



**World's Best
GPH Quantum
Steel**

**GPH ISPAT
SUSTAINABILITY
REPORT
2022-2023**

**“THE EARTH IS
A FINE PLACE
AND WORTH
FIGHTING FOR
— Ernest Hemingway”**



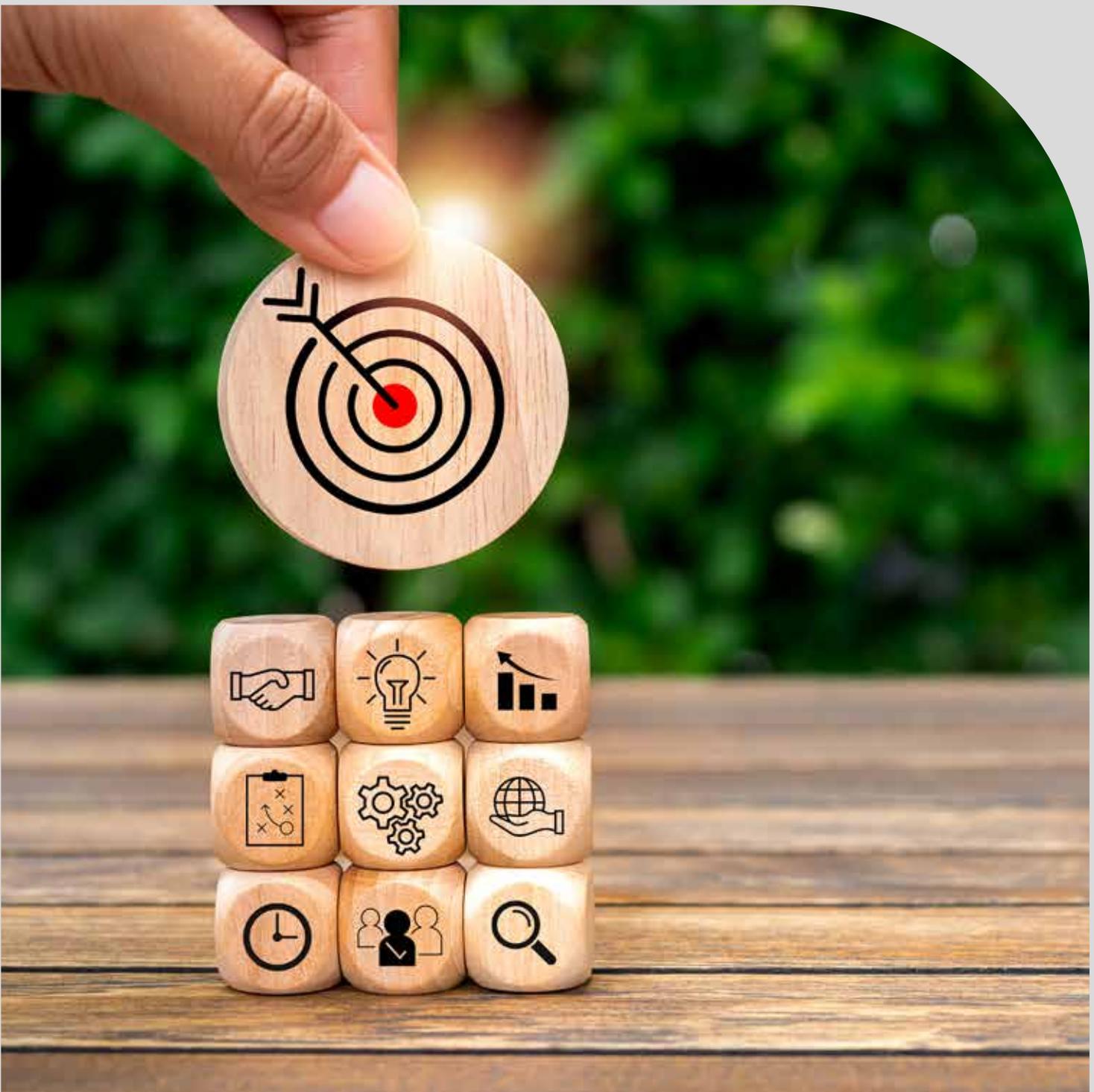


VISION

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

MISSION

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





+ MAX

- MIN

VALUE



- A**ppreciate what is given to us by Almighty
- G**row through Learning best practices home and beyond
- I**nnovation is key to our product and service delivery
- L**everage the power of Teamwork
- E**mpower people to deliver excellence



Ever since the late 1850's, steel has been the foundation of the world's industrial economy. With its multitude of uses - from manufacturing needs to decorative purposes, steel has rapidly evolved into becoming one of the main ingredients for the development of a nation, which is particularly true for a country as Bangladesh.

A country like Bangladesh saw its status elevated from the least developed country to a developing nation because of the tremendous growth on all fronts; from economic to social indicators. This growth is heavily dependent on the steel industry because steel is essential in building a growing nation; from the elevated expressway of Dhaka City to the hospitals in Chattogram to the schools in Rangpur.

Amidst this growth, there exists tremendous opportunities and equally tremendous challenges. And it gives me immense pleasure to say that our company's performance was healthy in this competitive market, mainly because of the relentless efforts of

our management team. Despite the pressures of operating a business in a truncated environment, we have managed to streamline our operational efficiencies in the forward and backward linkages of our industry, which had a positive impact on material flow, employment and income generation.

This gives us more confidence to evolve and adapt to the changing needs of our nation, and to rise above all challenges to remain steadfast in our commitment for our valued shareholders. Needless to say, our aim is to create a sustainable value for our stakeholders and society by combining a spirit of innovation with extensive experience in the steel industry.

As an integrated steel producer, we are utilizing the world's most advanced steelmaking technology - which itself is sustainable in nature - based on the "EAF Quantum Technology" to meet our customers' needs while creating a more variable cost structure and reducing our overall capital intensity. Moreover, we are

also executing our long-term strategy by investing in areas to acquire distinct cost and capability advantages and be the steel solutions provider for our customers in the long run.

By offering unparalleled product capabilities and process innovation, including the green steels that our customers are increasingly demanding, we can achieve competitive positioning in strategic, high-margin businesses and deliver high-quality, sustainable, value-added products and innovative solutions.

To create that value and standard of business excellence in a sustainable economic sector for the wellbeing of our nation, every single individual in our organization must raise our standard of efficiency in all aspects of

I pray for every success of my loving organization and also for my loving country, Bangladesh.



Md. Alamgir Kabir

Chairman

MESSAGE FROM

CHAIRMAN

“ By achieving a uniformity of excellence, we can proudly join hands in the sustaining of a global economy, where we can play an active role. ”

our business. That level of operational excellence in all departments will be known as the GRI standards, as far as I am concerned. By achieving a uniformity of excellence, we can proudly join hands in the sustaining of a global economy, where we can play an active role.

Through the establishment and integration of the GRI standards, we want to be an active player in increasing the gross domestic product growth per annum in the least developed countries. We have already upgraded our technology in Bangladesh- Asia's first one - and by combining the state-of-the-art technology, with utilizing innovative ideas, we want to add high-value in the country's sustainable economy and labor-intensive sectors, thereby creating decent job facilities in the organization.

Our main motto will be to adopt the GRI standards to make ourselves prepared and equipped in order to play an active role in achieving the global economic sustainability goals.



Bangladesh is Marching Ahead!

With tremendous advances on all fronts, technological, infrastructural, social indicators, construction - the country is accelerating at a speed never experienced before. And I want to make sure that GPH ispat is the partner of Bangladesh, hand in hand, throughout this journey of excellence.

As a matter of fact, our philosophy- God Fearing, Plain Living and High Thinking - is a testament of our ambition to partner with our nation in her bid to rise above everyone in South Asia. That's why, every one of our activities - from strategic level to daily operational issues - is directed by holding this philosophy and vision in mind, for the betterment of our company.

With a growth mindset, GPH has positioned itself as one of the leading steel manufacturers in Bangladesh by adopting the latest technology available for

manufacturing steel. Only by acquiring the latest technology, GPH can promise a robust future and economic growth with world-class steel products. That's why GPH ispat has embarked on a new journey with cutting-edge innovation in the history of steel manufacturing, and has proudly introduced Asia's first Quantum Electric Arc Furnace and Winlink Technology.

In addition, GPH ispat is an Integrated Management System (IMS) of ISO 9001: 2015, 14001: 2015 & 45001: 2018 certified company, and is at present looking forward to reaching the global SDG goals through company's excellence in every sector- Environmental, Social and Economical. While it is natural to pursue financial outcomes that are beneficial for the organization, GPH ispat is also investing in the sustainability and preservation of natural resources and well-being of our employees as well as communities to make us future-ready.

MESSAGE FROM

MANAGING DIRECTOR



We Also Want to Take Care of The Society and the Environment, which is Why Gph Ispat is Committed to the Society by Making Green Production Facilities in its Production Process.



We also want to take care of the society and the environment, which is why GPH ispat is committed to the society by making green production facilities in its production process. On this front, GPH ispat has a rain water harvesting area which supplies all the operational water needs instead of from ground water. New technology adhering to lower carbon emission, higher energy savings (Gas & Electricity), total waste recycling and zero discharge from water treatment plant have been a tremendous contribution to the sustainability of the nation's air, water and soil state.

Although we have come a long way, we still have a lot to do, particularly considering our target of achieving the Global SDG goals. With our own operational excellence, integrated in our GRI standards, we are creating a new standard in our system that can increase energy and raw materials efficiency, limit greenhouse gas emissions, achieve higher excellence in reducing waste and pollution, protect and restore ecosystems

surrounding our operations and in the country, support adaptation to the effects of climate change, enforce labor rights and safe working environment, increase youth employment, invest education and training, minimize child labor and support gender quality and other sustainability goals.

From the bottom of my heart, I am praying for GPH ispat to have complete success in this journey.

Mohammed Jahangir Alam

Managing Director

Certificates & Achievements





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ABOUT THIS REPORT

GPH ispat has published its Sustainability Report for the first time and GPH Management hopes that this trend of releasing Sustainability Report will continue every year from now on. This report mainly focuses on disclosing GPH's economic, environmental and social performance and initiatives and has been prepared as per the latest Global Reporting Initiative (GRI) Standards in accordance with core option. This report highlights our approach towards sustainability, long-term strategy, objectives and performance.

Scope and Boundary

The report content has been prepared by considering the Reporting Principles of GRI to identify our material economic, environmental and social topics. Inputs from stakeholder engagement process, Global & Sectoral sustainability trends are the basis for the identification of material topics. The elaborate materiality assessment that we consider and provide last 3 years' sustainability data and action plans related to economic, environmental and social impacts. In this sustainability report, we have disclosed all the material topics, including issues that are identified as low, medium and high in the materiality matrix. Our 2020-21 report highlights the performance of GPH ispat Limited, operations at Masjiddah, Kumira, Sitakunda, Chattogram, Bangladesh.

Frameworks and Assurance

With the purpose of improving sustainability reporting, GPH ispat Ltd., understands, communicates and

better manages its contributions to the United Nation's Sustainable Development Goals (SDGs), and this report is ideally tied to these SDGs. As this is our first sustainability report, the content and statistics contained in this report have not been reviewed or externally confirmed by any independent third-party assurance source.

Precautionary Principle

GPH ispat Ltd., takes and follows the Precautionary Principle to ensure that its investments and activities do not harm the environment in any way

Determining Report Content

GPH ispat Ltd., has utilized a specific method to fix the engagement of stakeholder and set up the material assessment process.

Feedback

We are devoted to enhancing the quality and readability of our report on a continuous basis, and we welcome your feedback and recommendations.

Kindly direct your feedback to this address:

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ABOUT GPH ISPAT

History

GPH ispat Limited is one of the leading integrated steel manufacturing companies in Bangladesh engaged in manufacturing and trading of M. S. Billet and M. S. Rod. The Company was incorporated in Bangladesh on May 17, 2006 as a Private Limited Company limited by shares under the Companies Act, 1994. The Company converted into a Public Limited Company along with the subdivision of face value of shares from Tk. 100 to Tk. 10 each and enhanced Authorized Capital from Tk. 1,000 million to Tk. 2,500 million on December 18, 2009. GPH ispat Limited came to Initial Public Offering (IPO) in February 2012 and became listed with Dhaka Stock Exchange Limited and Chattogram Stock Exchange Limited in April 2012. The company enhanced its Authorized Capital from Tk. 2,500 million to Tk. 10,000 million in September 2015. GPH ispat Limited also issued 03[R]:02 Right Shares in June, 2016.



Our Current Journey



GOD FEARING



PLAIN LIVING



HIGH THINKING

GPH stands for God Fearing, Plain Living and High Thinking. Holding this philosophy in mind the company started its journey back in 2006 and the commercial production of the factory commenced on August 21, 2008 with an annual production capacity of M. S. Billet 84,000 metric ton and M. S. Rod 120,000 metric ton of different diameter ranges from 8 mm to 40 mm. GPH ispat has embarked on a new journey with cutting-edge innovation in the history of steel manufacturing, and has proudly introduced Asia's first Quantum Electric Arc Furnace and Winlink Technology, which annual capacity reached at 1 million plus in steelmaking as well

as production of re-bar and medium section from billet to rolled finished products and the level-2 automation system ensure desired quality & quantity of production.

In 21 June 2021, the company declared the commercial production of the new expansion plant and marketed the new products. GPH can produce long steel product from 300 MPA to 900 MPA that's ensures up to class-4 grade steel in its production facility. GPH ispat Limited is an ISO 9001:2015 certified company and process the Integrated Management System (IMS) of ISO 9001: 2015, 14001: 2015 & 45001:2018 certification as a continuous effort for sustainable development of the company.

Our Sustainable Thinking

GPH not only pursues financial outcomes but also invests in the sustainability and preservation of natural resources, technology, development and well-being

of the employees as well as communities to make us future-ready. GPH applies rainwater harvesting system to use water in the production process. No underground water is used in the production process and the Water Treatment Plant (WTP) has been designed with zero discharge system that ensures 100% recycling of used water. GPH is enriched with world latest and efficient de-dusting system which is complied with World Bank standard. This latest technology reduces power consumption by 2,26,800 MW electricity per year at the same time saving natural gas consumption by 26.46 million m³ each year which meets the demands of 35,000 households per year. GPH also takes care of its society and committed to the society by making green production facility in its production process. Now GPH ispat Limited is not only in Bangladesh's map but also makes its presence globally by exporting MS Billet to the country with the world's second largest economy, the People's Republic of China.

Our Competent Workforce

A high standard Human Resource Department is engaged in job analysis, recruitment of right people for the right job, employee's orientation and training, managing salaries & wages and other benefits. Employees are provided with long term benefits such as provident fund, gratuity and group insurance etc. GPH has also been taking initiatives for skill development of the officers, staffs and workers by arranging internal, local and foreign training facilities throughout the year.

Our Economical Contribution

Since the inception of GPH ispat Limited, a collective contribution to the National Exchequer was very significant. In 2022-23, GPH contributed BDT 5,201.20 million to the national exchequer as Value Added Tax (VAT), Corporate Tax, Source Tax, Supplementary Duty (SD), Custom Duty and various Registration fee. Moreover, GPH Ispat Limited also paid BDT 4,931.10 million as Utility Bill during the financial year 2022-2023.

Our Environmental Concerns

Iron & steel industry in Bangladesh are covered under the Environmental Conservation Rules (ECR) 1997. At the beginning, the entrepreneurs are required to obtain statutory clearances from the department of Environment under the ECR 1997 for setting up any new iron & steel plants or its substantial expansion. Further, the steel companies are required to install specified pollution control equipment/facilities and also operate within the prescribed Standards/Norms

in respect of air, water and noise pollutions as of waste generation & utilization. These are monitored by Central/State Pollution Control Boards. MOS helps & facilitates formulation/amendment of Norms and standards.

Clean & Green Factory

GPH ispat setup specialized design of environmental technologies solution for QEAF & LF deducting system. This ensures to meet the need of worldwide steel industry and the fulfillment of the highest quality & environmental demand by the local authority (DoE).

a. This system has capacity to handle dust in exhaust gas below that of the maximum limit (≤ 200 mg/Nm³) set by the department of environment (DoE), Bangladesh. Moreover, the dust in exhaust gas is also below than the limit (≤ 50 mg/Nm³) set by the world bank.

During operation, sound generates from the equipment & during material handling.

b. The noise generated by the equipment's which is less than the standard set (≤ 75 dB) by the DoE & world bank (≤ 85 dB). Gaseous emission like NO_x, SO_x, CO/CO₂ etc., are also within the standard set by the world bank (NO_x/SO_x is 500 mg/nm³, CO is 100 mg/Nm³).

c. GPH is not using ground water for the plant. Besides plant there is a water dam. GPH is doing water harvesting there. The whole water requirement of the plant is fulfilled by harvesting rain water. Entire processing water is recycled with close loop system.

Moreover, in GPH factory a lot of landscaping done which makes the plant green.

GPH at a Glance

Nature of Ownership & Legal form: Public Limited Company

Total Number of Employees: 2242

Total Number of Operations: SMS (QEAF & LRF), CCM & RM

Net Sales/Revenue: BDT 57,656,892,836 (In the year 2023)

Quantity of Products & Services Provided:

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

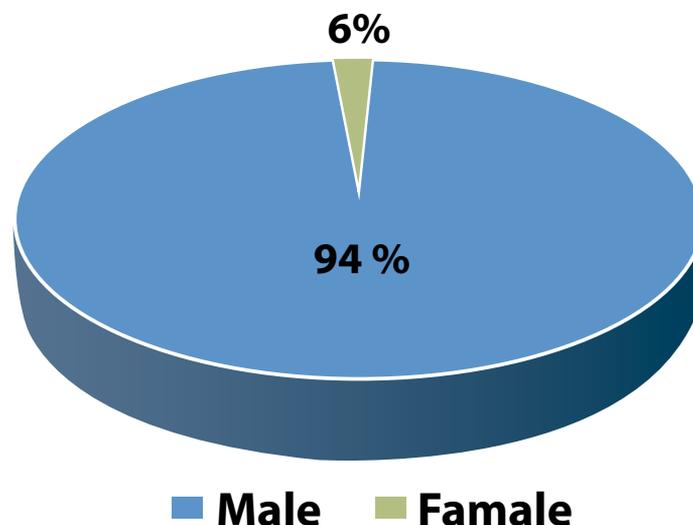
Standard/Grade:

- a. 3sp, 4sp, 5sp as well as SAE 1015, 1020, 1025 and 1030 grades
- b. B500CW-R, B420DW-R and B500DW-R chemical composition as per ISO 6935-2:2016
- c. ISO 630 (Billet for structural steel like MS Angel, MS Channel and MS Square bar)

Re-bar:

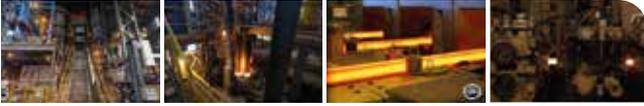
- GPH Quantum B500CW-R Re-bar (Available sizes: 8mm, 10mm, 12mm, 16mm, 20mm, 22mm, 25mm, 28mm, 32mm, 40mm & 50mm)
- GPH Quantum B500DW-R Re-bar (Available sizes: 8mm, 10mm, 12mm, 16mm, 20mm, 22mm, 25mm, 28mm, 32mm, 40mm & 50mm)
- GPH Quantum B420DW-R Re-bar (Available sizes: 8mm, 10mm, 12mm, 16mm, 20mm, 22mm, 25mm, 28mm & 32mm).
- GPH Quantum B600C-R Re-bar (Available sizes: 16mm, 20mm, 22mm, 25mm, 28mm)

No. of Employees 2023



Performance Highlights

Our Operational Equipment



Exhaust Gas Purification Unit

GPH Quantum Green Factory has highly sophisticated and advanced exhaust gas purification system to keep the environment clean and safe. The amount of carbon and dust emissions from the factory are well within the stipulated limit set by the World Bank.



Largest Oxygen Plant in Bangladesh

GPH ispat's production facility contains the largest oxygen plant in Bangladesh, with a capacity to produce 300MT/day. The liquid oxygen, nitrogen and argon produced in the plant not only meets the factory's own demand, the surplus oxygen is marketed in various medical and industrial establishments across the country.



Water Treatment Plant and Dam Project

The facility of GPH ispat contains a Modern Water Treatment Plant that is used in the production process with minimum wastewater discharge. A rainwater harvesting plant is located at the hillside of the premise to meet the water requirement, thereby creating zero dependency on underground water. Sludge from the production process is usable as composite.



Power Plant and Substation

GPH ispat has its own power plant that provides

a significant portion of power to cater the production needs. The factory has a 230/33 KV GIS substation for uninterrupted power supply.

The amount of electricity saved in the factory can be utilized by 192,000 households per year (with respect to average electricity consumption of Bangladeshi households).



