



ESGRisk.ai Sustainability Assessment Grade

SUSTAINABILITY GRADING REPORT



Globus Warehousing & Trading Private Limited



November 2023

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About the company

Globus Warehousing & Trading Private Limited (GWTPL) was incorporated in 2012. The company is engaged in the business of providing agri-warehousing development, warehouse operations, agriculture technology and such associated initiatives linked to Indian Agriculture and Indian Farmers. The company has 10 warehouses spread across 440 acres of land in Punjab with the capacity of 10.75 LMT. GWTPL generated 100 percent of its revenue from domestic operations during FY23. The company has adopted policies and taken initiatives to ensure ethical business practices and reduce energy usage. GWTPL has taken initiatives to ensure service quality and is certified with ISO 9000:2015, dedicated to the quality management system. GWTPL has voluntarily taken several steps to move ahead in its sustainability journey.

Industry

Warehousing and support activities for transportation

Key Services

Agri-warehousing development and warehouse operations

Company Revenue



Revenue split



Revenue split by geography



OVERALL SUSTAINABILITY SCORE



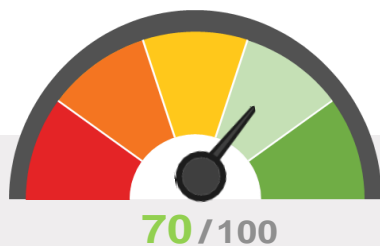
77 / 100

SUSTAINABILITY GRADE

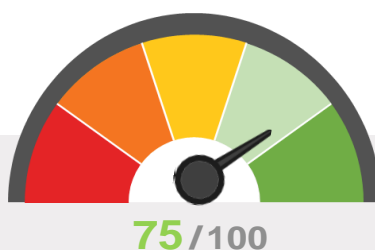


Globus Warehousing & Trading Private Limited

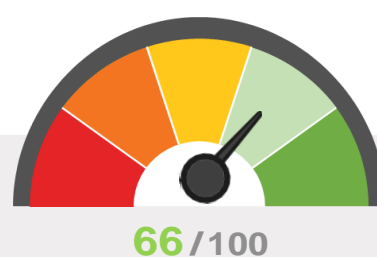
Environmental Impact



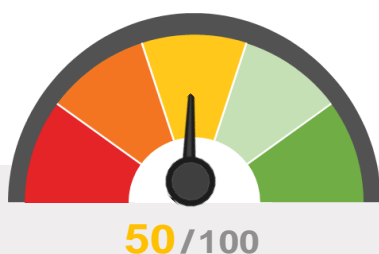
Sustainability Initiatives



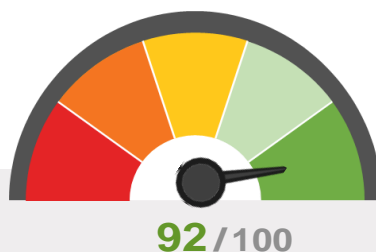
Business Ethics



ESG Reporting



Employee Development and Community Support



Consumer and Product Responsibility



Executive Summary of Sustainable Performance

- The key material risks to the industry are ethical business practices and ensuring efficient use of energy. Some of the social factors that enhance sustainable performance within company is service quality, community support & development and ensuring development of its employees.
- The company has an overall sustainability score of 77 and a sustainability grade of Four Stars, which signifies that the company has a good track record of sustainable risk management, but no evidence of a robust framework.
- The key strength areas of the company include efforts to reduce its waste, improve employee safety and ethical business practices.
- The areas of improvement for the company are in managing the environment, ensuring independence & diversity of its board.

ENVIRONMENTAL IMPACT OF BUSINESS OPERATIONS

The following category considers the impact caused by the business operations on the environment like emission of greenhouse gases, air quality impact through commuting, water usage and waste disposal.

KEY ISSUES



AIR POLLUTION

100 / 100

The company has adopted a policy and undertaken the necessary initiatives to limit the air pollutants emitted by them.



GHG EMISSIONS

63 / 100

The company does not measure the amount of GHG emissions emitted by them.



