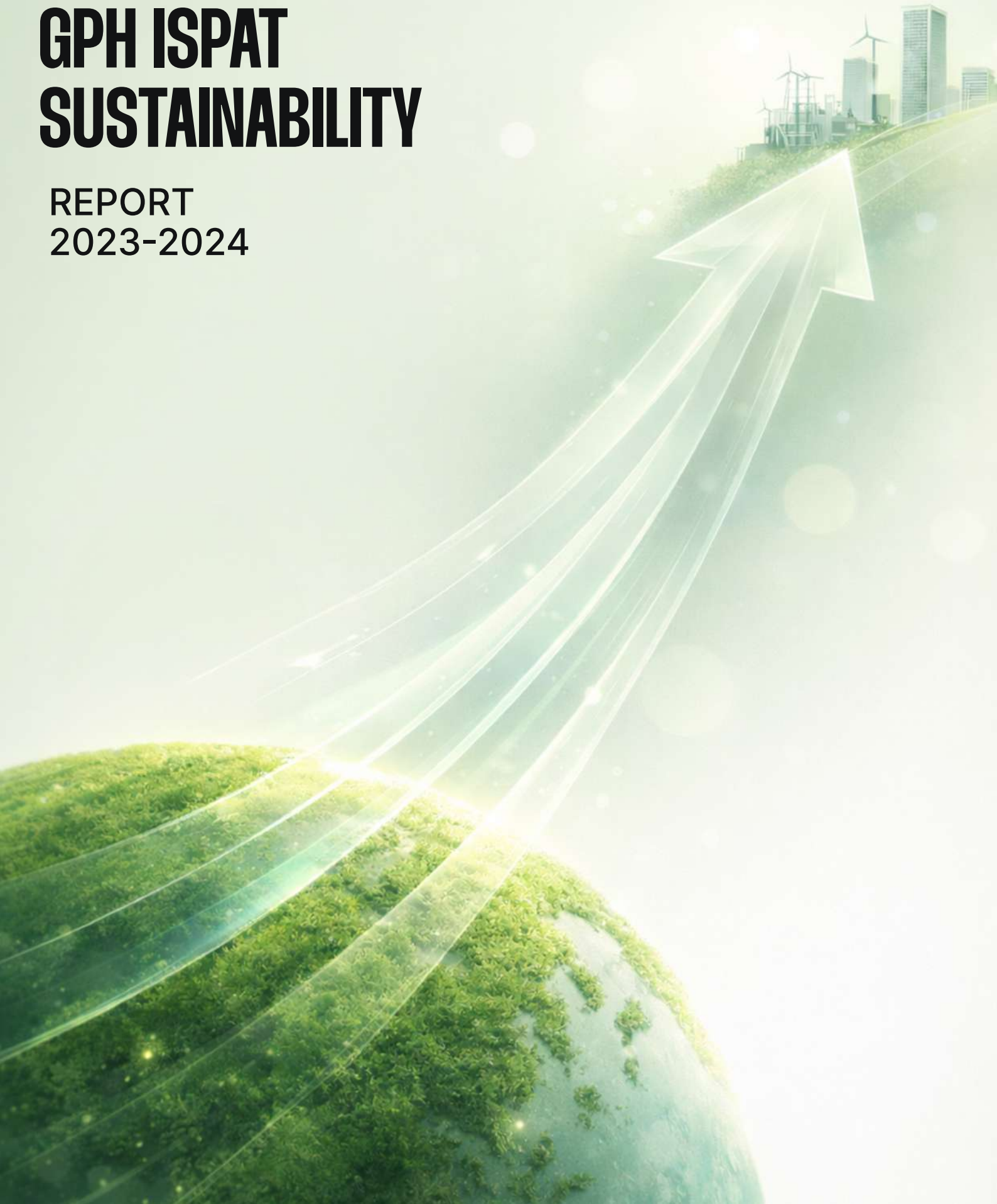




GPH ISPAT SUSTAINABILITY

REPORT
2023-2024





Vision

The trusted brand of Bangladesh leading the steel sector with innovative products leveraging cutting edge technology



Mission

To provide the foundation for building the infrastructure of Bangladesh towards High-Income Country (HIC) with the true GPH philosophy



Values

Agile

- Appreciate what is given to us by Almighty
- Grow through Learning best practices home and beyond
- Innovation is key to our product and service delivery
- Leverage the power of Teamwork
- Empower people to deliver excellence

About This Report

(GRI 2-3)

GPH Ispat Ltd. published this Sustainability Report to disclose its management approach, policies, and performance related to material economic, environmental, social, and governance (ESG) topics, in accordance with the GRI Standards 2021.

The report aimed to provide transparent and balanced information to key stakeholders, including employees, customers, regulators, investors, business partners, and the wider public.

This Sustainability Report presented GPH Ispat Ltd.'s sustainability performance for the defined reporting period and highlighted the Company's contribution to relevant United Nations Sustainable Development Goals (SDGs). The report was prepared in compliance with the GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021, reflecting the Company's commitment to credible and internationally aligned sustainability reporting.

Reporting Boundary

(GRI 2-3)

The reporting boundary covered the operations and activities of GPH Ispat Ltd. over which the Company exercised operational and management control during the reporting period. The report included manufacturing facilities, administrative functions, and business activities that were directly managed by GPH Ispat Ltd.

Entities where GPH Ispat Ltd. did not have direct operational control or held minority ownership were excluded from the reporting boundary. The boundary was defined to ensure the relevance, consistency, and reliability of the sustainability information disclosed.

Reporting Content

The sustainability content of this report was determined through a structured materiality assessment process in line with GRI 3: Material Topics 2021. Material topics were identified based on an evaluation of GPH Ispat Ltd.'s business context, sector-specific risks and opportunities, stakeholder expectations, and emerging global sustainability

trends.

Identified sustainability topics were reviewed, refined, and, where relevant, consolidated to improve clarity and alignment with current operational priorities. The material topics were prioritized according to their level of impact on the Company and stakeholders and categorized into high-impact, moderate-impact, and emerging topics. Compared to previous reporting cycles, the scope and depth of disclosures were expanded to reflect enhanced data availability, improved internal systems, and evolving stakeholder expectations.

Assurance of This Report

(GRI 2-5)

The key contents of this Sustainability Report were reviewed and validated internally by senior management and relevant functional departments of GPH Ispat Ltd. to ensure accuracy, completeness, and consistency of disclosures.

While this report was not subject to external assurance as a whole, selected environmental and operational performance data were verified by authorized third-party agencies, in line with applicable regulatory and compliance requirements. These processes supported the reliability and transparency of the reported information.

Contact Point

(GRI 2-3)

For additional information, inquiries, or feedback regarding this Sustainability Report, stakeholders are encouraged to contact:

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PHONE: +880-31-638507, 840358, 842486, 634387, 624281, 635877, 622248

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**World's Best
GPH Quantum
Steel**

**SDG
BRAND CHAMPION
AWARDS
2024**



LEADING IN RESPONSIBLE CONSUMPTION AND PRODUCTION

GPH ispat proudly received the SDG Brand Champion Awards 2024 for its exceptional practices in responsible consumption and production.

By maximizing all resources, preserving the environment and maintaining a strong sense of accountability, GPH is enhancing the resilience and sustainability of the nation's construction sector. This achievement motivates towards the expected better future.



www.gphispac.com.bd



**Empowering
progress through
innovation,
sustainability,
and commitment
to a greener
future**



Md. Alamgir Kabir

Chairman, GPH Ispat

MESSAGE FROM THE Chairman

Bismillahir Rahmanir Rahim

Dear Key Stakeholders,

It is with immense pleasure and responsibility that I present GPH Ispat Ltd.'s third Sustainability Report for the fiscal year 2023-24. This report encapsulates our journey toward operational excellence, environmental stewardship, and social responsibility. At GPH Ispat, we have consistently aimed to create long-term value, not only for our shareholders but also for the broader community and the nation as a whole.

In the year under review, GPH Ispat has made remarkable strides in integrating sustainability into our core business operations. Our adoption of the Quantum Electric Arc Furnace (QEAF) technology has been a game changer, positioning us as the first company in Asia to embrace this innovation. The implementation of QEAF has brought about a significant reduction in energy consumption, with a 70% saving compared to traditional induction furnaces. This technology has allowed us to significantly reduce our carbon emissions, contributing to our commitment to a greener future.

We have also made substantial progress in renewable energy adoption, completing the installation of a 3.09 MW solar photovoltaic system on our factory rooftops. This achievement makes us the first steel company in Bangladesh to generate revenue through Renewable Energy Certificates (REC) trading. Additionally, our efforts in water conservation have been equally commendable. Through our Zero Liquid Discharge (ZLD) system, we have successfully recycled 100% of our process water, making us independent of groundwater resources and safeguarding the local water supply for future generations.

Despite the challenging global market conditions, GPH Ispat has maintained a solid financial performance, with total revenue for the year amounting to approximately BDT 5,582.9 Crore. Our net profit stood at BDT 85.77 Crore, and we continue to strengthen our market presence, both locally and internationally. Notably, we have expanded our export operations, with a historic shipment of 25,000 metric tons of MS Billets to China, contributing significantly to the national economy.

Beyond financial performance, we remain deeply committed to the welfare of our employees and the communities we serve. GPH Ispat continues to prioritize health, safety, and education as part of our corporate social responsibility initiatives. Our long-standing commitment to improving the lives of our workers and their families, as well as supporting local education, remains central to our corporate philosophy.

In conclusion, the progress we have made this year reflects the strength and resilience of GPH Ispat, as well as the dedication of our employees, partners, and stakeholders. Moving forward, we remain committed to advancing sustainable practices in all aspects of our operations. We aim to further enhance our renewable energy capabilities, continue to innovate in steel production, and contribute to the overall economic development of Bangladesh.

Thank you for your continued support and trust in GPH Ispat.





**Transforming the
steel industry with
innovation,
sustainability, and a
relentless
commitment to
building a stronger,
greener future for all.**

**Mohammad Jahangir
Alam**

Managing Director, GPH Ispat

MESSAGE FROM THE MANAGING DIRECTOR

Assalamualaikum Owa Rahmatullahi,

Dear Esteemed Stakeholders,

As we reflect on the progress and milestones of the fiscal year 2023-24, it is with immense pride that I share with you the achievements of GPH Ispat Ltd. This year has been transformative for our company, as we continue to align our operations with global sustainability standards, embrace innovation, and contribute to Bangladesh's economic growth. At GPH Ispat, our journey is not just about producing high-quality steel; it is about doing so in a way that is responsible, sustainable, and beneficial to society at large.

The adoption of cutting-edge technologies, such as the Quantum Electric Arc Furnace (QEAF), has been a defining moment for us. By becoming the first company in Asia to utilize this technology, we have revolutionized our steel production process. The QEAF technology has enabled us to achieve up to 70% energy savings and significantly reduce our carbon emissions, setting a new benchmark for environmental responsibility in the steel industry. This shift marks just one of the many steps we are taking to ensure that GPH Ispat leads the way in green manufacturing.

Our commitment to renewable energy is another key highlight of the year. With the installation of a 6.05 MW solar photovoltaic system on our factory rooftops, GPH Ispat has become a pioneer in renewable energy adoption within the steel sector. By trading Renewable Energy Certificates (RECs), we have not only reduced our reliance on conventional energy sources but have also made a positive contribution to the country's renewable energy goals.

In addition to our environmental initiatives, we continue to focus on water conservation, implementing a Zero Liquid Discharge (ZLD) system that recycles 100% of our process water. Our efforts to maintain air quality are also notable, as we have achieved emissions that are 90% lower than the World Bank's prescribed limits. These actions are a testament to our commitment to reducing our ecological footprint and leading the industry toward more sustainable practices.

Despite the challenging global economic conditions, GPH Ispat has performed exceptionally well, achieving a total income of BDT 5,582.9 Crore and a net profit of BDT 85.77 Crore. Our market expansion, especially with exports to China, has strengthened our position as a global player. This growth is a direct result of our innovative approach, operational efficiency, and strong stakeholder relationships.

At GPH Ispat, we recognize that our success is built on the strength and well-being of our people. This year, we have further invested in the welfare of our employees and the communities we serve, through various social responsibility initiatives focused on education, health, and infrastructure development. Our commitment to the long-term prosperity of our employees and the communities we touch remains at the heart of our business philosophy. Looking forward, we remain committed to embracing new technologies, expanding our renewable energy initiatives, and ensuring that sustainability continues to be at the core of everything we do. GPH Ispat's journey is one of continuous improvement, innovation, and responsibility.

Thank you for your trust, support, and collaboration as we continue to build a stronger and more sustainable future together.



SUSTAINABILITY RECOGNITIONS

GPH ISPAT: EXCELLENCE & SUSTAINABILITY

Financial Stability

- Robust Revenue Growth
- Consistent Profitability

TECHNOLOGICAL LEADERSHIP

- Quantum Electric Arc Furnace (QEAF)
- Industry 4.0 & WinLink Technology

AWARDS & RECOGNITION

- SDG Brand Champion (2x)
- REC Trading Pioneer

CORE PRODUCT EXCELLENCE

- GPH Quantum 600-Grade Re-bars
- Industrial Gases: O₂, N₂, Ar

SUSTAINABILITY & ESG IMPACT

- Zero Liquid Discharge
- 6.05 MW Solar PV System

MARKET & EXPORT PERFORMANCE

- DSE & CSE (GPHISPAT)
- Global Shipments: China, Singapore, India



About GPH

GPH Ispat Limited is one of the leading integrated steel manufacturing companies in Bangladesh, engaged in the manufacturing and trading of MS billets and MS rods. The company was incorporated in Bangladesh on May 17, 2006, as a Private Limited Company limited by shares under the Companies Act, 1994.

GPH Ispat Limited was subsequently converted into a Public Limited Company, during which the face value of its shares was subdivided from Tk. 100 to Tk. 10 each, and the authorized capital was increased from Tk. 1,000 million to Tk. 2,500 million on December 18, 2009.

The company entered the capital market through an Initial Public Offering (IPO) in February 2012 and became listed on both the Dhaka Stock Exchange Limited and the Chattogram Stock Exchange Limited in April 2012. In September 2015, the authorized capital was further enhanced from Tk. 2,500 million to Tk. 10,000 million. Additionally, GPH Ispat Limited issued 03[R]:02 Right Shares in June 2016



G

P

H

GOD Fearing

PLAIN LIVING

HIGH THINKING

Current Scenario

Technological Frontier (Industry 4.0)

GPH Ispat is the technological leader of the Bangladeshi steel industry, holding several “firsts” in Asia and the world:

Quantum Electric Arc Furnace (QEAF): Asia's first to adopt this technology, which allows for significantly faster smelting with 70% energy savings compared to traditional induction furnaces.

WinLink Flex Technology: The world's first implementation of this technology in a rolling mill, enabling a direct link from liquid steel to finished products (Billet-to-Bar) without reheating, saving massive amounts of natural gas.

Advanced Automation: Utilizing Level 2.0 Automation and Industry 4.0 standards, the factory is a fully computerized “Smart Factory” ensuring quality consistency for high-performance steel.

Strategic Product Portfolio

Grade Leadership: GPH can produce long steel products ranging from 300 MPa to 900 MPa.

Quantum Steel: Marketed as the only “Quantum Steel” in the country, meeting and exceeding local and international standards for high-strength, high-ductility re-bars like B600C-R and B600D-R.

Industrial Gases: Operates one of the largest oxygen plants in Bangladesh, producing medical and industrial grade liquid oxygen, nitrogen, and argon.

GPH

Financial Performance & Economic Impact

Revenue Growth: For the 2023–24 fiscal year, the company reported a massive turnover of approximately BDT 5,582.9 Crore.

Profitability: Despite global economic volatility, the company maintained resilience with a net profit of BDT 85.77 Crore for the 2023–24 period.

National Contribution: In the 2022-23 cycle alone, GPH contributed BDT 5,201.20 million to the National Exchequer via taxes and duties.

Global Presence: GPH has successfully expanded beyond the local market, exporting steel billets to the People's Republic of China, the world's second-largest economy.

Sustainability & Environmental Stewardship

GPH operates with a “Green Production” mindset, significantly exceeding regulatory requirements:

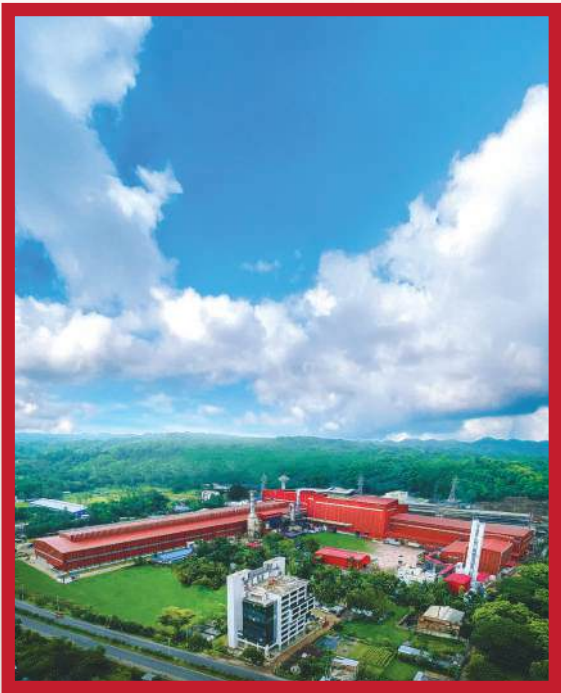
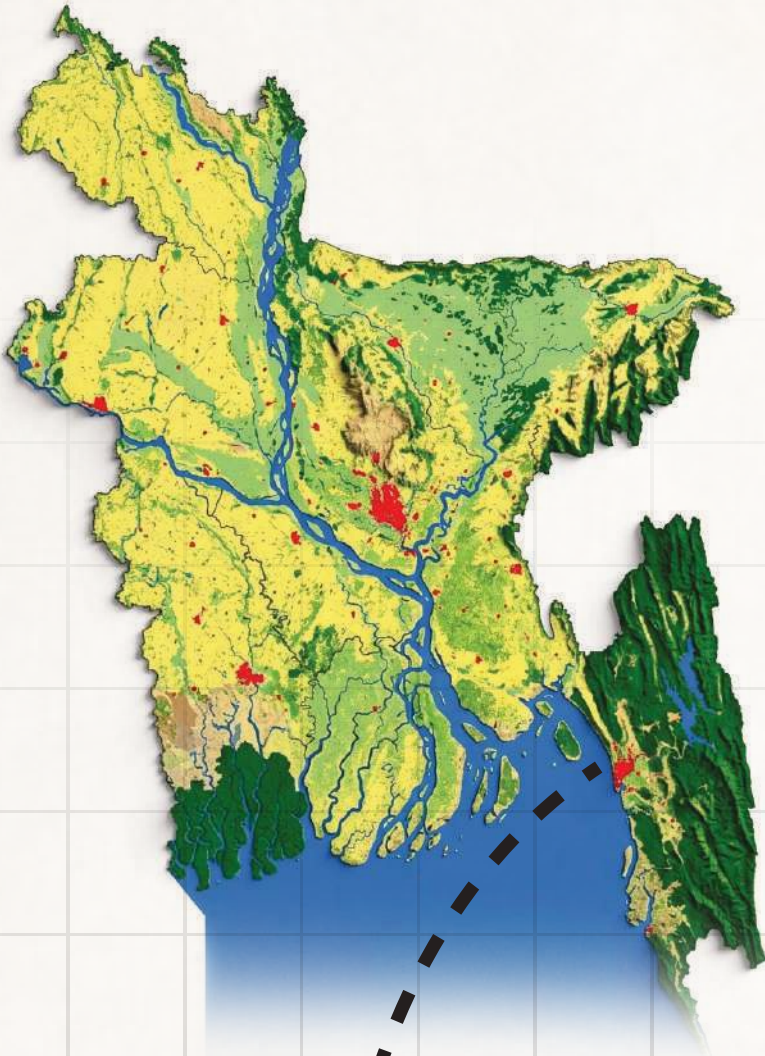
Renewable Energy: Completed a 6.05 MW Solar PV system on factory rooftops and became the first steel company in Bangladesh to earn revenue through Renewable Energy Certificate (REC) trading in the cycle.

Water Conservation: 100% of process water is recycled via a Zero Liquid Discharge (ZLD) system. No groundwater is extracted; the entire plant is sustained through a massive Rainwater Harvesting project.

Air Quality: The specialized de-dusting system keeps emissions at $\leq 50 \text{ mg/Nm}^3$, which is 90% lower than the World Bank's maximum limit.

Energy Savings: The Quantum technology saves approximately 2,66,800 MW of electricity and 26.46 million m^3 of natural gas annually—enough to power 35,000 households.

Our Area of Operations



Based on the most recent corporate data, GPH Ispat's operations are divided into three primary levels: the manufacturing hub, the administrative network, and its global export footprint.

The Manufacturing Hub (Chattogram)

The heart of GPH Ispat is its massive industrial complex located in the “Steel Hub” of Bangladesh:

Location: Masjidda, Kumira, Sitakunda, Chattogram.

Facility: A 150-acre integrated site housing Asia's first Quantum Electric Arc Furnace and a 55-acre artificial rainwater reservoir.

Capacity: Over 1,000,000 metric tons of steelmaking annually.

Oxygen Plant: Located on-site, it is one of the largest in the country, supplying liquid oxygen and nitrogen to medical and industrial users nationwide.

Administrative & Sales Network (Bangladesh)

Regional Hub: A major corporate office in Land View Commercial Center, Gulshan-2, Dhaka.

Retail Presence: A vast distribution network covering major growth centers, including: Dhaka, Bogra, Rangpur, Sylhet, Noakhali, and Cox's Bazar.

Global Export Markets

GPH Ispat has transitioned from a domestic player to a regional exporter:

China: A primary destination for high-quality MS Billets.

South Asia: Significant exports of re-bars and billets to India and Sri Lanka.

Southeast Asia: Penetrated the highly regulated market of Singapore.

And many other countries as well.....



GPH ISPAT – AT A GLANCE

Corporate Basics

Nature of Ownership: Public Limited Company (Listed on DSE & CSE).

Total Number of Employees: 2070

Core Operations:

- QEAF (Quantum Electric Arc Furnace),
 - LRF (Ladle Refining Furnace),
- CCM (Continuous Casting Machine), and RM (Rolling Mill).

Product Portfolio & Standards (MS Billet):

- **Available Sizes:** Standardized to 130×130 mm² and 160×160 mm² (Lengths: 6m and 12m).
- **Updated Standards:** Now primarily follows BDS ISO 6935-2:2021 (The most recent Bangladesh Standard).
- **Grades:** 3sp, 4sp, 5sp; SAE 1015–1030; and Structural ISO 630 for Angles/Channels.

GPH

Product Portfolio & Standards (GPH Quantum Re-bar (The Flagship)):

The re-bar lineup is now more focused on high-ductility (DWR) and high-strength (600 Grade) steel:

B500CWR & B500DWR: Full range available from 8mm to 50mm.

B420DWR: Standard earthquake-resistant grade from 8mm to 32mm.

B600C-R (Ultra High Strength): Available in heavy-duty sizes (16mm to 40mm). This grade is now heavily promoted for high-rise and mega-infrastructure projects due to its 30% steel-saving potential.

Major Contributions

- **REC Trading:** GPH is now the first steel company in Bangladesh to successfully monetize its green energy through Renewable Energy Certificate (REC) trading.
- **Solar Expansion:** The rooftop solar capacity is now fully operational at 6.05 MW, contributing significantly to the factory's "Net Zero" ambitions.