Natural Gas Savings

The technology utilized in the furnace deploys a pre-heating system that reutilizes the generated heat. The amount of natural gas saved in the GPH QUANTUM factory can meet the gas demands of 35,000 households per year.

Climate Action: initiatives

The generation of steel remains a CO2 and energy-intensive action. In any case, the steel industry GPH is committed to proceeding to diminish the impression from its operations and the utilization of its items.

The amount of carbon emissions reduced through metal scrap recycling compared to producing new metal from raw materials can vary significantly depending on the specific metal being recycled, the energy sources used in recycling and production, and the recycling efficiency. However, I can provide you with a general idea of the potential carbon emission reduction.

Recycling metal scrap generally requires less energy compared to producing new metal from raw materials (also known as primary production). This is because the processing of raw materials into metal involves energy-intensive processes like mining, transportation, and smelting. Recycling skips many of these energy-intensive steps.

Aligned with the climate action goals, GPH ispat has introduced an innovative and advanced melting process that includes a scrap preheating feature through waste heat recovery before the actual melting process begins. This groundbreaking technology, known as the

Quantum Electric Arc Furnace, represents a significant upgrade in the iron-making process. Notably, it enables a remarkable 50% reduction in electricity usage compared to the conventional induction furnace method. Notably, this marks a pioneering achievement in the country's industrial landscape, representing the first instance where a significant reduction in carbon emissions is achieved through substantial savings in electricity consumption.

GPH ispat Limited, a prominent steel manufacturing company in Bangladesh, has taken a significant step towards sustainable practices through its subsidiary, GPH Renewable Energy Limited. This subsidiary has put forth an ambitious proposal for a 13.88 MWp rooftop and floating solar PV systems project on the premises of GPH. The initiative entails installing 3.88 MWp of solar panels on the rooftops of the GPH Ispat factory and approximately 10 MWp on an artificial lake located along the eastern boundary of the factory, accompanied by the surrounding hill areas.

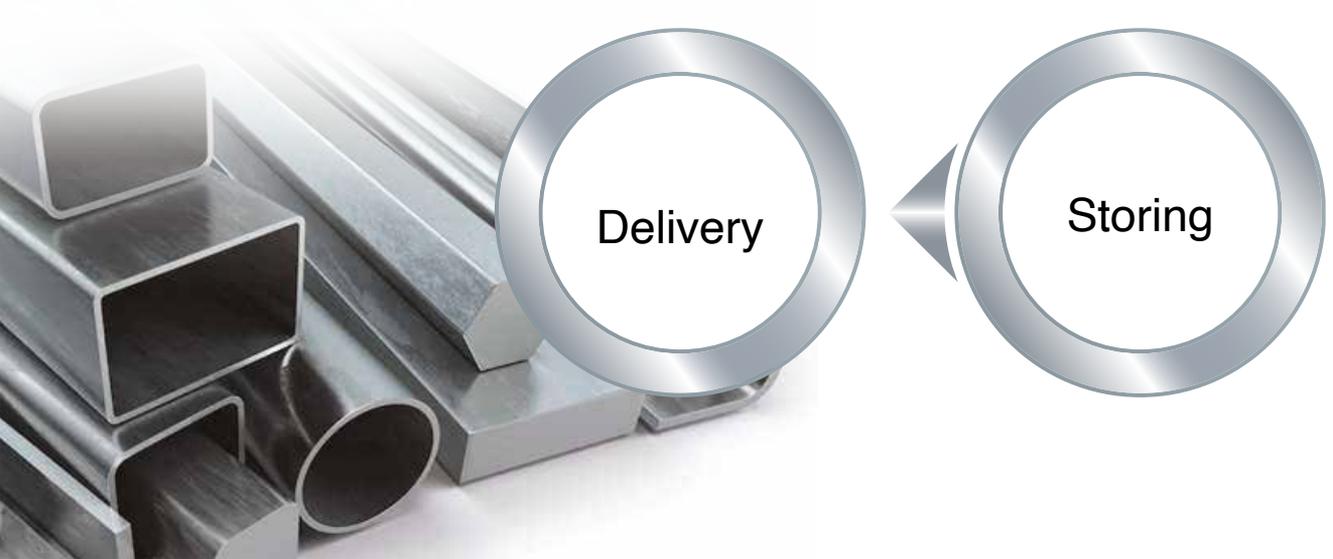
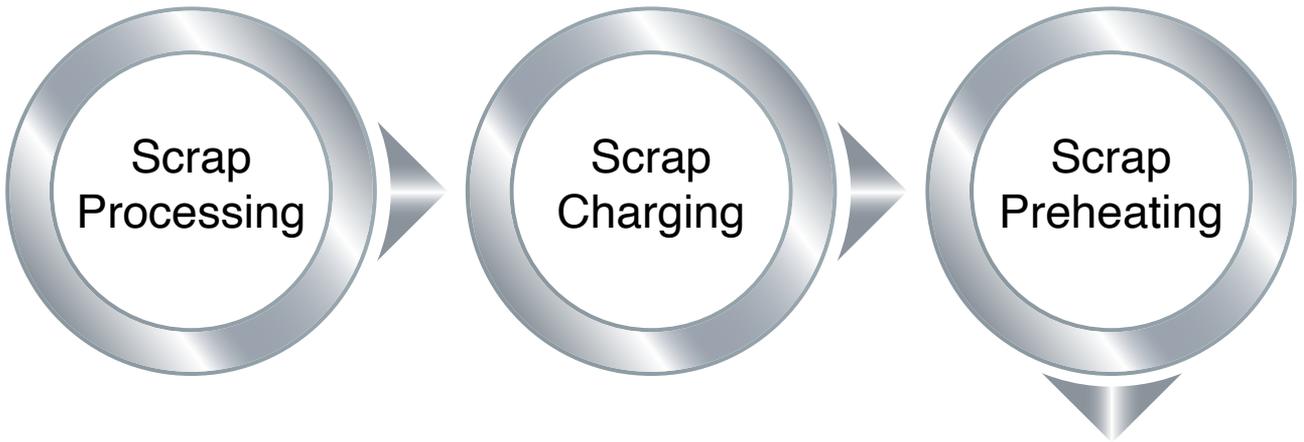
This undertaking aligns with GPH ispat's commitment to renewable energy sourcing and carbon reduction. By venturing into solar energy generation, GPH ispat aims to significantly reduce its reliance on conventional energy sources and diminish its carbon footprint. The proposed project not only showcases GPH ispat's dedication to cleaner energy but also its strategic vision in utilizing available spaces creatively for sustainable power generation.

In tandem with this endeavor, an Environmental and Social Impact Assessment (ESIA) has been meticulously conducted for the "13.88 MWp Rooftop and Floating Solar PV Systems of GPH Renewable Energy Limited" project. The primary objective of this assessment is to proactively recognize, evaluate, and address potential environmental and social effects that might arise during the project's implementation and operational phases.

Through the ESIA, GPH ispat seeks to identify both positive and negative impacts associated with the construction, operation, and commissioning of the solar plant. By adhering to the guidelines set forth by the World Bank Group's EHS Guidelines, along with relevant local and national regulations, the company ensures that the project is in harmony with the surrounding ecosystem and contributes to the enhancement and restoration of biodiversity and ecosystem health.

The project's data and information have been sourced from primary field observations as well as secondary research, encompassing Bangladesh's statistical data and information from Government Departments. Furthermore, GPH ispat has fostered open dialogues with stakeholders, including community representatives and various project stakeholders, to foster a holistic understanding of the potential implications and benefits of the solar initiative.

In essence, GPH ispat's foray into renewable energy sourcing through the 13.88 MWp Rooftop and Floating Solar PV Systems project underscores its commitment to sustainability, energy innovation, and environmental stewardship. This concerted effort not only reflects GPH ispat's role as an industry leader but also its dedication to a greener future for Bangladesh and beyond.



1. Scrap processing flowchart

A. Item wise scrap receiving

- Scraps arrived from the port are unloaded by cranes
- Scraps are separated into different heaps



B. Manual segregation

- Scraps are separated into different heaps
- Piled up scraps are sold to third party

C. Scrap processing in shear machine

- Vezzani makes the scrap shearing machine
- Scrap Shearing, non-magnetic sorting, de-dusting, non-metallics sorting

D. Scrap sent to the production floor

- Using company's own dump truck
- Fulfilling demand of scrap

2. Scrap charging and scrap preheating flowchart

A. Item-wise scrap storage in pit

- Total of 5 nos of pits receive the scraps item-wise onto the production floor
- Scraps are charged using EOT cranes

B. Making sandwich

- Scrap sandwiches are developed using light, medium and heavy scraps while shredded charged are at the top of sandwich
- Sandwich developed in a rectangular inclined waist

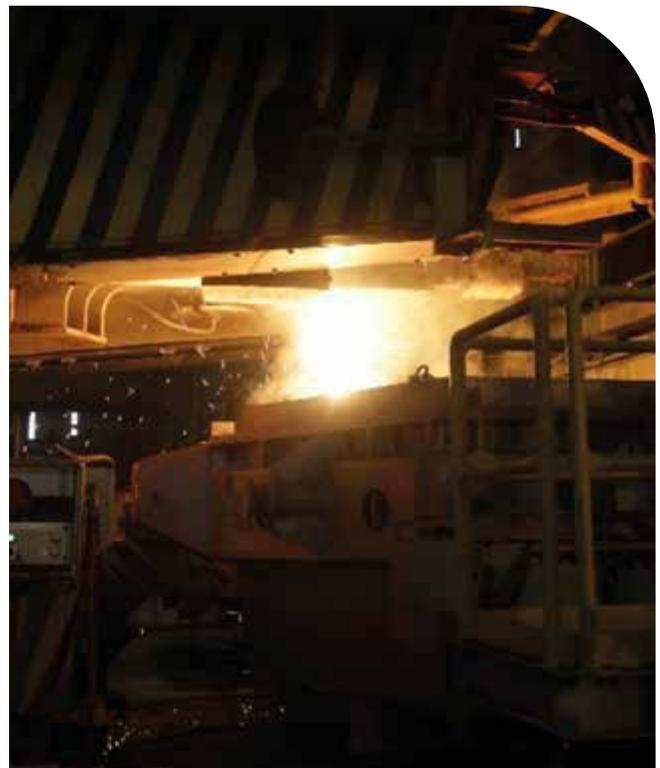
C. Scrap pre-heating

- There is water cooled fingers in the shaft of the furnace which hold the scrap over the furnace to get preheated
- Temperature rises up to 6000 C here which removes moisture and volatiles and makes energy efficient

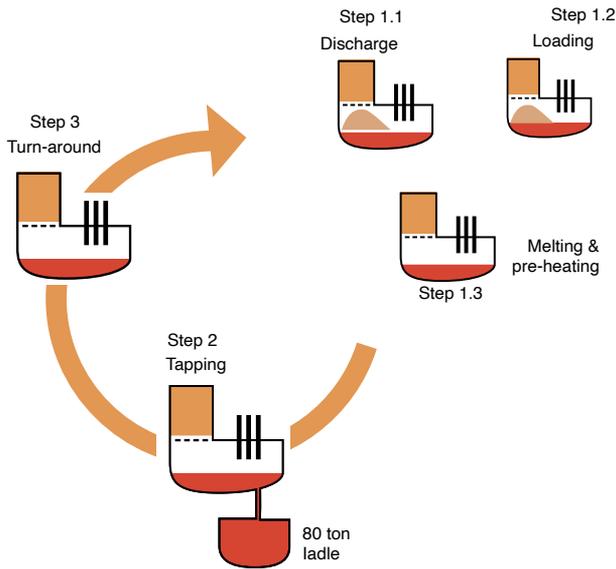


D. Scrap charging in the furnace

- Preheated scrap released in the furnace. As the scrap are pre-heated less than 300 KWH/T electricity used
- Charging in closed condition enables less carbon and sulfur emissions (< 10 ppm) and protects the environment



3. EAF steel making and primary refining



Step 1:

Step 1.1. Scrap discharge: Preheated scrap discharged into the furnace shell which has a capacity of 150 tonnes.

Step 1.2. Scrap loading: New scrap loaded in the shaft of the furnace supported by water cooled finger. These newly charged scrap in the shaft will now get enough time to get preheated.

Step 1.3. Melting and preheating: With 40 MW electric arcing, the scrap readily got melted. Burnt lime and burnt dolomite added in to the melt to create slag. Carbon is injected to make the slag foamy. Oxygen lancing performed to refine the steel. With oxygen, the harmful phosphorus, and other tramp elements, oxides got oxidized and comes in the slag. The heat generated in this melting operation pre-heated the scrap at the shaft of the furnace. Then that pre-heated scrap discharged in the furnace.

This cycle of step 1.1 to 1.3 repeats for 4 times for a heat and the furnace reaches a liquid melt of 150 tonnes. There is a slag door beside the furnace which enables drainage of slag.



Step 2:

Tapping: 80-tonnes liquid steel tapped in a magnesia refractory lined preheated ladle. Rest 70-tonnes liquid steel left in the furnace shell as hot hill. During tapping, lime and synthetic slag added as slag constituents, aluminum shots and calcium carbide are added as de-oxidizer and FeMn and SiMn added for steel chemistry adjustment.

Step 3:

Turned around: Heat tapping done at 4-degree tilting. After tapping, the furnace returned to its home position and gets ready to give birth to the next heat. Then the step 1 is repeated again.

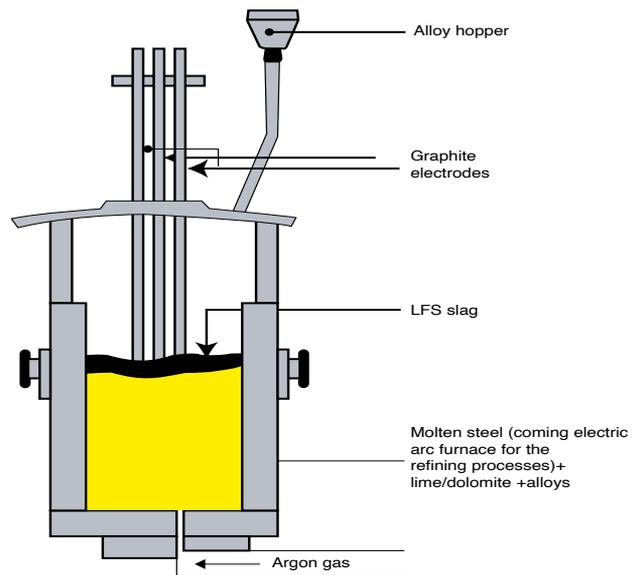


Figure: Typical representation of LRF process

Ladle refining furnace (LRF) is dedicated for secondary refining of steel. Special attributes of LRF consist of:

- Homogenization:** Temperature and chemical compositions are equalized by stirring through argon gas purging & electric arc heating.
- De-oxidation and Desulphurization:** De-oxidation is accomplished by using aluminum cubes, calcium carbide and ferro silicon. Sulphur is one of the most critical elements in steel. Sulphur is completely soluble in liquid steel. During cooling, Sulphur is precipitated as FeS and together with Fe and FeO forming a low melting eutectic. This eutectic is responsible for the hot brittleness of steel. The reduction of Sulphur in steel can be realized with elements of higher affinity to Sulfur like Ce, Ca, Mg, Na and Mn compared to Fe, or by the slag.

4. Continuous casting at CCM



A. Ladle at the turret

- Two arms of ladle turret dedicated for ladle receiving, one to feed con-casting and another waiting
- This enables uninterrupted casting by receiving the ladle full of liquid steel in advance before the running ladle got emptied

B. Closed casting tundish

- Spray mass tundish practice
- 3 nos SEN ensures closed casting
- Tundish covering compound also spread over tundish to protect liquid steel from oxidation
- Tundish slide gates controls the liquid steel flow

C. Mould and Oscillator

- The dynaflex oscillator used for smooth oscillation
- Can cast billet up to 7 meter/min. speed

5. Hot Charging through IH



- Billets coming from CCM are hot charged in Rolling Mill by means of the Induction Heater
- Billet temperature is gradually raised through induction heating in 3 consecutive zones from approx. 850°C at CCM exit to maximum of 1150°C within 10minutes for direct rolling

6. Hot Rolling

Uses of Stands

- Metal forming is done using maximum of 20 stands
- Stands organized in horizontal-vertical-horizontal manner up to Stand 14
- Stand 15-20 are horizontal



A. Roughing Mill

- Stand 1-6
- Billet cross section is reduced by 84%
- Shear C-6 chops off head and tail end of billets to avoid associated abnormalities in finished product

B. Intermediate Mill

- Stand 7-12
- Stock is further reduced by 68-82%
- Shear C-12 chops off head & tail end of stock to avoid abnormalities in finished product

C. Finishing Mill

- Stand 13-20
- Stock reduced to nominal cross section (for <32mm rebar rolling)
- Use of loopers between every two stands after stand 14 to control tension
- Finishing stand imprints transverse ribs, frogmark & logo on finished product

D. Quenching Station

- Pomini Quenching System (PQS) to create a peripheral martensitic layer to achieve desired mechanical properties
- Coolers are used to concentrate water flow and pressure in controlled manner

E. Finished Product Discharging

- Two discharge lines: Fast Twin Channel for 8-12mm facilitating high speed rolling (up to 27m/s by design) and Aprons for 16mm and higher diameter

- Flying shears along both lines: C-41 (Aprons) & C-45 (Fast Twin Channel) to ensure proper discharge length
- Cooling bed length: 78m

F. Cold Shear

- Used to achieve desired product length for delivery (12m by default)
- 6-12m product length can be achieved as per customer requirement

7. Tying & Bundling



A. Bar Counting & Collecting Station

- Conveyor Roller Table for bar movement from cold shear
- Automated bar counting with laser sensors
- Collection of bars after counting up to required quantities for subsequent tying and bundling

B. Tying & Bundling Station

- KNCA wire tying machine for binding within 5 to 16.5 seconds
- Tracking system for counting and detecting bundles for transfer forward
- Weighing station for bundle weighing and subsequent two-line station for tagging and unloading of the bundles for storage

8. Bundle Storage

- Collection of bundles from unloading station and stacking in cross-piling manner by means of overhead cranes.
- 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

Our Products

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, 5sp as well as SAE 1015, 1020, 1025 and 1030 grades
- B500CW-R, B420DW-R and B500DW-R chemical composition as per ISO 6935-2: 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

A. 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:

- ASTM A572 Grade 50



C. Beams

Available Sizes:

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

Standard/Grade:

- ASTM A572 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:

- ASTM A572 GRADE 50



E. Square Bars

Available Sizes:

10 mm & 12 mm

Standard/Grade:

- BDS ISO 1035-2:2006
- 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-sale Services

- GPH is offering following pre and post-sales services to its potential and existing valued customers on a continuous basis
- Engineering Services
- Architectural Services
- Planning for Sourcing quality materials and ingredients for the construction of buildings, culverts, Flyover, overpass, bridges, etc.
- Estimation of quantity and sizes of required construction materials and Technical Services about the constructions

Post-sale Services

- Continuous suggestions for the implementation of construction plan for ensuring quality and keeping cost as minimum as possible;
- Frequent visit by GPH professional engineers at the construction site of the customers;
- Feedback to the customers about the used ingredients of the construction;
- Keeping customers in touch through different means as members of GPH ispat.
- Giving advices to the customers for the maintenance of the constructed assets on a continuous basis.

Our Supply Chain Management

A supply chain is a whole system of producing and delivering products or services. It is the initial step of acquiring raw materials through the ultimate delivery of the product or service to end-users. The supply chain outlines all aspects of the manufacturing process, including the actions performed at each stage, information exchanged, natural resources converted into useful materials, human resources, and other components that go into the final product or service.

At GPH ispat, supply chain starts from the collection of scrap materials and finished at delivering final products (Billets and rebars). Steel scrap is the primary raw material used by the company. Sponge iron is the second most important raw material. More than 96 percent of raw materials use are covered by these two items. These raw materials are supplied from both the local and international markets, via shipbreaking yards. The company is connected to 27 MW of power. 15 MW load connection from PDB through 132/33 KV substation and 33 KV H.T line, and GPH Power Generation Limited, a 12 MW gas-fired captive power plant.





Our Governance

A robust corporate governance framework is one of the most important prerequisites for any organization. It is one of the cornerstones at GPH, and it is always reflected in our core values. We have followed the principles of good corporate governance from the beginning of our journey, placing a significant focus on independence, responsibility, openness, professionalism, accountability, and a code of ethics to ensure adherence to our Code of Conducts and value system. Without excellent corporate governance, no organization can be sustainable in the long run, and our organization's continued growth is mainly dependent on it. Our corporate governance philosophy aligns with the broader mindset of the competitive business world, and is further bolstered by our commitment to our Business Excellence Model as a way of achieving excellence. We've been able to make better decisions because of good corporate governance, and we've also been able to build more stable operating systems. The chart below basically shows the relationship between our Board of Directors.

