

Gharda Chemicals Limited

Statement pursuant to section 54(1) of the Modern Slavery Act, 2015 of United Kingdom (in relation to the company's operations in UK)

Gharda Chemicals Limited ("GCL") is a public limited company registered under the Companies Act, 1956 (India). We are a R&D focused chemical company active in the field of Crop Protection Chemicals, High Performance Polymers and High Performance Pigments.

The main operations of the company are carried out in India. We have workforce of over 2600 employees on the rolls. We diligently abide by all the labour laws applicable to the organization.

GCL has its head office in India and presence in several countries. We operate with seven manufacturing units spread across three states within India, namely Gujarat, Maharashtra and Jammu. We also have Subsidiaries/Branches as follows-

Wholly Owned Subsidiaries:

1. Gujarat Insecticides Limited in India.
2. Gharda Chemicals International Inc in USA.
3. Gharda Generics Inc in USA.
4. Gharda Australia Pty Ltd in Australia.
5. Gharda Do Brasil Solucoes Agricolas Ltda in Brazil.
6. Gharda Chemicals Europe Ltd in Ireland.

Branch:

7. Branch in UK (London).

The global turnover for the financial year ended 31st March, 2025 is around Euro 380 million (Indian Rs. 35,087 million). The turnover of UK branch is Euro 1.7 million (Rs. 157 million).

It continues to be a top priority for us to ensure that we trade ethically, source responsibly and work to ensure equal opportunities, non-discrimination, prevent forced labour and human trafficking in our organization and in our supply chain.

We have inter-alia the following policies:

1. Non-discrimination Policy-
2. Whistle-blower Policy
3. Code of Conduct
4. Prevention of Sexual Harassment (POSH) at workplace Policy
5. Anti-bribery and Anti-corruption Policy
6. Grievance Redressal Policy
7. Supplier Code of Conduct
8. Prevention of Employment of Child & Forced Labour Policy

We conduct sessions at regular intervals to keep the employees aware of the regional labour laws and what to do if they suspect anything against it.

Our supply chain includes suppliers of direct raw materials as well as indirect materials. Many are sourced from suppliers local to the organisation's manufacturing facilities. This not only supports a sustainable supply chain, but also allows us to contribute to a resilient local economy and have good oversight of our supply chains. Our plants and factories are compliant with all local regulations which enforce laws against forced labour and child labour, aligning with the prevention of modern slavery.

There have been no instances in the past in relation to forced or involuntary labour or other human rights issues.

This statement is in compliance with Section 54 of The Modern Slavery Act, 2015 of UK and constitutes our group's statement for the financial year ended 31st March, 2025. It was approved by the Board on 25th August, 2025.

sd/- _____

Nilesh Kulkarni
Executive Director- Business

sd/- _____

D.K.Shenoy
Executive Director- Technical