Our Membership Affiliation



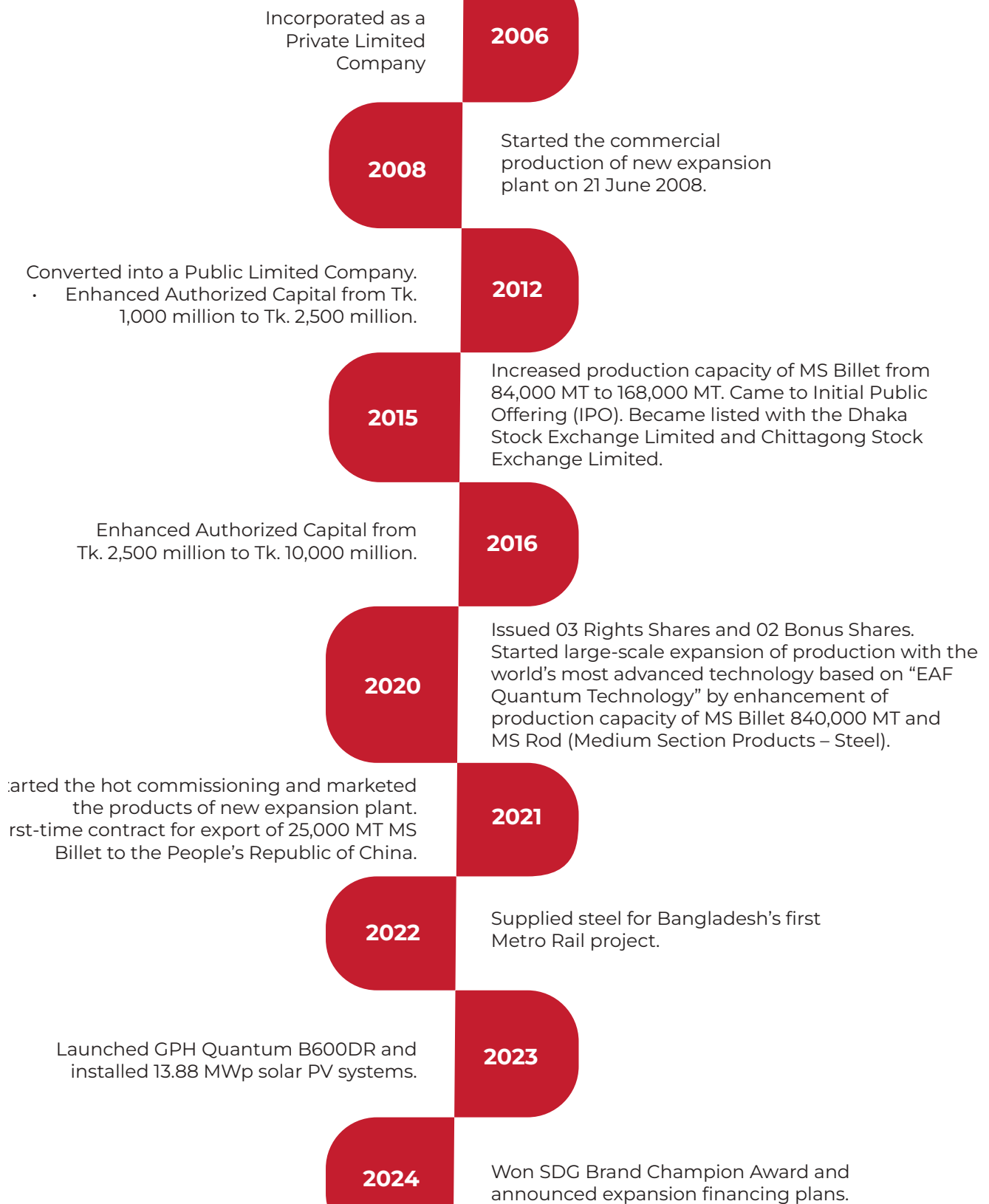
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THE CHITTAGONG CHAMBER
OF COMMERCE & INDUSTRY



OUR MILESTONES



PRODUCTION PROCESS

1. Scrap Receiving and Segregation

Scrap materials arriving at the port were unloaded using cranes and initially segregated into different heaps based on type. Further manual segregation was carried out to separate usable and non-usable scraps, with surplus or non-required materials sold to approved third parties. Usable scrap was then processed through a Wezzani scrap shearing machine, which performed scrap cutting, non-magnetic separation, de-dusting, and removal of non-metallic materials. After processing, the prepared scrap was transported to the production floor using the company's own dump trucks to meet production requirements.



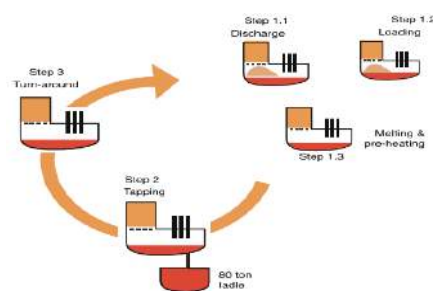
2. EAF Steel Making and Primary Refining



Electric Arc Furnace (EAF) steelmaking involved discharging preheated scrap into a 150-tonne furnace, followed by charging fresh scrap into the shaft for continuous preheating. Melting was carried out using 40 MW electric arcing, with lime and dolomite added for slag formation, carbon injection for foamy slag, and oxygen lancing to remove phosphorus and other impurities into the slag. Molten steel was tapped into a preheated, magnesia-lined Ladle for de-oxidizers and alloying additions, while secondary refining in the Ladle Refining Furnace (LRF) ensured temperature and composition homogenization and effective de-oxidation and desulphurization, improving overall steel quality.

3. Scrap Storage and Preheating

Scrap was stored item-wise in five designated pits on the production floor and charged using EOT cranes. Scrap “sandwiches” were prepared by layering light, medium, and heavy scrap with shredded material placed on top in a structured configuration. The assembled scrap was preheated in the furnace shaft, where water-cooled fingers held the material and temperatures reached up to 600°C, removing moisture and volatiles and improving energy efficiency. The preheated scrap was then charged into the furnace under closed conditions, resulting in electricity consumption below 300 kWh/ton and reduced carbon and sulfur emissions (below 10 ppm).



4. Continuous Casting at CCM



Continuous casting was carried out with the CCM using a dual-arm ladle turret, allowing one ladle to feed casting while the other remained on standby, ensuring uninterrupted operation. Liquid steel was transferred through a closed tundish system with spray-mass lining, SEN-based closed casting, tundish covering compound to prevent casting, and slide gates to control steel flow. Casting was performed using a mould equipped with a Dynaflex oscillator, enabling smooth oscillation and billet casting speeds of up to 7 m/min.

5. Hot Charging through IH

Billets exiting the CCM were hot charged to the rolling mill through an Induction Heater (IH). The billet temperature was gradually increased through induction heating in three consecutive zones, rising from approximately 850°C at CCM exit to about 1150°C within 10 minutes, enabling direct rolling and improving energy efficiency.



6. Hot Rolling



Hot rolling was performed using up to 20 rolling stands, arranged in a horizontal-vertical-horizontal configuration up to Stand 14, with the remaining stands operating horizontally. Billets were progressively reduced in the roughing, intermediate, and finishing mills, with head and tail ends removed by shears to prevent defects and ensure quality. Final shaping for rebars below 32 mm was completed in the finishing stands, where ribs and markings were imprinted and tension was controlled using loopers. Mechanized properties were achieved through a Pomini Quenching System (PQS), followed by controlled cooling, discharge through two channel or apron lines, and final length cutting using cold shear.

7. Tying and Bundling

After cutting, bars were transferred from the cold shear to the bar counting and collecting station through a conveyor roller table, where automated laser sensors counted and grouped bars according to required quantities. The bars were then secured at the tying and bundling station using a KINCA tying machine, ensuring rapid and consistent bundling. Each bundle was tracked, weighed, and tagged before being unloaded through a two-line system for final storage.



8. Storage



Collection of bundles from uploading station and stacking in cross piling manner by means of overhead crane. Bundles are stored within plant shed as well as different warehouses.

9. Delivery

Upon receiving delivery order, the re-bars bundles are delivered after weighing. Calibrated weighing scales for product weighing after trailer loading. Each trailer is accompanied with Manufacturer's Test Certificate (MTC) for the loaded products ensuring of the product quality.



Billet

Available Sizes

- 160X160 mm² size, length 12000 mm
 - 160X160 mm² size, length 6000 mm
 - 130X130 mm² size, length 12000 mm
 - 130X130 mm² size, length 6000 mm
- Standard/Grade:
- 3sp,4sp,5spaswellasSAE1015, 1020,1025 and 1030 grades
 - B500CW-R, B420DW-Rand B500DW-R chemical composition asperISO6935-2: 2016
 - ISO 630 (Billet for structural steel like MS Angel, MS Channel and MS Square bar)

Re-bar

GPH Quantum B500CW-R Re-bar

(Available sizes: 8mm, 10mm, 12mm, 16mm, 20mm, 22mm, 25mm, 28mm, 32mm, 40mm & 50mm)

GPH Quantum B500DW-R Re-bar

(Available sizes: 8mm, 10mm, 12mm, 16mm, 20mm, 22mm, 25mm, 28mm, 32mm, 40mm & 50mm)

GPH Quantum B420DW-R Re-bar

(Available sizes: 8mm, 10mm, 12mm, 16mm, 20mm, 22mm, 25mm, 28mm & 32mm).

GPH Quantum B600C-R Re-bar

(Available sizes: 16mm, 20mm, 22mm, 25mm, 28mm, 32mm, 40mm & 50mm)

Upcoming Products

Equal Leg Angles

Available Sizes:

38x38x4, 50x50x5, 64x64x4, 75x75x7, 90x90x7, 100x100x8, 100x100x10, 120x120x10

Standard/Grade:

- BDS ISO 657-1:2008
- BDS ISO 630-3:2012
- ASTM A572 Grade 50

B. Channels

Available Sizes:

40x20, 50x25, 60x30, 76x38, 80x45, 100x50, 127x64, 152x74 mm

Standard/Grade:

- ASTMA572 Grade 50

C. Beams

Available Sizes:

Product sizes (mm): 80, 100, 120, 140, 160

Standard/Grade:

- ASTMA572 GRADE 50
- BDS ISO 657-15:2008
- BDS ISO 657-16:2008
- BDS ISO 630-3:2012

D. Flat Bars

Available Sizes:

Product size (mm): 210x10

Standard/Grade:

- ASTMA572 GRADE 50

E. Square Bars

Available Sizes:

10 mm & 12 mm

Standard/Grade:

- BDS ISO 1035-2:200
- BS EN 10059:2003

F. Threaded Rebar with Coupler

Available Sizes:

12 mm to 50 mm Standard/Grade:

- ASTM 4 to
- ASTM 18



OUR SERVICES

Pre-Sales Services

GPH provides comprehensive pre-sale support to both potential and existing customers on a continuous basis. These services include engineering and architectural support, planning for sourcing quality construction materials, and technical assistance for infrastructure projects such as buildings, culverts, flyovers, overpasses, and bridges. GPH also supports customers through quantity estimation and sizing of required construction materials, ensuring efficient and cost-effective project planning.

After-Sales Services

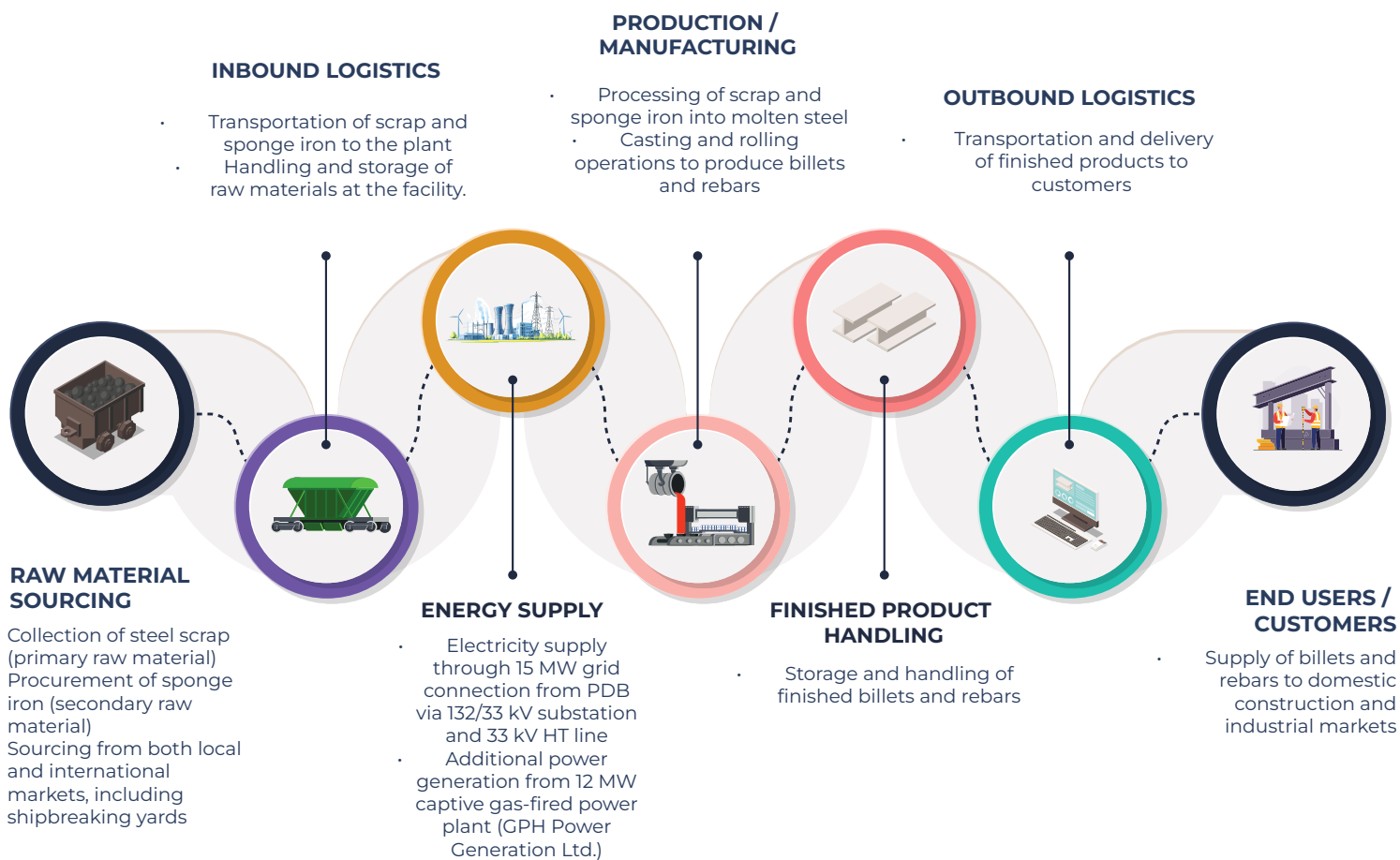
GPH continues to support customers after product delivery by providing ongoing technical guidance to ensure construction quality and cost optimization. Professional engineers regularly visit customer construction sites to offer practical advice, review construction practices, and provide feedback on material usage. GPH also maintains continuous engagement with customers through various communication channels and offers guidance on the long-term maintenance of constructed assets, reinforcing lasting customer relationships.



OUR SUPPLY CHAIN MANAGEMENT

GPH Ispat Ltd.'s supply chain management encompassed the end-to-end process of sourcing raw materials, manufacturing steel products, and delivering finished goods to customers. The supply chain primarily relied on steel scrap and sponge iron, which together accounted for more than 96% of total raw material use, sourced from both local and international markets, including shipbreaking yards.

The supply chain was supported by a reliable energy infrastructure, combining grid electricity from the national power system and a captive gas-fired power plant to ensure operational continuity. From raw material collection to the production and delivery of billets and rebars, GPH Ispat managed its supply chain to ensure material availability, production efficiency, and timely delivery while maintaining quality, cost control, and operational sustainability.



SIGNIFICANT HIGHLIGHTS

GPH Ispat has positioned itself as a pioneer of “Green Steel” in Bangladesh, moving away from traditional, heavy-polluting methods toward high-tech, sustainable industrialization. The following are the significant highlights of their contributions across sustainability, the economy, and national interests.

1. Significant Contributions to Sustainability

GPH has set a benchmark for environmental responsibility in the heavy industry sector:

Asia's First Quantum EAF Technology: They are the first in Asia to use the Quantum Electric Arc Furnace, which is drastically cleaner than traditional induction furnaces. It reduces dust and CO₂ emissions by up to 90% below World Bank limits.

Energy & Resource Savings: Their “Green Factory” model saves approximately 226,800 MW of electricity and 26 million cubic meters of natural gas annually—enough to power and provide gas for roughly 35,000 to 192,000 households.

Water Conservation: They operate a Zero Discharge Water Treatment Plant and utilize Rainwater Harvesting. This makes their production process 100% independent of groundwater, preventing the depletion of local water tables.

Circular Economy: They recycle scrap metal and have collaborated with BUET to extract valuable materials (like Zinc) from waste dust, turning industrial waste into usable resources.

2. Economic Impact & Foreign Exchange

GPH has transformed the steel sector from being import-dependent to an export-earning industry:

Leading Billet Exports: Since 2020, GPH Ispat Limited has exported around 120,000–125,000 MT of MS Billet to China, including the first-ever large bulk billet shipment from Bangladesh. The company has earned over US\$71 million in foreign exchange from these exports.

Import Substitution: By producing high-grade steel (like 600-grade rebar) locally, they save the country significant foreign currency that would otherwise be spent on importing specialty steel for mega-projects.

Employment: The company provides direct and indirect livelihoods for approximately 10,000 people, contributing to the socio-economic stability of the Chittagong region and the nation.



GPH ISPAT'S GREEN STEEL INNOVATION



COMPANY OVERVIEW

- ▶ Location: Sitakunda, Chattogram
- ▶ Plant area: 150 acres
- ▶ Production capacity: 10 lakh tonnes/year
- ▶ Investment: Tk2,500cr

ESTABLISHED: 2006

- Public since 2009
- Listed in 2012

Shareholders: 10,000+

BREAKTHROUGH TECHNOLOGY

- ▶ World's most advanced: Q-EAF
- ▶ Installed: 2020
- ▶ First in Asia, second in the world



Eco-friendly &
energy-efficient
production

ENVIRONMENTAL IMPACT

- » Carbon reduction: **1.67 tonnes** less CO₂ per tonne of steel
- » Gas & power use: Cut by up to **50%**
- » Gas savings: **26.46m** cubic metres annually
- » Zero liquid discharge: **90%** of water reused
- » Air emissions: Reduced to level well below global standards



Winner of The Country's First Ever



In the Category of Industry, Innovation and Infrastructure

Besides making the Highest Quality Steel, GPH ispat takes great care to avoid any harm to the environment by implementing some of its unique features and innovations. One of them is



Exhaust Gas Purification Unit

3. National Interests & Infrastructure

GPH aligns its business goals with the development of “Smart Bangladesh”:

Building Mega-Infrastructure: Their high-strength B600C-R rebar is designed to reduce steel consumption in construction by 20-25%. This allows for slimmer columns and safer, more cost-effective structures for national bridges and high-rises.

Largest Oxygen Plant: GPH operates the largest oxygen plant in Bangladesh (300 MT/day). During the COVID-19 pandemic, they donated over 5 million liters of medical oxygen to government hospitals, proving to be a critical national asset during a health crisis.

Academia-Industry Collaboration: In 2025, they partnered with BUET’s RISE to manage Intellectual Property (IP) and patents. This initiative aims to prevent “brain drain” by helping local researchers protect and commercialize their innovations within Bangladesh.

4. Corporate Social Responsibility (CSR):

Education: They regularly honored the high-achieving children of their workers and “channel partners” (distributors), fostering a culture of education.

Labor Welfare: The company remained a top contributor to the Bangladesh Labour Welfare Foundation, supporting the rights and safety of the industrial workforce.

Smart Transit Support: In early June 2024, GPH signed a memorandum with BRTC (Bangladesh Road Transport Corporation) to support the operation of “Smart School Buses,” focusing on student safety and technology-driven transport.





GPH Ispat Governance



SDG GOAL: 8

GOOD JOBS AND ECONOMIC GROWTH



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH maintains ethical labor practices and ensures governance structures that support fair employment, business integrity, and sustainable growth through compliance, transparency, and responsible decision-making.	Internal	Ethical growth, operational resilience, and fair labor governance	GRI 2 General Disclosures (2-24, 2-27); GRI 201, GRI 202, GRI 204, GRI 401

SDG GOAL: 9

INDUSTRIAL, INNOVATION AND INFRASTRUCTURE



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH fosters innovation through strong governance mechanisms that manage risks, ensure responsible investment, and encourage sustainable industrial practices. Governance oversight ensures that innovation aligns with sustainability objectives.	Internal & External	Responsible innovation and risk management	GRI 2 - General Disclosures (2-12, 2-23); GRI 203

SDG GOAL: 12

RESPONSIBLE CONSUMPTION AND PRODUCTION



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH ensures accountability in procurement, production, and consumption through governance systems that emphasize ethical sourcing, supplier compliance, and circular economy principles.	Internal & External	Sustainable procurement and supply chain governance	GRI 2 General Disclosures (2-23, 2-24); GRI 308, 414

SDG GOAL: 16

PEACE, JUSTICE AND STRONG INSTITUTIONS



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH upholds strong corporate governance through transparent decision-making, ethical business conduct, and strict compliance with regulatory frameworks. The organization promotes accountability and integrity at all levels, guided by its Code of Conduct, anti-corruption policies, and risk management framework.	Internal	Ethical leadership, transparency, and stakeholder trust	GRI 2 – General Disclosures (2-9, 2-12, 2-13, 2-23, 2-26)

SDG GOAL: 17

PARTNERSHIPS FOR THE GOALS



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH strengthens partnerships with government agencies, industry peers, suppliers, and communities to drive collective progress toward sustainability. The company fosters transparent stakeholder engagement, aligns business strategies with national and global sustainability priorities, and participates in multi-stakeholder forums to enhance accountability and shared value.	Internal & External	Collaboration, stakeholder trust, and long-term value creation	GRI 2 – General Disclosures (2-29)





01
NO POVERTY



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ZERO HUNGER



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GOOD HEALTH
& WELL-BEING



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CLIMATE ACTION



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LIFE BELOW
WATER



15
LIFE ON LAND



16
PEACE AND JUSTICE
AND STRONG INSTITUTIONS



17
PARTNERSHIPS
FOR THE GOALS



CORPORATE GOVERNANCE AND ETHICS

GPH Ispat Ltd. upholds the highest standards of corporate governance and ethics across its operations. The company adheres to a robust governance framework that ensures transparency, accountability, and fair decision-making processes at all levels. This includes a strong, independent Board of Directors with clear roles and responsibilities, ensuring that business operations align with best practices in corporate governance. The company's governance structure facilitates strategic oversight of all key aspects of business operations, including financial performance, risk management, and sustainability initiatives.



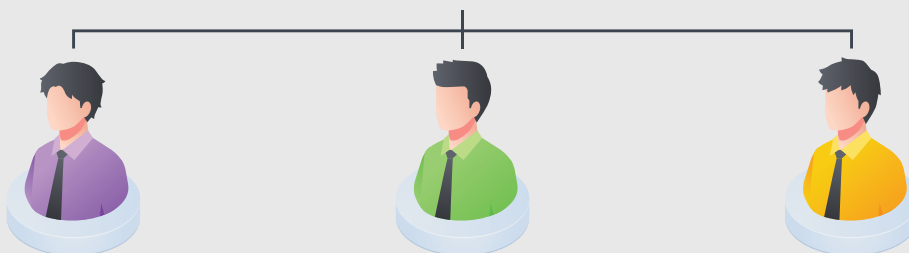
Chairman



Managing Director



Additional Managing Director



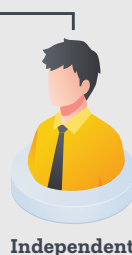
Director, HR & Ethical Trade

Director, Finance & Accounts

Director, Maintenance



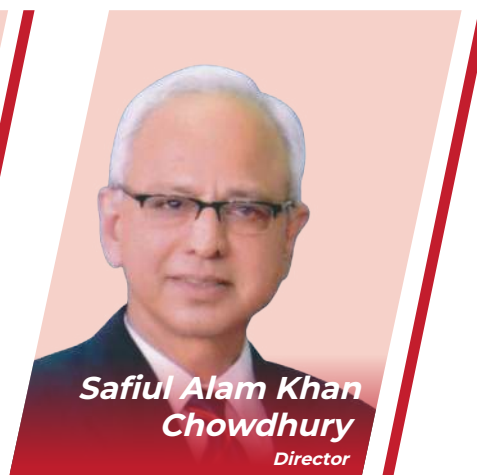
Independent



Independent

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OUR BOARD OF DIRECTORS



MD. ALAMGIR KABIR

CHAIRMAN

Mr. Md. Alamgir Kabir has an educational background of MBA in Marketing and is a Sponsor Director and current Chairman of GPH Ispat Limited. Having more than three decades of business experience in both trading and manufacturing sectors, he has proved his wisdom and leadership in business. At present, he is serving:



Vice Chairman, M. I. Cement Factory Limited (Crown Cement)

Director of GPH Power Generation Limited, GPH Engineers & Development Limited, Jahangir & Others Limited, Chittagong Capital Limited, Crown Power Generation Limited, Crown Polymer Bagging Limited, Crown Mariners Limited, Crown Maritime and Shipping Services, Crown Transportation & Logistics Limited, Premier Cement Mills PLC Limited, Premier Power Generation Limited and Eco Ceramics Industries Limited.