Board of Directors



Board of Directors

The Board of Directors of GPH are highly experienced and have visionary leadership skills to create sustainable value for the Company, our stakeholders, and society. GPH's approach to strategic decision-making combines long-term and short-term outcomes. We are thus committed to continuously aspire to our principles of integrity, transparency, accountability, and responsible business conduct to safeguard the interests of our shareholders and stakeholders.

The Company's well-established corporate governance framework as directed by the Bangladesh Securities & Exchange Commission (BSEC), represents the commitment of employees, Shareholders with a high level of integrity, faster problem solving, stronger and simpler decision-making and ensures effective management systems under the strategic stewardship of the Board of Directors. GPH ispat always respects, aligns and complies with the corporate governance code, change in local rules & regulation and the sustainability of the environment & business growth. We wish to provide deeper insights to our regulators, shareholders, investors and other stakeholders.

Our Corporate History – In a Nutshell

Company Name	: GPH ispat Limited
Registration No.	: CH-5853 of 2006
Date of Incorporation	: May 17, 2006
Commencement of Business	: August 21, 2008
Conversion to Public Limited Company	: December 18, 2009
Listed with Stock Exchanges	: April 19, 2012
TIN	: 875829530252
VAT Registration	: 000041042-0508
BOI Registration	: 20060607-C
Trade License No.	: 180048
	Import Registration
Certificate	: BA-0165484
	Export Registration
Certificate	: RA-0088918
Registered Office	: Crown Chamber, 325 Asadgonj, Chattogram-4000, Bangladesh.
Factory	: Masjiddah, Kumira, Sitakunda, Chattogram, Bangladesh.

Dhaka Office : Land View Commercial
Center (7th & 8th Floor),
28 Gulshan North C/A,
Gulshan-2, Dhaka 1212

Phone : + 88 02 222260177, 222280366
E-mail : salesdhk@gphispat.com.bd
Website : www.gphispat.com.bd

Board of Directors

Mr. Md. Alamgir Kabir
Director & Chairman

Mr. Mohammed Jahangir Alam
Director & Managing Director

Mr. Mohammed Almas Shimul
Director & Additional Managing Director

Mr. Mohammad Ashrafuzzaman
Director

Mr. Md. Abdul Ahad
Director

Mr. Md. Azizul Hoque
Director

Mr. Saiful Alam Khan Chowdhury
Independent Director

Mr. Mukhtar Ahmed
Independent Director



Mr. Md. Alamgir Kabir having educational background of MBA in Marketing 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

M. I. Cement Factory Limited (Crown Cement) as the Vice Chairman. He also holds the position of Managing Director of Crown Cement Concrete and Building Products Limited. He is also the 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,

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, Munshigonj Unnoyon Forum
- Life Member, 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)

Mr. Md. Alamgir Kabir

CHAIRMAN

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. He is also associated with some limited companies engaged in trading with his brothers. Besides success in business,

- General Body Member, Federation of Bangladesh Chambers of Commerce and Industries (FBCCI)



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.

- 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, Bhatary Golf & Country Club
- Life Member, Chittagong Maa-o-Shishu Hospital
- Life Member, Bangladesh National Society for the Blind
- Life Member, Gulshan Society

Mr. Mohammed Jahangir Alam

MANAGING DIRECTOR

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, Nirnoy 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: -

- 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.



Mr. Mohammed 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.

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

Mr. Mohammad Almas Shimul

ADDITIONAL MANAGING DIRECTOR

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:

- Executive Member - Kidney Foundation, Chattagram
- Member - Chittagong Club Limited, Chattagram



Mr. 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.



Mr. 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.



Mr. 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, Brehattar Dhaka Samity
- Life Member, Munshigonj Club
- Member, Lions Club of Chittagong City



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

INDEPENDENT

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.



Mr. Mukhtar Ahmed is a B. Com (Honors), M. Com from the University of Chittagong. He started his career as a Senior Officer in 1984 with the United Commercial Bank Limited.

Mr. Ahmed has served for 35 years in the banking sector and has gathered extensive knowledge and experiences in the banking sector. He was at National Credit and Commerce Bank Limited for 30 years, served in different capacities and also worked at Pubali Bank Limited, the last position he held was as the Deputy Managing Director.

Mr. Ahmed is a widely travelled person who visited many countries of the world in connection with attending training, workshop, seminar, conference and Banking Business.

Mr. Ahmed also held the important positions in the following social and voluntary organizations:

Mr. Mukhtar Ahmed

INDEPENDENT DIRECTOR

- President, Teknaf Samity Chattogram
- Vice President, Bankers' Club Chattogram
- General Secretary, Hishab Biggan Samity, Chittagong University
- Life Member, Chattogram Ma-O-Shishu Hospital
- Life Member, Chattogram Diabetic Association
- Life Member, Cox's Bazar Samity
- Life Member, Bangladesh Accounting Association
- Permanent Member, Chattogram Boat Club
- Member, Chattogram Taxes Bar Association

Our Internal and External Audit Management

The Financial Internal Audit Committee:

The Audit Committee of GPH ispat Limited is a sub-committee of the Board and formed as per the Corporate Governance Code issued by the Bangladesh Securities and Exchange Commission. The Committee assists the Board in ensuring that the financial statements reflect true and fair view of the state of affairs of the company and in ensuring a good monitoring system within the business. As per the Terms of Reference, the Committee also plays a key role in ensuring the governance of the Company mentioned in the Corporate Governance Code.

Composition and Meeting of the Audit Committee:

The Audit Committee of GPH ispat Limited comprises of two Non-Executive Directors and one Independent Director. The Committee consists of the following persons:

- Mr. Mukhtar Ahmed – Chairman
- Mr. Mohammed Almas Shimul – Member
- Mr. Mohammad Ashrafuzzaman – Member
- Mr. Abu Bakar Siddique, FCMA – Secretary

The Audit Committee has conducted four meetings during the year 2020-21 to perform various activities in order to meet the regulatory requirements. The Independent Director, Mr. Mukhtar Ahmed acted as Chairman of the Committee. As per the regulatory guidelines, Mr. Abu Bakar Siddique FCMA, the Company Secretary acted as the Secretary to the Audit Committee. The members of the Committee attended all four meetings of the Audit Committee. Moreover, Mr. Kamrul Islam FCA, Executive Director-Finance and Business Development and Mr. H. M. Ashraf-Uz-Zaman FCA, Chief Financial Officer also attended all four meetings on invitation of Chairman of the Audit Committee.

Major Activities of the Audit Committee during the Reporting Period:

As per the Corporate Governance Code and the Terms of Reference, the Audit Committee carried out the following activities during the Year 2022-23:

a) Reviewed along with the management and recommended the quarterly financial statements for the quarter end and annual financial statements for the year ended 30 June 2022 to Board for approval;

- Oversee the financial reporting process and monitored the accounting policies and principles;
- Monitored the Internal Audit and Compliance process to ensure that it is adequately resourced, including approval of the Internal Audit and Compliance Plan and review of the Internal Audit and Compliance Report;
- Oversee the hiring and performance of external auditors;
- Hold meeting with the statutory auditors for review of the annual financial statements before submission to the board for approval;
- Reviewed the adequacy of internal audit function;
- Reviewed the management discussion and analysis before disclosing in the Annual Report 2020-21;
- Reviewed the statement of all related party transactions submitted by the management for the year ended 30 June 2021;
- Reviewed the management letter or letter of internal control weakness issued by statutory auditors; and
- Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors.
- The Audit Committee also found the adequate arrangement to present a true and fair view of the financial statements that reflects state of affairs of the company and in ensuring a good monitoring system within the business.
- Other Compliance Audits
- While preparing for the other compliance Internal Audit Program, we follow some issues. They are:
 - Policies and strategies
 - Authority Matrix
 - Initiatives and programs undertaken
 - Status and importance of the activities, processes etc
 - Proposed initiatives and programs to be undertaken
 - Documented core processes and support processes
 - Applicable regulations and standards
 - OH&S risks and environmental impacts
 - Quality issues and customer satisfaction
 - Ongoing environmental aspect impact assessment and risk assessment

- Emergency preparedness and response procedure
- Incident reports and records
- Any reports or communications received from the regulatory bodies or interested parties (letters, notices, verbal communications etc.)
- Any other area of activities of interest as per the directive of the GPH Ispat's leadership
- Results of the previous internal audit
- Operational plans including KPI's

Our Internal audit of Integrated Management System (IMS) is performed by the staffs that have the necessary competence.

Audit Schedule:

- Every element of the documented IMS must go through internal audits on the basis of a schedule developed
- If necessary, audit can be carried out more than once a year
- In advance, the audit schedule is distributed to the managers responsible for the area or element to be audit

Conducting Internal Audit for Assessment of Compliance:

- IMS Coordinator is responsible for planning and scheduling. After approval of plant manager, the IMS Coordinator initiates internal audit team to assess compliance with legal and other requirements. These internal compliance audits should review at a minimum the following items:

- Compliance with requirements of all licenses/ permits maintained by GPH ispat including verification of reporting requirements and accuracy of data reported.
- Verification that IMS Coordinator has reviewed the legal and other requirements

Compliance with other relevant legislation requirements:

- The possible regulatory non-compliance issues are reviewed by audit team with the responsible and accountable area or Department Manager. The team also prepares a Non-Conformance Report (NCR). Through this, they identify the issues, corrective and preventative actions required, and the individuals responsible for completing the actions. The IMS Coordinator and Department manager must agree with NCR.
- The IMS Coordinator will present a summary of open NCRs upon discovery. These must be based on regulatory non-compliance to Plant manager for immediate action
- A member of the audit team verifies the corrective and preventive actions in a timely manner. When full compliance is determined or corrective and preventative actions accepted, the audit team member will sign the original NCR and return it to the IMS Coordinator for closure and filing
- Prompt attention must be given to nonconformities and timely corrective and preventive action against those NCs

Responsibilities of Integrated Management System Coordinator	<p>Prepares yearly “Internal Audit Program” in the beginning of the year.</p> <p>Revises audit program as and when necessary to suit the business requirements. Audit plan will include the following:</p> <ul style="list-style-type: none"> a) Processes/Procedures to be audited b) Auditee c) Auditor/Team Leader/Audit team etc. d) Week and month <p>Communicates the Internal Audit Program to leader auditors, auditees – Head of Department</p>
Responsibilities of Internal Auditor	<p>Reviews the necessary documents such as IMS Manual, related procedures, process documents, previous internal audit report etc., before preparing the audit checklist.</p> <p>Prepares audit checklist while preparing checklist consider the following.</p> <p>Sample size</p> <ul style="list-style-type: none"> a) What to look at? b) Whom to speak with? c) What questions to ask them? d) How is routine work handled? e) Does the system work when something non-routine come along? f) Auditor/lead auditor is free to decide to include any other items in the checklist
Responsibilities of Lead Internal Auditor	<ul style="list-style-type: none"> a) Communicates the following through e-mail to the Head of the department. b) Date and place of the audit. c) Audit Criteria, objective and scope. d) Identification of audit team members. e) Identification of individuals having significant direct responsibilities regarding the objective and scope. f) Expected time and duration for each major audit activity. g) The schedule of opening and closing meeting. h) Communicate audit plan to auditee at least 3 weeks in advance.

Responsibilities of a Lead Auditor as an External Auditor to Conduct the IMS Audit:

A Lead Auditor ensures the following documents are in possession.

- a) Audit checklist.
- b) Audit plan.
- c) Blank non conformity report form.
- d) Audit notes (For taking notes).
- e) Copies of previous non-conformances if any.
- f) Conduct an opening meeting.

Usually, he calls upon an opening meeting along with Functional Head/Manager and key staffs. In the opening meeting, he does below things:

- a) Introducing the audit team.
- b) Provide a brief about the audit process.

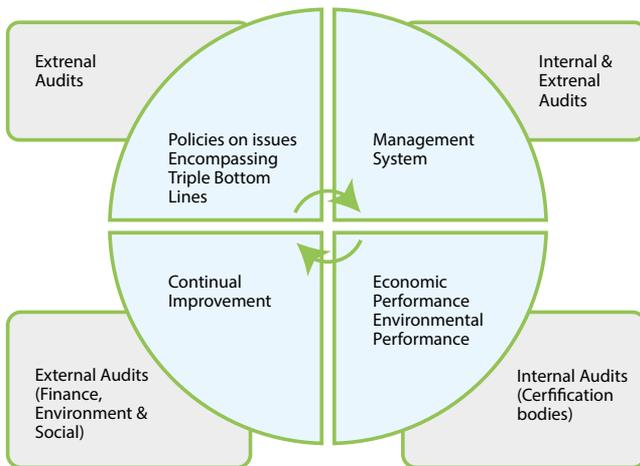
- c) Review and agree on the scope and purpose of the audit.
- d) Fine tune the audit plan, i.e., making last minute adjustment in time etc. if required.

Moreover, in the opening meeting, a Closing time is confirmed. Usually, the audit is conducted on a sampling basis. The sample size is decided considering the status and importance of the activity/process. In the audit, he reviews documentation, interviews related employees and conducts site visits.

On completion of the audit and before conducting the closing meeting, he takes time to arrange audit notes, review the findings, and arrive at a conclusion including nonconformities and prepare audit summary. He conducts a closing meeting where the Head of the

department and the Key staff attend. He must endure conducting the closing meeting at the confirmed time. Lastly, He considers following while conducting closing meeting:

- a) Statement of thanks.
- b) Scope and purpose of the audit.
- c) Significance of audit sample.
- d) Audit summary.
- e) Nonconformity statements. (Major or minor)
- f) Opportunities for improvement.
- g) Clarification of nonconformity statements and summary.
- h) Confidentiality.
- i) Follow-up.
- j) Closure.
- k) Nonconformities are agreed with the auditee and their acceptance is obtained on the nonconformity report. Also, a time frame is agreed for the submission of nonconformities along with the corrective action and corrective action. The Auditor keeps a copy of the nonconformity for the reporting purpose and concludes the audit. Finally, he submits detailed internal report within 2-3 working days.



Grievance Management

Any form of complaint that stems from an employee's perception of unjust factors relating to his or her employment is referred to as a grievance. A change in the terms and conditions of employment, bullying or harassment at work, pay, and discrimination are just a few of the situations and reasons for which an employee might file a grievance.

At GPH, the grievances are handled very carefully. We have PC Committee, Safety Committee and Harassment Committee. Our employees report their

grievances to the management through this committee. Also, if an employee informs his / her supervisor or department in-charge of any kind of unpleasant or unforeseen incident orally or in writing, the matter is taken very seriously. We are committed to reducing or eliminating such unforeseen occurrences in the GPH very quickly. In this case, our prudent management is always active and they follow up with the staff at various times, either directly or indirectly, to inquire about the update of that incident.

Risk Management

There are risks and concerns connected with every business. Some of these risks can be avoided, while others are out of our hands. Risk assessment and mitigation plans, on the other hand, are essential components of any company's operations. Our operational environment is defined by a high level of risk in the supply of power, gas, and raw materials, which poses a significant risk to the steel industry.

GPH creates context and scope for risk and opportunity management in order to identify these risks. Moreover, we consider its processes, people, data information and records, as well as the boundary, functions, and activities, when establishing context. To create a list of threats, non-conformity records and future risk are used to identify threats. External and internal parties, as well as external and internal issues, are another source for identifying dangers. Parties and issues have their own threat registers, which are used to identify threats. To determine the vulnerability of processes or individual process stages, GPH evaluates internal and external audit, frequency of nonconformity, and risk identification workshops.

To control these risks, GPH intends to minimize the risk to an acceptable level using the updated risk register. If there

is a risk in the management system or processes that could affect product/service quality or customer satisfaction, the risks are initially tried to be avoided. If deletion isn't an option, we'll try substituting that process step or procedure. When there is opportunity for it, engineering control to reduce risk is a convenient choice. The second least effective control measure is administrative control. It could be in the form of signage, instructions printed on the wall, and so on. In a risk control hierarchy, task monitoring is the last resort for reducing risk. It is the controversial task monitoring or overseeing or continuous task management to reduce risk. It is a more manual procedure that requires a lot of human effort and is the least efficient method of risk reduction. GPH identifies appropriate control measure(s) to lower the risk based on the nature, kind, and acceptability of the risk. The appropriate controls

are then finalized to reduce the risk. GPH creates a documented risk control plan based on the measures in place. Also, it distributes resources – such as human resources, financial resources, engineering resources, and so on – to implement the risk control plan after it is finalized. After that, a risk control action plan is implemented to mitigate the risk. The risk is monitored and reviewed, leading to a controversial risk reduction in order to improve the quality of the product/service given or customer satisfaction.

Furthermore, the company’s Board of Directors and management analyze, identify, and mitigate potential risks and threats to the business’s viability and long-term growth on a regular basis. Investors should, despite this, be cautious. Regardless, before making any investment decision, investors should think about the risk considerations.

The Major Risks and Mitigation Plans

Profitability reduction risk

The Company is operating in a highly competitive industry with low profit & the market is also highly sensitive. Moreover, the Company faces competition from a number of private sector mills those are found to be very aggressive in the market. Inability of offering competitive products may hinder the Company’s growth potential.

Mitigation Plan

The company has successfully entered in the market till date and is working for offering new and better-quality products at competitive terms. Moreover, the group’s track records of last 5 (five) years for operating at the low profit and highly sensitive market environment established its capability.

Technology Related Risks

Technology always plays a vital role for each and every type of business. Better technology can increase productivity and reduce costs of production. Firms are exposed to technology risks when there are better technologies available in the market than the one is used by the company which may cause technological obsolescence and negative operational efficiency.

Risk rating (Consequences X probability)	Risk Level
1 to 4	Low
5 to 9	Medium
10 to 19	High
20 to 25	Extreme

Mitigation Plan

The company is aware of technological changes and has adopted new technology according to its needs. The new expansion plant will substantially increase the production capacity of the company and further consolidate its position as the country’s leading steel producers serving the growing domestic and export market. This state-of-the-art technology based on “EAF Quantum Technology” with highest level of automation, precision, and engineering would ensure world-class products. Furthermore, routine and proper maintenance of the equipment carried out by the Company ensures longer service life for the existing equipment and facilities.

Risk of new entrants

New entrants of similar/higher scale may push the Company in a competitive scenario.

Mitigation Plan

Implementation of similar project generally have a lead time of 3 (three) years and before the earliest entrant the Company will be able to consolidate its both financial as well as market position. Furthermore, with the track record of GPH and its market reputation, it will be very difficult for new comers to make inroads into the quality steels market. Moreover, Steel is a high capital-intensive industry and therefore, barriers to entry are high. GPH ispat Limited enhanced its production capacity of MS Billet by 840,000 MT and MS Rod/Medium Section product (Steel Beam, Angle, Channel, Flat Bar etc.) by 640,000 MT per annum. Now, the total annual production capacity of MS Billet 10,50,000 MT and MS Rod/Medium section products (Steel Beam, Angle, Channel, Flat Bar etc.) 7,90,000 MT. As the company established the latest technology based production plant it would be more capable to face new entrants.

Sourcing of Raw Materials

As steel market price is so volatile, sourcing of raw material is important. Shortage or price hike of raw materials may affect the Company’s operation.

Mitigation Plan

The main raw materials of the company are melting scrap, which is available both in international market and local market from ship breaking yard. The company has bilateral arrangement with a group of independent suppliers of raw materials. Therefore, it is expected that the company will have smooth flow of raw materials.

Interest Rate Risk

Interest rate risk is the risk that Company faces due to unfavorable movement in the interest rates. Changes in the government's monetary policy, along with increased demand for loans/investments trend to increase the interest rates.

Such rises in interest rates mostly affect Companies having floating rate loans or Companies investing in debt securities.

Mitigation Plan

In order to manage this risk and overcome it, the management of the company closely monitor its cash flows, coupled with continued strength in sales and marketing. GPH is very careful in forecasting the prices of international steels and manages its costs in an effective manner, so as to ensure that the debt repayments are met on schedule, even if the interest rates were to rise.

Exchange Rate Risk

Exchange rate risk occurs due to changes in exchange rates. As the Company import equipment/raw materials from abroad and earns revenue in local currency, unfavorable volatility or currency fluctuation may affect the profitability of the Company.

Mitigation Plan

Appropriate and responsible hedging mechanisms were applied by GPH in the past in case of significant taka devaluation in order to keep the cost minimum and same will be followed in future. However, if the price of the US dollar appreciates too sharply against the BDT, this will be a nationwide phenomenon experienced by the whole industry. In such a scenario, there will be a market adjustment to end product prices.