WASTE

100 / 100

The company has adopted a policy and undertaken initiatives to reduce waste generation.

SUSTAINABILITY INITIATIVES

The sustainability initiatives taken by the organizations include the efficient utilization of resources like water and energy. While conducting its operations, a company should make the best use of resources by generating maximum output with reduced inputs leading to sustainable use of resources.

KEY ISSUES



WATER EFFICIENCY

100/100

The company has adopted a policy and undertaken initiatives to ensure efficient water usage.



ENERGY EFFICIENCY

84/100

The company has policies in place to reduce overall energy usage and make use of renewable energy. It also operates in environmentally friendly offices. However, the company can increase the percentage of renewable energy utilised in its operations.



ENVIRONMENTAL MANAGEMENT

33/100

The company follows environmental management system guidelines. However, the company should disclose the committee responsible for environmental issues.



BUSINESS ETHICS & ESG REPORTING

The theme encourages companies to perform ethical business practices by demolishing frauds, corruption, bribery, and facilitation payments. It also encourages companies to have fair business practices like following anti-competitive laws and using quality products.

KEY ISSUES



BUSINESS ETHICS

100 / 100

The company follows ethical business practices, has initiatives to ensure fair competition and prevent bribery & corruption. The company has also adopted policies on related party transactions and whistle blower protection.



MANAGEMENT COMPENSATION

54 / 100

The company's CEO compensation in moving hand-in-hand with the revenue. Additionally, the CEO's salary with respect to the average salary of the employees is much higher than the industry average.



FINANCIAL AUDIT & CONTROL

75 / 100

The company's ratio of non-audit fees to total audit fees falls at an appropriate level for the company.



BOARD DIVERSITY

0 / 100

The company does not have any female members as a board of director.



BOARD INDEPENDENCE

18 / 100

The company has adopted a policy on board independence but does not have independent directors on its board.



ESG REPORTING TRANSPARENCY

50 / 100

The company does adhere to United Nations Sustainable Development Goals but has not mapped its ESG practices to them.

EMPLOYEE DEVELOPMENT AND COMMUNITY SUPPORT

The companies need manpower to work, and this category helps them to uphold common standards for employees like complying with labor laws and following international labor standards. It also includes practices for employee diversity and development and maintaining low attrition rate.

KEY ISSUES



EMPLOYEE SAFETY

100 / 100

The company has a health & safety team. The company also ensures safety measures such as fire alarms, water sprinklers and fire extinguishers.



HUMAN RIGHTS

100 / 100

The company has adopted a policy to ensure human rights of its employees.



EMPLOYEE DEVELOPMENT

59 / 100

The company has adopted a policy and has initiatives towards providing training and career development opportunities to its employees.



COMMUNITY SUPPORT & DEVELOPMENT

100 / 100

The company has a policy towards community support and undertakes initiatives like visiting schools across locations.

CONSUMER AND PRODUCT RESPONSIBILITY

The following category involves practices for quality of services delivered by the company. It includes responsible procurement, securing data of products and rendering services that provide maximum satisfaction to the clients. The company should be transparent about their services and the standards should be aligned with societal expectations.

KEY ISSUES



PRODUCT RESPONSIBILITY

100 / 100

The company has a business continuity plan in place.



PRODUCT QUALITY

100 / 100

100% of the company's sites are ISO 9001 certified which is required for quality management systems. The company also has adopted a policy and has undertaken initiatives to ensure quality services.

BEST INDUSTRY PRACTICES

Environmental Impact

- Adopting robust practices to reduce carbon footprint and to measure emissions to be able to gauge the decline in GHG emissions emitted over time
- Utilizing solar & hydro energy and building renewable solutions leading to reduced dependency on fossil fuels

Sustainability Initiatives

- Replacing conventional lighting to LED lights
- Installing solar roof tops and having an office space in energy efficient buildings
- Having a management level position and a committee responsible for environmental issues

Business Ethics

- Adhering to the mandatory compliances under Companies Act 2013 for unlisted companies
- Formalizing business policies viz. code of conduct, whistleblower policy and board independence & diversity and ensuring implementation of the same.