He is also running his trading house, engaged in trading of cement and other construction materials.

Mr. Md. Alamgir Kabir is the Chairman of GPH International School (GPHIS). He has been proving his commitment to the society by attaching himself in social activities like:

- President, Bangladesh Cement Manufacturers Association (BCMA)
- President, Munshiganj Unnoyon Forum
- President, Bangladesh Red Crescent Society
- Member, Army Golf Club
- General Body Member, Bangladesh-German Chamber of Commerce and Industry (BGCCI)
- General Body Member, Indo Bangladesh Chamber of Commerce (IBCC)
- General Body Member, Federation of Bangladesh Chambers of Commerce and Industries (FBC-CI)

MOHAMMED JAHANGIR ALAM

MANAGING DIRECTOR



Mr. Mohammed Jahangir Alam completed his education from Government College of Commerce, Chattagram, Bangladesh and started his career by joining in a private service in 1980.

He has derived vast proficiency in trading in iron & steel, cement, bitumen, C.I sheet, zinc ingot, capital market, industrial ventures etc. Initially he established his business house named Jahangir & Others in 1987 which was subsequently incorporated as Jahangir & Others Limited in 2003. He has established himself as one of the business leaders in Bangladesh.

Mr. Mohammed Jahangir Alam is the Chairman of GPH Group. The enterprises of GPH Group are: GPH Ispat Limited, GPH Power Generation Limited, GPH Ship Builders Limited, GPH Oxygen Limited, GPH Agro Limited, Jahangir & Others Limited, Chittagong Capital Limited, Eco Ceramics Industries Limited, Ninoy Enterprise and A. Ahad Corporation.

Mr. Mohammed Jahangir Alam is also the Chairman of Crown Cement Group. The enterprises of Crown Cement Group are: M. I. Cement Factory Limited (Crown Cement), Crown Power Generation Limited, Crown Polymer Bagging Limited, Crown Mariners Limited, Crown Transportation & Logistics Limited, Crown Cement Concrete and Building Products Limited and Crown Enterprise.

Mr. Mohammed Jahangir Alam is the Managing Director of Star Allied Venture Limited. He is also the Director of Premier Cement Mills PLC Limited, Premier Power Generation Limited, Asia Insurance Limited and Chartered Life Insurance Company Limited.

As a part of social activities, he is actively involved with the following social organizations:

- Founder Member, Board of Trustee – Bangladesh Center of Excellence – An Initiative of CCCI
- Founder Member, Independent University of Bangladesh (IUB), Chattagram, Bangladesh
- Donor Member, Gulshan North Club Limited
- Life Member, Bhatia Golf & Country Club
- Life Member, Chittagong Ma-o-Shishu Hospital
- Life Member, Bangladesh National Society for the Blind
- Life Member, Gulshan Society
- Life Member, Chittagong Press Club
- Permanent Member, Gulshan Club Limited
- Permanent Member, Banani Club Limited
- Permanent Member, Dhaka Boat Club Limited
- Member, Bangladesh German Chamber of Commerce and Industry
- Member, Bangladesh Ex-Cadet Association
- Vice President, Bangladesh Small and Captive Power Producers' Association
- President, Gulshan Joggers Society
- General Body Member, FBCCI

Holding the GPH philosophy in mind, Mr. Mohammed Jahangir Alam leads his life and maintains his day-to-day business activities.

MOHAMMAD ALMAS SHIMUL

ADDITIONAL MANAGING DIRECTOR

Mr. Mohammad Almas Shimul went to Japan for his career development after completion of his education. After two years' successful completion of job in Asahi High Tech, a Japanese IT based company he returned to Bangladesh and joined in family business.

During his business history he held the Chairmanship of Indo Steel Re-Rolling Industries Limited. He also held the position of Additional Managing Director of GPH Ispat Limited and actively participating in its management.

He is the Director of GPH Power Generation Limited, GPH Ship Builders Limited, GPH Engineers & Development Limited, Chittagong Capital Limited, Jahangir & Others Limited, M. I. Cement Factory Limited (Crown Cement), Crown Power Generation Limited, Crown Polymer Bagging Limited, Crown Mariners Limited and Eco Ceramics Industries Limited. Together with his brothers, he has been carrying out the trading of construction materials like Cement, MS Rod, CI Sheet etc. from their different trading houses from Chittagong Centre.

Being a prominent social worker, he is actively involved with the following organizations:

- Region Chairperson – Lions District 315-B4, Bangladesh
- President – Chittagong Friends Club
- President – Chittagong University College Ex-Student Forum
- Founder and Executive Member – Khulshi Club, Chittagong
- Founder Member – Idris Ali Matbar Foundation, Munshigonj
- Life Member – Bhatary Golf and Country Club, Chittagong
- Executive Member – Kidney Foundation, Chattagram
- Member – Chittagong Club Limited, Chattagram



MOHAMMAD ASHRAFUZZAMAN

DIRECTOR

After completing graduation Mr. Mohammad Ashrafuzzaman joined family business of trading in construction materials like C. I. Sheet, M. S. Rod, Cement etc. In his twenty-eight years of trading business, he acquired much experience later on and appeared as an industrial entrepreneur.



At present he is holding the directorship of GPH Ispat Limited, GPH Power Generation Limited, GPH Ship Builders Limited, GPH Engineers & Development Limited, Jahangir & Others Limited and National Cement Mills Limited. He is also a sponsor shareholder of M. I. Cement Factory Limited (Crown Cement). Currently, he is shouldering the responsibility as the Managing Director of Eco Ceramics Industries Limited, an auto ceramic bricks manufacturing unit. He is also running a trading firm as its sole proprietor.

Moreover, he is engaged in different social activities by associating himself with some national and international social benevolent organizations.

MD. ABDUL AHAD

DIRECTOR

Mr. Md. Abdul Ahad has been involved in the business for twenty years in trading of C.I. Sheet, Cement, M.S. Rod, Angle, Flat Bar and all other Steel Products. Currently, he is holding directorship of GPH Ispat Limited, GPH Ship Builders Limited, GPH Engineers & Development Limited, Jahangir & Others Limited, National Cement Mills Limited, Eco Ceramics Industries Limited and Crown Transportation & Logistics Limited. He is also a sponsor shareholder of GPH Power Generation Limited, M. I. Cement Factory Limited (Crown Cement) and proprietor of a trading house named A. Ahad Corporation.



MD. AZIZUL HOQUE

DIRECTOR

Mr. Md. Azizul Hoque has been involved in the business for last twenty-eight years in trading of C.I. sheet, cement, M.S. rod, bitumen, zink, ingot etc. Currently, he is holding directorship of GPH Ispat Limited, Jahangir & Others Limited. Mr. Hoque is a proprietor of trading house named Steel & Cement Corporation and Dynamic Trading Services. Besides his business activities, he is also a devoted social worker having involvement with the following social organizations:



- Life Member, Chattogram Ma-O-Shishu Hospital
- Life Member, Kidney Foundation, Chattogram
- Life Member, Brehattat Dhaka Samity
- Life Member, Munshigonj Club
- Member, Lions Club of Chittagong City.

SAFIUL ALAM KHAN CHOWDHURY

INDEPENDENT DIRECTOR

Mr. Safiul Alam Khan Chowdhury completed his graduation and post-graduation from the University of Dhaka. He has participated in various trainings, seminars, and courses both at home and abroad on banking management and leadership conducted by different national and international banks, forum and training institutes. His genius, insights and inquisitiveness have taken him to places around the globe, including Saudi Arabia, United Kingdom, U.S.A., India, Malaysia, Indonesia, Greece, Hungary, Portugal, France, Italy, Spain, Switzerland and China for both personal and professional endeavors. He is a corporate member of Dhaka Club, one of the most prestigious clubs in our country.

Mr. Safiul Alam Khan Chowdhury, Managing Director & CEO of Pubali Bank Limited, a veteran banker in Bangladesh banking sector, started his career as Probationary Senior Officer in 1983 and reached to the top position by dint of multidimensional capacities all along his career in the same bank.



ECONOMIC PERFORMANCE



GPH Ispat Ltd. demonstrates consistent economic performance through sustainable business practices that balance financial growth with environmental and social responsibility. The company's performance is driven by efficient production systems, innovative technologies, and a focus on long-term value creation. Through strategic investments, including the development of a state-of-the-art Quantum Electric Arc Furnace (QEAF), GPH Ispat has significantly improved its operational efficiency, allowing it to produce high-quality steel products while reducing energy consumption and carbon emissions.

The economic performance of GPH Ispat in the last 3 years are given below:

Description	2023-2024	2022-2023	2021-2022
Total Income (Million in BDT)	57,123.45	59,011.46	47,959.93
Net Income (Million in BDT)	55,829.29	57,656.89	46,827.52
Cost of Goods Sold (Million in BDT)	47,833.26	49,696.53	40,478.88
Net Profit (Million in BDT)	7,996.02	7,960.36	6,349.07
Operating Profit (Million in BDT)	6,494.43	6,472.92	4,945.60
Profit Before Tax (Million in BDT)	1,762.50	1,236.41	2,781.54
Profit After Tax (Million in BDT)	857.74	267.61	1,494.24
Earnings Per Share (Million in BDT)	1.77	0.58	3.42
Net Operating Cash Flow Per Share (Million in BDT)	9.89	2.94	7.15

In 2023-2024, GPH Ispat demonstrated steady revenue growth, with a slight decrease in total income compared to the previous year. Net income also saw a slight decline from 2022-2023 but remained strong at 55,829.29 million. The cost of goods sold (COGS) decreased marginally, which helped maintain profitability, with net profit standing at 7,996.02 million.

The company's operating profit remained stable, suggesting effective cost control in core operations. However, profit before tax showed a significant increase in 2021-2022 due to higher profitability, reflecting stronger operational efficiency in that period. Despite this, profit after tax in 2023-2024 experienced a sharp decline compared to previous years, potentially impacted by rising expenses or one-off adjustments. Earnings per share (EPS) and Net Operating Cash Flow per Share remained positive, showing a strong cash flow position and solid return to shareholders.

Note: In the past year, though EPS dropped from 3.42 in 2021-2022 to 1.77 in 2023-2024, this indicates a reduction in overall profitability per share, but the cash flow per share remains robust.



OUR STRATEGIC FOCUS

GPH Ispat Ltd. is focused on reducing operational costs through the adoption of environmentally friendly processes, increased automation, and improved operational flexibility. The company aims to expand market share by enhancing product sales, exploring new markets both locally and internationally, and strengthening customer relationships. As Bangladesh progresses toward becoming a middle-income country, GPH Ispat is committed to contributing to this goal by ensuring product quality for sustainable infrastructure development.

The company has successfully ventured into exporting MS Billet to China and plans to further expand exports to the United States and Europe. However, GPH Ispat seeks government support for MS product exports, particularly in the form of cash assistance to overcome the challenges of high freight costs and global market competition. With Quantum Electric Arc Furnace technology, GPH Ispat manufactures some of the purest construction steel, in high demand internationally, and aims to fully utilize its production capacity through enhanced export opportunities.

SUSTAINABILITY AT OUR CORE

Sustainability has become a critical issue in today's business landscape. Organizations, whether large or small, must prioritize economic, environmental, and social sustainability to ensure long-term survival and growth. Without a commitment to these pillars, the future of any organization is at risk. Economic sustainability requires balancing both upstream and downstream activities, ensuring that all processes are efficient and resilient. Environmental sustainability involves the responsible use of natural resources and minimizing the environmental impact of operations. Organizations must use environmental parameters wisely and ensure their processes do not harm the planet. Social sustainability is about creating a supportive, employee-centric culture that promotes overall well-being, development, and fair treatment.

GPH Ispat Ltd. has always prioritized sustainability in its operations. Since its inception, GPH has worked towards achieving these goals, earning a strong reputation as a leading steel manufacturer in Bangladesh. The company has expanded its presence beyond national borders, largely due to its focus on quality assurance and skilled workforce. The dedication and hard work of GPH's employees have been key drivers of the company's ability to produce high-quality products, enabling GPH Ispat to thrive in both domestic and international markets.



SUSTAINABILITY COMMITTEE

To drive and implement sustainable practices across GPH Ispat's operations, the management established a Sustainability Committee, composed of members from various departments within the organization. The Sustainability Committee plays a key advisory role, providing top management with guidance on major sustainability issues, program governance, and monitoring.

The committee is responsible for overseeing all aspects of GPH Ispat's sustainability policy, including environmental stewardship, human rights, health and safety, and community involvement. It is tasked with creating and promoting environmental and social programs, ensuring their successful implementation, and collecting performance data on the outcomes of these initiatives.

The Sustainability Committee also monitors the organization's impact and sustainability strategy, ensuring that sustainable practices are effectively integrated across all business units. By working closely with the Board of Directors, the committee ensures that GPH Ispat's sustainability efforts are aligned with its long-term goals and contribute positively to the environment, society, and corporate growth.

SL. No.	NAME	DESIGNATION	TEAM POSITION
1	Shamsuddin Ahammad	Head of EHS&S	Head of the team
2	Yasin Hasnian Bin Alam	Manager (Sales & Marketing)	Member
3	Md. Abdul Latif	Manager (Compliance)	Member
4	Md. Nasir Uddin	Asset-Manager (Accounts & Finance)	Member
5	Md. Mohsin Islam	Sr. Officer (EHS)	Member
6	M. Rezaul Karim	Officer (EHS)	Member
7	Md. Forhadul Alam	Junior Officer (EHS)	Member



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QUALITY EDUCATION



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GENDER EQUALITY



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CLEAN WATER AND SANITATION



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AFFORDABLE AND CLEAN ENERGY



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INDUSTRY, INNOVATION AND INFRASTRUCTURE



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CLIMATE ACTION



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15
LIFE ON LAND



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PEACE, JUSTICE AND STRONG INSTITUTIONS



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PARTNERSHIPS FOR THE GOALS



RISK OVERSIGHT

At GPH Ispat Ltd., we prioritize proactive risk management to ensure business continuity and safeguard the company's growth. We begin by identifying risks from both internal and external sources, focusing on supply chain challenges, market conditions, and technological changes. A detailed risk register is maintained, which helps in systematically identifying and evaluating potential threats.



To mitigate risks, we adopt a hierarchy of controls: avoiding risks when possible, substituting processes with safer alternatives, and using engineering controls for high-risk processes. If these aren't feasible, we rely on administrative controls and task monitoring as last resorts.

Once risks are identified, risk control plans are documented, and necessary resources are allocated for implementation. Continuous monitoring and review ensure the effectiveness of mitigation efforts, with management and the Board of Directors overseeing regular risk assessments. Despite these efforts, we encourage investors to consider the inherent risks and make informed decisions based on potential market volatility.

Here is a table summarizing the different types of risks GPH Ispat faces, along with their mitigation plans:

Risk Type	Description	Mitigation Plan
Profitability Reduction Risk	The company faces strong competition from private sector mills, which impacts profitability due to market sensitivity.	GPH Ispat is focused on offering new, better-quality products at competitive terms. The company's track record over the past 5 years in operating in a low-profit and highly competitive market environment establishes its capability to navigate these challenges.
Technology-Related Risks	The risk of technological obsolescence if the company's existing technology becomes outdated compared to available innovations.	GPH Ispat has adopted EAF Quantum Technology, which significantly enhances production capacity and reduces energy consumption. Routine and proper maintenance of equipment ensure that existing technologies remain functional for a longer time. The new expansion plant will further consolidate GPH Ispat's position as a leader in the steel industry.
Risk of New Entrants	The entry of similar or larger-scale competitors could intensify market competition.	GPH Ispat's established reputation, strong market presence, and high barriers to entry in the steel industry, including high capital requirements, reduce the likelihood of new entrants succeeding. The company has also enhanced its production capacity with modern technology, which strengthens its position in the market.
Sourcing of Raw Materials	Volatility in raw material prices can impact operations due to supply shortages or price hikes.	The company has bilateral arrangements with multiple suppliers, both locally and internationally, for melting scrap. These arrangements ensure a steady flow of materials, reducing vulnerability to price fluctuations and shortages.
Interest Rate Risk	Changes in interest rates due to monetary policy or market demand can affect the company's cost of financing.	GPH Ispat closely monitors cash flows and uses strong sales and marketing strategies to ensure sufficient funds for debt repayments, even with potential interest rate increases. The company also forecasts steel prices and manages its costs to stay within financial targets.

Risk Type	Description	Mitigation Plan
Exchange Rate Risk	Fluctuations in exchange rates affect the cost of imported materials and equipment, impacting profitability.	GPH Ispat uses hedging mechanisms to manage significant devaluation risks of the Bangladeshi Taka against foreign currencies. The company adjusts product prices in response to currency fluctuations to minimize cost impact, while currency volatility is handled at the market level.
Environmental Impact Risk	Steel production creates environmental impacts such as air emissions, wastewater contaminants, hazardous waste, and CO ₂ emissions.	GPH Ispat has implemented several environmental initiatives, including the Effluent Treatment Plant (ETP) with zero discharge technology to recycle wastewater. The company also employs advanced Air Separation Units (ASU) for its expansion plan to reduce carbon emissions and ensure compliance with international environmental standards. Breakthrough technologies are being developed to further reduce CO ₂ emissions.

PHYSICAL SECURITY AND INFORMATION SECURITY MANAGEMENT



GPH Ispat Ltd. prioritizes physical security to safeguard its employees, assets, and operations. The company implements access control systems, 24/7 surveillance, and trained security personnel to ensure protection across its facilities. Additionally, emergency preparedness protocols are in place to respond to potential threats. On the information security front, GPH Ispat uses data encryption, firewalls, and intrusion detection systems to protect its digital infrastructure from cyber threats. Regular employee training on cybersecurity and access control measures ensure that sensitive information is safeguarded. Moreover, the company follows ISO 27001 standards, ensuring compliance and robust data protection practices. Together, these measures help GPH Ispat maintain a secure environment for both physical assets and critical data.





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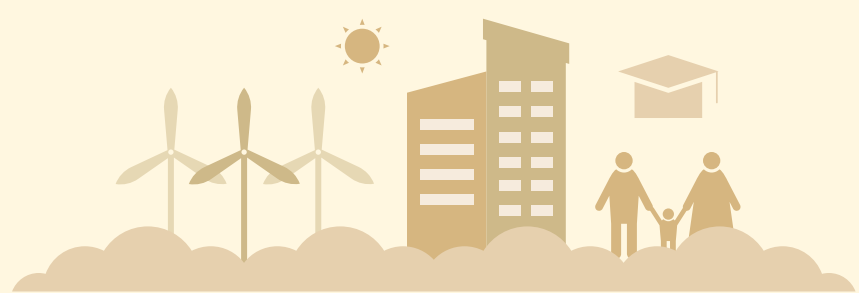
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ETHICAL COMPLIANCE MANAGEMENT



GPH Ispat Ltd. is committed to the highest standards of anti-corruption and anti-bribery governance, ensuring that all its business dealings are conducted with the utmost integrity and in full compliance with international laws and Bangladesh's anti-corruption legislation. The company has implemented a strict anti-corruption policy that applies to all employees, contractors, suppliers, and stakeholders. This policy prohibits any form of corruption, bribery, or unethical business practices, ensuring that every decision made within the organization is free from undue influence or illegal practices.

The company also conducts regular training and awareness sessions for employees at all levels, reinforcing the importance of ethical behavior and compliance with anti-corruption laws. GPH Ispat has established a whistleblower mechanism, providing a safe and confidential platform for employees and stakeholders to report unethical conduct, including instances of corruption or bribery. The company's risk management framework incorporates specific measures to identify and mitigate corruption risks, ensuring that business operations remain transparent and ethical at all times. These measures are aligned with international standards and reinforce the company's commitment to good corporate governance and business integrity.

GRIEVANCE MANAGEMENT

GPH Ispat Ltd. recognizes the importance of providing effective grievance mechanisms to ensure that all stakeholders—employees, suppliers, communities, and others—have a clear and accessible path to raise concerns. The company has established multiple channels for grievance reporting, including grievance boxes, helplines, email communication, and direct reporting to relevant departments like HR or HSE (Health, Safety, and Environment). These channels are designed to address concerns confidentially, without fear of retaliation, ensuring a transparent and supportive environment for raising issues.

Once grievances are received, they are thoroughly documented, and an appropriate action plan is developed to investigate and resolve the issue. GPH Ispat's grievance management process involves a

structured approach that ensures each complaint is evaluated on its merits and addressed promptly. For more serious concerns, such as those related to health and safety, discrimination, or human rights, the company has a dedicated response team that takes swift and comprehensive action.

Furthermore, GPH Ispat maintains regular follow-up procedures to ensure that the actions taken are effective and that stakeholders are satisfied with the resolution. The company emphasizes feedback loops, allowing for continued engagement with the stakeholders involved, ensuring transparency and accountability throughout the process.



AUDIT MANAGEMENT

GPH Ispat Ltd. ensures robust audit management across all its operations, integrating financial audits, internal audits, and external audits to maintain transparency, accountability, and compliance with national and international standards.

Financial Audit: GPH Ispat conducts regular financial audits to ensure the accuracy and reliability of its financial reporting. These audits are carried out by external auditors who assess the company's financial statements, internal controls, and compliance with applicable regulations. The Audit Committee, which consists of independent directors, plays a key role in overseeing the audit process, ensuring that the company's financial reporting aligns with GRI standards and complies with local regulations.

Internal Audit: The internal audit team at GPH Ispat is responsible for regularly reviewing operational processes, identifying inefficiencies, and ensuring adherence to company policies, regulatory requirements, and sustainability goals. Internal audits are performed across all departments, from production and quality control to finance and procurement, helping to mitigate risks and improve operational performance.

External Audit: GPH Ispat also undergoes external audits conducted by independent third-party auditors who assess the company's compliance with both financial regulations and sustainability standards. These audits provide an unbiased review of the company's financial health and environmental practices, ensuring that GPH Ispat's operations remain in line with international best practices and regulatory requirements. The external audit reports are reviewed by the Board of Directors and Audit Committee, helping GPH Ispat strengthen its governance, financial integrity, and sustainable growth.

Environmental and Social Audits: GPH Ispat follows ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management) standards to ensure that its operations are compliant with environmental, social, and quality benchmarks. These environmental and social audits assess the company's adherence to sustainability practices, including waste management, pollution control, and employee health and safety. Internal audits are conducted regularly to monitor compliance with these standards, while external auditors verify the company's performance and recommend improvements to enhance sustainability and social responsibility.

Compliance Monitoring: To ensure ongoing compliance with environmental, social, and financial standards, GPH Ispat integrates audit findings into its continuous improvement cycle. The company maintains a comprehensive compliance monitoring system that tracks performance against ISO standards, GRI disclosures, and national regulations. This ensures that GPH Ispat not only complies with mandatory requirements but also adopts best practices for sustainable and responsible business operations.