Impact on Environment

Steel production has a number of impacts on the environment including air emissions, wastewater contaminants, hazardous wastes, and solid wastes. The major environmental impacts from integrated steel mills are from coking and iron-making. Moreover, reducing CO₂ emissions in steelmaking must be tackled on a global level. Making the substantial CO₂ reductions required will need technology transfer, collaboration and breakthrough technologies.

Mitigation Plan

Climate change is the biggest issue for the steel industry in the 21st century and GPH ispat Limited always feels the importance of environmental issues. In this connection, we set out an Effluent Treatment Plant (ETP) system to make pollution free environment. We also installed an Air Separation Unit (ASU) based on latest technology and international standard for our expansion plant. There would be water treatment facilities with no effluent and Zero discharge technology. It means that waste water would not come out from the plant and all waste water would be recycled inside the plant. As a result, the natural environment would not be affected. Moreover, in order to drastically reduce the overall CO₂ emissions from the production of steel, the development of breakthrough technologies is crucial. At present, a large number of promising projects are ongoing in different parts of the world. We have installed the state-of-the-art technology for our expansion project. By using this technology, carbon emission will be less than the World Bank's prescribed limit and the Bangladesh Government's standard's recommended limit.

Future Plan for Company's Operation, Performance and Financial Position

The Management of GPH ispat Limited always concentrate on to reduce the operational costs through the adoption of new processes with low environmental impact plants with higher flexibility and higher level of automation for ever increasing competitiveness and better customer service. We also focusing on the strategy of increasing the market share by enhancing products sell, exploring new markets locally and internationally and enhancing the customer relationship. The Management is also very sincere in adoption of necessary feasible plans and strategy in respect of operations, performance, financial and sustainability for its foreseeable future. As Bangladesh is moving forward for middle income country, GPH ispat wants to take strong participation to achieve this goal. In this regard, there is no scope of compromise with the quality of products for the sustainability of any infrastructure development of the country. It goes without saying that there were

no heavy industrial products like MS products in the country's export basket. As GPH ispat is manufacturing mild steel products using the latest Quantum Electric Arc Furnace technology in its plant and has created an opportunity by exporting its product of MS Billet to the People's Republic of China. It has also a prospects of exporting billets amounting USD 250 million per annum in the coming years to the United States and Europe in the future. But without the government's support it would not be possible to export such products as the global steel market is highly competitive. Moreover, we are losing competitiveness in the global market as we have to pay two-time freight charges, one for raw material imports and another for exports. We also have to spend on creating openings with the global market, not having much familiarity with Bangladesh products. In this situation, GPH ispat has sought cash assistance from the government against the MS product exports to exploit the export potential. This cash support is needed to expand the export market, which will help to ensure a proper use of production capacity. It is mentionable that GPH ispat manufactures construction steel with the world's purest and cleanest quantum technology, which is in great demand in the international market

Sustainability

Sustainability is one of the burning issues in today's business world. If any organization, small or large, is established with no sustainable achievement in mind or operates its operations now, then the survival of that organization in the future is truly challenged. There are three important pillars of this sustainability, i.e., economic, environmental and social. If you are the head of an organization, you must continue to do your utmost to ensure the sustainability of these three pillars for the sustainable development of your organization. In order to achieve economic sustainability, you need to give equal importance to both your upstream and downstream issues. To ensure environmental sustainability you need to ensure that varieties of environmental parameters are used sustainably when you are using. You also need to keep in mind that your organization's operations or processes should cause minimal damage to the environment. Lastly, to ensure social sustainability, you must build employee centric atmosphere around your organization. Not only wage or salaries but also ensuring overall development of lives of these people is most required.

Like other responsible organizations, GPH has always kept sustainability in mind in its business operations. GPH has been working towards these goals since its

inception. GPH has gained a good reputation as a steel making company in Bangladesh. GPH always strives for quality assurance. As a result, the name of this organization has spread beyond the borders of the country and abroad. And so much has been made possible by the skilled and trained manpower of GPH who work tirelessly day and night to help the organization to create quality products.

The table depicts the name and designation of the Sustainability Committee members below:

SL. No.	NAME	DESIGNATION	TEAM POSITION
01	Shamsuddin Ahammad	Head of EHS	Head of the team
02	Yasin Hasnian Bin Alam	Manager (Sales & Marketing)	Member
03	Md. Abdul Latif	Manager (Compliance)	Member
04	Md. Sajjad Hossain	Deputy Manager (HR)	Member
05	Md. Nasir Uddin	Asset-Manager (Accounts & Finance)	Member
06	Md. Ashraf Ullah	Officer (EHS)	Member
07	Husna Wadoda Chowdhury	Junior Officer (EHS)	Member

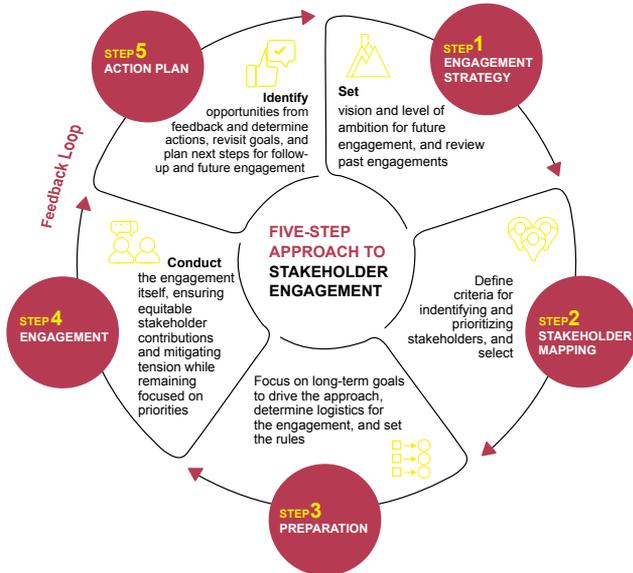
Sustainability Committee

To develop and execute sustainable practices across GPH's enterprises, the management formed a sustainability committee comprised of members from various operations.

The Sustainability committee advises top management on major sustainability issues as well as program governance and monitoring. All areas of GPH's sustainability policy, including the environment, human rights, health and safety, and community involvement, are overseen by the Sustainability team. This team creates environmental and social programs, promotes their implementation, and collects data on activity outcomes.

The sustainability committee is in charge of the organization's effects and sustainability strategy. To successfully develop and implement sustainable practices across group businesses, the Board formed a sustainability committee comprised of representatives from each country of operations. The Sustainability Committee advises the Board on important sustainability issues as well as program governance and monitoring. The Sustainability Committee oversees GPH ispat

Ltd.'s sustainability policy in all areas, including the environment, human rights, health and safety, and community. The Committee creates environmental and, in some context, social projects, advocates their implementation, and compiles performance data on activities.



Stakeholder Identification and Engagement

Transparency and accountability can help businesses gain benefits such as recognition and reputation, as well as enhance relationships between businesses, customers,

suppliers and other stakeholders. GPH ispat actively connects its sustainability goals and targets with its upstream and downstream entities as well as its sustainability partners. The main reason is the genuine viewpoint of sustainability is based on stakeholders' perceptions of our influence on the economy, environment, and society. Stakeholders are our eyes and ears, allowing us to assess our own performance in meeting the triple bottom line standards.

Every year, we examine all of the data gathered through stakeholder interaction. Our focus is re-adjusted in response to stakeholder input, including their requirements and expectations, as well as their assessment of our sustainability performance.

For any responsible organization, the first step for stakeholder involvement is always to identify the stakeholders first. The other steps indicate how and when to interact with these stakeholders as well as concerns raised in each interaction. Our stakeholders, both internal and external, are directly linked with our operations and business. In people management, we identify stakeholders who are linked to our operating performance. We also consider those stakeholders who are involved with our products and our financial successive journey.

We selected stakeholders from a large list and prioritized them based on their importance (intensity and scale) before engaging them. Every year, we evaluate the efficacy of the stakeholder selection and engagement process. As a result, we maintain this process as fluid and responsive to changing situations.

Stakeholders	Engagement Method	Engagement Intervals	Key Concerns Raised
Employees	<ul style="list-style-type: none"> • Daily meetings, Weekly/Months; • Reviews improvements displays; • HR Forum; • Skip Level Meets; • Town Halls; • Focused Group Discussions 	Annual, Quarterly, Monthly, Weekly, Daily	Employee Satisfaction Survey; Appraisals; Internal Surveys; Questionnaire
Communities	<ul style="list-style-type: none"> • Meetings with local community; • Public hearing 	Annual, Quarterly, Monthly, Weekly, Daily	Minutes of Meetings, Feedback letters, Questionnaire
Suppliers/ Service Providers	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • One-to-one meetings 	Need-Based	Minutes of Meeting, Action Plans, Questionnaire
Media	<ul style="list-style-type: none"> • Regular Interactions 	Ongoing	Minutes of Meeting, Action Plans, Questionnaire
Dealers & Service Centers	<ul style="list-style-type: none"> • Dealer Meets, • Joint Programs, • Special Training Programs, • Dealers Council; • Dealer Visits; • Audits 	Annual, Quarterly, Monthly, Weekly, Daily	Dealer Satisfaction survey; Questionnaire
Customers	<ul style="list-style-type: none"> • Customer Meets, • Key Account Process, • Surveys; • Feedback calls; • Training Forums; • Direct Visits 	Need-Based	Customer satisfaction index; JD Power Survey; Questionnaire
Investors & Share- holders	<ul style="list-style-type: none"> • Investor Meets, • Investor Calls, • Shareholder/Investors Grievance Forum; • Ethics Committee 	Annual, Quarterly, Need-Based	Minutes of Meeting; Action Plans; Questionnaire
Regulators/ Government Authorities	<ul style="list-style-type: none"> • One-to-one meetings; • Meetings in Industry Forum 	Need-Based	Minutes of Meeting

For internal stakeholders, we concentrate on the interactions that take place within GPH ispat's internal environment. This combines their demands and expectations, as well as their views or ideas. We recognize that GPH ispat 's internal stakeholders are essential and they build the groundwork for reaching the sustainability performance criteria.

We aim to synchronize the outcomes of internal and external stakeholder interactions when there is any overlap. For example, if the customer's minimum wage meets the employee's minimum wage, then our established salary structure fits both needs.

We developed a two-dimensional framework for assessing materiality that takes into account the diversity of elements and their impacts.

Materiality Assessment

An organization is confronted with a diverse set of issues on which to include on their sustainability report. Relevant topics for inclusion in the report are those that can be legitimately considered relevant for representing the organization's economic, environmental, and social consequences, as well as influencing stakeholders' decisions. The most relevant topics of any organization can simply be called as material topics.

When determining whether a topic is material, a combination of internal and external elements can be evaluated. These include the organization's overarching objective and competitive strategy, as well as stakeholder concerns directly expressed. Materiality can also be determined by societal expectations and the organization's influence on upstream and downstream entities such as suppliers and customers.

One of the major conditions of Materiality Assessment is to assess the requirements of the International Standards and Guidelines for disclosing information on topics that can meet those requirements.

For materiality assessment, we follow different steps which are shown in the image on the side. While selection our material topics, we consider our core issues. Then this assessment is taken through 6 materiality filters. According to GRI Standards, two important filters are to consider while considering material topics among all other topics. They are

- Influence on Stakeholder Assessment and Decision
- Significance of Economic, Environmental and Social Impact

These topics are then sorted into the material matrix with low-medium-high rating. Finally, the topics have been evaluated as material.

We first have evaluated the core processes, activities, products and services of GPH ispat

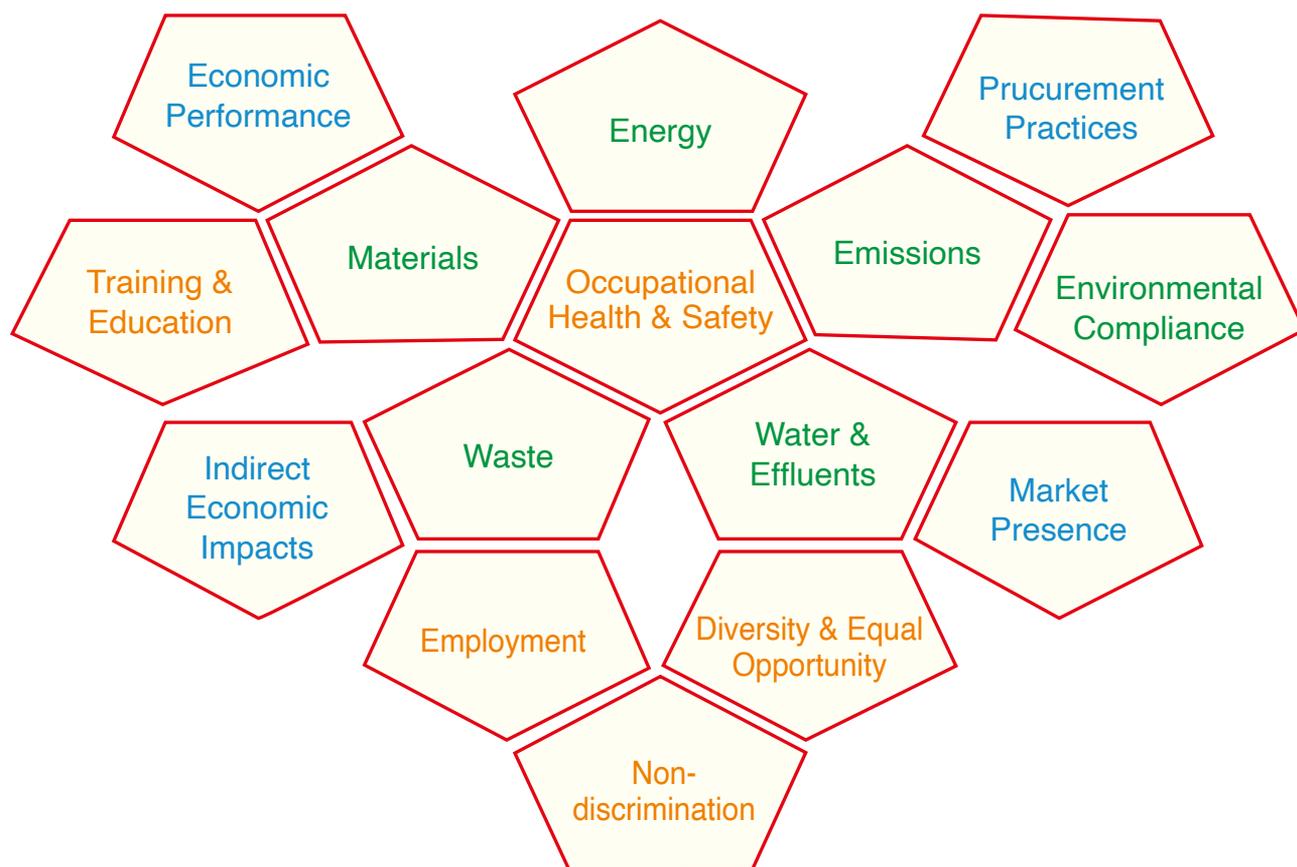
The assessment was against 6 materiality filters of GPH, i.e., financial impacts and risks, legal drivers, internal policies, peer performance and stakeholders' concerns.

The topics then evaluated on the basis of our internal and external stakeholders as well as significance economic, environmental and social impacts

Again these topics which were selected were measured on a criticality scale (Low-Medium-High) as shown in Materiality Matrix

At last, with the decision of senior management the actual material topics have been selected according to GRI Standards

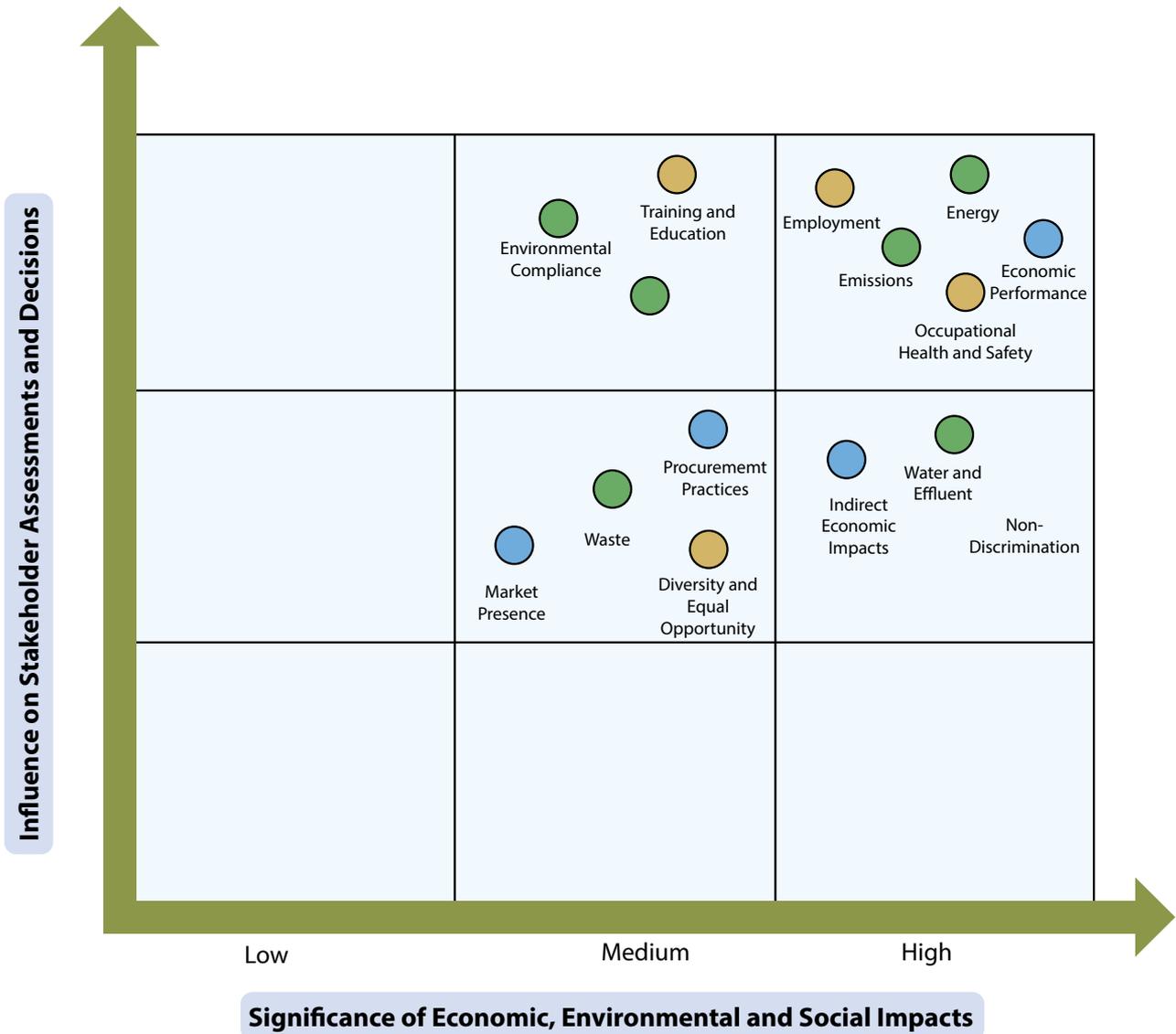
Our material topics



Material Topics	Why this topics are material for GPH ispat
Economic Performance	Improving our economic performance increases the value among our overall upstream and downstream stakeholders
Market Presence	Entry level wage as well as equity are maintained in GPH ispat
Indirect Economic Impacts	Besides direct impacts, GPH also impacts indirectly in our surrounding communities
Procurement practices	It's crucial for maintaining a steady and reliable supply of raw materials
Material	It is critical to have a steady supply of high-quality materials while producing regular items.
Energy	Managing our energy consumption is critical to reducing our business induced emissions
Water and Effluents	Waste is a significant environmental parameter and we are committed to reducing our overall water footprint
Emission	As the effects of climate change become more severe, we are dedicated to reducing our operations' negative environmental impacts.
Waste	We are very much aware about our wastes produced. At the time of waste disposal, we ensure our actions helping to reduce environmental impact and maintain good relationships with our neighbors.

Environmental Compliance	Maintaining environmental compliance is necessary for any responsible organization. Also, our clients are increasingly conscious of our environmental practices, including compliance
Employment	Our team is critical to achieving the organization's strategic goals and accelerating growth.
Procurement practices	It's crucial for maintaining a steady and reliable supply of raw materials
Material	It is critical to have a steady supply of high-quality materials while producing regular items.
Energy	Managing our energy consumption is critical to reducing our business induced emissions
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Environmental Compliance	Maintaining environmental compliance is necessary for any responsible organization. Also, our clients are increasingly conscious of our environmental practices, including compliance
Employment	Our team is critical to achieving the organization's strategic goals and accelerating growth.
Occupational Health and safety	OHS is one of the primary difficulties that must be considered when working in a hot environment at the time of steel production. In addition, during the COVID-19 outbreak, there was a greater emphasis on safety.
Training and education	Continuous skill development opportunities are a crucial part of our employee value offering and critical to our strategy's success.
Diversity and equal opportunity	A diverse workforce promotes innovation and production, as well as adherence to current international and local laws and regulations.
Non – discrimination	Our upstream and downstream entities are becoming increasingly aware of the need to eliminate all forms of nondiscrimination throughout our value chain.

