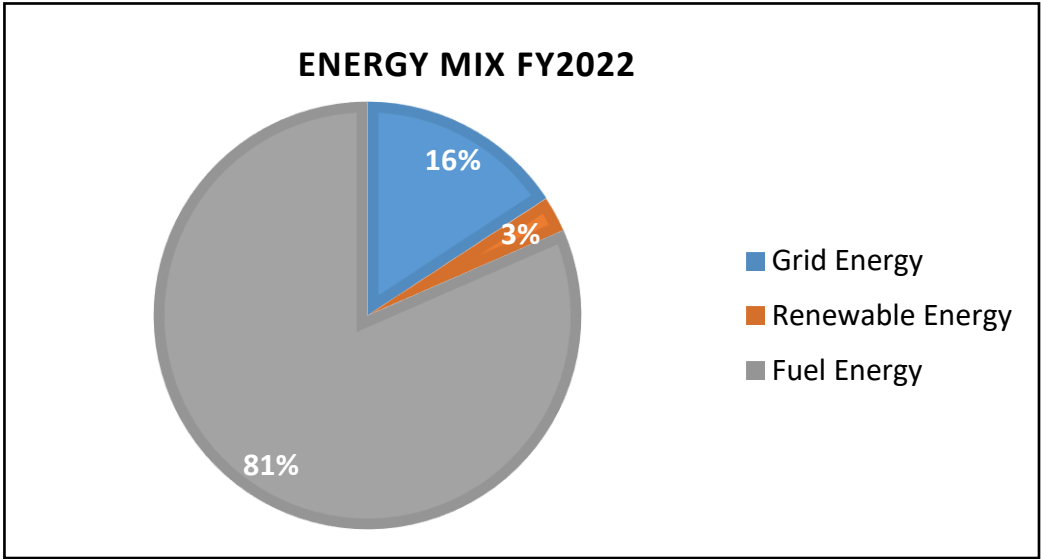


## Energy Usage and Intensity

The majority of the energy utilised in glass manufacturing is to heat furnaces that melt raw materials to produce glass and to condition glass for forming. These furnaces are mostly powered by natural gas, however, there are a few that are driven by electricity. After the glass has been melted and refined, it is molded and finished to make the final product. Annealing (slow cooling), tempering, coating, and polishing are all energy-intensive procedures in the glass container manufacturing process.

The graph below represents our energy mix, where around 90% fuel is Natural Gas, and the remaining consists of Furnace oil, Liquefied Petroleum Gas, and Hydrogen. This typical mix is quite dynamic characterised by vagaries of supply chain and dynamics of global market.

	FY 2020	FY 2021	FY 2022
<b>Total Energy Usage (GJ)</b>	4309844	4473782	4412541
<b>Energy Intensity (GJ/Mn INR)</b>	164	160	154
<b>Energy Intensity (GJ/tonne of production)</b>	10.44	10.35	8.54



## GHG Emissions and Emission Intensity

PGPL has calculated its carbon footprint by following the GHG Accounting and Reporting Standard. Major sources of our scope 1 emissions are natural gas and furnace oil consumption. Scope 2 emissions are from the grid electricity purchased. For Scope 2 emissions, the major sources of emissions are, 85% from Purchased Electricity and 15% from Renewable Energy Sources including wind and solar.

	Scope 1			Scope 2			Scope 1+2		
	FY20	FY21	FY22	FY20	FY21	FY22	FY20	FY21	FY22
<b>Emissions (tCO<sub>2</sub>)</b>	211735	225954	266649	107505	118519	149982	319240	344474	416631
<b>Intensity (tco2/Million INR)</b>	8.06	8.09	9.32	4.09	4.24	5.24	12.15	12.33	14.57

Water is an essential component of the manufacturing process, where it is used for a variety of cooling functions. As good quality water is required, we purify borewell water to the desired purity standards and use it in our processes to manufacture glass.

We have Zero Liquid Discharge (ZLD) in place at Kosamba and plan to develop a closed-loop system to achieve ZLD for all other sites. We also aim to recycle the furnace water after consumption to achieve our goal of reducing water consumption by 10% by the target year 2030.