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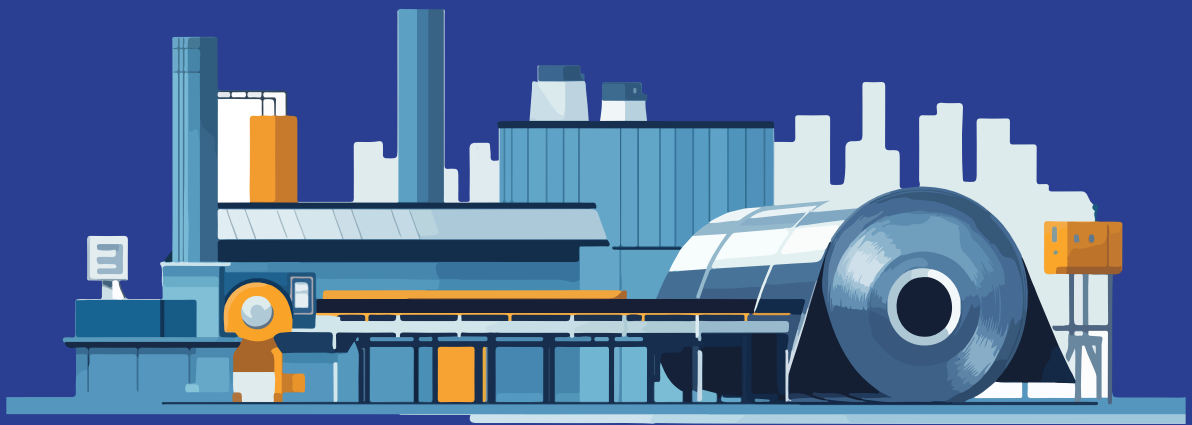
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SUPPLY CHAIN GOVERNANCE



GPH Ispat Ltd. has established an efficient and reliable supply chain management system that spans the entire process—from sourcing raw materials to manufacturing steel products and delivering finished goods to customers. The supply chain is centered around the use of steel scrap and sponge iron, which make up more than 96% of the raw materials used in production. These materials are sourced from both local and international markets, including shipbreaking yards, ensuring a steady and diversified supply.

To support this supply chain, GPH Ispat relies on a robust energy infrastructure, which includes grid electricity sourced from the national power grid and a captive gas-fired power plant. This energy mix ensures continuous operation and minimizes the risk of disruptions. From raw material collection to the production of billets and rebars, GPH Ispat's supply chain is optimized for material availability, production efficiency, and timely delivery. At the same time, the company places a strong emphasis on maintaining quality, cost control, and sustainability throughout the entire process, ensuring that every step in the supply chain aligns with the company's overall goals of operational excellence and sustainability.





01
NO POVERTY



02
ZERO HUNGER



03
GOOD HEALTH
& WELL-BEING



04
QUALITY
EDUCATION



05
GENDER
EQUALITY



06
CLEAN WATER
AND SANITATION



07
AFFORDABLE
AND CLEAN ENERGY



08
DECENT WORK
AND ECONOMIC
GROWTH



09
INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10
REDUCED
INEQUALITIES



11
SUSTAINABLE CITIES
AND COMMUNITIES



12
RESPONSIBLE
CONSUMPTION AND
PRODUCTION



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CLIMATE ACTION



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LIFE BELOW
WATER



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LIFE ON LAND



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PEACE, JUSTICE AND
STRONG INSTITUTIONS



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PARTNERSHIPS
FOR THE GOALS



STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

At GPH Ispat Ltd., transparency and accountability are core principles that guide our operations, fostering strong relationships with customers, suppliers, and other key stakeholders. By actively connecting our sustainability goals with both upstream and downstream entities, as well as sustainability partners, we ensure that we align our actions with the needs and expectations of those who are directly impacted by our activities. The genuine sustainability viewpoint is grounded in stakeholders' perceptions, particularly the assessment of our impact on the economy, environment, and society. Stakeholders serve as our eyes and ears, providing valuable insights that help us evaluate our performance and enhance our ability to meet triple bottom line standards—economic, environmental, and social.

Every year, GPH Ispat reviews the data collected through stakeholder interactions, using this feedback to refine our focus and adapt to stakeholder requirements and expectations. We prioritize stakeholder engagement to continuously improve and align our sustainability performance with their feedback. The first step in this process is identifying relevant stakeholders, both internal and external, who are directly linked to our operations. This includes those associated with people management, product development, and financial success.

After identifying stakeholders, we assess their importance based on intensity and scale of their influence. By prioritizing stakeholders in this way, we ensure that we focus our engagement efforts where they will have the most significant impact. The stakeholder engagement process is dynamic and evaluated annually, allowing us to stay responsive to changing needs and circumstances. This approach ensures that GPH Ispat remains committed to fostering meaningful, long-term relationships with stakeholders while continuously improving its sustainability initiatives.

The comprehensive stakeholder engagement mechanism scenario of GPH Ispat is given below:

Stakeholders	Engagement Method	Engagement Intervals	Key Concerns Raised
Employees	• Daily meetings, Weekly/ Monthly • Reviews improvements display; • HR Forum; • Skip Level Meets; • Town Halls; • Focused Group Discussions	Annual, Quarterly, Monthly, Weekly, Daily	• Employee Satisfaction Survey; • Appraisals; • Internal Surveys; • Questionnaire
Communities	• Meetings with local community; • Public hearing	Annual, Quarterly, Monthly, Weekly, Daily	• Minutes of Meetings, Feedback letters, • Questionnaire

Stakeholders	Engagement Method	Engagement Intervals	Key Concerns Raised
Suppliers/Service Providers	• Sustainable Supply Chain initiative, • Technology Days, • Supplier Meets, • Vendor Council, • Audits	Annual, Quarterly, Monthly, Weekly, Daily	• Vendor Rating, Satisfaction Surveys, • Questionnaire
Opinion Leaders/ Experts/ Academic Institutions	• One-to-one meetings	Need-Based	• Minutes of Meeting, Action Plans, • Questionnaire
Media	• Regular Interactions	Ongoing	• Minutes of Meeting, Action Plans, • Questionnaire
Dealers & Service Centers	• Dealer Meets, • Joint Programs, • Special Training Programs, • Dealers Council; • Dealer Visits; • Audits	Annual, Quarterly, Monthly, Weekly, Daily	• Dealer Satisfaction survey; • Questionnaire
Customers	• Customer Meets, • Key Account Process, • Surveys; • Feedback calls; • Training Forums; • Direct Visits	Need-Based	• Customer satisfaction index; • J.D. Power Survey; • Questionnaire
Investors & Shareholders	• Investor Meets, • Investor Calls, • Shareholder/Investors Grievance Forum; • Ethics Committee	Annual, Quarterly, Need-Based	• Minutes of Meeting; Action Plans; • Questionnaire
Regulators/ Government Authorities	• One-to-one meetings; • Meetings in Industry Forum	Need-Based	Minutes of Meeting





MATERIALITY ASSESSMENT

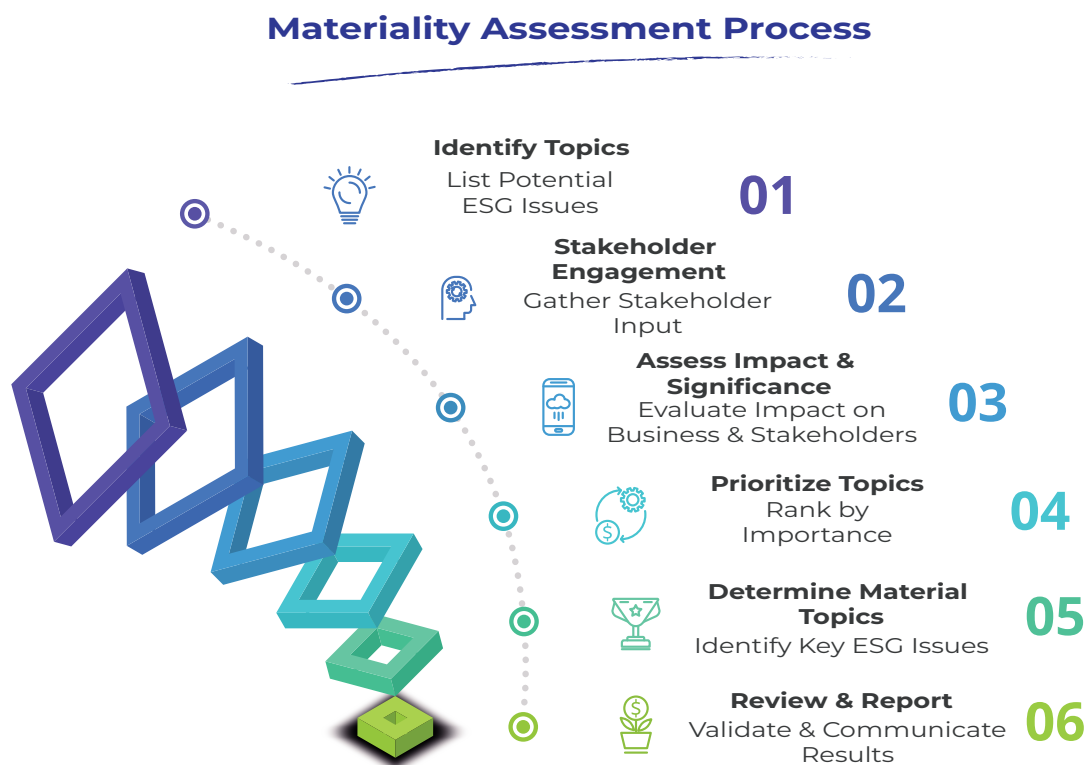


MATERIALITY ASSESSMENT

GPH Ispat Ltd. conducts a thorough materiality assessment process in line with the GRI 3 (Materiality Principles) to identify, prioritize, and manage the most significant economic, environmental, and social topics that affect its operations and stakeholders. This process involves engaging stakeholders and assessing the impact of various sustainability factors, ensuring that the company's efforts are both relevant and transparent.

By adhering to the GRI 3 guidelines, GPH Ispat ensures that its sustainability practices align with global standards and reflect the concerns of its most important stakeholders.

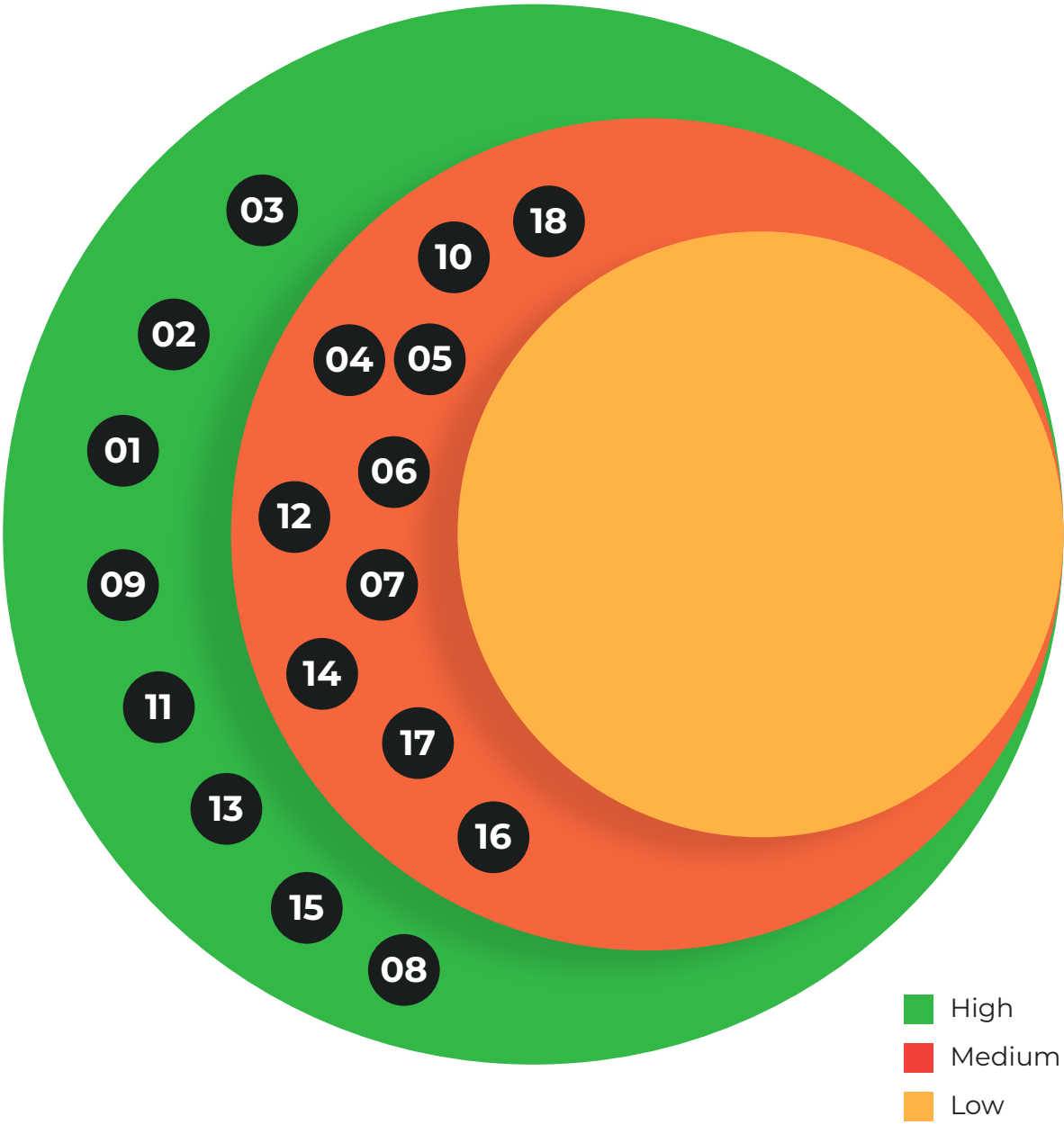
The materiality assessment process at GPH Ispat begins by identifying all potential sustainability topics, which are then evaluated based on their importance to stakeholders and their impact on the company's strategy and operations. These topics are scored based on the significance they hold for both external stakeholders, including customers, suppliers, and communities, and internal factors, such as operational performance and alignment with strategic goals. Once the topics are ranked, GPH Ispat identifies the material topics that have the greatest impact on the company's financial performance, reputation, and long-term sustainability.



The company integrates the findings from the materiality assessment into its strategic decision-making process, ensuring that the identified topics guide resource allocation and sustainability efforts. GPH Ispat continuously monitors and evaluates the relevance of these topics, conducting regular reviews to update the materiality matrix and adapt to emerging risks or opportunities. By aligning its sustainability strategy with the GRI 3 framework, GPH Ispat ensures that it addresses the most pressing issues while contributing to sustainable growth and enhancing stakeholder trust.

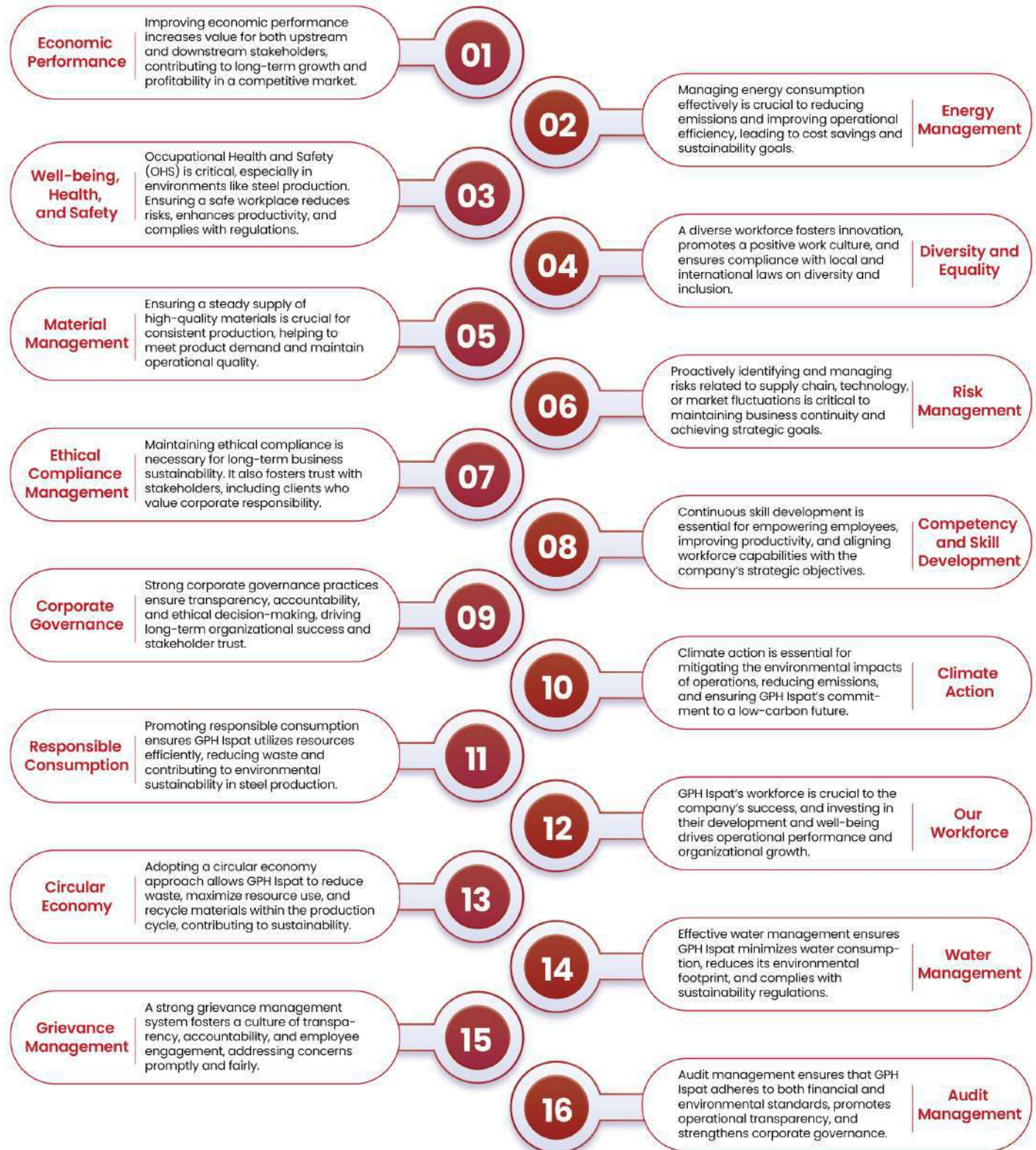
This process also ensures that GPH Ispat's sustainability reports are aligned with GRI 3 standards, providing clear, transparent, and credible disclosures on how the company is managing material risks and opportunities across its operations. In this way, GPH Ispat not only enhances its operational performance but also fosters long-term value creation by addressing key issues that are important to both the company and its stakeholders.

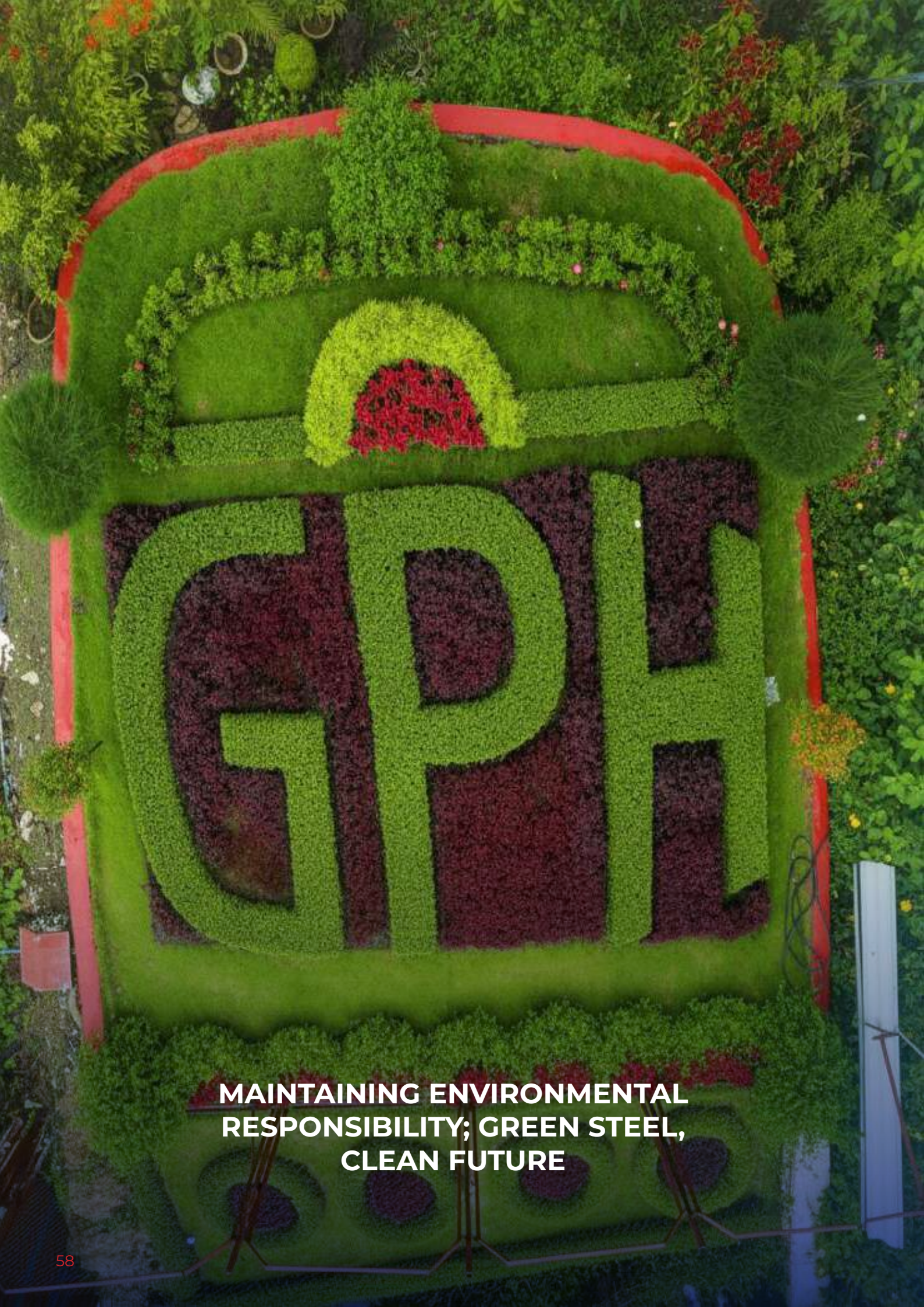
OUR MATERIAL TOPICS



- | | | |
|----------------------------------|---------------------------------------|-------------------------|
| 01 Economic Performance | 07 Our Community Development Programs | 13 Our Workforce |
| 02 Energy Management | 08 Ethical Compliance Management | 14 Circular Economy |
| 03 Well-being, Health and Safety | 09 Corporate Governance | 15 Water Management |
| 04 Diversity and Equality | 10 Competency and Skill Development | 16 Grievance Management |
| 05 Material Management | 11 Climate Action | 17 Waste Management |
| 06 Risk Management | 12 Responsible Consumption | 18 Audit Management |

WHY THESE TOPICS ARE MATERIAL TO US?





**MAINTAINING ENVIRONMENTAL
RESPONSIBILITY; GREEN STEEL,
CLEAN FUTURE**



MOHAMMAD ALMAS SHIMUL

ADDITIONAL MANAGING DIRECTOR

Assalamualaikum Owa Rahmatullah,

At GPH Ispat, sustainability is not an isolated function—it is an integral part of how we design, operate, and continuously improve our steelmaking processes. As a responsible industrial organization, we recognize that steel production carries inherent environmental responsibilities, and we are committed to managing these responsibilities with diligence, transparency, and long-term vision.

Our approach to environmental stewardship is rooted in circularity and resource efficiency. By adopting a scrap-based steelmaking model, we prioritize the use of recycled materials over virgin inputs, reinforcing our commitment to reducing pressure on natural resources and supporting a circular economy. The careful management of fluxes and additives ensures that material efficiency is maintained without compromising product quality or operational safety.

Energy remains one of the most material aspects of our environmental footprint. Over the years, we have made deliberate investments in advanced steelmaking technologies that significantly improve energy efficiency and reduce dependency on conventional, carbon-intensive processes. These initiatives are complemented by continuous optimization of auxiliary systems, disciplined energy management practices, and a gradual integration of renewable energy solutions where technically feasible. Together, these efforts reflect our determination to decouple production growth from energy intensity.

Water stewardship is another core pillar of our environmental strategy. Operating in a context where responsible water use is critical, we have focused on minimizing freshwater withdrawal and maximizing reuse. Our systems are designed to treat and recycle water internally, ensuring that operational needs are met while limiting environmental discharge. Rainwater harvesting and robust storage infrastructure further strengthen our resilience and reduce reliance on external water sources.

In managing emissions, our priority is prevention through design. Cleaner production technologies, efficient energy use, and well-maintained control systems allow us to manage air emissions responsibly and remain aligned with applicable

regulatory standards. Regular monitoring and internal reviews help ensure that our operations do not adversely affect surrounding communities or the environment.