Materiality Matrix



Economic Status of GPH

Bangladesh has stepped into a new journey as it has qualified to graduate into a developing nation from a Least Developed Country (LDC). The country has met for the second time, all the three eligibility criteria for the graduation involving income per capita, human assets index and economic and environmental vulnerability index.

Bangladesh is scheduled to officially become a developing country in 2026 as the UN committee recommended that the country should get five years instead of three, to prepare itself for the transition due to the impact of the COVID-19 on its economy. So, until 2026 the country will continue to enjoy the trade benefits as an LDC. The development comes when Bangladesh gears up for celebrating the golden jubilee of its independence in 2021.

According to the World Economic League Table 2020, Bangladesh's economy will make one of the biggest jumps between 2020 and 2034 on the back of demographic dividend and rising per capita income, Bangladesh ranks 40th among 193 countries this year and will rise to 25th within 2034. Amid uncertainty due to pandemic COVID-19, the government has targeted a 7.5 percent growth of GDP in the 2022 -23 fiscal year, while the World Bank has projected that Bangladesh's GDP growth will be 5.8 percent in the next 2022-23 fiscal year. Steady economic growth of Bangladesh and achievements in the social arena which has set examples for many countries of the world. Another transformation of the economy has been in the area of trade openness. The economy of Bangladesh has integrated into the global economy through exports, imports, remittances and foreign direct investment. More than 60 percent of the economy is globally integrated. This indicates the strength of the economy which is capable of taking part in global economic activities. As we are celebrating the achievements of the last 50 years of independence, we also have to work towards consolidating what has been achieved during this period, improve upon where there have been limitations and prepare for the new realities in an ever-changing global setting.

The country has done so much, but so much is also left to be done. Among those, five issues like inequality, good governance, technological adoption, investment on human capital and tackling the impact of climate change will need special attention in its journey during the next decades. The cost of doing business in our country is very high and global competitiveness is very low. As per the "Ease of Doing Business Index" of the World Bank, Bangladesh has been consistently lagging behind some of the competing countries in the world market. In this regard, improvement in governance and institutional reforms can reduce corruption, and establish accountability and transparency in economic management.

The ongoing COVID-19 pandemic has slowed down the pace of the fourth industrial revolution. Developing countries will be more vulnerable to automation than developed countries. So, Bangladesh has to prepare itself as the fourth industrial revolution (4IR) which is already knocking at the door.

Steel Industry in Bangladesh

In Bangladesh, the annual requirement of scrap steel is about 8 million tons of which only 25 percent is collected locally while the remaining are imported. Bangladesh's steel industry is especially vulnerable due to uptrend raw materials price in the international market.

Due to disruption in the global supply chain caused by COVID-19, the main raw material of the steel industry MS Scrap price increased almost double as the current international market price is above USD 500 per metric ton while it was USD 250 in June 2020. But the price of MS Rod increased on an average 30 to 40 percent during year. The price of MS Scrap could be reduced to a reasonable amount by adjusting tariff, value-added tax and advance income tax. The steel industry had witnessed sharp growth amid fierce competition during the pre-pandemic period. The heightened competition was a result of investment without market research and the installation of additional production capacity, which crossed total consumption in the local market. This led to unhealthy competition in the domestic market as everybody wanted to sell off their stocks. was a result of investment without market research and the installation of additional production capacity, which crossed total consumption in the local market. This led to unhealthy competition in the domestic market as everybody wanted to sell off their stocks.

Like other sectors, the steel industry did not witness good times in 2020-2021 as it was tough for the manufacturers to achieve their sales target by the end of the year. Moreover, the steel sector is connected to the country's overall economy. The country's economy faced a serious crisis due to the COVID-19 pandemic fallout while a second wave of infections has prevented development works from returning in full swing. So, the steel sector will get better when the country's economy will be better. The MS Rod price could increase further as the price of steel scrap is on the rise. Manufacturers had to adjust the cost, causing the MS Rod price to go up. Moreover, the price of MS Rod is still at a tolerable level in Bangladesh compared to other countries.

Steel Industry Growth, Opportunity and Optimism

The movement towards a progressive national economy strongly depends on how the construction materials especially steel related industries have evolved and such products are readily available. The key drivers for steel industry growth are increased government expenditures on construction and infrastructure development, growing urbanization, industrialization, increased wage earners' remittance inflows and higher purchasing power of consumers.

Currently, the government projects account for nearly 40% of total steel consumption which was only 15 percent a decade ago. A lot of mega projects work are running in the countrywide and it would take another 5-7 years to furnish them. Due to the expectation of the undertaking of more mega projects in near future and overall healthy economic growth, there is enough opportunity for steel consumption to grow.

Moreover, there are several reasons of growing demand for graded steel products such as self-reliant steel industry having sufficient capacity to feed local demand, self-reliant for intermediate raw-material MS billet production, new investment in recent period is remarkable, lower per capita steel consumption in Bangladesh. Growing demand for steel products ensures promising industry prospect. Moreover, Bangladesh has a big opportunity to earn remittance by exporting steel products like MS Rod and MS Billet.

A milestone for Bangladesh that GPH ispat has started exporting MS Billet to the world's second largest economy country the People's Republic of China. In October 2020, GPH ispat exported 25,000 metric tons of MS Billet to the People's Republic of China which was the first-time bulk cargo from Bangladesh and the biggest shipment in the history of Bangladesh in terms

of value as well as quantity and continuing the export. In 2020-21, we made four consignments total 86,378 metric tons. As the steel industry is capital intensive and highly unusual trade in international market, the government should give at least 15% incentive to the steel manufacturers to encourage exporting MS Billets and other steel products which will boost export-oriented production for the development of national economy.

In 2022-2023, the steel industry of Bangladesh suffered huge losses due to the dollar value devaluation. As the industry is import-dependent for resources, it is currently in crisis due to the global economic recession, inflation, Bangladesh's foreign exchange crisis, the Russia-Ukraine war and post-traumatic effects. Imports of raw materials have declined significantly due to the dollar crisis and import restrictions. In addition to that, there is also a crisis of gas and electricity. But GPH ispat tried to continue their significant contribution after facing all of the challenges. Net Revenue for the financial year 2022-23 amounting Tk. 57,656.89 million while it was Tk. 46,827.52 million in the previous year. Profits after tax for the financial year 2022-23 amounting Tk. 267.61 million. Revenue has been increased significantly as caused the company marketed its new products of the new expansion plant. As a result, the market share of the company has been increased significantly. Moreover, GPH Ispat also manufacturing the GPH QUANTUM B600C-R & B600D-R Steel bar for the first time in Bangladesh. The combined effects are registered a positive impact on the profitability during the period 2022-23.

GPH ispat Driving the EAF Quantum Technology in Bangladesh

We believe that the best technology can produce the best quality products. As the vision of GPH ispat is "To provide the foundation for building the infrastructure of Bangladesh towards High-Income-Country (HIC) with the true GPH philosophy" and the mission is "The trusted brand of Bangladesh leading the steel sector with innovative products leveraging cutting edge technology", we introduced the world's most advanced technology based on "EAF Quantum Technology" in our production process. This type of technology is being used for the first time in Bangladesh as well as in the Asian region. EAF Quantum Technology will not only ensure world class products but also substantially reduce the consumption of power, gas

and water against existing steel production practices in Bangladesh. Moreover, using this technology carbon emission will be less than the World Bank's prescribed limit and the Bangladesh Standards' recommended limit.

Transformation of GPH ispat

Change is inevitable; the things which are latest today will become obsolete tomorrow. In the era of Industrial 4.0, the change comes more rapidly in terms of technology, people management, way of doing business, decision making process etc. Now the management has been thinking to make GPH as one of the best in terms of Employer of Choice, Corporate Culture, Talent Management, performance driven culture in our country.

With a view to bringing these changes, GPH ispat management has taken a remarkable step to "Transform" GPH ispat towards the new beginning. Zunoks Consulting, one of the biggest consulting firms in the country, is the trusted partner of GPH ispat which basically works behind the Transformation" journey. The whole transformation journey is divided into five basic pillars namely Organizational Talent, Leadership, Performance, Reward, and Culture.

Under these five basic pillars there are seven projects like Revamp Organization Structure, Restructuring Policies, Redesign PMS, Reward Driven Culture, Managing Talents, Embedding Environment & Health and Safety Practices, Organization Values & Culture at the center. Before initiating the projects work Zunoks Consulting firm had gone through in details of the policies, practices, AS-IS Organizational Structure. They had conducted several surveys among the stakeholders to understand the current status and problem statements of the organization.

As part of collecting primary data, they talked hundreds of employees of the organization. All the projects have been taken to position GPH ispat as an employee focused, performance driven, sustainable, future-led organization. We have also taken initiatives for skill development of our officers, staffs and workers by arranging internal, local and foreign training facilities throughout the year.

Direct Economic Value Generated and Distributed (BDT Million)

Particulars	2020-2021	2021-2022	2022-2023
Total Assets	53,659.26	64,886.74	86,383.72
Total Equity	11,856.92	12,576.30	24,461.99
Total Equity & Liability	53,659.26	64,886.74	86,383.72
Revenue from contracts	28,166.46	46,827.52	57,656.89
Gross Profit	4,201.31	6,349.07	7,960.36

Operating Profit	3,218.38	4,945.60	6,472.91
Profit Before other income	2,202.01	2,897.12	1,296.61
Profit before tax and distribution of WPPF and Welfare Fund	2,233.97	2,927.946	1,301.48
Profit before income tax	2,122.27	2,781.549	1,236.41
Profit after tax	1,660.89	1,494.276	267.61
Other Comprehensive income	4,330.38	-----	14,837.80
a. Revaluation of Property Plant & Equipment			
b. Deferred Tax on revaluation reserve of property, plant & equipment	(386.509)	19.32	(2,979.48)
Share	4.18	3.42	0.58

Key Operating and Financial Data of the Last Three Years

GPH ispat Limited has made significant progress over the last few years in respect of Production, Sales, and Profit earnings. The last three years' operational and financial data of the Company are tabulated below:

Operational Data

Particulars	2020-21	2021-22	2022-23
Net Revenue (Million)	28,166.46	46,827.52	57,656.89
Cost of Goods Sold (Million)	23,965.15	40,478.44	49,696.52
Gross Profit (Million)	4,201.31	6,349.07	7,960.36
Operating Profit (Million)	3,218.38	4,945.60	6,472.91
Profit Before Tax (Million)	2,122.27	2,781.549	1,236.41
Profit After Tax (Million)	1,660.89	1,494.276	267.61
Earnings per Share (EPS)	4.18	3.42	0.58
Net Operating Cash Flow Per Share	(4.05)	(7.15)	(2.10)

Particulars	As on June 30, 2021	As on June 30, 2022	As on June 30, 2023
Non-Current Assets (Million)	33,821.01	34,579.59	50,417.25
Current Assets (Million)	19,838.25	30,307.14	35,966.46
Total Assets (Million)	53,659.26	64,886.74	86,383.73
Equity (Million)	11,856.92	12,576.30	24,461.99
Non-Current Liabilities (Million)	22,431.12	22,057.39	26,595.79
Current Liabilities (Million)	19,371.22	30,253.04	35,325.93
Total Equity and Liabilities (Million)	53,659.26	64,886.74	86,383.72
Net Asset Value (NAV)	29.86	28.79	53.08

Market Presence

At GPH ispat, we have a fair and balanced hiring policy that prohibits child labor, forced labor, gender discrimination, and other forms of discrimination. GPH ispat is concerned about the wage structure for all employees so that, they are paid as per company policy. The authority ensures proper wages and benefits for everyone by following the relevant laws and regulations. GPH ispat maintains ratio of the entry level wage by gender at significant locations of operation to the minimum wage. Across the board, our benefits to workers and employees beat the market standard for comparable duties and positions, regardless of gender, caste, or religion. The majority of the senior management team is drawn from the surrounding region.

Marketing & Branding

Marketing strategy is shaped both by business strategy and brand strategy. Whereas branding is strategic, marketing is more tactical. Marketing is actively promoting and selling a product or service. It's about putting the right product in the right place, at the right price, at the right time. Our Mission, vision and values are closely related to our brand positioning. Considering as a highly competitive steel market in Bangladesh, the Board of Directors is always proactive concern about marketing and branding strategy of the company. Moreover, effective marketing policy

and implementation are the vital factor for securing expected growth of market share. Such a visionary thought induces GPH ispat's management to introduce world's latest and most advance Quantum Electric Arc Furnace technology in Bangladesh. Along with the best quality products GPH follow the efficient practices of Marketing and Branding activities like television commercial, reality show like Ananna Protibha, talk show with various television channels, press advertisement, street beautification, billboard, neon sign, high-wall painting, shop painting, shop-signboard, shop merchandizing, new year calendars, brochures & flyers etc. over the year. Moreover, we organize conferences like engineers meet, mason meet, halkhata program in order to engage the key influencers with our brand. Furthermore, to boost our brand visibility in the digital sphere, we have extended our involvement in social media platforms like Facebook, Twitter, Instagram, LinkedIn, YouTube and Google display network along with many others.

Indirect Economic Impacts

Economic sustainability, to us, entails not just producing value for our site, but also creating value for our customers and suppliers. We would not exist economically if it weren't for our customers and suppliers.

As a result, we invest judiciously in infrastructure expansion, keeping in mind that the market is not a static interaction, but rather a very dynamic one, and responding to it in a timely manner is critical to ensuring long-term growth.

The infrastructure investments of GPH ispat help people and society by creating jobs and other opportunities. This facility creates economic value directly or indirectly. For example, investment in a rural road could increase employment, agricultural productivity, and other socioeconomic benefits. This increase in productivity, facilities, and expanded employment opportunities will affect the supply chain, economic growth, and quality of social life.

Procurement Practices

Procurement is the process of acquiring commodities or services for commercial purposes. Procurement is mostly associated with businesses as industries need to sell and purchase goods and services on a relatively large scale usually.

Generally, Sustainable procurement incorporates specifications, requirements, and criteria that are in line with environmental and societal protection. It

covers a wide range of topics, including child labour and the use of hazardous substances that can harm people or the environment. Sustainable procurement guarantees that a company's key sustainability values are upheld throughout the product and service life cycle. Sustainable procurement policies and strategies are centered on the need to future-proof itself, especially around supplier shortages, the ability to cope with rising market demand, cost pressures, and the potential to cut cost through reductions in energy usage and waste.

Sl. No.	Items	Status of GPH Ispat in 2023
01	Number of total suppliers dealt with	1152
02	Ratio of local suppliers and total suppliers	4: 5

GPH ispat has dedicated logistics department to perform and govern the total procurement process. The steps for the procurement followed by GPH ispat are given below:

The main processes of GPH are followed as

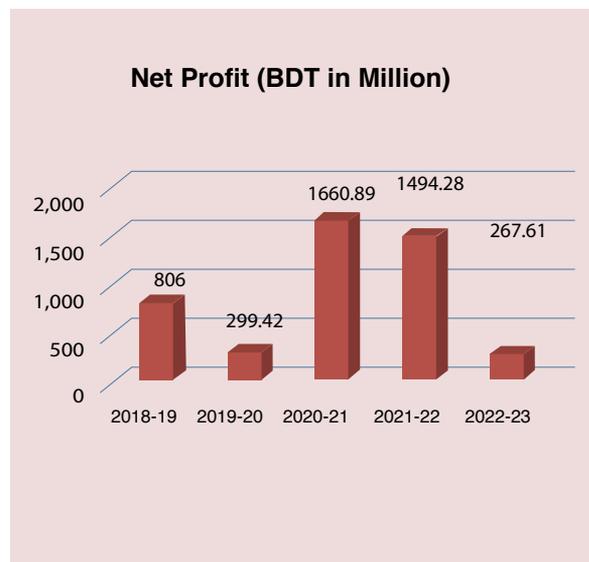
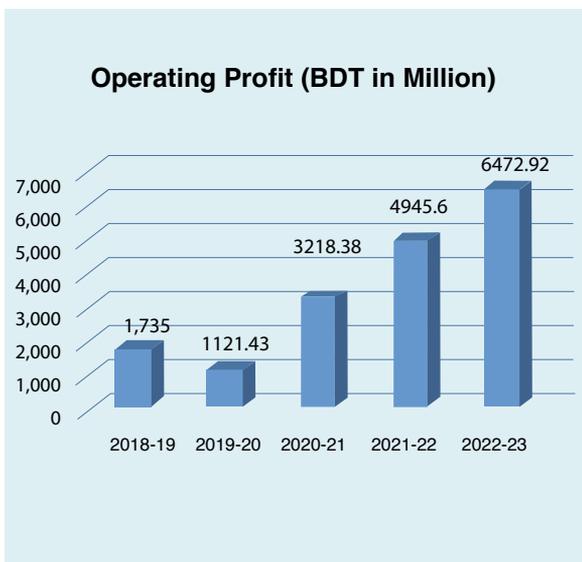
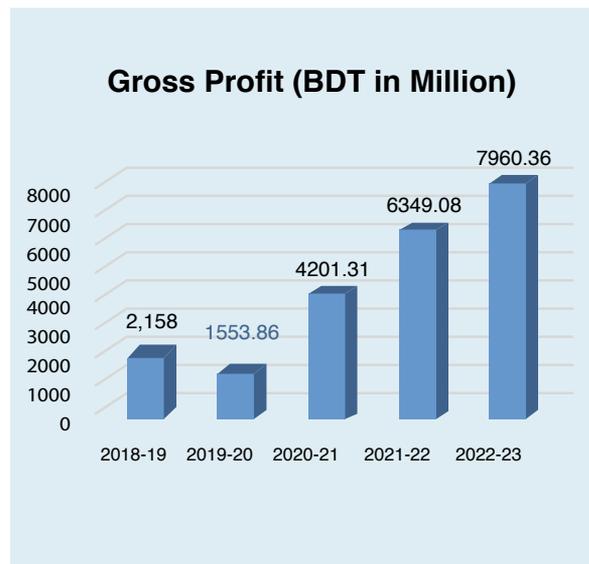
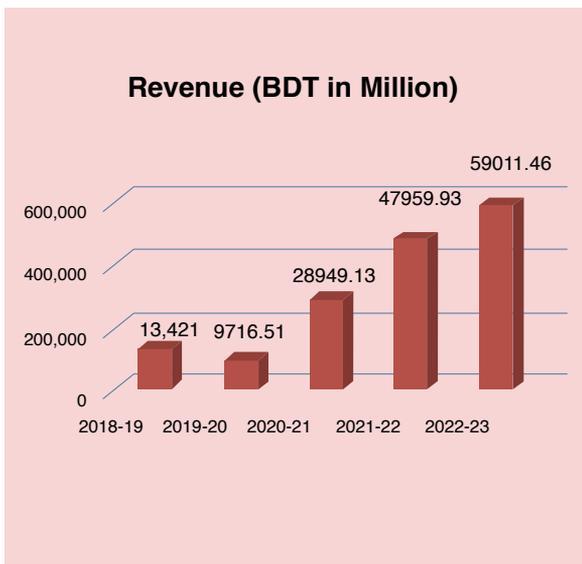
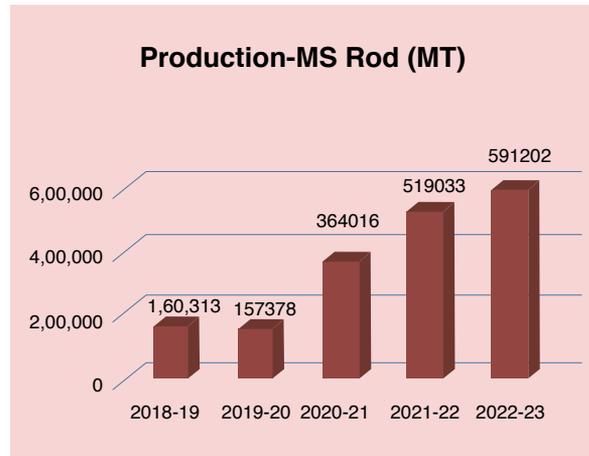
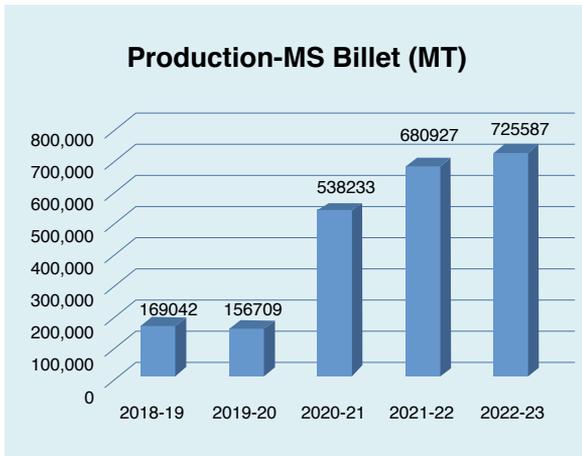
- Process-1: Forward purchase requirement
- Process-2: PR Receiving
- Process-3: RFQ Generate
- Process-4: Offer/Quote Collection
- Process-5: Negotiation
- Process-6: Purchasing Approval taking from management
- Process-8: PO issue and PI Collection for LC
- Process-9: LC Draft & Final LC Share
- Process-10: LC Amendment
- Process-11: PO Creation (ERP)
- Process-12: Freight Forwarder Nomination
- Process-14: Shipment
- Process-15: In case of failure to shipment
- Process-16: Copy Documents Collection
- Process-17: Claims
- Process-18: Freight Forwarder Bill Processing
- Process-19: Bank Payment Release confirmation