ESG Reporting

- Reporting Environment, Social and Governance performance annually
- Supporting and mapping social and environmental initiatives to the United Nations Sustainable Development Goals (UN SDG)

Employee Development and Community Support

- Setting up policy for health & safety of the employees. Providing group Medclaim policy covering all the employees and their dependents
- Providing customized training to employees to upgrade their skills in order to reflect improved productivity
- Providing maternity, paternity and bereavement leaves
- Building infrastructure for community for their health and safety, educating children, empowering women etc.

Consumer and Product Responsibility

- Implementing internal quality management system or six sigma practices for improving product quality
- Having a well-defined business continuity plan in place
- Conducting comprehensive Quality Audit and Testing on equipment to ensure strong compliance to maintenance

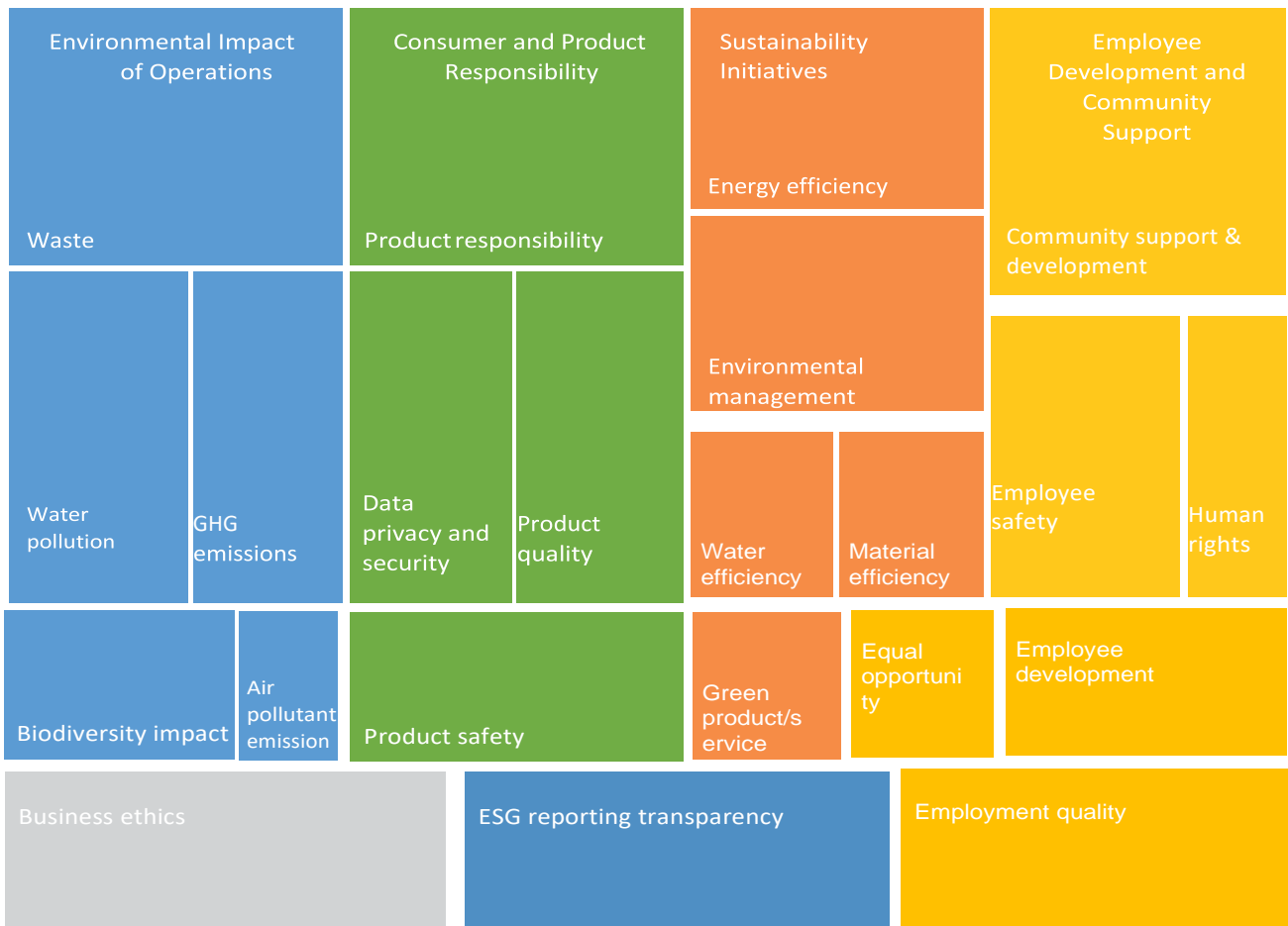
ASSESSMENT APPROACH, PROCESS AND SCALE