Waste management at GPH Ispat is guided by the principle of “waste as a resource.” By segregating waste at source and collaborating with authorized recyclers, we ensure that the majority of operational by-products are reintegrated into productive use. Hazardous wastes are handled with strict controls, stored securely, and transferred only to licensed facilities, reflecting our commitment to environmental protection and regulatory compliance.

Beyond systems and technologies, sustainability at GPH Ispat is driven by people and governance. Environmental responsibilities are embedded across functions, supported by internal procedures, periodic audits, and continuous capacity building. We view sustainability not as a static achievement but as an evolving journey—one that requires learning, accountability, and ongoing improvement.

As we move forward, our focus remains on strengthening environmental performance while supporting business resilience and stakeholder trust. We are committed to aligning our practices with recognized sustainability frameworks, enhancing transparency in reporting, and contributing positively to the broader transition toward low-carbon and resource-efficient industrial development in Bangladesh.

“At GPH Ispat, sustainability is embedded in how we design, operate, and continuously improve our steelmaking—driving efficiency, circularity, and long-term resilience”



GPH Ispat's environmental responsibility aligns with the relevant SDGs:

SDG GOAL: 6

CLEAN WATER AND SANITATION



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH strengthens water stewardship through responsible surface water use, rainwater harvesting, internal recycling, and controlled treatment to minimize discharge and protect local water resources.	Internal & External	Water efficiency, reuse/recycle, reduced environmental discharge risk	GRI 303; GRI 2-27

SDG GOAL: 7

AFFORDABLE AND CLEAN ENERGY



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH improves energy performance through efficient steelmaking technologies, optimized utilities, and gradual renewable energy integration to reduce dependence on conventional energy sources.	Internal	Energy efficiency, cleaner energy transition, operational cost resilience	GRI 302; GRI 2-27

SDG GOAL: 9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH leverages cleaner production innovation and process modernization to reduce environmental intensity and enable responsible industrial growth through improved resource efficiency and pollution control.	Internal	Cleaner production, process efficiency, reduced environmental intensity	GRI 302, 305, 306; GRI 2-23

SDG GOAL: 12

RESPONSIBLE CONSUMPTION AND PRODUCTION



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH supports circular production through scrap-based inputs, segregation at source, recycling partnerships, and responsible handling of hazardous materials to reduce waste and increase resource productivity.	Internal & External	Circularity, waste diversion, responsible materials management	GRI 301, 306; GRI 308

SDG GOAL: 13

CLIMATE ACTION



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH addresses climate impacts by improving energy efficiency, lowering carbon intensity, and strengthening environmental governance to support long-term decarbonization readiness and climate resilience.	Internal	Emission reduction readiness, carbon management, climate risk resilience	GRI 305; GRI 2-22, 2-23, 2-27



RESPONSIBLE MATERIAL USE AND CIRCULAR ECONOMY

GPH Ispat Ltd. integrates circular economy principles into its material management by prioritizing recycled steel scrap as the primary raw material and minimizing reliance on virgin resources. Controlled use of fluxes and alloying materials ensures efficient material consumption while maintaining product quality.

The Company treats production by-products as recoverable resources through systematic segregation and recycling, reducing waste and supporting closed-loop material use.

CIRCULAR MATERIALS & RESOURCE EFFICIENCY

GPH Ispat has anchored its production model in advanced technology and material circularity, deliberately moving away from conventional steelmaking routes toward a more resource-efficient and environmentally responsible approach. At the core of this transition is the company's adoption of Quantum Electric Arc Furnace (QEAF) technology, which enables the extensive use of recycled steel scrap as the primary raw material.

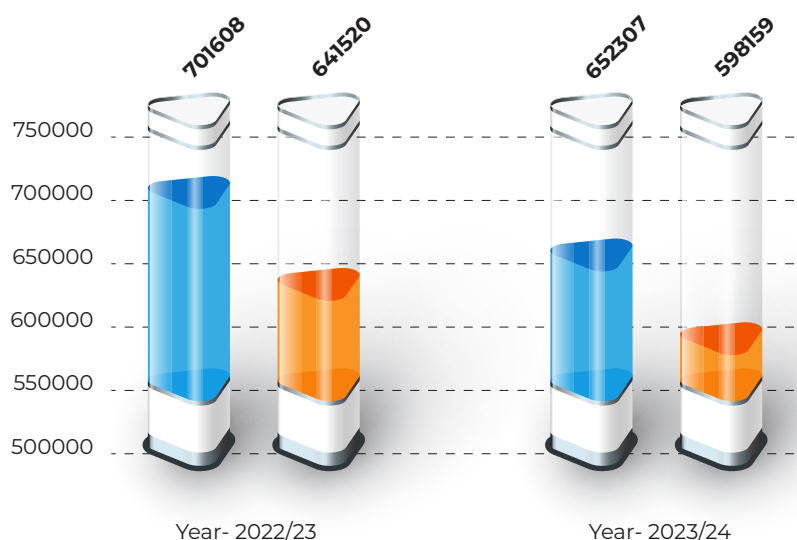
By prioritizing scrap-based inputs over virgin resources, GPH Ispat significantly reduces the demand for natural resource extraction while supporting circular economy principles within the steel value chain.

The QEAF system incorporates a scrap preheating chamber and controlled refining processes, which improve material utilization efficiency and enhance metallurgical performance. These design features allow impurities to be reduced at an early stage, optimize melting conditions, and minimize material losses during production. As a result, the overall efficiency of raw material conversion is improved, supporting stable product quality while reducing the need for additional raw material inputs.



Beyond technology, GPH Ispat's approach to material efficiency is reinforced through disciplined operational controls and continuous monitoring of material flows across the production process. Fluxes and alloying materials are applied in a controlled manner to ensure that only essential quantities are used, thereby limiting excess consumption and generation of by-products. This systematic management of material inputs supports responsible production practices and aligns with the intent of GRI 301: Materials, which emphasizes efficient use of resources and transparency in material sourcing.

Total Input Materials Vs Recycled Input Materials Used in Metric Tons (MT):





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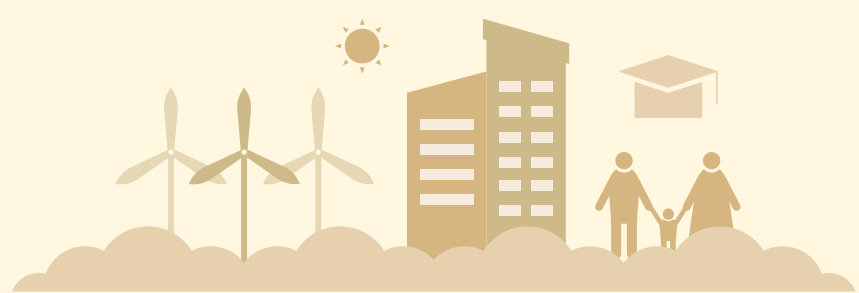
15
LIFE ON LAND



16
PEACE, JUSTICE AND
STRONG INSTITUTIONS



17
PARTNERSHIPS
FOR THE GOALS



RESPONSIBLE WATER USE AND CONSERVATION

GPH Ispat Ltd. adopts a responsible water management approach focused on minimizing freshwater withdrawal and maximizing reuse across operations. The Company primarily relies on surface water and harvested rainwater, reducing pressure on groundwater resources.

Through internal treatment and recycling systems, water used in production is treated and reused to the extent feasible, supporting efficient water consumption and reducing discharge.

WATER STEWARDSHIP & EFFICIENCY MANAGEMENT

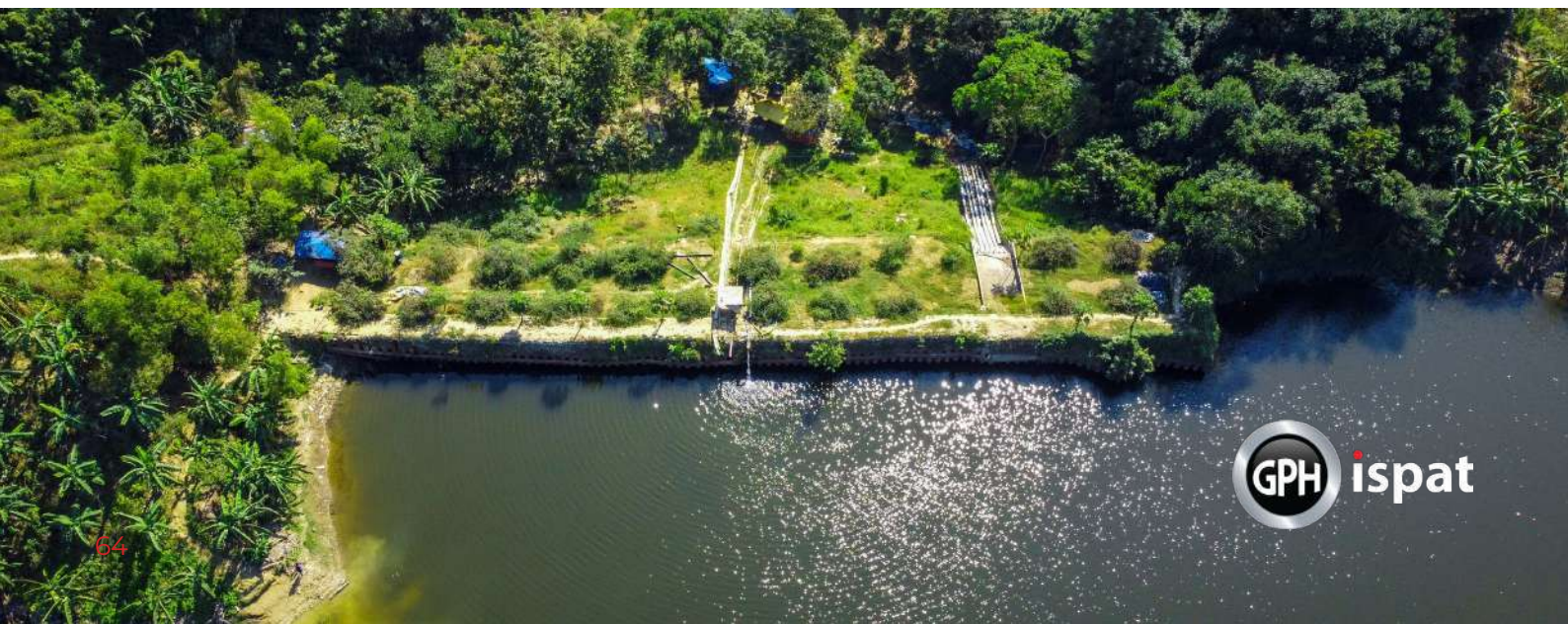
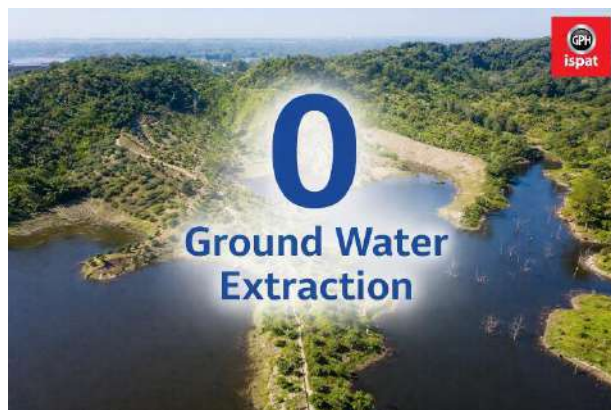
GPH Ispat Ltd. primarily relies on surface water and harvested rainwater, avoiding groundwater abstraction and thereby minimizing water-related environmental impacts.

A Zero Discharge Water Treatment Plant (WTP) has been implemented to ensure that 100% of used water is treated and recycled back into operations. Treated water is reused in process and utility areas, while only a minimal quantity of blowdown water is released and subsequently utilized for gardening and dust suppression.

RAINWATER HARVESTING & STORAGE GOVERNANCE

Rainwater harvesting forms an integral part of GPH Ispat's water governance and long-term resource management strategy. The Company has established systems to systematically capture, store, and manage rainwater as a supplementary source for operational use, thereby reducing reliance on external water supplies and strengthening water security. Governance arrangements ensure that rainwater harvesting is incorporated into site planning, infrastructure design, and operational decision-making.

Harvested rainwater is collected through an on-site lake, raw water reservoirs, and a network of dedicated storage basins that allow controlled distribution across production and utility processes. This storage infrastructure enables efficient use of rainwater throughout the year, supports continuity of operations during dry periods, and enhances resilience to seasonal and climate-related variability. Through structured oversight and integration with broader water management systems, GPH Ispat ensures that rainwater harvesting contributes effectively to responsible water stewardship and sustainable operations.



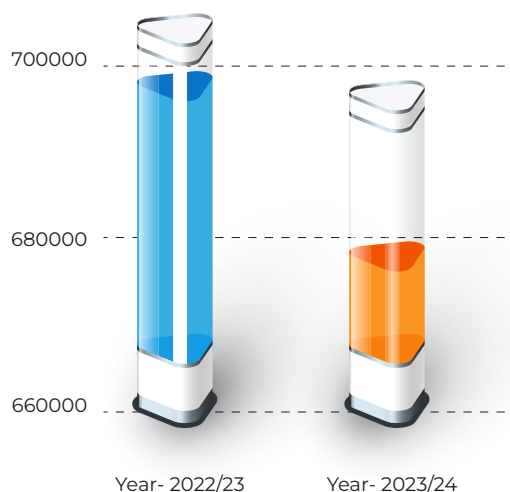
WATER TREATMENT, RECYCLING & REUSE SYSTEMS

GPH Ispat operates a Zero Discharge Water Treatment Plant (WTP) as a core element of its water stewardship strategy, ensuring that all water generated from production and utility operations is effectively treated and reused. Used water is first collected from various operational units and conveyed to the WTP, where it undergoes a multi-stage treatment process designed to remove solids, adjust pH, and improve overall water quality in line with internal reuse standards.

Following treatment, the recovered water is directed back into production and utility processes, including cooling, equipment washing, and other non-potable applications. This internal recycling significantly reduces the need for fresh water intake and supports efficient, circular water use across the facility. Only a limited quantity of treated blowdown water is generated to maintain system balance; this

water is not discharged to the environment but is instead reused for gardening and dust suppression within the premises.

Total Water Consumption within the Reporting Period in M3



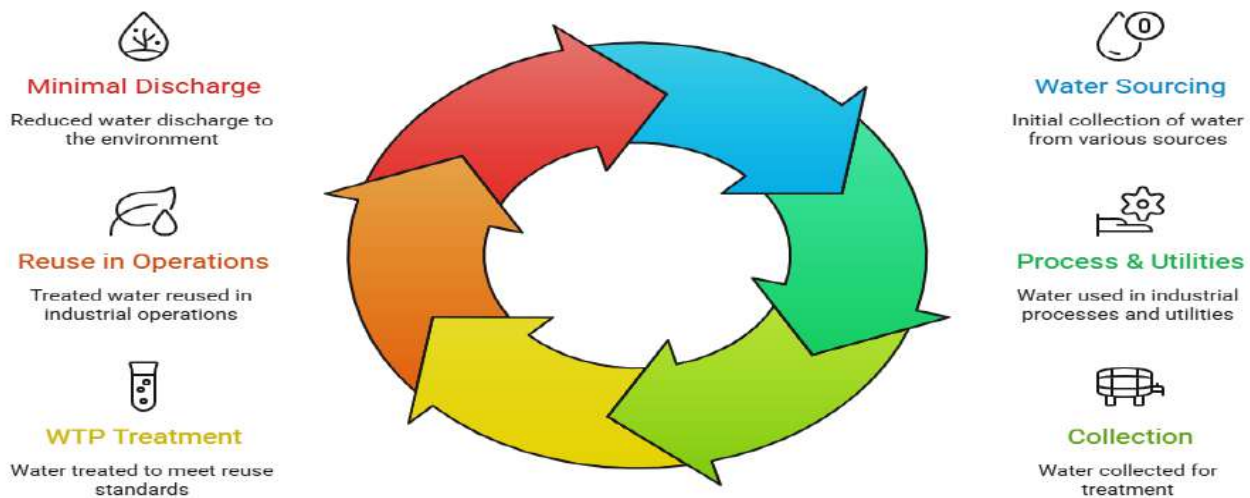
WATER RISK & COMPLIANCE MONITORING

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Industrial Water Reuse Cycle



WATER SOURCES, IMPACTS AND MANAGEMENT APPROACH

GPH Ispat Ltd. manages water as a critical resource for sustainable steel production. GPH primarily relies on surface water and harvested rainwater, reducing dependence on groundwater. This approach minimizes potential impacts on local aquifers and supports long-term water availability for surrounding communities.

Water-related impacts are assessed through operational monitoring and efficiency measures. As water is sourced from surface systems and supplemented by rainwater harvesting, and treated water is reused within operations, the Company's water footprint and environmental impacts remain limited.

WATER-RELATED GOALS, TARGETS AND KPIS

GPH's water stewardship goals emphasize reducing freshwater demand and maximizing circular water use. Key targets include increasing the contribution of harvested rainwater, improving reuse and recycling efficiency in process and utility areas, and maintaining responsible water consumption levels. Core KPIs include the percentage of rainwater utilized, reuse/recycle rate, and total water consumption trends, enabling systematic performance tracking.

EFFLUENT TREATMENT AND REUSE PROCESS

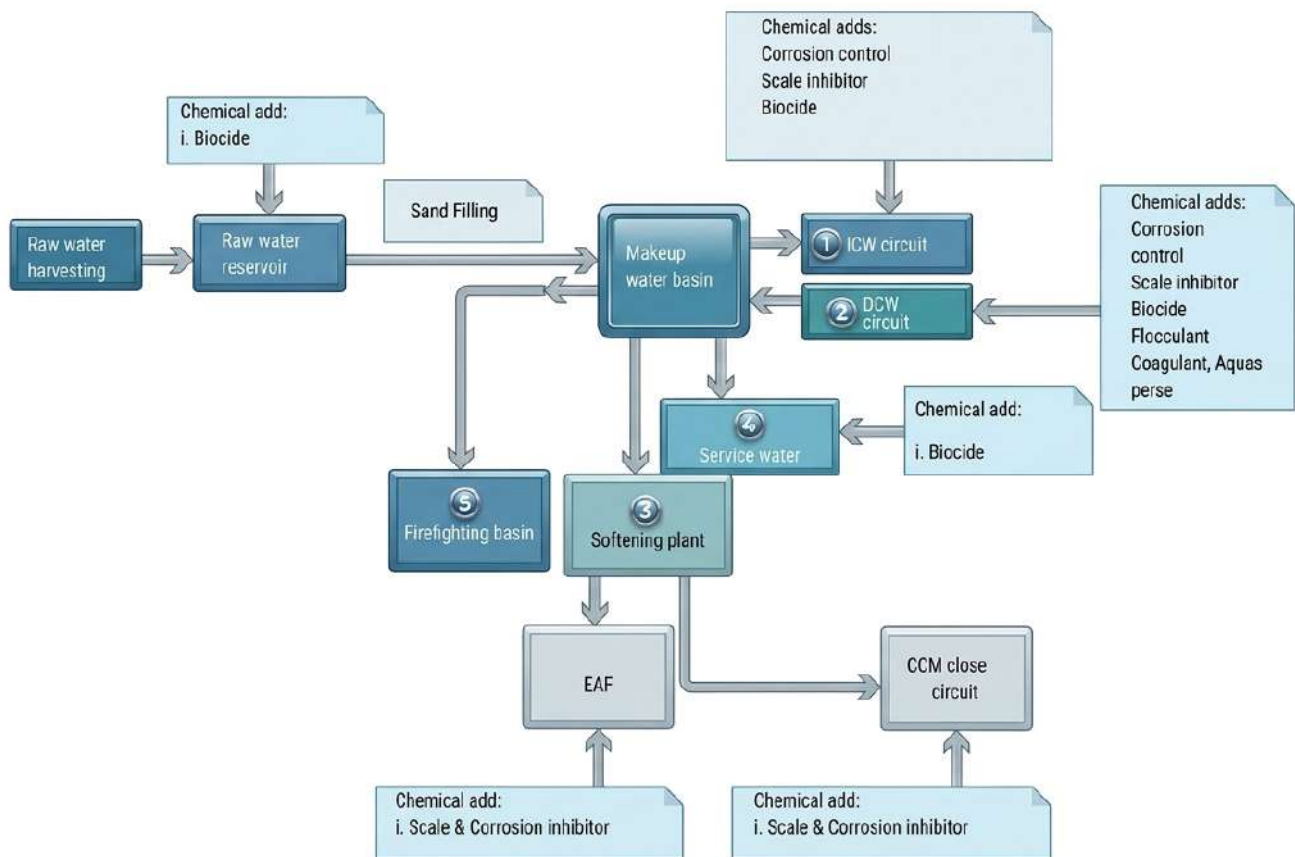
GPH operates a controlled water treatment process to ensure effluent is managed responsibly and in compliance with applicable standards. Wastewater generated from operations is screened to remove solids and routed to an equalization stage to stabilize flow and quality. Chemical treatment is applied to adjust pH and remove suspended solids through settling, followed by filtration and verification against discharge criteria. Treated water is directed to a designated storage tank and reused within operations, keeping wastewater discharge minimal. Sludge generated during treatment is collected, dewatered, and handled under the facility's waste management system.

WATER DISCHARGE

Water discharge is minimal because treated water is reused for operational purposes. Limited blowdown water is managed and utilized for non-process applications such as gardening and dust suppression. The Company reports no discharge to water-stress areas.

WATER STORAGE AND SEASONAL RESILIENCE

To ensure operational resilience and efficient seasonal water management, GPH maintains multiple storage points. During the rainy season, harvested rainwater is stored in the on-site lake and raw water reservoir systems, followed by treatment and distribution through dedicated basins and tanks, including ICW, DCW, soft water basins, and emergency overhead storage. This system supports stable supply and improves preparedness during seasonal variability.





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RESPONSIBLE ENERGY USE AND EFFICIENCY

GPH Ispat Ltd. adopts a comprehensive energy management approach designed to minimize energy consumption and improve overall efficiency across its operations. The Company primarily relies on Quantum Electric Arc Furnace (QEAF) technology, which significantly reduces electricity and fuel use, helping to optimize energy consumption in steel production. By utilizing energy-efficient equipment and implementing automated control systems, GPH Ispat actively reduces energy demand while maintaining high production standards.

Energy consumption is continuously monitored across all processes, and initiatives are in place to improve energy efficiency and reduce emissions. Through a combination of advanced process controls, operational optimizations, and periodic energy audits, the Company identifies opportunities for further reductions in energy use, supporting a sustainable energy consumption model and contributing to overall environmental performance.

ENERGY MANAGEMENT SYSTEM & CONTROLS

GPH Ispat Ltd. has established a robust Energy Management System (EnMS) designed to optimize energy consumption across all operations. This system integrates industry-leading standards and advanced control mechanisms to ensure continuous improvement in energy efficiency, reduce waste, and enhance overall operational performance. The EnMS monitors energy indicators (EPIs) across key production units, including the Quantum Electric Arc Furnace (QEAF) and auxiliary systems, using real-time data to adjust energy use dynamically based on demand and operational needs. Automated systems regulate energy flows, ensuring that power is used efficiently and only when required. This data-driven approach enables GPH Ispat to track progress toward energy reduction goals, identify inefficiencies, and implement targeted corrective actions, ensuring the company remains compliant with both environmental standards and operational cost targets.

GPH Ispat is committed to integrating energy efficiency into its broader corporate governance framework, ensuring that energy management objectives align with the company's long-term sustainability goals. Continuous employee engagement and training programs are also part of the EnMS, ensuring that all staff are well-equipped to identify energy-saving opportunities and adopt best practices in energy management.

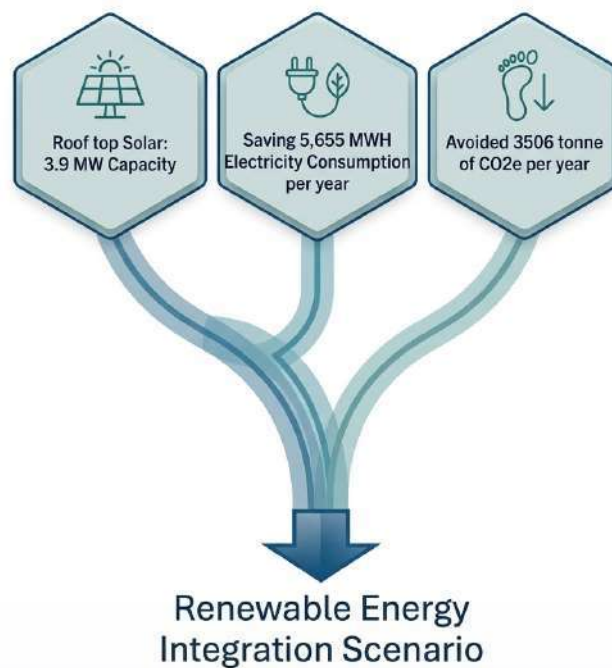
This integrated, holistic approach helps GPH Ispat not only reduce its environmental impact but also enhance its competitiveness and cost-effectiveness in an increasingly energy-conscious market.