This Standard Operating Procedure (SOP) of Procurement applies to the activities to be performed for Requisition, RFQ Generation, Quotation collection, negotiation & ordering of the materials, LC opening viz freight forwarder nomination, shipment, copy documents collection, original document retirement

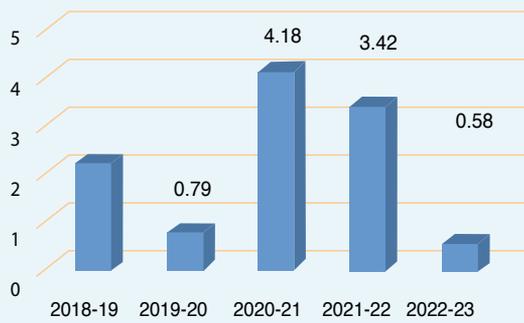
Responsibilities regarding procurement process:

- Store in Charge
- Planning in Charge
- Sourcing in Charge
- Commercial in Charge
- Head of Supply Chain
- A/P in Charge
- Business Controller-Finance, SCM Sr. GM (F&A)

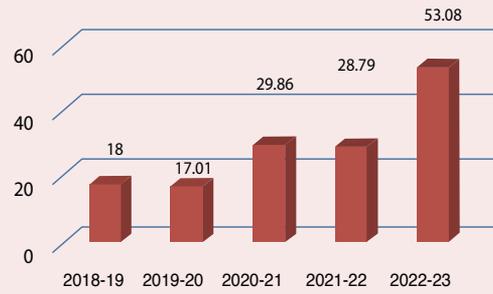
Highlights of Economic Performance



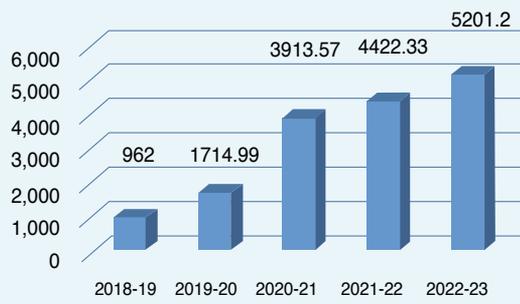
Earning per Share (Taka)



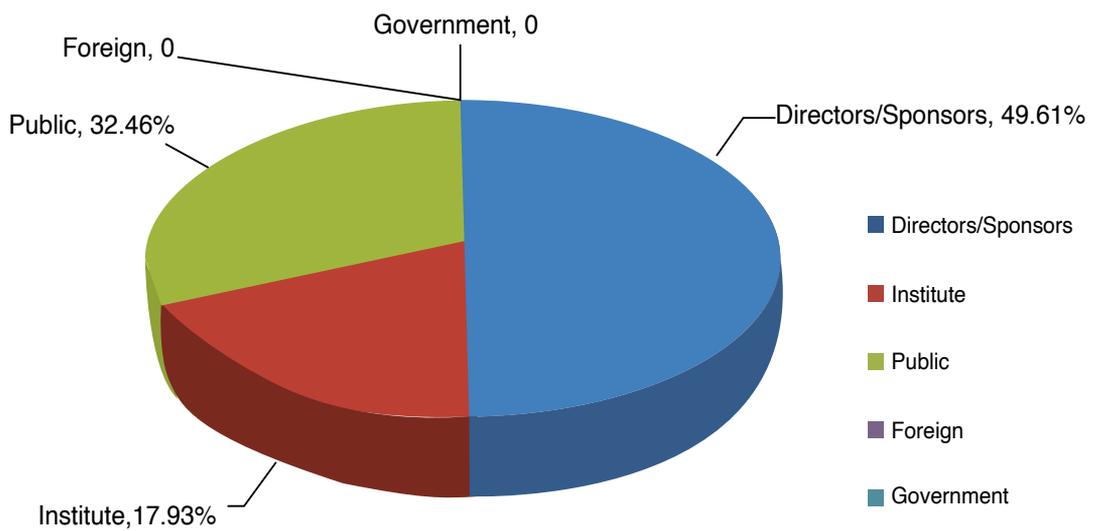
Net Asset Value (NAV) per Share (Taka)



Contribution to National Exchequer (BDT in Million)



Shareholding Position as on June 30, 2023



Environmental Aspects at GPH



GPH ispat aims to do its part in making the planet greener and more livable for generations to come by optimizing energy consumption and increasing the use of renewable energy. Moreover, the priority of GPH ispat is to take responsibility for the excess CO₂ emissions generated by its own operations. GPH ispat is also committed to the continuous deployment of enhanced sustainable solutions for an energy-efficient and environment-friendly industry. In this connection, we set out an Effluent Treatment Plant (ETP) system to make pollution free environment. We installed an Air Separation Plant (ASP) based on latest technology and international standard for our expansion project. We also apply rain water harvesting system to use water in the process. No underground water is used in production process and the Water Treatment Plant (WTP) has been designed with zero discharge system that ensures 100% recycling of used water. GPH is enriched world latest and efficient de-dusting system which is complied with World Bank standard. As a result, the natural environment would not be affected. Moreover, in order to drastically reduce the overall CO₂ emissions from the production of steel, the development of breakthrough technologies is crucial. At present, a large number of promising projects are ongoing in different parts of the world. We have installed the State-of-the-Art technology for our expansion project. By using this technology, carbon emission

will be less than the World Bank's prescribed limit and the Bangladesh Standard's recommended limit. Minimization of pollution and increase use of renewable energy are the key concern for sustainability of the future world.

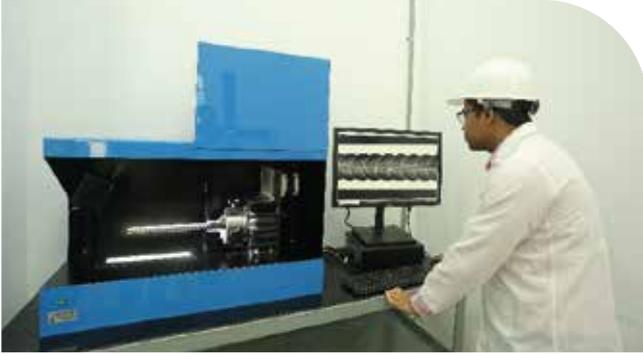
Commitment of GPH ispat to Environment

Commitment to safeguarding the environment was the top priority of Bangladesh's leading steelmaker GPH ispat when it went for a large investment to establish Asia's first quantum electric arc furnace technology based plant, a cutting-edge technology in steel making.

The steelmaker initiated the massive expansion plan in 2016 and invested BDT 2,390 crore to establish the state-of-the-art plant, which is the second of its kind in the world.

After facing a delay of one and a half years, commercial production at the plant of Chattogram-based GPH ispat began in June, 2021. The new plant has a capacity to produce 8.40 lakh tonnes of mild steel (MS) billet annually while its old plant with traditional induction furnaces had melting capacity to produce 1.70 lakh tonnes of billet. Equipped with the newly adopted technology, the combined billet making capacity of GPH ispat has crossed 1 million tons per year. The new plant

also has expanded the steelmaker's MS rod producing capacity, adding an additional 6.40 lakh tonnes a year to the already existing 1.50 lakh tonnes rolling capacity from its previous plant.



But, enhancing production capacity or ensuring best quality products to lead the market was not the only goal behind such big investment, the manufacturer actually visioned for environmental sustainability while setting up the completely green and world-class plant.

In our part of the world, many manufacturers did not invest in environment, but GPH strongly believes in environmental protection. As saving the environment is the top priority, the whole GPH family is very much aligned with that vision. All of us, who work here in any capacity, are always encouraged, are always informed and are given the direction to work in such a manner that the principles that we hold dearly in our hearts to protect the environment are never compromised. That is something that we do consciously and take a great deal of pride in. We hope to continue in a manner that will show the rest of the manufactures in Bangladesh, to the whole world in fact, that it's possible to become topnotch steel manufacturer without causing harm to the environment

The advanced technology enables the company not only to produce highest quality construction steel but also the purest steel since all the impurities can be removed. This technology with its different features helps the company avoid causing any harm to the environment. Firstly, the company's quantum furnace technology-based plant ensures production of high-quality steel products with less energy.

The furnace creates a huge amount of heat at the time of melting the scrap of a batch. GPH ispat's technology uses this heat to preheat the next batch of scrap stored in a basket on top of the earlier batch. The benefit of the preheating is that the already preheated scraps get melted comparatively in a lower temperature, thus it saves energy. That heat otherwise would go to waste.

Secondly, the quantum green factory has highly sophisticated and advanced exhaust gas purification system to keep the environment clean.



Thirdly, emission of carbon and dust from the factory is currently less than 5 mg per cubic metre, which is 90 percent less than the standard of 50 mg per cubic metre set by the World Bank. It is also 98 percent less than the standard of 350 mg per cubic metre set by Bangladesh's Department of Environment. It enables the company to reduce natural gas consumption about 35 cubic metre per tonne against existing steel production practices in the country. Another feature is that it has a strong evacuation system that helps all the pollutants, including the gaseous ones, to be removed within the system and they are not released into the factory floor.

The company has taken several other steps to support its commitment to save the environment. Like – the oxygen plant GPH set up in its factory is 'the largest in the country', which produces 225 tonnes of gaseous oxygen and 25 tonnes of liquid oxygen daily. GPH Ispat has so far distributed more than 1,000 oxygen cylinders to different hospitals and it keeps on refilling about 150 cylinders every day since the beginning of the coronavirus pandemic.

GPH ispat is the only factory in the country that has its own water harvesting system and water treatment plant with zero discharge technology. An artificial lake has been built where rain water is preserved and harvested enabling us not to use underground water for the plant anymore. Rainwater harvesting through catchment provides 2,500 cubic metres of water a day and thus helps saving that much of underground water. The company also harvests rainwater on the rooftop reservoir during rainy season thus saving almost 1,000 cubic metres of water per day. Moreover, the zero-discharge technology of the water treatment plant helps treating the water that is used in the plant and that water is recycled into the main water circulation system.

All these features of the advanced technology and the supporting steps have made the plant green and environment-friendly, which are rarely seen in Bangladesh or in the neighboring countries. A normal arc furnace-based plant could be set up and we would be better off financially but because of the commitment

of safeguarding the environment, GPH has invested heavily in these causes. We aspire to be the number one steel maker in Bangladesh in the near future and we are trying all that we can do to achieve that along with never neglecting our commitment to safeguard and preserve the environment. Coronavirus pandemic has badly hit the steel market as well as the projected sales of GPH ispat, but the company managed to maintain a healthy double-digit growth in sales year-on-year. The company is trying to recover the challenges of this pandemic. We think if we can just survive this pandemic maintaining the current growth rate, the practices we would have developed in the interim period will pay us big dividends in the future. In 2019, GPH ispat had a market share of around 7 per cent of the country's MS rod market. The pandemic is restricting the company to utilise its full production capacity. The projected sales of MS rod of both of its factories were expected to reach 4.80 lakh tonnes in 2021 and the expectations was fulfilled.

Environmental Policy

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 environmental 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 environmental 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



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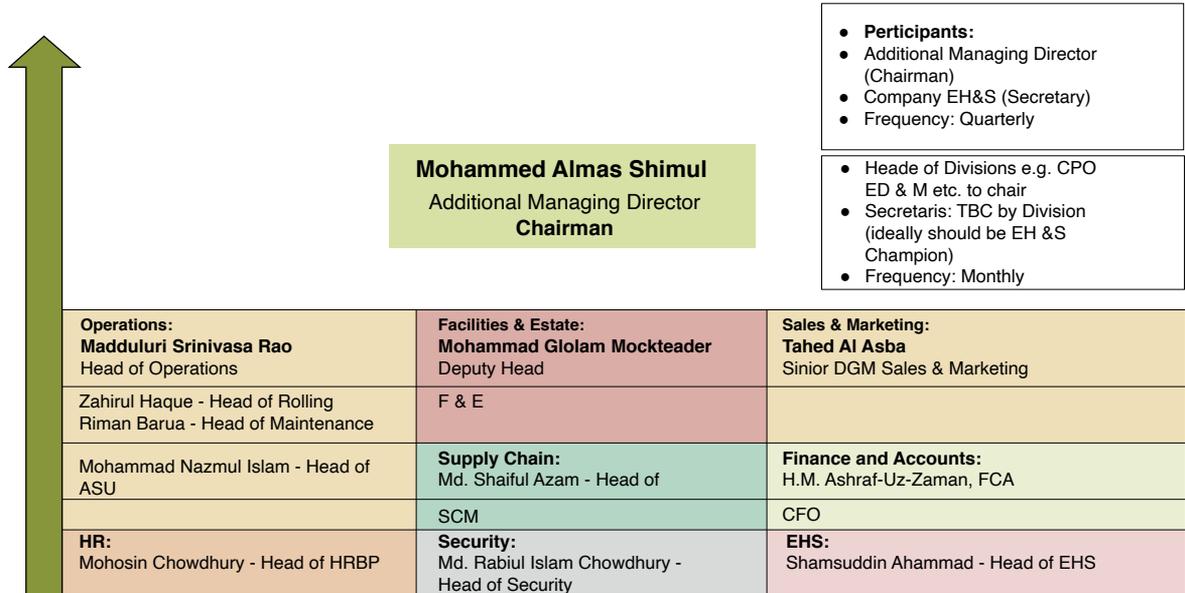
Compliance to this policy in all of their activities is the responsibility of every employee and contractor working for GPH ispat.


 Managing Director
 Date: 14/11/2021


www.gphispac.com.bd



Responsibilities regarding Environment, Health & Safety

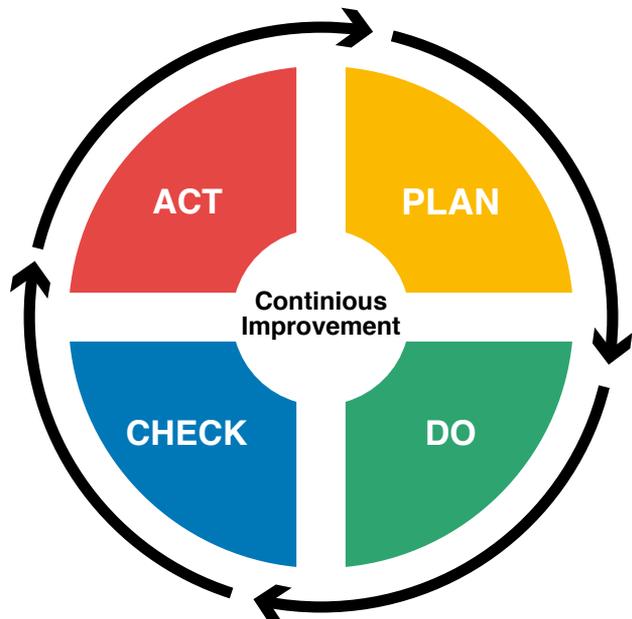


Escalation of risk, accidents, incidents, resourcing decisions

Environmental Management System

Like any responsible organization, GPH has established an environmental management system. We implement everything necessary to keep the GPH environment safe according to this management system. Our environmental management system (EMS) is certified by an Accredited Certification Body (URS) and it satisfies the requirements of ISO 14001:2015.

The roles and responsibilities for the continuous improvement of the Environmental Management System are outlined in our EMS guidebook. The goals and targets are described in this management system and we are monitoring their progress to ensure that they are achieved. We utilized the globally known Plan Do Check Act (PDCA) framework and established a complete Environmental Management System to improve our management approach to managing our environmental concerns.



Materials

The increasing use of raw materials or other materials in any organization indicates that the production of that organization is also increasing, which means that the organization is moving towards further economic development. The main raw materials used in GPH are scrap and later billets. Also notable are the lime,

dolo lime, met coke, injected carbon and ferro-alloys which are the most used materials in GPH. The GPH authorities always take into account the environment while using all these materials. Solid waste generated from these materials is also handled very efficiently by GPH.

Materials	Yearly Consumption	
	2023	2022
Scrap (MT)	801419.156	702922.196
Lime (MT)	11983	9303
Dolo lime (MT)	21048	17822
Pet Coke (MT)	2189	1115
Injected Carbon (MT)	14954	15814
Ferro-Alloys (MT)	9914	9494

Energy and Emissions

As per NID (National determined contributions master plan on energy efficiency of Bangladesh. Government aims to lower energy intensity national primary energy consumption per unit of (GDP) in 2030 by 20% compared to 2030 level a total of 95 million tons (equivalent of 113 billion m3 gas) is expected to save during this period.

Year	Electricity (KWH)	Fuel (liter)	Gas (m3)
2021-2022	436722820.2	1853206	7479183.4
2022-2023	457391771.1	1761499	10381669.2

Usually, energy saving is critical for the steel industry's competitiveness, long-term viability, and reduction of environmental impacts, such as greenhouse gas emissions and improved resource management. Furthermore, energy accounts for anywhere from 20% to 40% of the cost of steel production in various countries. As a result of the energy savings, production costs are lowered, improving competitiveness. Coal, iron ore, recycled steel, limestone, and other raw materials require energy for extraction, preparation, and transportation. According to the World Steel Association, indirect energy consumption accounts for about 8% of the total life cycle energy required to manufacture steel. As a result, for overall energy reductions in the steel sector, a comprehensive approach from mining to production is required.

At GPH, we usually maintain energy efficient practices. Our quantum furnace technology-based plant ensures production of high-quality steel products with less energy. Also, the quantum green factory has highly sophisticated and advanced exhaust gas purification system to keep the environment clean.

Emissions

Emission of carbon and dust from the factory is currently less than 5 milligrams per cubic meter, which is 90 per cent less than the standard of 50 mg per cubic meter set by the World Bank. It is also 98 per cent less than the standard of 350 mg per cubic meter set by Bangladesh's Department of Environment.

GHG Control Initiatives

GPH Quantum Green Factory has highly sophisticated and advanced exhaust gas purification system to keep the environment clean and safe. The amount of carbon and dust emissions from the factory is well within the stipulated limit set by the World Bank.

Power plant and substation:

GPH ispat has its own power plant that provides a significant portion of power to cater to production needs. The factory has a 230/33 KV GIS substation for uninterrupted power supply. The amount of electricity saved in the factory can be utilized by 192,000 households per year (with respect to average electricity consumption of Bangladeshi households).

Natural Gas Savings

The technology utilized in the furnace deploys a pre-heating system that reutilizes the generated heat. The amount of natural gas saved in the GPH QUANTUM factory can meet the gas demands of 35,000 households per year

Water and Effluents

Process for Water Treatment Plant

GPH ispat is the only factory in the country that has its own water harvesting system and water treatment plant with zero discharge technology. An artificial lake has been built where rain water is preserved and harvested enabling us not to use underground water for the plant anymore. Rainwater harvesting through catchment provides 2,500 cubic meters of water a day and thus helps saving that much of underground water. The company also harvests rainwater on the rooftop reservoir during rainy season thus saving almost 1,000 cubic meters of water per day. Moreover, the zero-discharge technology of the water treatment plant helps treating the water that is used in the plant and that water is recycled into the main water circulation system. Reserved rain water taken in raw water reservoir basin and sand filter after supply in makeup water basin.

From makeup water basin supply 05 types circuit basin— 1) ICW or Indirect cooling water circuit 2) DCW or Direct cooling water circuit 3) Softening plant or EAF, CCM close circuit 4) Service water i.e. cleaning and drinking water 5) Fire-fighting basin.

ICW or Indirect cooling water: ICW is mainly used at all heat exchanger for equipment cooling purpose, ICW circuit inside chemical use corrosion inhibitor, scale inhibitor and biocide.