The objective of the ESGRisk.ai’s sustainability evaluation is to determine the institutional framework and institutional capability to appropriately manage and mitigate sustainability risks. ESGRisk.ai’s ESG Score will provide a summary of a company’s sustainable strategy, programs/initiatives, results across 6 themes covering Environmental Impact, Sustainability Initiatives, Business Ethics, Employee Development and Community Support, Consumer and Product Responsibility and Transparency in ESG Reporting.

The six themes are further disaggregated into 26 key issues and measured using ~180 data points, weighted based on their materiality to specific industries.

LIST OF KEY ISSUES ASSESSED FOR SUSTAINABILITY EVALUATION

LIST OF ISSUES EVALUATED



The evaluation process commences with the creation of a client specific questionnaire, developed based on the company’s product portfolio, risk exposure and size of operations. ESGRisk.ai’s analysts then send the questionnaire to the company online and assist the company in providing data.

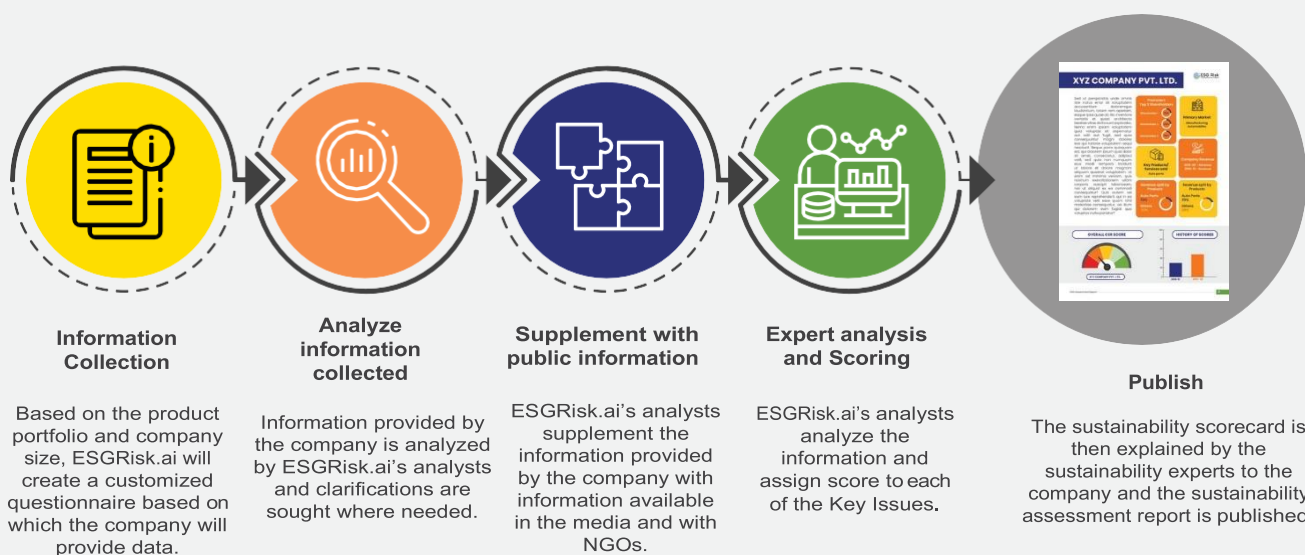
Once the information is received, the analysts review the data provided for completeness, accuracy and supporting evidence. If any gaps are found, the analysts re-engage with the company, explain the gaps and seek additional data/clarifications.