RENEWABLE ENERGY INTEGRATION

GPH Ispat has made significant strides toward renewable energy integration by installing a 3.9 MW solar photovoltaic (PV) system on its factory rooftops. This system harnesses solar energy directly from sunlight, reducing the company's dependence on traditional, fossil-fuel-based power sources and contributing to a cleaner, more sustainable energy mix. The GPH Renewable Power Plant, dedicated to this solar project, generates renewable energy that powers non-production operations such as lighting, heating, and cooling systems, significantly reducing energy costs.

The 3.9 MW solar PV system not only provides the company with a reliable renewable energy source but also results in significant environmental benefits. The system is expected to save 5,655,019 MWh of energy annually, contributing to lower overall energy consumption. Furthermore, the solar installation helps avoid 3,506.11 tonnes of CO₂ emissions per year, aligning GPH Ispat with its sustainability targets.

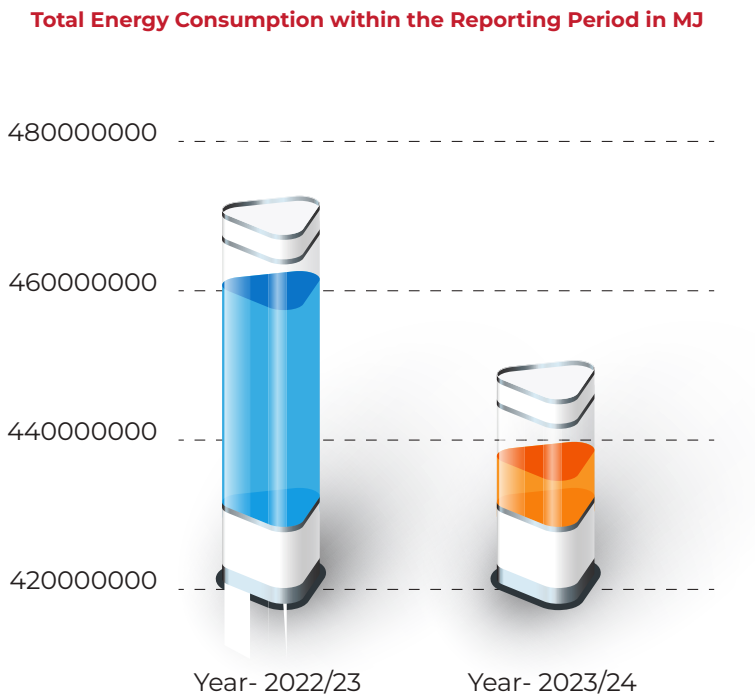


UTILITY OPTIMIZATION

GPH Ispat employs a suite of utility optimization techniques designed to improve the efficiency of key systems, including motors, Variable Frequency Drives (VFDs), and compressed air systems. By upgrading to high-efficiency motors and installing VFDs, the company optimizes power usage across various production and utility processes, reducing energy waste during idle times and ensuring that motors operate only at the required speed.



Additionally, GPH Ispat has implemented an advanced compressed air optimization program, which includes leak detection, pressure regulation, and routine system maintenance. These measures help reduce unnecessary energy consumption, ensure reliable system performance, and lower operational costs. Together, these energy efficiency improvements help GPH Ispat drive significant energy savings while maintaining high production standards.



ENERGY MONITORING, AUDITS & REPORTING

Energy consumption at GPH Ispat is continuously tracked through an advanced monitoring system, providing real-time data on energy usage across the entire facility. This system not only identifies inefficiencies but also supports the implementation of energy-saving measures by alerting managers to areas where improvements are needed. Periodic energy audits are conducted as part of the company's EnMS framework, evaluating the effectiveness of energy management strategies and identifying further opportunities for reducing energy consumption. These audits are critical for ensuring that GPH Ispat's energy use remains in line with sustainability goals.

Transparent reporting of energy consumption data follows GRI 302 standards, providing stakeholders with clear insights into the company's energy performance, progress towards reduction targets, and alignment with SDG 13 (Climate Action). Regular reporting also supports regulatory compliance and highlights areas for future improvement.



ENERGY REDUCTION & EFFICIENCY INITIATIVES

To drive continuous improvement in energy performance, GPH Ispat Ltd. has implemented a combination of technological upgrades, process optimization measures, and structured energy management practices across its steel manufacturing operations.

Key initiatives undertaken during the reporting period include:



ENERGY USE SCENARIO FOR GPH ISPAT





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CIRCULAR WASTE MANAGEMENT AND ZERO SPILL OPERATIONS

ENVIRONMENTAL PERFORMANCE SUMMARY			
 Steel Slag		 Hazardous	 Zero Spill
Primary Waste Streams Metal Slag, Iron Dust, Mill Scale,	100% Recycled Recycling Rate (Non-hazardous)	Hazardous Waste Recycled through Authorized Vendor	Waste Spills Zero Spill incidents reported

WASTE SEGREGATION, RECYCLING AND DIVERSION

GPH Ispat Ltd. has implemented a comprehensive waste management strategy focusing on segregation, recycling, and diversion to minimize environmental impact. The company adopts a waste segregation approach at the source, ensuring that different types of waste—such as metal slag, iron dust, mill scale, and e-waste—are properly sorted for appropriate processing. This early segregation allows for the maximized recycling of materials, reducing the need for landfill disposal and promoting a circular economy. By collaborating with licensed recyclers and ensuring that non-hazardous waste like metal slag and mill scale is repurposed, GPH Ispat reduces waste volumes while promoting the reuse of valuable materials in the steel production process.

The company continues to enhance its waste diversion efforts through research and development initiatives aimed at finding new ways to recycle or reuse materials that were previously discarded. In addition, hazardous waste like burn oil, empty chemical drums, and e-waste is separated and handled according to regulatory standards, ensuring minimal environmental harm. GPH Ispat's approach to waste diversion supports the company's long-term sustainability goals, aligning with global best practices in environmental responsibility.

Waste Flow & Circularity Cycle

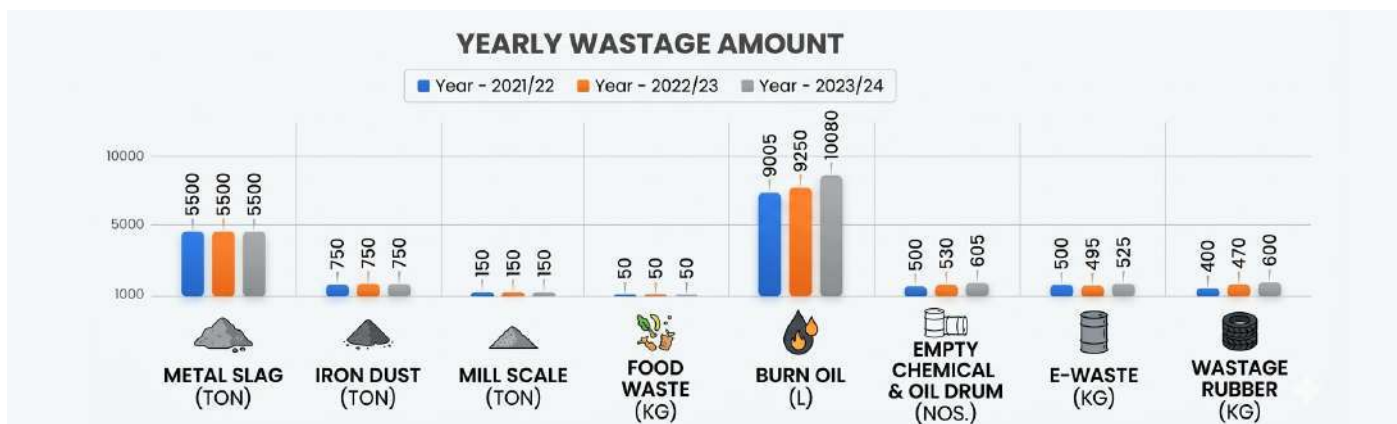


HAZARDOUS WASTE STORAGE & LICENSED DISPOSAL

GPH Ispat Ltd. handles hazardous waste with the utmost care to prevent environmental contamination and ensure compliance with regulatory requirements. The company has established designated areas for hazardous waste storage, where materials such as used oils, chemical residues, contaminated containers, and e-waste are carefully stored in approved, secure locations. These areas are regularly inspected to ensure that safety protocols are followed, preventing the risk of leaks or spills that could harm the environment.

For proper disposal, GPH Ispat engages third-party contractors who are certified to handle hazardous materials, ensuring that all waste is disposed of responsibly and in compliance with local and international environmental standards. This includes environmentally sound disposal methods such as recycling or controlled incineration, depending on the type of hazardous waste. By outsourcing this critical task to certified disposal specialists, GPH Ispat mitigates potential environmental risks associated with hazardous waste, supporting the company's commitment to sustainability and compliance with environmental regulations.





WASTE-RELATED IMPACTS

GPH Ispat Ltd.'s steel manufacturing operations generate both non-hazardous and hazardous waste, primarily in the form of metal slag, iron dust, mill scale, and process residues. If unmanaged, such waste could contribute to land degradation and environmental pollution. However, due to the Company's strong emphasis on recycling and recovery, the environmental impact of waste generation remains limited.

WASTE SPILLAGE AND DISPOSAL

In the reporting period, GPH Ispat generated waste mainly from steelmaking and rolling processes. Nearly all non-hazardous waste was recycled, while hazardous waste was routed through approved recycling channels. The Company reported zero waste-related spills during the reporting period, demonstrating effective handling, storage, and monitoring practices.

WASTE MANAGEMENT APPROACH

GPH Ispat follows a structured waste management hierarchy aligned with reduce-reuse-recycle principles. Waste is segregated at source into hazardous and non-hazardous categories. Non-hazardous waste such as metal slag, iron dust, and mill scale is 100% recycled or recovered through reuse in construction materials and allied industries.

Hazardous waste, including burn oil, empty chemical and oil drums, e-waste, and rubber waste, is safely stored and handed over to authorized recyclers in compliance with regulatory requirements. Food waste is managed through controlled disposal.





01
NO POVERTY



02
ZERO HUNGER



03
GOOD HEALTH
& WELL-BEING



04
QUALITY
EDUCATION



05
GENDER
EQUALITY



06
CLEAN WATER
AND SANITATION



07
AFFORDABLE
AND CLEAN ENERGY



08
DECENT WORK
AND ECONOMIC
GROWTH



09
INDUSTRY, INNOVATION
AND INFRASTRUCTURE



10
REDUCED
INEQUALITIES



11
SUSTAINABLE CITIES
AND COMMUNITIES



12
RESPONSIBLE
CONSUMPTION AND
PRODUCTION



13
CLIMATE ACTION



14
LIFE BELOW
WATER



15
LIFE ON LAND



16
PEACE, JUSTICE AND
STRONG INSTITUTIONS



17
PARTNERSHIPS
FOR THE GOALS



EMISSIONS MANAGEMENT & REDUCTION



GPH Ispat Ltd. is committed to minimizing its environmental footprint by effectively managing and reducing emissions across its operations. The Company takes a proactive approach to control and reduce greenhouse gas (GHG) emissions, primarily focusing on Scope 1 (direct) and Scope 2 (indirect) emissions. Through the integration of energy-efficient technologies and renewable energy solutions, GPH Ispat has significantly reduced its overall carbon emissions.

The Company's Quantum Electric Arc Furnace (QEAF) technology has played a critical role in lowering Scope 1 emissions by reducing electricity consumption and optimizing fuel use in the steel production process. Additionally, GPH Ispat's 3.9 MW solar photovoltaic system contributes to the reduction of Scope 2 emissions by displacing fossil-fuel-based electricity with clean, renewable energy.

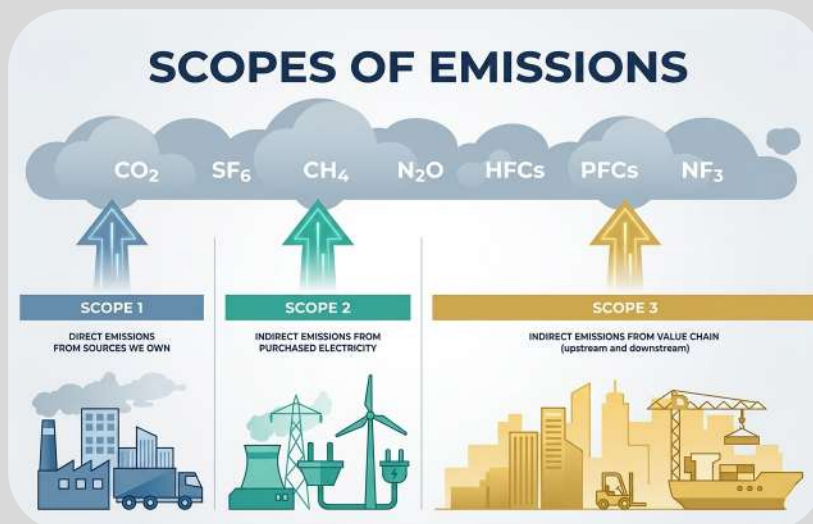
GPH Ispat regularly monitors its carbon footprint and implements targeted emission reduction strategies through periodic energy audits and the optimization of production processes. By employing advanced emission

control systems and refining operational practices, the Company continues to reduce emissions while maintaining operational efficiency. Through these efforts, GPH Ispat demonstrates its commitment to SDG 13 (Climate Action), enhancing sustainability and contributing to global efforts to combat climate change.

GHG INVENTORY & CARBON GOVERNANCE

GPH Ispat Ltd. maintains a comprehensive Greenhouse Gas (GHG) inventory to track and report its carbon emissions across all operational levels. The inventory is aligned with internationally recognized standards, including the GHG Protocol and ISO 14064, to ensure transparency, accuracy, and completeness in emissions reporting. GPH Ispat's inventory includes both direct (Scope 1) emissions from its steel production processes and indirect (Scope 2) emissions from purchased electricity. Additionally, the company is expanding its tracking to include Scope 3 emissions associated with the supply chain and logistics.

To manage and reduce its carbon footprint, GPH Ispat has implemented a Carbon Governance Framework. This framework outlines clear roles and responsibilities for carbon management, ensuring that emissions reduction targets are met and progress is effectively tracked. Regular reviews of the GHG inventory allow the company to identify areas for improvement and implement targeted mitigation strategies. This rigorous approach helps GPH Ispat enhance its carbon governance and stay on track with its climate action goal.



DECARBONIZATION ROADMAP & PERFORMANCE TRACKING

GPH Ispat has developed a Decarbonization Roadmap that outlines the company's long-term strategy to reduce its carbon emissions and transition toward a low-carbon operation. This roadmap includes specific, measurable, and time-bound targets for emissions reduction across all operational areas, including energy use, waste management, and logistics. The plan is structured around the adoption of clean technologies, energy-efficient practices, and renewable energy solutions to achieve significant emissions reductions by 2030.

Key initiatives in the roadmap include the integration of renewable energy (such as the company's 3.9

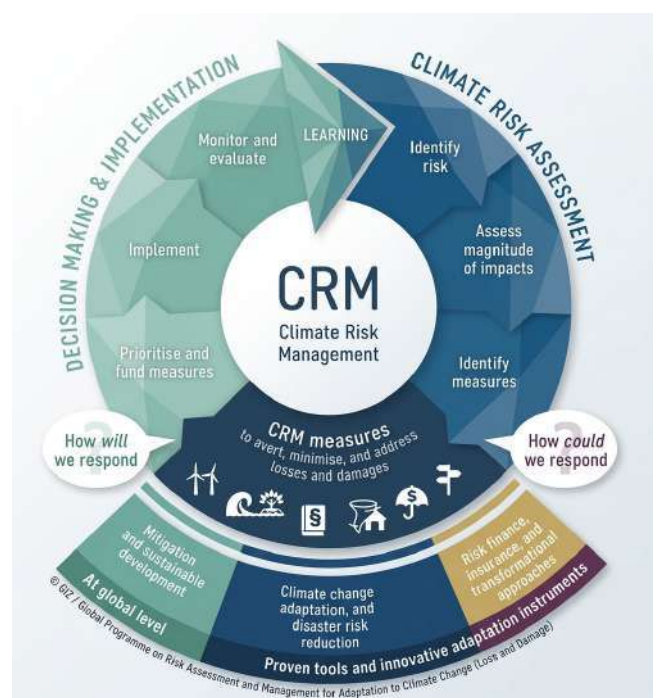
MW solar PV system), the optimization of energy-intensive production processes like the Quantum Electric Arc Furnace (QEAF), and the improvement of energy efficiency across utilities. The performance tracking system implemented by GPH Ispat regularly monitors progress against the roadmap's targets. The company uses carbon intensity metrics and emission reduction achievements to track its performance, ensuring that the decarbonization efforts remain on target. This roadmap not only aligns with global climate commitments but also enables GPH Ispat to actively contribute to sustainable industrial practices.



CLIMATE RISK INTEGRATION & MITIGATION MEASURES

As part of its commitment to sustainability and climate resilience, GPH Ispat has integrated climate risk considerations into its overall risk management framework. The company uses a climate risk assessment process to evaluate both physical risks (such as extreme weather events) and transition risks (related to the shift to a low-carbon economy) that may impact its operations. This includes an analysis of potential disruptions in the supply chain, regulatory changes, and the availability of renewable energy sources.

To mitigate these risks, GPH Ispat has implemented adaptation measures, including the construction of resilient infrastructure, the development of contingency plans, and the diversification of energy sources. For instance, the solar PV system not only helps reduce emissions but also enhances the facility's resilience to fluctuating energy prices and grid disruptions. GPH Ispat's approach ensures that climate-related risks are continuously monitored and that mitigation strategies are updated in response to evolving climate conditions, in alignment with TCFD (Task Force on Climate-related Financial Disclosures) guidelines.



ENERGY-TO-EMISSIONS DATA CONTROLS & DISCLOSURE

GPH Ispat maintains a comprehensive energy-to-emissions data control system to ensure accurate tracking and reporting of its energy consumption and carbon emissions. This system integrates real-time monitoring tools that measure energy use across production lines, utilities, and support functions. The data is continuously cross-referenced with emission factors from recognized standards, such as DEFRA and IPCC, to calculate Scope 1 and Scope 2 emissions.

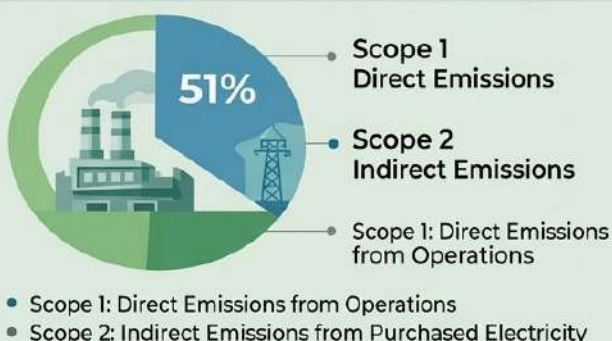
GPH Ispat's Emission Scenario

Emissions Overview

Total Emissions
2022/23 → **272,552**
t CO₂e



Emission Breakdown (2023/24)



GHG Management & Reduction Initiatives



Progress & Impact

-6.16%
Emissions Reduction

-6.16%
2022/23
Reduction in emissions
from 2022/23 to 2023/24

5,655 MWh
Energy saved

3,506t
Energy saved

**Achieve
Significant
GHG Reduction**

• 2022/23 to 2032

QEAF for
Energy Efficiency

Solar PV System
Deployment

Implement Low Carbon
Technologies

Achieve
Significant GHG
Reduction

To ensure transparency and compliance, GPH Ispat follows internationally recognized reporting standards, including GRI 305 (Emissions) and CDP (Carbon Disclosure Project). The company discloses its emissions data annually, providing stakeholders with insights into its carbon intensity, emissions reduction performance, and the effectiveness of energy-saving initiatives. By linking energy usage data directly to emissions metrics, GPH Ispat ensures that its sustainability reports reflect a clear and accurate picture of its carbon footprint and the steps taken to reduce it.



Environment Policy



ENVIRONMENT | HEALTH | SAFETY
FOSTERING A GREENER, HEALTHIER, SAFER WORLD

GPH Ispat believes in due care and protection of the environment from its operational and business impact. The company strives to achieve & maintain the highest environment standards and minimize any adverse effect.

GPH ispat is committed to:

- ✓ Senior Management taking leadership roles in the Central Occupational Health & Safety and Environment Committee.
- ✓ Focus on minimizing adverse impact on environment in the design, operation, and maintenance of facilities & processes.
- ✓ Set targets and review performance to ensure continuous improvement in environment safety & sustainability.
- ✓ Establish a framework for defining, investigating and reporting of all environmental incidents to implement corrective actions.
- ✓ Comply with all applicable environmental legislations.
- ✓ Efficient utilization of resources, minimize waste & pollution and reduce carbon footprint.
- ✓ Educate and engage everyone in the company to ensure effective implementation of this policy.

Compliance to this policy in all of their activities is the responsibility of every employee and contractor working for GPH Ispat.

Managing Director

Date: 14/11/2021



www.gphispat.com.bd



GPH'S COMMITMENT TO ENVIRONMENT

GPH Ispat Ltd. has made significant strides in environmental sustainability through the establishment of Asia's first quantum electric arc furnace technology-based plant. This state-of-the-art facility, which began commercial production in June 2021, integrates cutting-edge technology to produce high-quality steel while minimizing its environmental impact. The company's quantum furnace technology optimizes energy use by preheating scrap metal, which reduces the need for additional energy during melting. Additionally, GPH Ispat's advanced exhaust gas purification system and emissions control measures have led to a remarkable reduction in carbon emissions and dust, with emissions now 90% lower than World Bank standards. The plant's commitment to sustainability extends beyond production, with features like rainwater harvesting, zero-discharge water treatment, and the largest oxygen plant in the country, which aids in medical support during the pandemic.

Despite many challenges, GPH Ispat has continued to show strong growth, maintaining a double-digit sales increase year-on-year. The company's sustainability initiatives have made it a leader in green steel production in the region, setting a benchmark for environmental responsibility in Bangladesh's steel industry. With a market share of 7% in the country's MS rod market, GPH Ispat remains committed to balancing high production capacity with a strong dedication to environmental protection. Through its investment in sustainable technology, the company is positioned to become the leading steel manufacturer in Bangladesh, while continuing to safeguard the environment for future generations.





**EMPOWERING PEOPLE &
COMMUNITIES OF GPH ISPAT**

Dear Stakeholders,

As we navigate an era of unprecedented global change, GPH Ispat Ltd. continues to redefine the boundaries of what a responsible industrial leader looks like in Bangladesh. We are publishing our 3rd Annual Sustainability Report this year and the journey through this reporting period has been one of profound pride, distinguished by our second consecutive win of the SDG Brand Champion Award 2024. While our world-class technology sets the benchmark for efficiency, it is our Social Capital that drives our true, long-term impact.

In the reporting period, we have intensified our focus on creating a “future-ready” workforce. A key milestone in this journey has been our reinforced commitment to employee prosperity through significant contributions to the Bangladesh Labour Foundation Fund. This ensures that our industrial success is directly shared with those who build it, guaranteeing that worker rights and safety remain at the forefront of our expansion.

Furthermore, as we lead the nation into the era of Industry 4.0 and advanced automation, we have introduced specialized Skill Transformation Modules. These programs are specifically designed to bridge the gap between traditional craftsmanship and digital excellence, empowering our staff to master the sophisticated AI-driven systems that now power our production lines.