	FY 20	FY 21	FY 22
<b>Water Withdrawal (m3)</b>	220799	228684	294459
<b>Effluent Discharge (m3)</b>	41625	39889	25997
<b>Water Consumption (m3)</b>	179174	188795	268462
<b>Recycled/Reused Water (m3)</b>	176796	200282	261250
<b>Water consumption (m3/tonne of glass production)</b>	0.43	0.44	0.52
<b>Recycle %</b>	80%	88%	89%

Our improvement initiatives projects also include-

- Conduct water audits
- STP Water recycling
- ETP water recycling
- Installation of Wastewater Recycling
- Plan and developing closed loop system to achieve ZLD (phase-wise)
- Signing WASH Pledge
- Commitment to Alliance for Water or CEO Water Mandate membership

## Circular Economy

The glass-making process is usually resource-efficient due to the vast recyclability potential of glass. The industrial process of making glass produces very little waste. However, the management of waste from our numerous operations is a constant concern for all of our facilities. Hence, we are taking initiatives listed to reduce our waste consumption

- Optimising packaging use
- Use of coloured cullet for Flint (Colourless) glass to increase drawn
- Reuse of Nattandiya Sand Reject to produce Amber (coloured) glass
- Polythene width reduction 42 to 39 Micron and 33 to 30 Micron (Packing)

Our waste disposal scenarios involve recycling, incineration, and landfill as reflected on the graph. This year, PGP has generated 3230 tonnes of waste.

Cullet Recycled during the FY-2022- 28%

Cullet used in Tonnes 10101

Goal 2025- To have 33% cullet as raw material

Current year recycling is 44%, incineration 6% and landfill 50%

PGPL is also adopting Life Cycle Assessment Principles in the evaluation of the environmental impacts of the glass products, PGPL has already conducted LCA in line with Global Standards for One ton of Glass and six glass variants. The study was undertaken considering Cradle to Cradle boundary and it helped in identifying hotspots for reducing the environmental impacts as well as Global Warming Potential (GHG) impacts from its production process. Based on the LCA study PGPL has identified – energy, renewable energy, and recycling as major levers for GHG reduction in the long term.

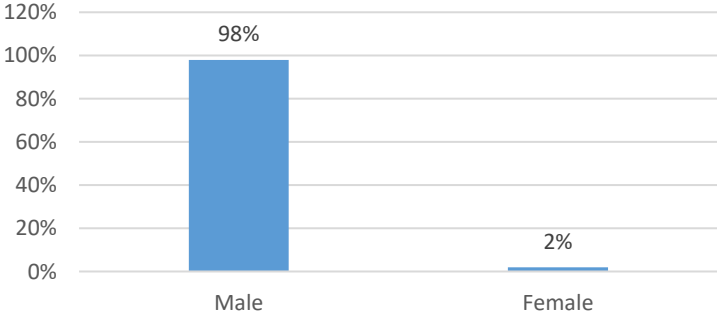
# Social

## Employees- Diversity and Inclusion

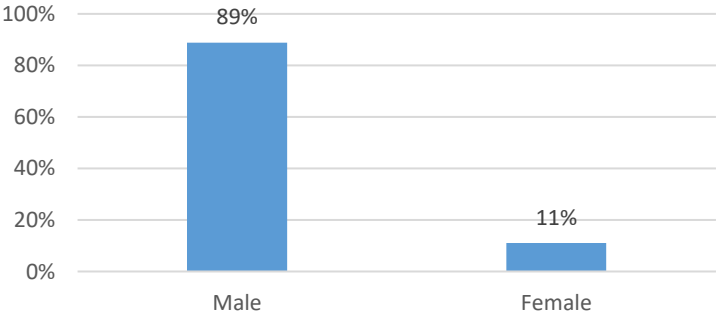
We value our workers' contributions to enhancing our ability to create value for all of our stakeholders. We try to improve their job satisfaction and productivity by implementing strategic welfare initiatives that support our employees' professional and personal goals. At PGP, we strive to provide a comfortable work atmosphere for our employees as they continue to support us in managing and expanding our global business operations. Employee satisfaction is one of the most important aspects which is taken care of through employee surveys. Our employees can rate several aspects of the business, such as leadership quality, employee benefits, etc. We strive to achieve the highest ratings on the annual employee satisfaction survey, through a consolidated effort of our Human Resources and leadership team.

We provide benefits including life insurance, health care, disability (At PGP Glass we have 1.06% of persons with disabilities in the total workforce) & invalidity coverage, parental leave, and retirement provision to our employees.