DCW or Direct cooling water: DCW is mainly used at billet and rebar body for hardening with cooling purpose. DCW circuit inside chemical use corrosion inhibitor, scale inhibitor, Biocide, Flocculant, Coagulant, aqua parse.

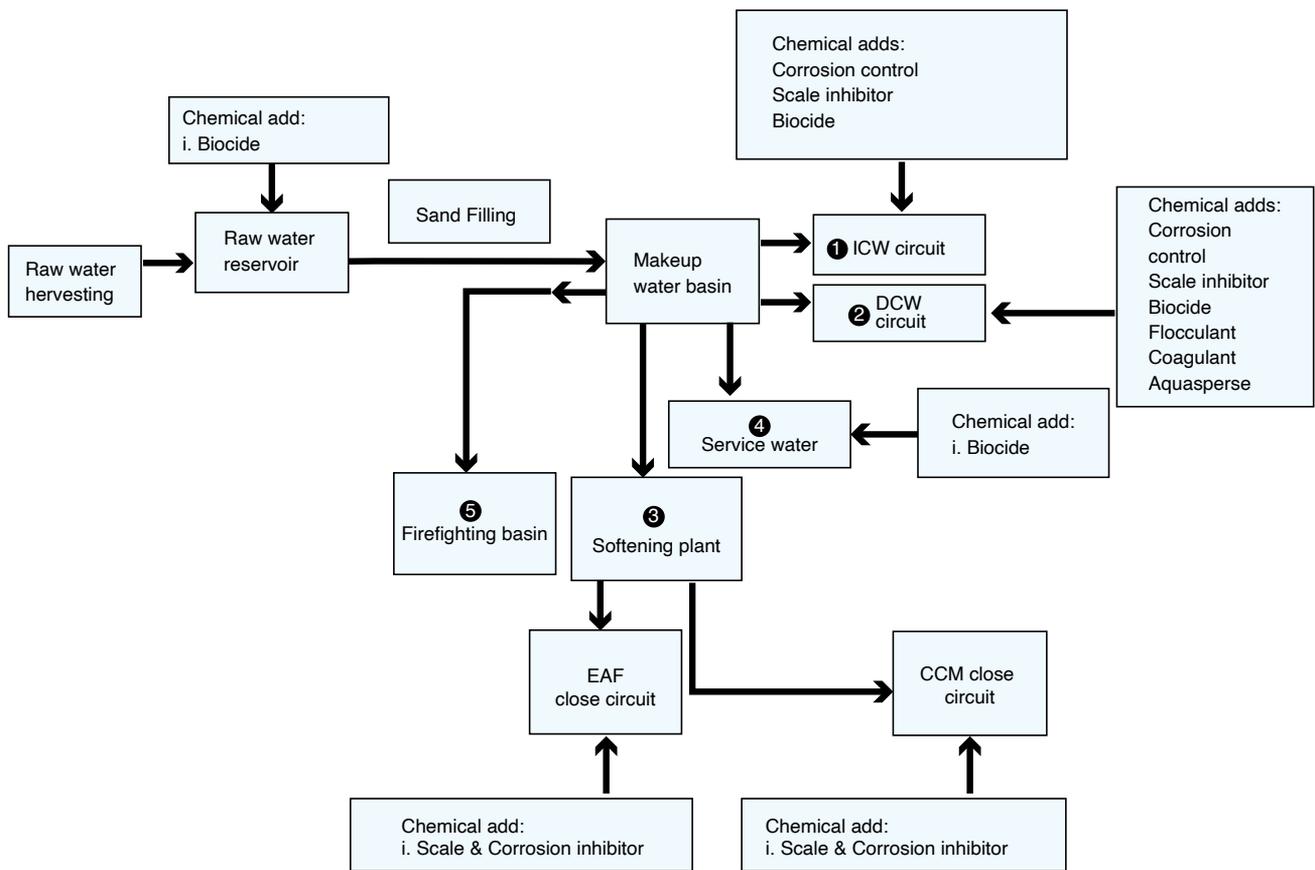
Softening plant: Softening plant is used at EAF, CCM close circuit and ICW circuit. Close circuit inside chemical use corrosion and scale inhibitor.

Service water: Service water is used at all cleaning purpose with drinking water production. Service water inside chemical use biocide and drinking water production by RO plant.

Fire-fighting water: Fire-fighting water is mainly used at fire-fighting activities.

Water use (consumption):

Year	Total water consumption (Liter/year)	Total recycled water ((Liter/year)
2020- 2021	77,44,48,000	2,26,88,000
2021- 2022	84,01,62,200	2,44,88,000
2022- 2023	82,61,42,000	11,52,00,000



Water Saving Initiatives

Zero liquid discharge water treatment plant:

Mainly process system inside waste production from DCW sand filter backwash. So, DCW waste water treatment after we are water use again in system. DCW sand filter backwash water deliver in thickener basin- at first thickener basin separate clean water and sludge water. Clean water directly uses in system and sludge water deliver in screw filter press. Screw filter press separate clean water and sludge cake, clean water uses in system and sludge water use in land filling work. So, our WTP system is modern European technology minimum zero discharge water saving system.

Water saving highlights

DCW circuit waste water treatment equipment screw filter press setup after per day 120m³ or 1,20000 Liter water saved.

Waste Management

While processing resources through numerous processes, the steel industry generates a huge volume of solid waste. Many valuable items can be recovered affordably from these solid wastes and reused. Steel industries throughout the world have already implemented a number of creative approaches and are continuing to do so in order to achieve 100 percent use of these wastes, with the ultimate goal of boosting the steel industry's operational efficiency and profitability. These techniques not only minimize waste disposal costs and pollution, but they also give a significant quantity of iron ore and flux materials, as well as fuel rate benefits, to the existing process, resulting in matching amounts of raw materials being saved.

GPH, as a steel industry, is capital and energy intensive, with high production volumes. Many different technologies are used, and GPH's activities have a significant environmental impact.

The disposal of wastes created at various phases of processing is one of the primary challenges here. According to the World Steel Association (WSA), GPH employs the 3 'R's of reduction, reuse, and recycling in a variety of methods.



Waste produced

Waste Produced in MT	2022-2023
EAF Slug	69899.24
CCM/Ladle Jam	17328.47
Tundish Jam	3753.41
Refractory	1597.47
Drop out box dust	290.8
Quenching box dust	79.4
EAF dust	6763.917

Environmental Compliance

According to the Climate Risk Index 2020, Bangladesh ranks 7th among the worst victims of climate change. And for this, Hon'ble Prime Minister Sheikh Hasina announced the "Mujib Climate Prosperity Plan Decade 2030". The main issue is the rapid reduction of greenhouse gases and carbon. This plan is included in the National Determined Contribution (NDC).

In association with the plan, GPH ispat is making the following contributions to environmental development and pollution control:

Control of greenhouse gas emissions

The steel production industry produces the most carbon monoxide. Which is called the off-gas of the furnace. This carbon monoxide directly destroys the balance of the environment and causes environmental pollution which plays a major role in climate change. Typically, for every metric ton of steel, 10 to 25 kg of dust accumulates. And there is no question that modern deducting systems play a very important role. GPH ispat Ltd.'s latest technology EAF Quantum and Off-Gas Treatment Plant are ensuring that carbon emissions are kept below 10 mg / m³. The level set by the World Bank is 40 mg / m³. Off-gas usually contains CO, CO₂, H₂ and metal particles.



Water reserve capacity 1.5 million Cubic Liter in this lake; Using this lake water and recycling the wastewater through the own WTP for further use for production; 75% of the water of this lake used for this plant and 25% distributed among the local inhabitants,

Ensuring zero use of ground water

Water is one of the most important resources in the industry. GPH ispat factory area has very low groundwater content, to say the least. In order to preserve the environment and to protect environmental balance of surrounding

area GPH ispat Ltd. has built a water reservoir (artificial lake of rain water) at the foot of the hill without pumping groundwater maintaining all environmental. In addition, the area has created a green, biodiversity environment for animals, birds, fishes and huge numbers of plantation with a natural balance. This reservoir can store 1.5 million cubic meters of water. And this water ensures year-round water supply for factory operation.

Rain Water harvesting



Artificial lake built using 55 acres of land for rainwater harvesting & multipurpose uses in the plant of GPH ispat Limited

Zero Discharge Water Treatment Plant

The only zero discharge water treatment plant in the steel sector has made the production process of GPH ispat Ltd., more environmentally friendly. The main feature of water recycling and minimum water supply in which process loss only seen by evaporation.

Water is usually used and treated in the following ways to avoid harm to the environment

A. Makeup water treatment

Makeup water treatment works by filtering, softening, desalinating and disinfecting water depending on the needs of different plants.

B. Waste water treatment

This treatment ensures separation of solid and oil, precipitation of heavy metals and zero discharge.

C. Sludge treatment

Handling, dewatering, defiling and recycling of process sludge is done in this process. Basically, this task is solved by sludge thickener, filter press.

The below measures have given GPH Ispat a completely different identity from other steel manufacturing plants called "Pollution Controlled Eco-Friendly Steel Factory".

Water Treatment Plant with zero Discharge Technology

Only GPH ispat factory in Bangladesh has its own water harvesting system and water treatment plant with zero discharge technology, so no water is wasted.

It means that waste water would not come out from the plant and all waste water would be recycled inside the plant. As a result, the natural environment would not be affected.

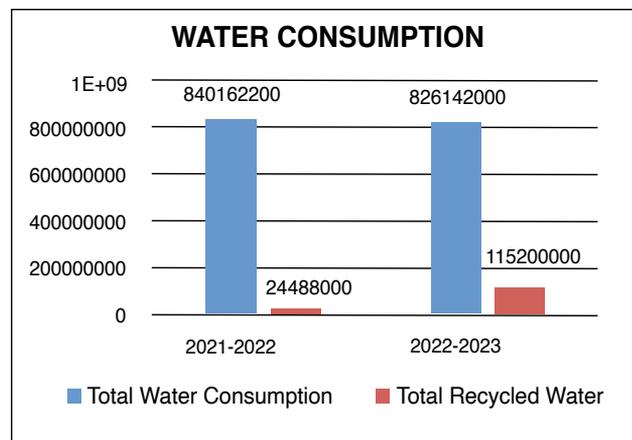
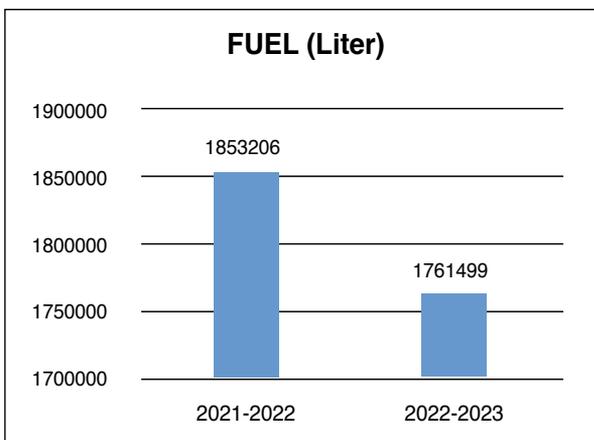
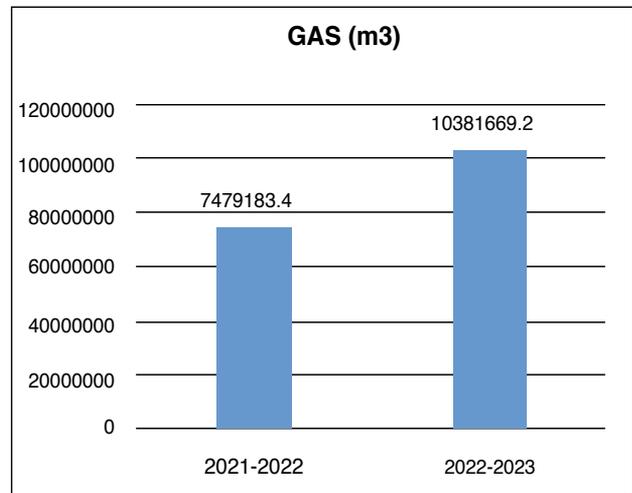
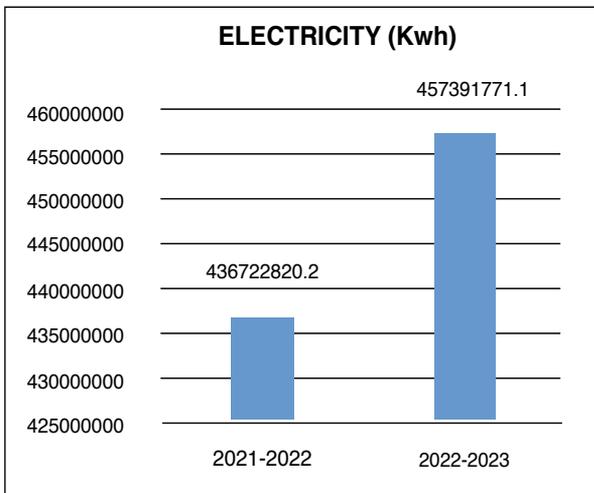
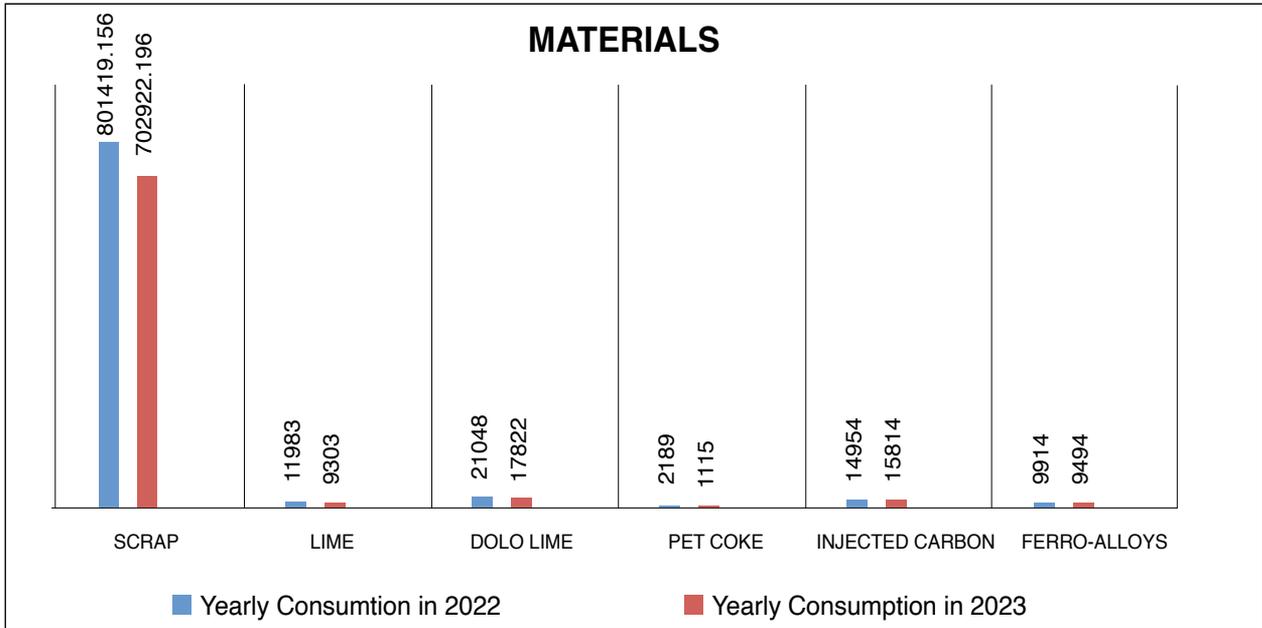
Only factory in Bangladesh with own water harvesting system ensuring “Zero Water Wastage”



4. Initiatives and providing assistance for the development of environmental standards

- (A) Greening the factory area more than the prescribed standard of 30% greening by DoE. Implement three expensive landscapes in the factory area. Planting trees of different species.
- (B) Planting and caring for abundant forests, fruit trees in lake areas, providing assistance to the people of the area in cultivating vegetables and planting trees.
- (C) Self-reliance by cultivating fish and ducks in the lake.
- (D) Establishing wildlife sanctuaries: The lake area is now a sanctuary for various species of birds, snakes, frogs and deer, wild boar, foxes, etc.

Environmental Performance Highlights



Social Life at GPH

To provide the foundation for building the infrastructure of Bangladesh towards High-Income-Country (HIC) with the true GPH philosophy is our vision. All the activities and initiatives of GPH ispat are integrated this, Vision. Aligning with our vision management of GPH ispat is committed towards the sustainable development and contributing to the community, society and country in different ways. It applies in all aspects of organizational conduct, including corporate governance, employment practices, sales techniques, stakeholder relations, accounting practices, and issues of product and corporate responsibilities. In the present age of globalization, it is not possible to achieve economic development or growth if economic development is achieved by neglecting the environmental and social issues.

The journey between an organization's inception to reaching out to the peak of success largely depends on its employees. If the employees take ownership and put full effort, then there is no doubt about the success of that organization. GPH ispat has been thinking about the people management since its inception. GPH ispat is ensuring the placement of right person in the right job, managing competitive salaries & wages, ensuring the occupational health & safety of employees at work, eliminating any forms of inequality, ensuring employment benefits as well as other benefits stipulated in the Labor Law, accepting newcomers and saying goodbye to those who leave, direct and indirect development of local community, investment in education and other social sectors, etc. Employees are provided with long term benefits such as provident fund, gratuity and group insurance, Profit Participation etc. GPH has also been taking initiatives for skill development of the officers, staffs and workers by arranging internal & external training facilities throughout the year.

To ensure that we are future-ready, GPH invests not just in financial outcomes but also in the sustainability and preservation of natural resources, technology, employee development, and community well-being. GPH is also concerned about its society and has made a commitment to it by including a green production facility into its manufacturing process.

Our Workforce

Every organization is unique for its nature of people and management. Trust is a key part of getting employees to take ownership of what they do, so that

they care about the outcome. Employees who are empowered with responsibility and authority are more likely to take ownership. So, it is important to align all the employees with the end result organization is seeking for, and give them the trust to work out how to get there. They are how businesses turn physical resources and information into goods and services that clients appreciate. They can come up with ideas, work through issues, make decisions, and provide learning that benefits the organization. By putting their skills to use both individually and in teams, people build the other components of a high-performing organization and carry out its mission.

We all face changes every day. Change affects us all and we each deal with change differently. This only constant in life, the only thing we can be sure will happen. Today's steel industry is a high-tech one that is "at the forefront of computer-integrated manufacturing." The more effective and environment friendly Quantum Electric Arc Furnace (QEAF) operations are driving out traditional huge and labor-intensive open-hearth factories. More efficient production of new, lighter steels means that less steel with high strength and hitech automation results less



GPH ispat is aware of these challenges and GPH considers all the benefits, salary allowances and remunerations of its skilled and efficient staff in tackling these global challenges. GPH ispat has defined contribution plan and benefit plan for permanent employees.

Our employees come from different corners of the country. We welcome everyone as right people for the right position. We circulate our job vacancies through national newspapers, job portals and social media to reach maximum people to encourage them for a job at GPH. We are also maintaining a good rapport with the Universities and Institutes to reach the fresh graduates.



Through a rigorous recruitment process we select right people for the right positions. We welcome our fresh colleagues and new employees with warm greetings. We provide proper orientation, trainings and other learning programs to our employees. No discrimination, gender inequality, child labor, forced labor etc. are practiced at GPH. Very friendly workforce helps every employee to unleash his potentiality at their position and also helps GPH to become like a family. Whenever, our senior employees leave, we provide farewell for them. At the farewell, they share their experiences and challenges faced so that our existing enthusiastic workforce can learn something from them.

	Year 2022-2023
Male	2219
Female	140

The total number of employees who leave a company over a specific time period is referred to as employee turnover. Both employees who leave on their own accord and those who are dismissed or laid off are counted as part of involuntary turnover. Total number of employees who left during the year 2022-23 is 188.

Here, employee turnover is primarily caused by assumed extra benefits in another organization,

mobilization towards home districts owing to home sickness, Expansion of industrialization, opportunities for the government job and to pursue the opportunity of further study in abroad. Both employees who leave on their own accord and those who are dismissed or laid off are counted as part of involuntary turnover.

GPH is a particularly people-focused organization. Employee complaints and grievances are taken very seriously by the organization. As a result, it is becoming easier to hire a larger number of people. It is envisaged that by doing so, employee turnover will be greatly reduced, and GPH will be able to move ahead as a family to a more advanced and modern facility.

Employee Wellbeing and Rights

According to Bangladesh Labor Law 2006 (As Amended up to date) and Bangladesh Labor Rules 2015, any person, including an apprentice, who is employed in any establishment or industry to perform any skilled, unqualified, manual, technical, commercially promotional, or clerical hire or reward work, whether the terms of employment are expressly stated or implied, whether directly or through a contractor. The employee has rights of wages include salary, any bonus, or remuneration for overtime or any other remuneration payable in the course of employment, no discrimination facing, taking leaves, having safe and sound workplaces etc. As a responsible organization, GPH also maintains its employee wellbeing and rights very seriously. Some of them are mentioned below.