Also, in this period, we significantly upgraded our Integrated Management System as per ISO 9001, ISO 14001 and ISO 45001. We transitioned to a high-tech framework enhanced with digital safety monitoring tools and a strengthened contractor safety system. Our commitment to “Zero Harm” is now backed by advanced Hazard Identification and Risk Assessment (HIRA), which utilizes near-miss trend data to predict and prevent incidents. To further minimize risks, we moved up the Hierarchy of Controls by introducing automated machine-guarding and enhanced robotics, ensuring our technological transition to Industry 4.0 directly protects our people.

The health of our workforce has undergone a digital transformation as well. We launched digital medical records and an extended wellness program, ensuring health services are precise and accessible. Beyond the workplace, our care now includes eco care and nutrition programs, alongside expanded preventive health campaigns. Our governance has also become more rigorous; the Safety Committee now operates under a KPI-based evaluation system, and we have implemented a digital training tracker to ensure every worker is truly competent in the latest safety protocols.

Critically, this year marked a shift in how we engage with our local communities. Through updated socio-economic mapping, we have refined our community boundaries and initiated Quarterly Social Impact Assessments (SIA) focusing on livelihood, education, and health. We have replaced periodic checks with real-time environmental monitoring dashboards, sharing data directly with our EHS department to ensure total transparency. Our interactions have matured into Monthly Social Engagement Forums, involving Union Parishad and local households to ensure our community development—ranging from digital literacy for youths to expanded scholarship programs—meets actual local needs.

We also acknowledge our responsibility to mitigate operational footprints. Through the installation of advanced sprinklers, traffic control gates, and noise barriers, we have measurably reduced community exposure to industrial activities. Furthermore, we have launched a fully integrated Grievance Redress System linked to EHS compliance, guaranteeing a response to community concerns within 72 hours.

As we look toward the future, our focus remains on fostering a culture of excellence, equity, and innovation. By empowering our people and our neighbors with digital tools and holistic care, we are ensuring a greener, stronger, and more sustainable Bangladesh for generations to come.



Ms. Sharmin Sultan

Chief People Officer
(Human Resources)

“At GPH Ispat, sustainability is not just an environmental goal; it is a human commitment. We believe that the strength of our steel is matched only by the resilience and dedication of our people, who remain the true catalysts for our sustainable transformation.”

For Social Responsibility of GPH, it encompasses below SDG Goals:

SDG GOAL: 3

GOOD HEALTH



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH prioritizes employee health and safety through comprehensive Occupational Health & Safety (OHS) programs, preventive healthcare, and workplace wellness initiatives to ensure a safe and supportive environment.	Internal	Worker well-being, productivity, and reduced accident rates.	GRI 403, 401-2

SDG GOAL: 4

QUALITY EDUCATION



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
The company invests in training and skill development programs to enhance workforce capabilities and encourage continuous learning. Partnerships with technical institutions help bridge industrial skill gaps.	Internal & External	Capacity building, human capital development	GRI 404, 413

SDG GOAL: 5

GENDER EQUALITY



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH promotes gender inclusivity by ensuring equal opportunities, preventing workplace discrimination, and supporting women's empowerment through fair employment and leadership initiatives.	Internal	Gender balance, inclusive work culture	GRI 405, 406

SDG GOAL: 8

GOOD JOBS AND ECONOMIC GROWTH



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
The organization upholds decent work principles, ensuring fair wages, safe conditions, grievance mechanisms, and freedom of association for all workers.	Internal	Fair labor practices and workforce stability	GRI 401, 402, 407

SDG GOAL: 10

REDUCED INEQUALITIES



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
GPH ensures non-discrimination, supports equal pay, and promotes diversity across all levels. Initiatives include capacity-building for underrepresented groups and fair promotion policies.	Internal	Diversity, equity, and inclusion	GRI 405, 406

SDG GOAL: 11

SUSTAINABLE CITIES & COMMUNITIES



GPH's Alignment	Boundary	Linked to GPH's Sustainable Performance	Relevance with GRI Standards
The company engages in local community development projects, focusing on health, education, infrastructure, and social welfare programs to uplift communities near operational areas.	External	Community resilience and social impact	GRI 413, 203



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DECENT WORK
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11
SUSTAINABLE CITIES
AND COMMUNITIES



12
RESPONSIBLE
CONSUMPTION AND
PRODUCTION



13
CLIMATE ACTION



14
LIFE BELOW
WATER



15
LIFE ON LAND



16
PEACE AND JUSTICE
AND STRONG INSTITUTIONS



17
PARTNERSHIPS
FOR THE GOALS

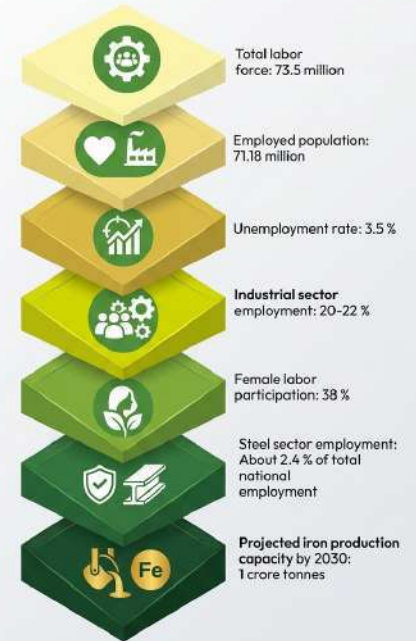


FAIR LABOR PRACTICES

Bangladesh's workforce reflects the nation's steady industrial progress and growing inclusivity. As industries expand and modernize, emphasis is being placed on building a skilled, diverse, and safe working environment where employees can thrive. The steel sector, as a key driver of infrastructure and economic development, continues to foster opportunities for equitable employment, gender inclusion, and continuous learning—strengthening the foundation for a more resilient and sustainable national workforce.

The success of an organization depends on its people, and GPH has always placed its workforce at the heart of its growth. From fair recruitment and compensation to ensuring well-being, equality, and long-term benefits, GPH follows a people-centered approach in every operation. The company invests in continuous skill development through training and learning opportunities, fostering a culture of inclusivity, safety, and innovation.

Workforce Conditions of Bangladesh



In today’s evolving steel industry, where automation and efficiency are reshaping operations, GPH supports its employees with fair benefits, structured growth plans, and strong motivation to adapt to global challenges. Its diverse workforce—spanning different regions, age groups, and backgrounds—enhances collaboration, respect, and creativity across the organization.



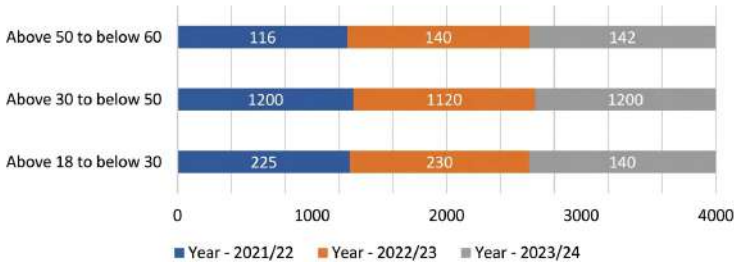
GPH nurtures a welcoming and friendly work environment free from discrimination, child labor, or forced labor, ensuring equal opportunity and gender balance. The organization values its employees at every stage, greeting newcomers warmly and recognizing the contributions of those who depart. Beyond the workplace, GPH’s people actively engage in community initiatives, reflecting a shared commitment to sustainability, inclusivity, and collective progress.

The number of employees in management and supervisory positions remained largely stable over the last three years. Also, the workforce age distribution showed a gradual and consistent increase across all age groups over the three-year period.

No. of Employees in Management/Supervisory Positions



No. of Employees Based on Age Group



“We don’t just manufacture steel; we forge the foundations of a sustainable society by investing in the hands that build our nation and the communities that call it home.”



WORKFORCE RETENTION AND MOTIVATION

Employee retention reflects the organization's ability to maintain a committed and satisfied workforce over time. At GPH, retention levels remain strong due to its people-focused culture that values fairness, open communication, and employee well-being. By ensuring competitive benefits, opportunities for professional growth, and a supportive work environment, GPH continues to build long-term relationships with its employees. This strong sense of belonging enables the organization to move forward collectively toward a more innovative and sustainable future.



EMPLOYEE WELLBEING AND RIGHTS

GPH Ispat recognizes that the well-being of its employees is essential for achieving long-term sustainability and organizational excellence. Guided by Bangladesh's Labour Act and federal labor regulations, the company ensures that every individual—whether permanent, contractual, or apprentice—is treated fairly, compensated equitably, and provided with a safe, inclusive, and empowering workplace.

The organization upholds employee rights related to fair wages, non-discrimination, leave entitlements, occupational safety, and a secure working environment. GPH fosters a people-centric culture where transparency, equality, and continuous improvement form the basis of workforce management.

Maternity Leave

Leave of 90 Days with additional 1 month non paid leave

GPH Ispat supports work-life balance by providing 90 days of paid maternity leave with an option for one additional month of unpaid leave, enabling mothers to care for their families without hindering career growth.

Opportunity for Persons with Disabilities

Ability beyond limits, just competency matters

GPH fosters diversity and inclusion by offering opportunities to persons with disabilities, valuing each employee for their skills and meaningful contributions.

Pick & Drop Service

Free transportation for all management employees

Free transportation is provided to all management employees at manufacturing plants, ensuring convenience and safety.

Subsidized Meals

Free Lunch for Every Employee

All employees receive fully subsidized, hygienically prepared meals during working hours, supporting health and productivity.

Earned Leave

After spending 1 year, employee can have earned leave facility

Employees completing one year of service are entitled to earned leave, which can be encashed at resignation or retirement for up to 45 days.

Pick & Drop Service

Free transportation for all management employees

Free transportation is provided to all management employees at manufacturing plants, ensuring convenience and safety.

Learning Opportunities

Skill Development and learning are always encouraged

GPH promotes continuous learning by providing training and exposure to cutting-edge technologies, automation, and digital systems.

Internal Medical Facility

All the employees are entitled to internal medical facility for free

GPH Ispat provides on-site medical services with qualified staff to ensure employees receive prompt healthcare and emergency support.

Welfare and Safety Measures

We prioritize safe and hygienic workplace above all

Employees completing one year of service are entitled to earned leave, which can be encashed at resignation or retirement for up to 45 days.

Working Hours and Employee Identification

Balancing time, identity, and well-being.

Every employee receives an official ID card for security and recognition. GPH ensures fair working hours (8 hours per day and 48 hours per week) and regulated overtime to maintain compliance and work-life balance.

COMPENSATION AND BENEFITS FRAMEWORK

GPH's remuneration policy is designed to ensure fairness, motivation, and financial stability for all employees. The company provides both statutory and additional benefits to enhance job satisfaction and retention. Key Benefits Include:

- Basic Salary
- House Rent Allowance
- Medical Benefits
- Paid Leave
- Festival Leave
- Provident Fund
- Group Health and Life Insurance

Festival Bonus

Festival is joyous occasion for us, we celebrate with all

All regular and confirmed employees receive the equivalent of three basic salaries each year as festival bonuses during two major religious celebrations.

Provident Fund

We ensure the security of the future of our employees

Employees and the company each contribute 5% of the monthly basic salary to a provident fund, promoting long-term financial security.

Annual Increment

Growing together, every year—rewarding performance with progress

Annual salary increments are granted based on performance evaluations, with higher achievers receiving greater rewards.

Gratuity

We want our employees to be retired with smile on their faces

Permanent employees completing five years or more of service are eligible for gratuity, calculated at 0.5 basic salary per year for 5–10 years, 1.0 for 10–15 years, and 1.5 for over 15 years of service, with six months or more counted as a full year.

Production Incentives

Rewarding efficiency that powers progress

GPH offers production incentives to both management and non-management employees directly engaged in the production process.

Sales Incentives

Recognizing every deal that drives our growth

GPH offers sales incentives to employees directly engaged in sales activities, recognizing their contribution to achieving business targets and driving organizational growth.

Profit Sharing

Success feels greater when it's shared by all

GPH follows a fair reward policy, sharing 5% of its annual profit with all management and non-management employees to promote shared success and accountability.

Profit Sharing

We value every extra effort—because dedication deserves recognition

Non-management employees receive overtime pay at 1.5 times on working days and 2 times on holidays, while management staff get special allowances. All employees enjoy one mandatory weekly holiday.

So, overall, GPH's workforce represents diversity in region, age, and background, fostering mutual respect and collaboration across all levels. The company actively promotes a friendly and discrimination-free work culture, ensuring equal opportunity, gender balance, and ethical labor practices—strictly prohibiting child or forced labor.

Through structured training programs, leadership development, and exposure to advanced manufacturing technologies, GPH equips employees to adapt to the evolving global steel industry while maintaining a strong sense of unity, respect, and community responsibility.

EMPLOYEE ENGAGEMENT AND WORKPLACE CULTURE

GPH Ispat believes that a motivated and engaged workforce is the cornerstone of sustainable success. The company continuously strives to build a positive, inclusive, and dynamic work environment where employees feel valued, connected, and inspired to contribute their best. Through a variety of engagement initiatives, GPH fosters teamwork, recognition, and a deep sense of belonging.

A strong sense of community within the workplace enhances employee satisfaction and strengthens organizational culture. GPH regularly organizes programs and celebrations that bring employees together and promote unity across all departments.

GPH Family Night

Together, we celebrate the spirit of family.

An annual gathering where employees and their families come together to share joy, entertainment, and togetherness—reinforcing GPH's family-oriented culture and appreciation for its people.

Celebrating Birthdays of Colleagues

Every birthday count, every person matters

Each employee's birthday is celebrated as a special occasion, with thoughtful tokens of appreciation that nurture personal connection and belonging.

New Year and National Day Celebrations

Celebrating pride, unity, and progress together

The New Year and national holidays are celebrated with enthusiasm, uniting all employees in reflection, pride, and shared optimism for the year ahead.

International Women's Day

Empowering women, empowering growth

GPH celebrates the achievements and contributions of women across the organization, reaffirming its commitment to gender equality, empowerment, and inclusivity in the workplace.





World Environment Day

For a greener today and a sustainable tomorrow

To promote environmental awareness and sustainability, GPH observes World Environment Day through employee participation in tree planting, awareness sessions, and eco-friendly activities.

Annual Sports Fest

Team spirit in action—where fun meets fitness

The Annual Sports Fest promotes teamwork, recreation, and healthy competition. Employees from all departments enthusiastically participate, fostering camaraderie and creating a fun, engaging work culture.

Competitive Compensation

Recognizing worth, rewarding excellence

GPH offers one of the most competitive remuneration and benefits packages in the industry, ensuring satisfaction and retention of skilled professionals.

Spot Awards

Celebrating moments of extraordinary effort

The “Spot Award” program acknowledges employees for outstanding achievements, teamwork, and initiatives beyond regular responsibilities, encouraging excellence and accountability.

Thank You Cards

A simple thank you, a lasting motivation

As part of its culture of appreciation, GPH presents Thank You Cards to employees who make meaningful contributions. This small yet heartfelt gesture reinforces positivity and motivation across teams.

Sports and Fitness Facilities

Strong minds, stronger bodies

Employees have access to gymnasiums, indoor and outdoor sports areas, playgrounds, and a badminton court. These facilities encourage healthy habits and social interaction beyond work hours.

Wellness and Balance

Because a healthy team builds a stronger tomorrow

Regular sports events, fitness activities, and recreational opportunities help employees maintain a healthy work-life balance and a positive state of mind.





COLLECTIVE BARGAINING AND WORKER REPRESENTATION

GPH Ispat upholds the principles of fair representation and open communication between management and employees. The company ensures this through its Participatory Committee, which serves as a formal platform for dialogue, collaboration, and collective decision-making.

The committee is constituted with balanced representation, including the Executive Director, Workers' Representatives, Development Officer, Owners' Association, and Workers' Association. This diverse composition ensures that all perspectives—both managerial and worker-oriented—are heard and respected.

Through regular meetings, the committee discusses matters related to workplace conditions, employee welfare, productivity enhancement, and dispute resolution. It acts as a bridge between the workforce and management, promoting transparency, mutual trust, and harmony across all levels.

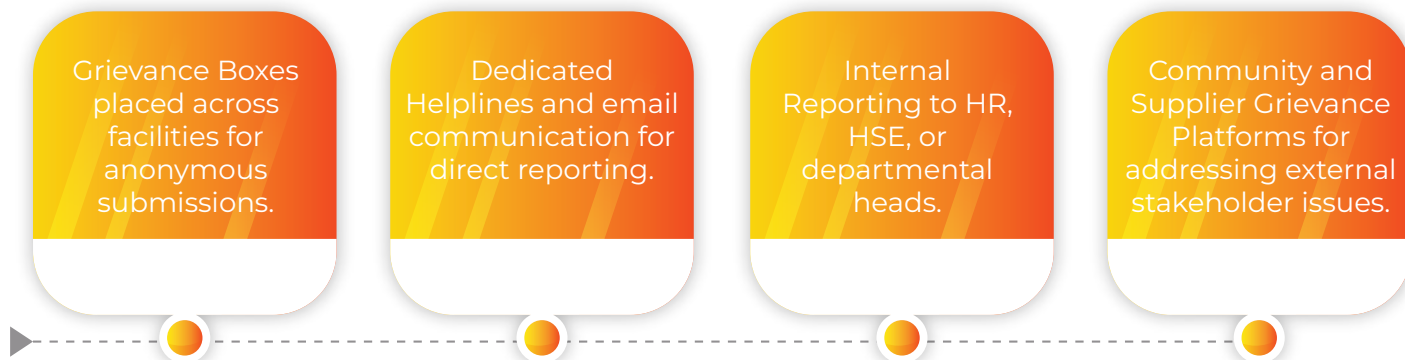
By institutionalizing participatory governance, GPH fosters an environment where employees feel empowered to voice their opinions and actively contribute to organizational growth, aligning industrial relations with fairness, respect, and shared responsibility.



GRIEVANCE HANDLING

GPH Ispat adopts a structured and transparent approach to identifying, addressing, and resolving grievances raised by its employees, contractors, suppliers, and external stakeholders. The company is committed to ensuring that every concern is treated with fairness, confidentiality, and accountability, reflecting its dedication to ethical and responsible business conduct.

To ensure accessibility and inclusivity, GPH has established multiple channels through which stakeholders can raise concerns or seek resolution. These include:



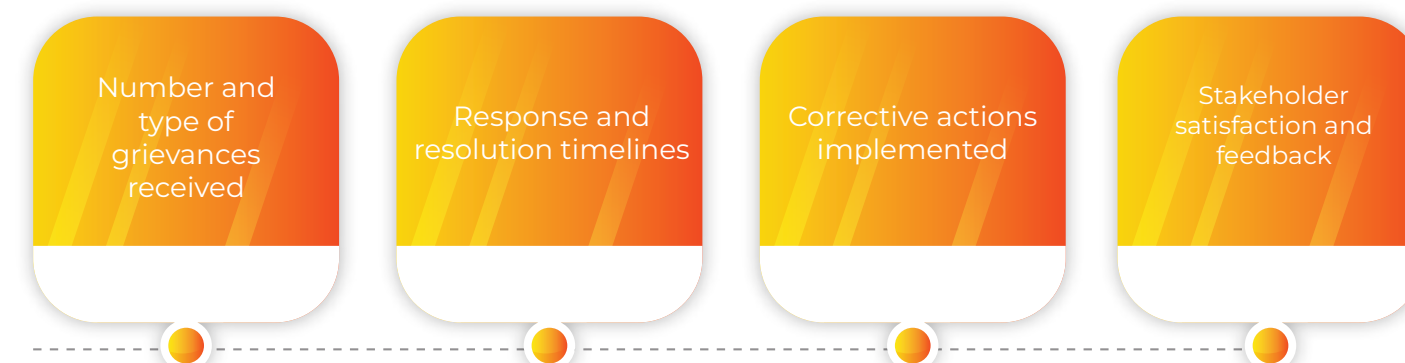
All reported grievances are formally documented, assessed, and tracked until resolution. The process includes verification, corrective action planning, and timely follow-up to ensure fairness and prevent recurrence.

GPH maintains procedures for investigation and remediation of any negative impacts it may cause or contribute to. These include:



The organization cooperates closely with affected parties to provide meaningful redress and integrate lessons learned into its management systems.

GPH regularly monitors the effectiveness of its grievance mechanisms by tracking key indicators such as:





To support responsible business conduct, GPH provides advisory mechanisms that allow employees, partners, and suppliers to seek guidance on implementing organizational policies and ethical practices. Internal helpdesks, HR and HSE support teams, and digital communication platforms are available for advice, training, and policy clarification.

In essence, GPH's grievance redressal framework ensures that every concern is heard, every issue is addressed, and every resolution contributes to a stronger culture of integrity, accountability, and continuous improvement.

COLLABORATIVE GOVERNANCE AND EMPLOYEE RELATIONS

At GPH Ispat Ltd., we believe that sustainable industrial growth is only possible through a culture of mutual respect and shared responsibility. By fostering open channels of communication between our management and our workforce, we ensure that our operations remain inclusive, transparent, and aligned with the highest standards of social sustainability.

Our governance framework incorporates specialized committees that empower employees to participate actively in decision-making, particularly in areas concerning their rights, welfare, and physical safety.

The Participation Committee (PC): In line with our commitment to fostering a collaborative work environment, GPH Ispat utilizes the Participation Committee as the primary vehicle for collective dialogue and engagement. In the absence of a formal trade union, this committee serves as a vital bridge between management and the workforce, ensuring that employees have a direct voice in organizational matters.

The mandate of the Participation Committee extends beyond simple discussion; it is responsible for promoting mutual trust, ensuring strict adherence to national labor laws, and continuously improving overall working conditions. Comprised of representatives elected by both the company and the employees, the committee works to maintain a secure and harmonious workplace through shared accountability and transparent communication.



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GPH'S RESILIENT & PROACTIVE OHS SYSTEM

GPH Ispat Ltd. has evolved from COVID-19-driven health controls to a resilient and proactive Occupational Health & Safety (OHS) management system, fully integrated into daily operations.



Key facts:

ISO 45001:2018 certified OHS Management System maintained 3-shift operation with 24/7 safety monitoring
Advanced HIRA implemented using near-miss trend analysis
Hierarchy of controls applied across all operations

Occupational health & wellbeing:

On-site medical center with trained staff and emergency response
Digital medical records and routine health screening
Expanded wellness programs (eye care, nutrition, stress awareness)

Risk profile & controls:

Key risk areas: hot work, heavy machinery, manual material handling, high-temperature zones
Controls implemented:
Additional machine guarding & automation
Mandatory PPE and contractor safety compliance
Modern dedusting systems, bag filters & emission controls
Permit-to-work, toolbox talks & emergency drills

Monitoring & effectiveness:

Regular OHS audits, inspections & Safety Committee reviews
Incident & near-miss reporting system in place
Continuous improvement through corrective actions & SOP updates



Occupational Health & Safety Policy



GPH Ispat is committed to improve the standard of Occupational Health & Safety at work to prevent all occupational illness and injuries. Our goal is to establish a workplace culture that prioritizes Occupational Health & Safety for our people, asset and society.

We continuously strive to strengthen our way of work in the management of Occupational Health & Safety by:

- ✓ Senior Management taking leadership roles in the Central Occupational Health & Safety and Environment Committee
- ✓ Focusing on elimination of risks and hazards in the design, operation and maintenance of facilities & processes
- ✓ Setting targets and performance reviews to ensure accountability and compliance at all levels.
- ✓ Establishing a framework for defining, investigating and reporting all workplace incidents & injuries to implement corrective actions.
- ✓ Complying with all applicable occupational health and safety legislations.
- ✓ Education and engaging everyone in the company to ensure effective implementation of this policy.

All employees and contractors in GPH Ispat are responsible to comply with this policy.

Managing Director

Date: 14/11/2021



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COLLECTIVE BARGAINING AND WORKER REPRESENTATION

At GPH Ispat Ltd., the safety and well-being of our workforce are inseparable from our operational excellence. Our Occupational Health and Safety Management System is built on the rigorous framework of ISO 45001:2018. This system ensures that we go beyond mere compliance with the Bangladesh Labor Act, moving toward a culture of proactive “Zero Harm” by integrating safety into our Integrated Management System (IMS). We recognize the vital inter-relationships between our workers, the workplace environment, and the communities in which we operate.

GOVERNANCE AND LEADERSHIP

Safety at GPH Ispat is driven from the top. Our OHS policy is implemented through a structured organizational hierarchy with clearly defined accountabilities. Central to this is the Central Occupational Health, Safety, and Environment (OHSE) Committee, led by Senior Management along with EHS. This committee ensures that safety objectives are aligned with our business strategy and that necessary resources—both financial and technical—are allocated to mitigate industrial risks.