Once all data is available, the analysts then evaluate the publicly available information like fines levied, regulatory action and other controversies to create the comprehensive data set that will be used for assessment by the analysts.

The analysts then using the comprehensive data sets, evaluate the company’s performance on each key issue and then using appropriate weightages calculate the aggregate sustainability score and assigns the medallion appropriate to sustainability performance.

The analysts then engage with the company and explains the ESG performance prior to publishing the report.

ESGRisk.ai will base its sustainability assessments on company disclosures. The assessment process is as follows:



ESGRisk.ai scores a company on a scale of 100 and based on their performance provides a medallion to visually represent the company’s sustainability performance. One of the following medallions are assigned:

	<p>A sustainability leader with a positive track record of managing material risks.</p>
	<p>A company with a good track record of sustainable risk management, but no evidence of a robust framework.</p>
	<p>A company with a mixed track record of sustainable risk management and no evidence of a robust framework.</p>
	<p>A company with poor track record of sustainability risk management and absence of a risk management framework.</p>
	<p>A company that is drastically impacted by sustainability risks.</p>

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Glossary of Terms

Abbreviations:

Term	Description
Air pollutant emissions	Air pollutant emissions covers emissions of SO _x , NO _x , ODS, VOC and Particulate Matter-10
CIN Code	Corporate Identification Number (CIN Code) - assigned by the Registrar of Companies under the Ministry of Corporate Affairs
CDM	Clean Development Mechanism
CDP	CDP was previously known as Carbon Disclosure Project. It is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.
CPCB	Central Pollution Control Board (CPCB)
CSR	Corporate Social Responsibility
DP	Data point, indicators that are being assessed as part of our ESG taxonomy for their relevance to the industry and the companies performance on the same
ESG	Environmental, Social and Governance
FDA	Food and Drug Administration
GHG Emissions	Greenhouse gas emissions (GHG) - in the context of this report includes Carbon Dioxide, Methane, Nitrous Oxide, Sulphur Hexafluoride, Perfluorocarbons, Chlorofluorocarbons and Hydrofluorocarbons, the emissions of other gasses are captured under Air pollutant emissions.
GMO	Genetically modified organisms
GRI	Global Reporting Initiative
IUCN	The International Union for Conservation of Nature is an international organization working in the field of nature conservation and sustainable use of natural resources
KI	Key Issue pertaining to a specific theme under an ESG category
KMP	Key management personnel
LGBT	LGBT or GLBT is an initialise that stands for lesbian, gay, bisexual, and transgender
MT	Million tonnes
NAPCC	National Action Plan for Climate Change
NGRBC	National Guidelines on Responsible Business Conduct
NO _x	Nitrogen Oxides - Nitrogen dioxide and nitric oxide are referred to together as oxides of nitrogen
NVG	National Voluntary Guidelines provide a framework for responsible business behaviour along social, environmental and governance aspects
ODS	Ozone depleting substances

OHSAS 18001	Occupational Health and Safety Assessment Series (officially BS OHSAS 18001) - a British Standard for occupational health and safety management systems.
PM10	Particulate matters
SA 8000	Sustainability SA 8000 - Social Accountability Certification SA 8000 is an international certification standard that encourages organizations to develop, maintain and apply socially acceptable practices in the workplace.
Scope 1 Emission	Scope 1 greenhouse gas emissions are the emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level.
Scope 2 Emission	Scope 2 GHG emissions are indirect emissions from sources that are owned or controlled by the Agency.
SEBI	The Securities and Exchange Board of India - regulator of the securities & commodity market in India
SOx	Sulphur Oxides - Sulfur oxides (SOx) are compounds of sulphur and oxygen molecules
SPCB	State Pollution Control Boards (SPCB)
TCFD	Task Force on Climate-related Financial Disclosures
tCO2e	Tonnes (t) of carbon dioxide (CO2) equivalent (e)
VOC	Volatile organic compounds