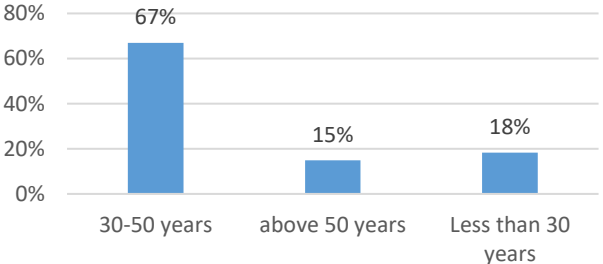
Gender Diversity- Permanent Employees



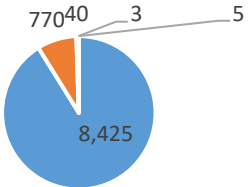
Gender Diversity- BODs



Employees Distribution by Age Group- Permanent Employees

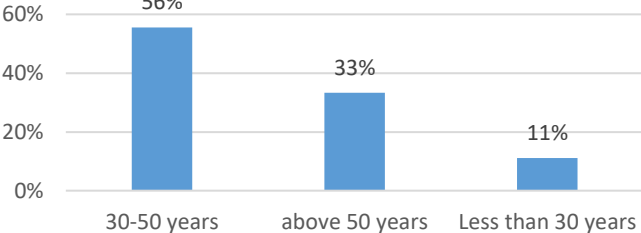


Employees by Region



© 2022 Sphera  
 ■ India ■ SL ■ USA ■ UAE ■ France

Employees Distribution by Age Group- BODs



# Social

## Employees- Career Management

**Employee concerns such as leadership quality are addressed through career development and training initiatives.**

- **On-the-job training:** "On-the-job" training, aims to improve certain technical abilities, and is carried out by knowledgeable corporate personnel who assist new employees when they first begin working or after a change in their job duties.
- **Digital training:** We provide digital training to our employees and contractual workers on job-related topics as well as broader complaint topics which include compliance, health & safety, and code of conduct-related topics.
- **Management training:** We introduced a managerial skills curriculum that is geared for managers at various stages of growth.

# Social

## Employees- Training

We have multiple initiatives to provide training and assistance to the employees.

**Leap** (*Leadership Enhancement at PGP*) - LEAP is a Leadership intervention aimed at developing managers at the middle management level and enhancing their competencies for leading and managing, people, results & tasks.

**Aspire** (*Academic Support Program in Reaching Excellence*) - Employees are identified based on their potential to outperform and take up higher roles. This program hosted on the Coursera Platform spans around 4 semesters (i.e. 1-year duration). This program is equivalent to a postgraduate program offered in the fields of HR, Finance, Marketing, Strategy, Digital & Analytics, International Business, and Supply -chain.

**Disha** was introduced as a 12-month transformation journey across design, implementation, and sustain phases. It is launched with the support of the renowned consulting firm, Accenture in pursuit to drive excellence and transform PGPL into an Industry 4.0-ready organization and reduce Operation Costs, Capex, Energy Costs, Logistics Costs, Emissions and much more. This initiative is to drive our transformation program and develop a culture of cost-consciousness across the organization. The program also focuses on capability building to ensure our organization is future-ready.



# Social

## Employees- Training

**Sarthi** is the learning and knowledge-sharing initiative on glass-making skills which is chaired by a Glass industry expert.

**First Aid** is aimed to train and certify certain employees (one or more in each function) so that they can handle basic first needs in case of requirement, training & certification by an external agency.

**Data Science** is a series of training programs for employees to pick up data science skills to help PGPL in its digital journey (McKinsey, IIT Chennai, and Accenture were partners for this).

**Six Sigma** is a full-scale program consisting of training, project selection, completion, and certification for employees for Skill Improvement & Cost Saving.

**Health and Safety, BBS** (*Behavior-Based Safety*), and **Mock Drills** (*to handle emergency situations like fire*) are all programs conducted in-house for employees.

# Social

## Human Rights

At PGPL, we are wholly committed to upholding, promoting, and protecting labour standards as well as human rights. In accordance with regional laws and global standards, such as those of the International Labor Organization (ILO), we do not accept child or forced labour at PGPL. Collective bargaining and other agreements, while taking into account local legislation, guarantee our employees' right of assembly in regions where collective bargaining agreements are applicable. We accept responsibility for acting in accordance with our guidelines by emphasizing their significance and demonstrating how to apply them at all plants. Plant managers adhere to the labor standard and prepare site-specific SoPs if required. Additionally, we always stay in touch with our labour representatives. One of our site (Kosamba) is also certified to SA8000 standards and other sites are in the process of certification.

The whistleblowing reports can be addressed through the nominated/appointed person to receive protected disclosures which are placed before the Audit Committee/ Board of Directors for its disposal and informing the Whistle Blower/s the result thereof.

