

October 19th, 2022

H.E. Antonio Guterres
Secretary-General
United Nations
New York, NY 100017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that GSP Crop Science Pvt. Ltd. Supports the ten principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. GSP Crop Science Pvt. Ltd. Will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN global Impact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN global Compact, and annually thereafter according to the UN global Compact COP Policy.

This includes: A Statement signed by the Chief Executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.

A Description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in of the four issue areas (human rights, labor, environment and anti-corruption).

A measurement outcome (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely Yours,



Tirth K. Shah

Executive Director, GSP Crop Science Pvt. Ltd

	Global Compact Principle	Commitment/Policies, Actions Taken & Impact Achieved and/or plans for the upcoming Year
01.	Businesses should support and respect the protection of internationally proclaimed human rights	<p><u>Commitment/Policies:</u> We adhere to international declaration of Human rights. To protect these rights, which is a part of our code of Conduct policy.</p> <p><u>Plan for the upcoming years</u></p> <p>We plan to avail declarations from the suppliers and accordingly conduct due diligence to this effect on a sample basis.</p>
02.	make sure that they are not complicit in human rights abuses.	<p><u>Commitment/Policies:</u> We have the following policies in place to ensure no human rights abuse:</p> <ol style="list-style-type: none"> 1. Code of Conduct 2. Sexual Harassment Policy (POSHA) 3. Whistle Blower Policy <p><u>Plan for the upcoming years</u></p> <p>We intend to have zero child labour, forced labour and any violation pertaining to human rights. Necessary action will be executed in case of any non-compliance.</p> <p>Plan for inclusion related training for 100% work force.</p>
03.	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p><u>Commitment/Policies:</u> We encourage Employee to form Union for Collective Bargaining as per the law of land.</p> <p><u>Plan for the upcoming years</u></p> <p>All necessary discussion related to work force will be ensured in consultation with respective stakeholders.</p>
04.	the elimination of all forms of forced and compulsory labor	Already detailed in Point No. 2 – Same is applicable for forced and compulsory labor.
05.	the effective abolition of child labor	Already detailed in Point No. 2 – Same is applicable for child labor.
06.	the elimination of discrimination in respect of employment and occupation.	Already detailed in Point No. 2 – Same is applicable for discrimination in respect of employment and occupation.
07.	Businesses should support a precautionary approach to environmental challenges	<p>We will adhere to the environmental laws in letter and spirit as per the law of the land.</p> <p><u>Plan for the upcoming years</u></p> <p>Reduction from the current level of emissions, carbon foot prints, minimization of waste, increase in Common Effluent treatment plants resulting in reduction of polluted water discharge.</p>

08.	undertake initiatives to promote greater environmental responsibility	Already detailed in Point No. 7
09.	encourage the development and diffusion of environmentally friendly technologies	<p>We have already initiated setting up of Solar Power plants which will generate and offset power and energy requirements .</p> <p><u>Plan for the upcoming years</u></p> <p>We will look for new environment friendly technologies , products and processes .</p>
10.	Businesses should work against corruption in all its forms, including extortion and bribery.	Already detailed in Point No. 2 – Same is incorporated in code of Conduct.