RISK IDENTIFICATION AND MITIGATION

We employ a systematic “Plan-Do-Check-Act” (PDCA) cycle to manage workplace hazards. Our approach focuses on the following core pillars:

- We conduct regular assessments to identify physical, chemical, and ergonomic hazards inherent in steel manufacturing.
- We prioritize the elimination of risks at the design and operational stages. Where elimination is not possible, we implement engineering controls, administrative safeguards, and provide world-class Personal Protective Equipment (PPE).
- We maintain high-readiness protocols for incident response, ensuring that our teams are trained to protect lives and assets during unforeseen events.

WORKER CONSULTATION AND PARTICIPATION

A sustainable safety culture is one where every worker has a voice. In accordance with ISO 45001:2018, GPH Ispat fosters a collaborative environment where employees and contractors are actively consulted on safety protocols. This includes participation in incident investigations, safety audits, and the development of specialized training modules. By empowering our workers to identify and report “near-misses” without fear of reprisal, we treat every employee as a safety officer.

MONITORING AND CONTINUAL IMPROVEMENT

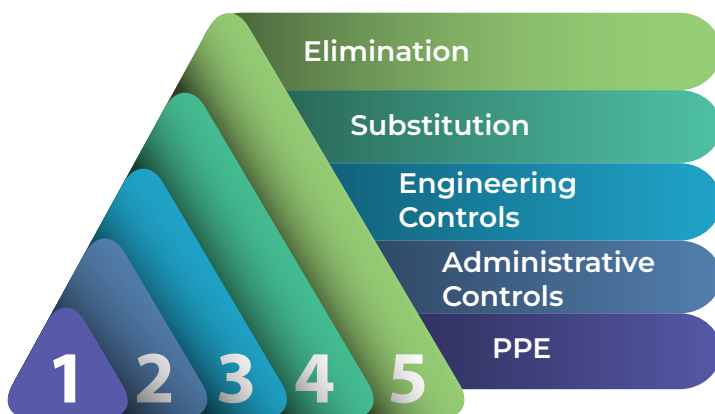
To ensure the long-term effectiveness of our OHS interventions, GPH Ispat utilizes a data-driven monitoring system. This includes:

- Regular internal and external audits to verify compliance with ISO standards and national regulations.
- Tracking Key Performance Indicators (KPIs) such as Lost Time Injury Frequency Rate (LTIFR) to identify areas for improvement.
- Utilizing incident investigations to close gaps in our processes and prevent recurrence, ensuring that our safety management system evolves alongside our technological advancements.

SAFETY COMMITTEES

At GPH Ispat, the health and safety of our people are managed through a dedicated Safety Committee, a joint body consisting of management and worker representatives. This committee is a cornerstone of our Occupational Health and Safety (OH&S) strategy, designed to proactively identify risks and mitigate workplace hazards.

The Safety Committee's objectives include reducing accident rates and absenteeism, preventing adverse legal or financial impacts, and protecting the company's corporate reputation. In strict compliance with the Bangladesh Labour Rules, our committee maintains a balanced 50/50 representation between management and worker-side nominees. The size of the committee is scaled according to our total workforce, ensuring that safety oversight remains robust and representative across all levels of our operations.



Hierarchy of Controls

EMERGENCY PREPAREDNESS AND RESPONSE

At GPH Ispat Ltd., we recognize that proactive preparation is the most effective defense against industrial emergencies. To ensure our workforce is equipped to handle critical situations with precision and calm, we maintain a rigorous schedule of mock drills. These simulations serve as essential training exercises, allowing us to evaluate our organization's crisis readiness, test our emergency protocols, and identify areas for further improvement in a controlled environment.

By regularly practicing evacuation procedures and crisis response, our employees remain in a state of constant readiness. This hands-on training includes site walkthroughs and location-specific simulations, ensuring that every team member is familiar with exit routes and emergency assembly points.

As part of our commitment to safety excellence, GPH Ispat conducts systematic emergency drills with the following frequency:

Internal Fire Drills: Conducted monthly to maintain high levels of awareness and response speed among all staff members.

External & Large-Scale Drills: Organized every six months in collaboration with the Bangladesh Fire Service and Civil Defense. These joint exercises ensure that our internal protocols are aligned with national emergency standards and that our coordination with public first responders is seamless.

Through these continuous efforts, we foster a culture of vigilance, ensuring that our facilities remain safe and our people remain protected against any unforeseen incidents.







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EMPLOYEE TRAINING AND DEVELOPMENT

SAFETY COMMITTEES

The Training and Development policy at GPH Ispat is strategically aligned to support our organizational goals and vision. Guided by our core values, this policy emphasizes talent cultivation and leadership development to establish GPH as a preferred employer. It provides a structured framework for assessing training needs, implementing programs, and enhancing employee competencies.

The policy ensures that all staff members possess the essential skills, knowledge, and experience required to perform their duties safely, effectively, and in full compliance with legal standards. This systematic approach is built upon four fundamental components:



Reaction — Reaction evaluation is a subjective assessment of the training course by the participants to assess their perception about quality and effectiveness of the training.

Learning — This level helps to measure whether participants acquired the intended knowledge, skills, attitude, confidence and commitment as a result of training.

Behavior — This evaluation helps understand how effectively participants apply their training, analyzing outcomes from both a personal and company perspectives.

Result — This final level identifies the broad organizational impacts achieved as a direct consequence of the learning intervention.

A. TRAINING EFFECTIVENESS EVALUATION

At GPH Ispat, we prioritize accountability through systematic evaluation, ensuring every learning intervention delivers measurable value. This process critically examines training outcomes to assess both immediate knowledge gain and long-term behavioral changes. By analyzing these results, we gauge employee progress and refine our programs to ensure they consistently drive professional growth and operational safety.

B. TRAINING RECORDS, MONITORING, AND PROCESS REVIEW

The Learning & Development team and unit HR are responsible for maintaining a comprehensive database of all training details. Training Coordinators and Unit HR manage in-house sessions according to the approved Annual Training Plan (ATP), with central L&D providing support as needed. This ensures a structured oversight and continuous review of the training process across all GPH Ispat locations.

C. TRAINING DELIVERY AND ONBOARDING INTEGRATION

At GPH Ispat, training begins the moment a new team member joins. Our onboarding process is meticulously structured to orient and integrate candidates into the company culture from day one. HR representatives ensure a seamless start by preparing dedicated workstations, necessary tools, and joining kits prior to arrival. This immediate induction serves as the foundation for subsequent technical training, ensuring every employee is equipped and welcomed to perform effectively from their first day.

D. TRAINING NEEDS ANALYSIS (TNA) AND ANNUAL TRAINING PLAN (ATP)

At GPH Ispat, the developmental cycle initiates with a multifaceted TNA. This process identifies both planned and emergent skill gaps, ensuring we define exactly who requires training and for what strategic purpose. Through the active involvement of Departmental Heads and supervisors, these individual requirements are synthesized into a comprehensive ATP that drives our operational excellence.

TECHNICAL SKILL ENHANCEMENT PROGRAMS

GPH Ispat has strategically updated its workforce development framework to align with SDG-4 (Quality Education) and Integrated Management System principles, specially principles of ISO 9001. This transformation ensures that all technical training meets international benchmarks, focusing on regular technical, safety, and specialized skill development. By integrating Training Needs Assessments (TNA), the organization precisely identifies skill gaps among engineers and operators, allowing for the delivery of highly targeted interventions that maximize operational efficiency and workplace safety.



The delivery methods have been modernized to include a blend of e-learning modules and on-site practical training sessions. To maintain high standards, the company has implemented digital training dashboards and KPI monitoring to track the effectiveness of these programs in real-time. These updates have led to a measurable reduction in skill gaps and a significant increase in employee competency, ensuring that the workforce remains capable of managing advanced industrial systems and sustainability-focused operations.

Total No. of Training Hours Provided to Male and Female Employees





APPRENTICESHIP AND INTERNSHIP OPPORTUNITIES

To build a robust pipeline of future talent, GPH Ispat has updated its commitment to providing structured entry-level opportunities through performance-based learning plans. These programs are designed to bridge the gap between academic knowledge and industrial expertise, offering new employees and engineers a clear pathway to professional growth. The organization actively utilizes stakeholder engagement, including interviews with supervisors and coordination with external technical experts, to ensure the curriculum meets current industry demands.

Management development programs have been enhanced to foster leadership from within the organization. By tracking internal promotion rates and utilizing certification programs for operators and engineers, GPH ensures that apprenticeships lead to tangible career progression. This data-driven approach allows the organization to monitor the career growth of trained employees, reinforcing its position as a preferred employer that invests in long-term internal capability building.



COMMUNITY EDUCATION SUPPORT

The company has expanded its social responsibility by updating its community education initiatives to address broader regional needs. Through updated socio-economic mapping and quarterly Social Impact Assessments (SIA), GPH identifies key areas for intervention, such as livelihood improvement and youth education. These programs have been updated to include digital literacy for youths and expanded scholarship opportunities, ensuring that the local community is equipped for the digital economy.

Engagement with external stakeholders—including Union Parishad, school authorities, and training institutions—has become a cornerstone of these initiatives. By conducting monthly social engagement forums, GPH ensures that its educational support is both relevant and effective. Feedback from these sessions is used to refine training plans and enhance the frequency of refresher courses, creating a sustainable educational ecosystem that benefits both the community and the industrial landscape of the region.

TRAINING PROVIDED TO SECURITY PERSONNEL

GPH Ispat maintains a rigorous commitment to the professional development of its security team, ensuring they are equipped with the latest skills to manage industrial safety and site protection effectively. As part of its broader training and education framework, the organization provides regular sessions that are continuously updated to meet evolving operational needs.

No. of Security Personnel getting training





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DIVERSITY AND EQUAL OPPORTUNITY

We, GPH Ispat, promote Equal Employment Opportunity to attract more diverse workers, improve worker productivity and promote a healthy, positive workplace culture. We have greater responsibility to ensure the workplace is free from discrimination, harassment, or bullying. We confirm dignity, and opportunity for all without regard to the attributes such as race, gender, religion, location, age, disability, ethnic origin, socio-economic condition, etc. in recruitment, training, performance management, and other functional areas.



We believe that promoting a diverse workforce not only enhances productivity but also cultivates a healthy and positive organizational culture. Our dedication to inclusivity is embedded across all functional areas, including recruitment, training, and performance management. We uphold the following standards to ensure a fair workplace:

Merit-Based Practices

We prioritize merit-based hiring and objective performance evaluations regardless of race, gender, religion, location, age, disability, or socio-economic status.

Structured Training

All new hires receive education on anti-discrimination and equal opportunity policies during their onboarding sessions.

Leadership Accountability

Line managers undergo specific training to ensure they understand and uphold their obligations regarding workplace equality.

Inclusive Development

We provide equal training opportunities for both men and women and implement reasonable adjustments to accommodate employees with disabilities.

Ethical Recruitment

To maintain the integrity of our hiring process, we strictly discourage personal inducements, which result in the automatic disqualification of applicants.

No. of Woman in Management Positions



NON-DISCRIMINATION

GPH Ispat has updated its operational framework to ensure that every individual—including staff, technicians, and general employees—is treated with dignity and protected from all forms of bias. Our non-discrimination practice is rooted in the belief that a positive, safe, and flexible workplace is essential for high-standard performance. We actively discourage any violations that lead to intolerant workplace cultures, instead valuing people strictly based on the standard of their work.

To institutionalize these values, the organization has implemented the following measures:

Inclusive Protection

We guarantee that every person we work with has the right to be protected from harm, bullying, abuse, neglect, harassment, and exploitation.

Neutral Recruitment & Evaluation

Our hiring and performance management systems are strictly merit-based, ensuring that race, gender, religion, location, age, disability, and socio-economic status do not influence professional outcomes.

Continuous Sensitization

Anti-discrimination principles are integrated into onboarding sessions for all new employees. Furthermore, we conduct specialized training for line managers to ensure they are fully aware of their obligations to maintain a neutral and supportive work area.

Equal Opportunities

We provide equitable access to training and development for both men and women, ensuring no demographic is marginalized in their pursuit of professional growth.





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OUR COMMITMENT TO COMMUNITY

GPH Ispat is deeply committed to sustainable social development through a diverse range of External Initiatives and Corporate Social Responsibility (CSR) programs. By leveraging its industrial resources and institutional expertise, the company actively addresses critical needs in healthcare, education, urban infrastructure, and transportation, fostering a resilient and empowered society.

GPH's External Initiatives as well as CSR Activities due to responsible community management are given below:

● LIFE-SAVING HEALTHCARE SUPPORT (OXYGEN DISTRIBUTION)

During the COVID-19 pandemic, GPH Ispat utilized its modern plant—which houses the largest air separation unit in Bangladesh—to address the national oxygen crisis. The company donated 5,215,088 liters of oxygen and numerous oxygen cylinders to government hospitals in Chattogram to support patients in Intensive Care Units (ICUs).

To ensure sustained life-saving support, GPH Ispat provided free cylinder refilling services whenever supplies ran out. This initiative was recognized by the Chattogram Civil Surgeon as a vital contribution that encouraged wider industrial participation in pandemic relief efforts.

● GPH INTERNATIONAL SCHOOL (QUALITY ENGLISH MEDIUM EDUCATION)

Founded in 2016, GPHIS is the first English medium school in Munshiganj, established to provide modern, metropolitan-standard education to the district. With the motto "For Quality Education," the institution focuses on moral, value-based, and academic development to prepare students for 21st-century challenges.

The school launched its primary program in 2017 and aims to expand significantly by introducing O levels in 2027 and A levels in 2029. Looking forward, GPHIS aspires to transition into a university to provide higher education and advanced research facilities for the nation.

● IDRIS ALI MADBOR PRIVATE POLYTECHNIC INSTITUTE (TECHNICAL EDUCATION)

Idris Ali Madbor Private Polytechnic Institute was established by GPH Group. Where we ensure better education and better future. This institute has been established to ensure an opportunity of better technical education. Many underprivileged students get opportunity of technical education and contributing to the growth of society and the country as well. Idris Ali Madbor Private Polytechnic Institute provides Diploma courses on Computer Science & Engineering, Civil Engineering, Electrical Engineering and Mechanical Engineering.



● STUDENT TRANSPORTATION SUPPORT (BEARING SCHOOL BUS OPERATION COSTS)

GPH Ispat covers the operational expenses of student buses provided by the BRTA to facilitate safe and affordable commuting across two city services. Available to students from all educational institutions for a nominal fee of Tk. 5, the service significantly reduces transportation costs and reliance on public transit. A unique “Satata Box” (Honesty Box) is used for fare collection, encouraging students to take personal initiative and fostering a sense of responsibility and sincerity.

● URBAN WASTE MANAGEMENT ENHANCEMENT

Waste management is one of the most neglected problems we have in Dhaka and Chattogram city. After collecting waste from houses, they often dump that waste on the roadside in open dustbins. It is then loaded onto trucks and disposed of at landfills. The process is very archaic and tedious. And people are often exposed to waste dumped along roads for a long time. The advantage here is that no fixed dustbins will be needed and there will be no or less negative impact on human health. To ensure proper waste management in Chattogram City, GPH provided 50 rickshaw-vans to Chattogram City Corporation (CCC).







ANNEXURE

GRI CONTENT INDEX

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	About GPH Ispat (Page No. 11), GPH Ispat At a Glance (Page No. 15)	No
	2-2 Entities included in the organization's sustainability reporting	This is the sustainability report of GPH Ispat Ltd. only, no other entity is included in the report.	No
	2-3 Reporting period, frequency and contact point	About this Report (Page No. 03)	No
	2-4 Restatements of information	No restatement of information is done in this year's report.	No
	2-5 External assurance	This report is internally assured but external assurance was not sought for this reporting year.	No
	2-6 Activities, value chain and other business relationships	Production Processes (Page No. 18), Our Products (Page No. 20), Our Services (Page No. 22), Our Supply Chain Management (Page No. 23)	No
	2-7 Employees	Fair Labor Practices (Page No. 89)	No
	2-8 Workers who are not employees	Fair Labor Practices (Page No. 89)	No
	2-9 Governance structure and composition	Corporate Governance and Ethics (Page No. 32)	No
	2-10 Nomination and selection of the highest governance body	Corporate Governance and Ethics (Page No. 32)	No
	2-11 Chair of the highest governance body	Corporate Governance and Ethics (Page No. 32)	No
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance and Ethics (Page No. 32)	No
	2-13 Delegation of responsibility for managing impacts	Corporate Governance and Ethics (Page No. 32)	No
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance and Ethics (Page No. 32)	No
	2-15 Conflicts of interest	Corporate Governance and Ethics (Page No. 32)	No
	2-16 Communication of critical concerns	Corporate Governance and Ethics (Page No. 32)	No
	2-17 Collective knowledge of the highest governance body	Corporate Governance and Ethics (Page No. 32)	No
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance and Ethics (Page No. 32)	No
	2-19 Remuneration policies	Corporate Governance and Ethics (Page No. 32)	No
	2-20 Process to determine remuneration	Corporate Governance and Ethics (Page No. 32)	No
	2-21 Annual total compensation ratio	Corporate Governance and Ethics (Page No. 32)	No

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
General Disclosures			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability at Our Core (Page No. 42)	No
	2-23 Policy commitments	Our Strategic Focus (Page No. 42)	No
	2-24 Embedding policy commitments	Our Strategic Focus (Page No. 42)	No
	2-25 Processes to remediate negative impacts	Risk Oversight (Page No. 45)	No
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Management (Page No. 48)	No
	2-27 Compliance with laws and regulations	Corporate Governance and Ethics (Page No. 32)	No
	2-28 Membership associations	Our Membership Affiliations (Page No. 16)	No
	2-29 Approach to stakeholder engagement	Stakeholder Identification and Engagement (Page No. 53)	No
	2-30 Collective bargaining agreements	Collective Bargaining and Worker Representation (Page No. 101)	No
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic Performance (Page No. 39)	No
	201-1 Direct economic value generated and distributed	Economic Performance (Page No. 39)	No
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Economic Performance (Page No. 41)	No
	201-3 Defined benefit plan obligations and other retirement plans	Economic Performance (Page No. 41)	No
	201-4 Financial assistance received from government	Economic Performance (Page No. 41)	No
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Supply Chain Management (Page No. 23)	No
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Our Supply Chain Management (Page No. 23)	No
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular Materials & resource Efficiency (Page No. 64)	No
	Disclosure 301-1 Materials used by weight or volume	Circular Materials & resource Efficiency (Page No. 64)	No
GRI 301: Materials 2016	Disclosure 301-2 Recycled input materials used	Circular Materials & resource Efficiency (Page No. 64)	No
	Disclosure 301-3 Reclaimed products and their packaging	Circular Materials & resource Efficiency (Page No. 64)	No

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management System & Controls (Page No. 72)	No
	302-1 Energy consumption within the organization	Energy Management System & Controls (Page No. 72), Renewable Energy Integration (Page No. 73)	No
	302-2 Energy consumption outside of the organization	Energy Management System & Controls (Page No. 72)	No
GRI 302: Energy 2016	302-3 Energy intensity	Energy Monitoring, Audits & Reporting (Page No. 72)	No
	302-4 Reduction of energy consumption	Energy Reduction & Efficiency Initiatives (Page No. 72)	No
	302-5 Reductions in energy requirements of products and services	Energy Reduction & Efficiency Initiatives (Page No. 72)	No
Water and Effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Sources, Impacts and Management Approach (Page No. 69)	No
	303-1 Interactions with water as a shared resource	Water Stewardship & Efficiency Management (Page No. 67)	No
	303-2 Management of water discharge-related impacts	Water Treatment, Recycling and Reuse Systems (Page No. 68), Water-related Goals, Targets and KPIs (Page No. 69)	No
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Water Stewardship & Efficiency Management (Page No. 67), Rainwater Harvesting & Storage Governance (Page No. 67)	No
	303-4 Water discharge	Water Discharge (Page No. 69)	No
	303-5 Water consumption	Water Treatment, Recycling & Reuse Systems (Page No. 68)	No
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular Materials & resource Efficiency (Page No. 64)	No
	Disclosure 301-1 Materials used by weight or volume	Circular Materials & resource Efficiency (Page No. 64)	No
GRI 301: Materials 2016	Disclosure 301-2 Recycled input materials used	Circular Materials & resource Efficiency (Page No. 64)	No
	Disclosure 301-3 Reclaimed products and their packaging	Circular Materials & resource Efficiency (Page No. 64)	No
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions Management & Reduction (Page No.81)	No
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Inventory & Carbon Governance (Page No. 81)	No
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Inventory & Carbon Governance (Page No. 81)	No
	305-3 Other indirect (Scope 3) GHG emissions	GHG Inventory & Carbon Governance (Page No. 81)	No

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
Emissions			
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Emissions Management & Reduction (Page No. 81)	No
	305-5 Reduction of GHG emissions	Decarbonization Roadmap & Performance Tracking (Page No. 82), Climate Risk Integration & Mitigation Measures (Page No. 82)	No
	305-6 Emissions of ozone-depleting substances (ODS)	Emissions Management & Reduction (Page No. 81)	No
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions Management & Reduction (Page No. 81)	No
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Segregation, Recycling & Diversion (Page No. 77), Hazardous Waste Storage & Licensed Disposal (Page No. 78)	No
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Segregation, Recycling & Diversion (Page No. 77), Hazardous Waste Storage & Licensed Disposal (Page No. 78)	No
	306-2 Management of significant waste-related impacts	Waste Segregation, Recycling & Diversion (Page No. 77), Hazardous Waste Storage & Licensed Disposal (Page No. 78)	No
	306-3 Waste generated	Waste Segregation, Recycling & Diversion (Page No. 77), Hazardous Waste Storage & Licensed Disposal (Page No. 78)	No
	306-4 Waste diverted from disposal	Waste Segregation, Recycling & Diversion (Page No. 77), Hazardous Waste Storage & Licensed Disposal (Page No. 78)	No
	306-5 Waste directed to disposal	Waste Segregation, Recycling & Diversion (Page No. 77), Hazardous Waste Storage & Licensed Disposal (Page No. 78)	No
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Fair Labor Practices (Page No. 91)	No
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Fair Labor Practices (Page No. 91)	No
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Wellbeing and Rights (Page No. 94), Compensation and Benefits Framework (Page No. 96), Employee Engagement and Workplace Culture (Page No. 97)	No
	401-3 Parental leave	Employee Wellbeing and Rights (Page No. 94)	No

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	GPH's Resilient & Proactive OHS System (Page No. 105)	No
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety Management (Page No. 105)	No
	403-2 Hazard identification, risk assessment, and incident investigation	Risk Identification and Mitigation (Page No. 107)	No
	403-3 Occupational health services	Occupational Health & Safety Management (Page No. 107)	No
	403-4 Worker participation, consultation, and communication on occupational health and safety	Worker Consultation and Participation (Page No. 107)	No
	403-5 Worker training on occupational health and safety	Occupational Health & Safety Management (Page No. 105)	No
	403-6 Promotion of worker health	Occupational Health & Safety Management (Page No. 105)	No
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety Management (Page No. 105)	No
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety Management (Page No. 105)	No
	403-9 Work-related injuries	Occupational Health & Safety Management (Page No. 105)	No
	403-10 Work-related ill health	Occupational Health & Safety Management (Page No. 105)	No
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Training and Development (Page No. 111)	No
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Development (Page No. 111)	No
	404-2 Programs for upgrading employee skills and transition assistance programs	Technical Skill Enhancement Programs (Page No. 112)	No
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Training and Development (Page No. 111)	No
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity and Equal Opportunity (Page No. 117)	No
GRI 404: Training and Education 2016	405-1 Diversity of governance bodies and employees	Diversity and Equal Opportunity (Page No. 117)	No
	405-2 Ratio of basic salary and remuneration of women to men	Diversity and Equal Opportunity (Page No. 117)	No
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Community (Page No. 121)	No
GRI 404: Training and Education 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Our Commitment to Community (Page No. 121)	No
	413-2 Operations with significant actual and potential negative impacts on local communities	Our Commitment to Community (Page No. 121)	No

Thank You

~~~~ From GPH Family ~~~~



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