The hiring process at PGPL complies with all applicable laws and regulations in the specified nation. PGPL supports an environment at work where everyone is treated equally and has access to the same possibilities, regardless of colour, race, country, religion, gender, age, ability, or sexual orientation.

# Social

## Community Engagement

### Health awareness

- Awareness sessions for slum dwellers surrounding the plants, school children, collegegoers about Personal hygiene, COVID19, Seasonal Diseases, Mosquito/water borne diseases
- Awareness amongst school going teen age girls and women in Bamanvashi village on personal health and hygiene. Conducted an educational programme on personal health and hygiene & interaction on menstrual myths, distributed sanitary napkins to school going girls
- First Aid training to School Children (Nutan Vidya Mandir)
- Arranged COVID-19 vaccination camp for the community

### Women Empowerment

- We have implemented garment making classes (six-month course) in Bamanvashi Village to empower women and to make them self-employed

### Empowerment

- Sent 8 especially abled persons to Ansa Deco for partition filing training - 8 volunteer for 8 days and 8 hours
- With the help of NGO ATAPI Rangoli competition was organized at Jambusar plant for the differently abled and prizes were distributed

### Environment

- We conducted "Swachh Bharat Abhiyan" initiative at Kamboi village - a very religious and historical place and we also had placed permanent dustbins to sustain the cleanliness
- Planted approximately 650 trees in surrounding area of Kosamba and Tarsadi

### Infrastructure

- Partition Filling Centre coordination with NGO - Aatapi for infrastructure setup
- Partition Filling -Visit to Centre for motivation, safety training, infrastructure development

### Education

- Donated 1,50,000/- for sitting benches to Hasmukhgauri school, Jambusar
- We have enrolled 12 schools in "Learning Delight Software" (Education in interesting way) = 12 schools, 4 hours in each school

## Response to the pandemic

PGP has felt the effects of the pandemic on two fronts: its impact on the health of employees and their families, and the decline of the C&P market worldwide. *“International trade imbalance has disturbed global supply chain adversely,” reports Mr. Shah. In addition, sea freight rates have gone up and PCR glass “seems to have [experienced a] challenge as well,”* he notes.

Responding to the escalating health crisis and reduced C&P business, Piramal/PGP diverted its capacity to other segments. *“We grew significantly in pharma, food, and beverage segments during the pandemic,”* says Mr. Shah. The company is committed to ensuring the health and safety of all employees in the current pandemic environment and in the future.

In anticipation of demand for a Covid-19 vaccine supply, PGP increased production of its type 1/moulded vials last year and is hopeful of filling a gap in the market. *“We [specialize] in moulded glass whereas for vaccination, tubular glass vials are preferred by manufacturers,”* explains Mr. Shah. *“So far it looks that moulded segment has missed the opportunities.”* However, he is optimistic that moulded vials will be used for vaccinations “in the near future” due to severe shortages of tubular vials

# Social

## Health and Safety

PGPL is certified to ISO 45001:2018 which covers occupational health and safety management systems. PGPL strives to prevent all workplace injuries and illnesses. We seek to establish the highest standards necessary to comply with and surpass current statutory health and safety requirements. We provide employees, contractors, and suppliers with adequate training to help them work safely.

The system aids in the assessment of risks and the provision of controls for health and safety hazards in operations and activities. Regular assurance processes are carried out, and appropriate actions are taken. The processes ensure that problems are reported on time, that root causes are explored, and that lessons learned are used across all locations.

Categories	Unit	FY 20		FY 21		FY 22	
		Permanent	Contractual	Permanent	Contractual	Permanent	Contractual
Lost Time Injuries	Number	1	0	3	3	3	0
Lost Time Injury Frequency Rate (LTIFR)	per million hours worked	0.10	0	0.30	0.31	0.27	0

# Governance

## Ethics and Compliance

At PGPL, it is our firm belief that in order to create an environment of sustainable competitive advantage, we need to uphold the highest standards of business ethics and integrity in our business operations which include preventing all kinds of corruption and bribery. Our Code of Conduct defines the norms of behavior for employees and board members and goes a long way in ensuring ethical practices.

We have a compliance programme to avoid, detect, and resolve compliance issues along with a strong compliance strategy and a mechanism in place for ongoing improvement.

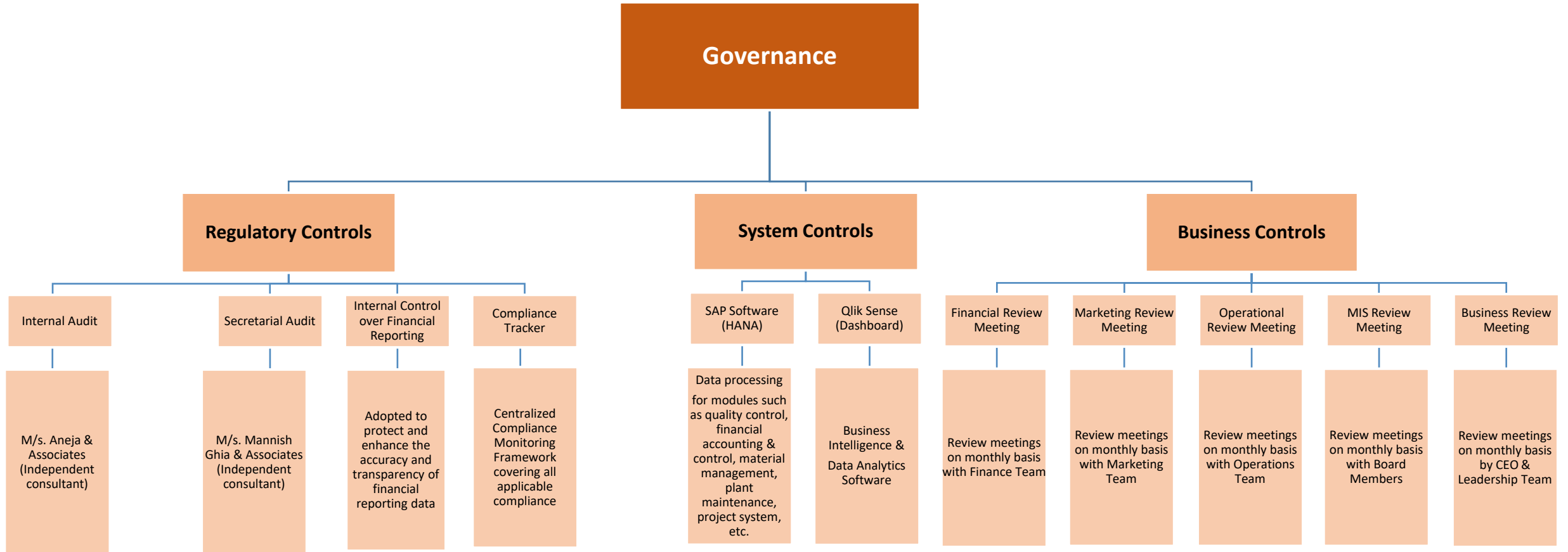
We have a strong governance system and accountability to work with fairness, transparency & integrity. PGPL believes in financial prudence, customer satisfaction, transparency, accountability, and commitment to values.

All efforts are made to get 100% employees trained in Code of Conduct and Sustainability. Any deviation in code of conduct is viewed most seriously and we follow a zero-tolerance policy for any con-compliance.

# Governance

## Structure

Home



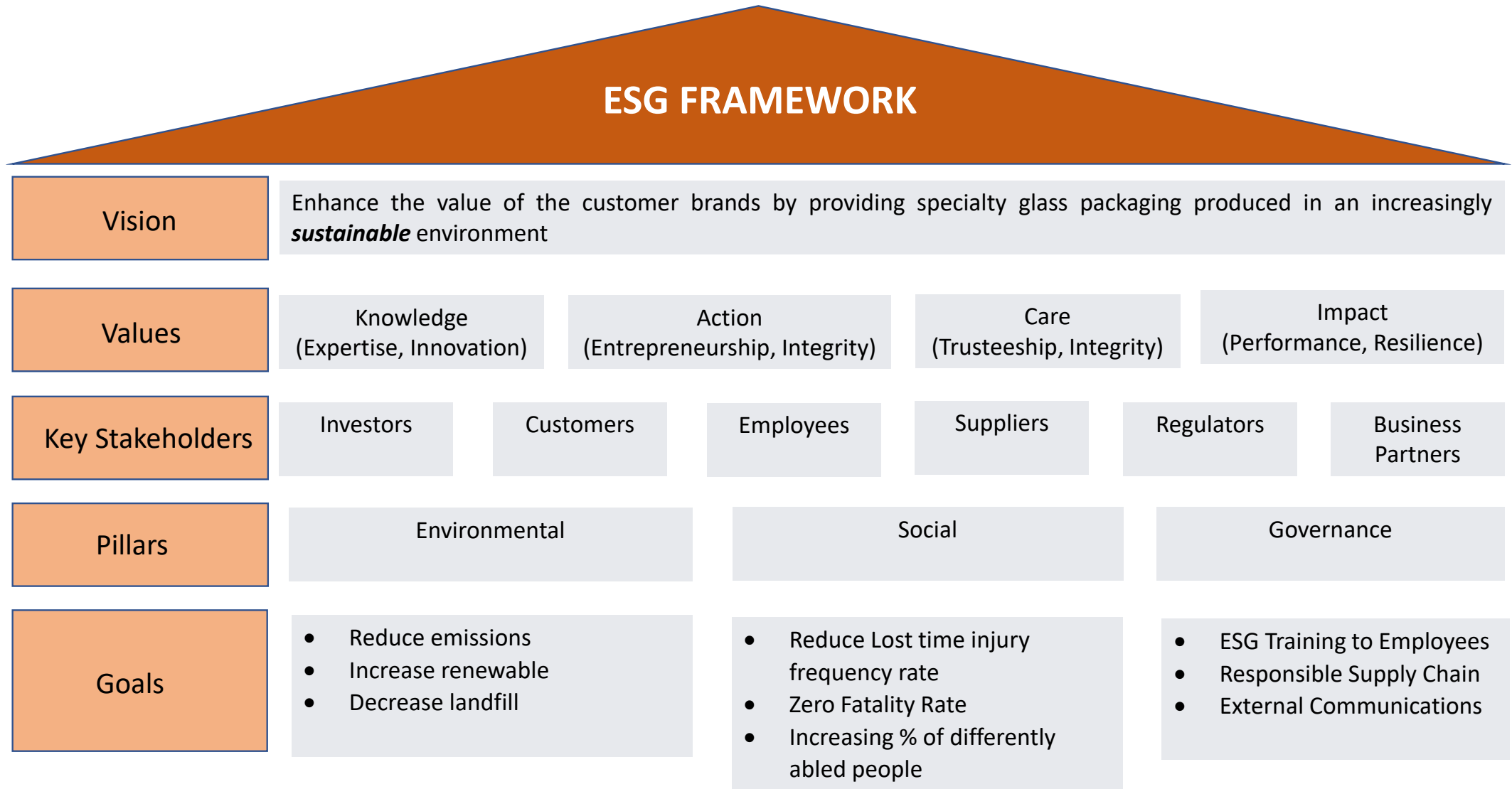
# Governance

## Strategy

Our ESG strategy framework recognizes that creating long-term value increasingly necessitates companies understanding the impact of their strategies on key stakeholders such as investors, employees, customers, and communities, as well as the natural resources and supply chains on which the company relies. We recognize that sustainability challenges touch many parts of businesses that meaningfully implement sustainability into the business. We identify and assess all ESG concerns that are material to the business in the context of our Vision, Mission, and Values, such as environmental degradation, product, and worker safety, waste creation, and so on — issues that could have a negative impact on the business or its stakeholders.

Stakeholder engagement and identification of Material issues lie at the core of successful Sustainable Development. The mapping of the expectations and the concerns of stakeholders & the extent to which the relevant issues are addressed play a vital role in influencing the sustainable growth of an organization. It is imperative to conduct an assessment of the internal and external context of an organization with respect to three pillars of sustainability viz. economic, environmental, and social aspects. This facilitates taking up effective strategic initiatives to address sustainability risks and opportunities and provide a sound basis for sustainable development initiatives. Once the strategically significant issues are identified, the exercise of establishing goals, metrics, and key performance indicators (KPIs) is undertaken to monitor the company's performance against goals.





# Governance

## Sustainable Procurement

We have established a Supplier Engagement Programme to encourage consistent, active communication with our supply network and the implementation of more environment-friendly and sustainable practices. We have in place a comprehensive Code of Conduct for Suppliers which defines the non-negotiable minimum standards that PGPL's Suppliers should respect and adhere to when conducting business with PGPL pertaining to social, ethical, and environmental considerations.

Efforts are ongoing to get certification to ISO 20401 to demonstrate our system maturity for sustainable procurement,

In line with the Code, we assess our vendors before onboarding through a "Vendor Assessment Questionnaire for Raw materials for Quality Management System and SA8000 Requirements". The suppliers are also required to provide Declarations on Product Compliances which include declarations related to SA8000, Safety Health & Environment, Shelf life, food allergens, BPA free product, and so on.