Maternal Leave

At GPH, the number of female employees is very low compared to male employees. We provide maternal leave to these female employees. We have increased the maternity leave from 12 Weeks to 16 Weeks last year to facilitate a better care for their physical & mental health and for the wellbeing of the infant as well.

For a total of 16 weeks, GPH ispat provides statutory paid leave for expectant mothers and new moms. In addition, a new mother is entitled to one month of unpaid leave. Management of GPH ispat is always concerned about the facilities of new mothers and provide extra concentration for their wellbeing. In the reporting year two of our female employees enjoyed the maternal leave and facilities.

Opportunity for Disabled Person

In today's rapidly evolving and diverse world, sustainable development has become a central goal for organizations. Sustainable development involves meeting the needs of the present without compromising the ability of future generations to meet their own needs. To achieve this, businesses and institutions must embrace inclusivity in their workforce. One crucial aspect of this inclusivity is recruiting physically challenged employees. This not only aligns with social responsibility but also offers numerous benefits that contribute to sustainable development.

Keeping these in mind we GPH ispat Limited is committed to create opportunities for the physically challenged people. Consequently, we have created job opportunities for them in different departments like; Environment, Health & Safety, Internal Audit and Distribution. Recruiting physically challenged employees in our organization is not just a matter of social responsibility; it is a strategic move that aligns with the principles of sustainable development. The people are treated equally and we are working to get the maximum output from their activities.

Ultimately, embracing diversity in the workplace contributes to the long-term sustainability and success of businesses and institutions, making it an essential practice in today's global landscape.

Pick & Drop Facility

GPH provides full free Pick and Drop facility for all the management employees of our corporate office and manufacturing plants. To us offering pick and drop facilities is a significant investment, but it can lead to increased employee satisfaction, reduced absenteeism, and improved overall productivity.

Fully Subsidized Food Facility

Concentrating towards the employee health GPH offers fully subsidized food facility (lunch/dinner and snacks) during working hour for all the management & non-management employees and the foods are cooked in a healthy & hygienic environment. Employees need not to take extra hassle to bring lunch or to take lunch from outside of office premises.

Earned Leave

Leave privileges are an essential part of an employee's overall compensation and well-fare, as they allow for work-life balance and time to address personal needs. Organizations need to balance their employees' leave enjoyment with business operations to ensure operational excellence. The specific details of leave

entitlement may vary from organization to organization, depending on company practice, culture, laws of land and industry standards. We are offering different types of leaves like casual leave, sick leave, maternity leave for female employees and earned leave. Eligibility of earned leave requires to complete one year service of an employee at the organization. After completion of one year in the organization an employee will be entitled for 15 days leave more. And this leave can be carried forward to 45 days and can be enched on retirement or on departure from the organization.

Work life Balance

Employees who have a good work-life balance are more likely to feel content when they work for organization. When employees' work-life balance is stable, they will be considerably happy at work, which is where the significance of work-life balance comes into play. As a result, productivity increases. Although staying up late and working extra hours may appear like they will increase productivity, the work is almost certainly of lower quality.

Extra Alternative weekend facilities for the management employees

Offering an additional weekend off can make the company more attractive to potential employees and help retain existing talent. It demonstrates a commitment to employee welfare and also a valuable perk. To secure better work life balance we have introduced Additional Alternate Weekly Weekend for all the Management Employees. This facility has come up with a very positive impact and lead to reduced stress, improved well-being, and increased job satisfaction. Employees who have more time to rest and recharge are often more productive during their working hours. The additional weekend may result in higher energy levels and improved focus.

Reduce the Working Hour

To ensure the work life balance, recently we have reduced the working hour for 30 minutes in General Shift which help the employees to get more time to spend with their families.

Festive Bonus

All regular and confirmed employees are entitled to festival bonus during two main festivals of each religion. The festival bonus in any financial year will be equivalent to 3 basic salaries, payable during main festivals of different religions, so that they can enjoy the festivals.

Provident Fund

As a part of employee wellbeing and retention GPH continues Company staff Provident Fund facilities. It is an equal contribution from both the parties' employer and employee. Every permanent employee contributes to the Company Provident Fund 5% (Five percent) of the monthly basic pay. Such payment or contribution by the employee shall be made through deduction from monthly salary. Company contributes at the same rate

and the same amount to the Company Employees Provident Fund as contributed by the employees. The employer can invest from the part employees' contribution and the employer is obligated to disburse an interest to its employees.

Regular Annual Increment based on performance

GPH nourishes a performance driven culture and introduces Key Performance Indicator (KPI) based performance appraisal process to ensure recognition of true performers. All the permanent employees who complete their probation periods are entitled come into the process. The employee who secures higher performance rating gets higher salary increment and at the same time, the employees who are unable to secure good rating receives lower increment. Furthermore, the employees who shows extraordinary performance and complete minimum two years of job usually become eligible to get promotion to the next role/ level.

Gratuity

Gratuity is another lucrative offering from GPH ispat to retain the employees for long. To be entitled to get gratuity, an employee must serve GPH ispat a full time continuous active service for at least 05 years. The entitlement of gratuity will be as follows:

Overtime

Over time is allowed under special circumstances at the discretion of concerned line authority for non-management employees. Overtime rate would be 2 times of basic pay on normal Working. On the other hand, management employees receive a special allowance for their extra hour duty on the basis of their designation.

Production Incentive

GPH provides production incentive for the management & non-management employees who are directly involved in the production process as GPH wants to recognize the extraordinary performance, team effort and collaboration of its employees.

To encourage more participation in profitability of the organization GPH has introduced Production incentives for the employees who are involved in manufacturing of the products. This initiative has become remarkably successful to ensure productivity of the employees and efficiency of the manufacturing process. The employees of the organization are motivated to increase their income and they are also contributing more enthusiastically towards the growth of the organization.

Sales Incentive

Monetary Incentives always drive the employees to reach extra mileage and encourage them to stay with a positive mindset of competition. Reaching challenging targets require extra motivation. To motivate the sales force GPH also offers sales incentive for the employees who are directly involved in the selling process. To maximize more sales and to generate more revenue

GPH ispat has introduced Incentive on achieving sales target collaboratively and individually. They chase the tough target more enthusiastically and contributing directly to make the organization more profitable and sustainable as well.

Profit Sharing

GPH believes employees are the core business partner of the organization. To create ownership mindset among the employees GPH shares 5% of its profit with all the management & non-management employees of the organization.

Other types of Engagements with Employees

Having a proficient and long-serving workforce can take any business to great lengths. GPH perpetually converges to establish an environment where employees are motivated, productive, and eager to take responsibility. In turn, employees can have their social needs meet and give them a sense of belonging. To ensure a sense of belongingness among the employees of the organization, we arrange different programs like Celebrating Birthday of Colleagues, Family night for the employees. We also celebrate different special days like New Year, national days with the participation of the employees of the organization.

Celebrating Birthday of Colleagues

Birth anniversaries carry a different meaning in human life. A person's birthday is a special and joyous day for every human being. GPH shares this joy with its staff and workers. On this special day, the GPH authorities give that the birthday person a special gift.

Thank You Card

Beside monetary incentives, we have introduced Thank You Card to create a culture of appreciation. For any significant contribution employees are rewarded with this Thank You card and employees feel valued by the organization. A simple Thank You means a lot and instigate every individual to participate more actively in the organizational growth.

GPH Annual Sports Fest

To keep the youth from criminal activities, GPH ispat regularly arranges Annual Sports Fest to have a more engaging and collaborative workforce in the organization. Employees from every department and categories are highly encouraged to participate and create a fun making culture within the organization.

Reward Driven Culture

Performance must be rewarded accordingly otherwise employee becomes dissatisfied which result higher employee turnover rate. GPH ensures reward driven culture which acknowledges the performance and contribution of employees. GPH offers most competitive remuneration and benefits in the industry which ensure better influx of talented individuals.

Facilities for Physical and Mental Health

GPH takes care the physical and mental health of its employees. At GPH, there are facilities for indoor and

outdoor sports, Gym, own playground and badminton court. Employees at all walks can utilize the facilities at their free time. Organization wide competitions are also organized in every year.

Art Competition

Art competition is one of the most important initiatives to develop the mind set of children and adolescents. The sea of tender children's thoughts and ideas is unveiled on the platform of the art competition. GPH understands this and almost every year, an art competition is arranged with the children of staffs.

Celebrated Meet the Leaders

GPH ispat Limited organizes a signature program titled Meet the Leaders for new joiners as a part of GPH Right Start. In this program Honorable Managing Director, Additional Managing Director along with Senior Management Team welcome the new members of GPH family. New members of GPH Family also get a chance to align their career goal with the vision of GPH ispat.

Managing Talent

No organization can achieve sustainability without managing the talents. Human is the most critical and important resources which requires nurture, care and push to be more active. Managing talents is key to success and achieve competitive advantages over others. At GPH, rigorous Talent Management activities are in action which ensure better learning opportunity, up the skill and competency to deliver the desired performance. Learning is an integral part of GPH ispat. GPH take cares the career of its employees thus they can transform themselves to be better performers.

Exposure to Various Learning Opportunities

As a part of commitment towards the development of employees' career and ensuring a sustainable development of the organization GPH ispat focuses on continuous improvement of its people in terms of skill and attitude. a can make a company more attractive to prospective employees and help retain current talent. GPH also provides exposure to various learning Opportunities towards its employees as it is using most innovative technologies and digitalization in the processes.

Occupational Health and Safety

GPH ispat places utmost priority on promoting health, safety and security culture. To establish a safe and healthy work environment, GPH ispat always focusing on continuous improvement of health and safety. Keeping "People First" in mind, routine risk assessments are conducted at plant site to identify workplace hazards and enforce control mechanisms as per local legislation, international guidelines and best practices. Heightened precautionary measures have been taken to prevent the Covid-19 spread amongst the employees by reducing exposure and transmission of the virus. In order to control the COVID-19, GPH ispat introduced proactive initiatives like health, safety and security advisory, Covid-control guidelines

including use of PPE, face mask and appropriate Covid-control measures have been implemented in GPH ispat establishments for the safekeeping of employees. To ensure the production and supply chain continuity, an emergency COVID monitoring cell and service provider team were formed and there has been extensive alignment and co-operation with the management. Training and Education

Training and development policy of GPH ispat is designed to complement our organizational strategy and help us accomplish our vision. Our employees, customers, and other stakeholders are guided by our vision and values. This policy is built on our mission of becoming a preferred employer, with an emphasis on fostering talent and developing future leaders. It contains instructions for assessing training needs, organizing and performing training for GPH ispat staff, and improving employee competency levels. This policy outlines the procedures followed by GPH ispat to guarantee that its employees have the necessary skills, knowledge, and experience to do their jobs safely and effectively to the appropriate standard, whilst having due regard to legal obligations



Our Management Approach towards Occupational Health and Safety

Management Approach towards Safety Encouraging safe & healthy workplace is paramount to our business. A dedicated, Health & Safety (H&S) team at the additional managing director oversees the overall implementation of our safety policies & reviews its performance quarterly.

The Board of Directors of GPH ispat has always put the highest priority on Environment and Occupational Health & Safety in the organization to ensure the wellbeing of its people, asset, and establishment. EH&S remains a key project under the ongoing Transformation program continuing with the same sense of focus and attention.

Guiding principles are

- All injuries and work-related illness can and must be prevented
- Environment, Health and Safety must be integrated into all business processes
- Employee engagement and training is essential
- Assessing exposure risks is vital pre active component to the work safety
- All deficiencies must be reported and corrected as soon as possible
- Working safely is a condition of employment
- Excellence in safety and health drives excellent business results

Response to Nation During COVID-19 Pandemic

During the first and second wave of COVID-19 pandemic, GPH ispat responded rapidly and closely collaborated with relevant authorities and partners by providing different types of assistance. GPH ispat is one of the largest oxygen producers in Bangladesh to meet the requirement of its newly established steel plant.

GPH ispat supplied the additional surplus quantity of oxygen at free of cost to the country’s remote Upazila Hospitals, Ma-O-Shishu Hospital, Field Hospitals, Combined Military Hospital (CMH) and the Government and Private Hospitals in Chattogram to the purpose of corona patient’s treatment during the great depression of COVID-19 pandemic. So far, during the first and second wave of COVID-19 pandemic GPH ispat has supplied 76,768 no’s small and large oxygen cylinders across the country and refilling the empty cylinders again. To ensure the uninterrupted supply of life saver oxygen for corona effected patients, GPH endeavored to extend its care for the community beyond its core services by undertaking a series of initiatives that were deployed through active collaboration and coordination with government institutions and other related partners. The COVID-19 situation has presented both the world and Bangladesh with critical new challenges.

government, businesses and development agencies work together. GPH ispat collaborated with authorities and other partners supporting the nation and citizens during these tough times through the co-creation of some key initiatives and it would also be continued in near future. Credit Rating: Alpha Credit Rating Limited has assigned our Credit Rating for the year 2020-2021 which as follows.



Mock Drills

A mock drill is a situation where participants practice responding to a crisis or disaster. For the sake of safety, mock exercises are conducted in a number of organizations worldwide. A form of training exercise called a mock drill is used to evaluate a company’s preparedness and identify issue areas. Mock drills are a common training exercise used by safety trainers to keep staff members prepared. By taking part in these drills, employees keep themselves prepared to handle any emergency situation.

By conducting a walkthrough of the building or other locations where they intend to practice, trainees can get ready for emergency situations.

As a responsible corporation, GPH conducts emergency drills, in particular fire drills and emergency evacuation drills. The Bangladesh Fire Service and Civil Defense organize monthly internal fire drills and external fire drills/ emergency drills once every six months.

PC Committee

Instead of trade unions, participation committees are typically employed for collective bargaining agreements. In the absence of trade unions, the committees offer a forum for discussion between employees and employers. The participation committee’s responsibility is to maintain a secure workplace for all employees. Ensuring that labor rules are obeyed, improving and preserving working conditions, and encouraging mutual trust, understanding, and collaboration between the employer and the employees are just a few of the duties of a participation committee. A participation committee is established at GPH. Representatives chosen by both companies and employees make up the committee.

Safety Committee

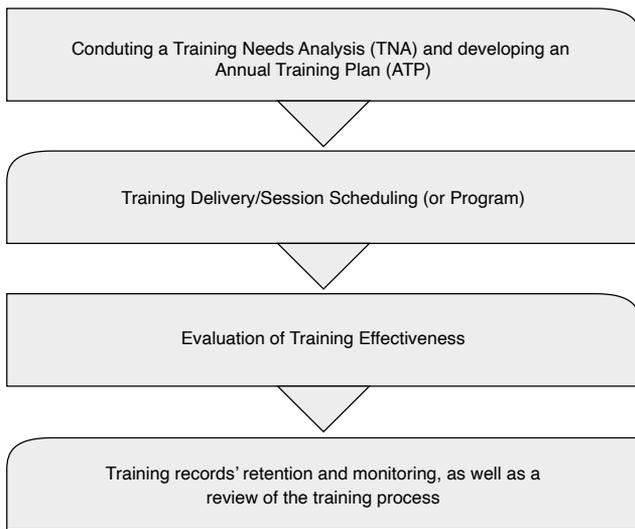
The employer’s efforts to establish and maintain a safe workplace are assisted by a group of management and union/worker representatives known as a Safety Committee. One of several actions done to manage workplace health and safety is the creation of a Safety Committee. Other actions include lowering accident rates, absenteeism, adverse legal or financial consequences of accidents, as well as preventing harm to the company’s brand. According to the Bangladesh Labour Rule, the Committee must include 50% of its members from the union/worker representative side

and 50% from the management side. The total number of employees also affects the Committee's maximum size.

Training and Education

Training and development policy of GPH ispat is designed to complement our organizational strategy and help us accomplish our vision. Our employees, customers, and other stakeholders are guided by our vision and values. This policy is built on our mission of becoming a preferred employer, with an emphasis on fostering talent and developing future leaders. It contains instructions for assessing training needs, organizing and performing training for GPH ispat staff, and improving employee competency levels. This policy outlines the procedures followed by GPH ispat to guarantee that its employees have the necessary skills, knowledge, and experience to do their jobs safely and effectively to the appropriate standard, whilst having due regard to legal obligations. The training process consists of the following four basic components.

The training process consists of the following four basic components:



a. Conducting a Training Needs Analysis (TNA) and developing an Annual Training Plan (ATP)

The training process starts with an analysis of the training needs commonly known as TNA- a multi facet process. Training Needs will have to be identified for both planned and unplanned trainings, which clarifies who needs training in what topic and why. Successful identification of individual training needs by Departmental Head/ respective supervisor will result in developing an effective Annual Training Plan (ATP).

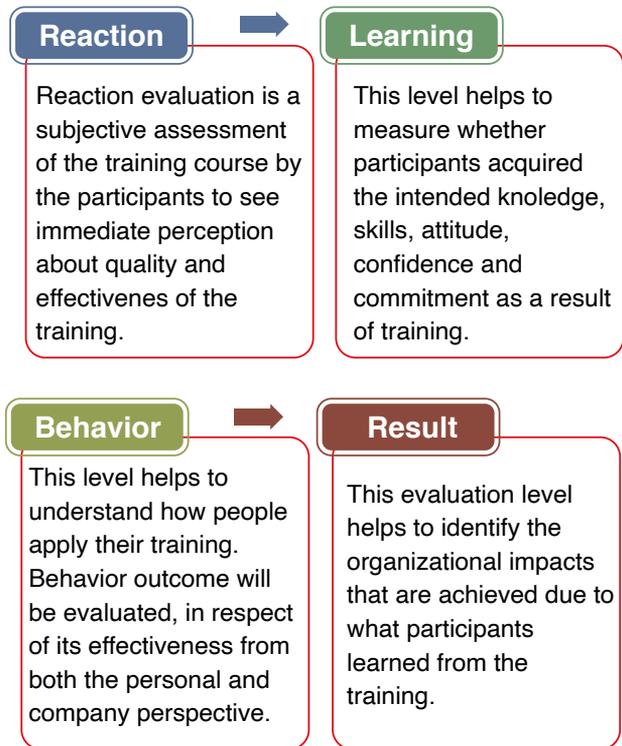
b. Training Delivery/Session Scheduling

The on boarding process entails activities that must be accomplished on the first and subsequent days in order to induct and orient the candidate to the company. The on boarding process begins with greeting the new employee and setting up a workstation with the necessary tools. Prior to joining a new employee, concerned HR representatives for respective units/

plants will guarantee new employees have a seating arrangement and a joining kit.

c. Evaluation of Training Effectiveness

Training evaluation is essential for people to know how they are progressing. This is the process of significantly examining trainings in terms of immediate and long-term learning. To measure outcome of training GPH follows below evaluation levels:



d. Keeping Training records and monitoring, as well as a review of the training process

It is the responsibility of Learning & Development team and respective plant/unit HR concerned to maintain a database with respect to details of training particulars. Training Coordinators and Unit HR from individual units/plants/offices would coordinate all in-house trainings as per the approved Annual Training Plan (ATP), Learning & Development team will support concerned Training Coordinators & Unit HR as on when required.

Training Topics

At GPH, the following trainings are provided –

Regulatory Training

- Fire Safety & Fire Emergency Evacuation
- First Aid & Use of Suitable Breathing Apparatus
- Radiation Protection
- Defensive Driving & Driver's Mandatory Basic Training

New Employee Orientation Training

- Basic Safety Training
- Site Specific Safety Policies & Rules & Group H&S Policy & HS Rules
- Site Specific Hazards

- Risk Assessment & PTW
- Emergency Evacuation Plan Management

Task or Job Specific Training

- Confined Space Entry
- Work at Height (WAH)
- Energy Isolation & HERA
- Welding & Gas Cutting
- Scaffolding preparation & Checking
- Heavy Equip./Mobile Equip. OPS & Basic Maintenance
- Access Equipment - Ladder & Staircases Safety
- Melting and casting safety
- Rolling process safety
- Manual Handling & Lifting Equip Safety
- Machine Guard
- Housekeeping (5S)
- Health Hazards
- Electrical Safety

Management & Leadership Training

- Coaching & Feedback
- Annual Safety Workshop
- Contractor Safety Management (CSM)
- Road Transport Safety (RTS)
- Safety Leader Development Program (SLDP)
- VFL & Safety Observation Technique
- Accident Investigation, Root Cause Analysis & Incident

Reporting

- Steel Safety Day

Number of Participants in Trainings of 2023				
Month	Soft Skill	Functional	EHS	Total
July	1657.5	38	212.5	1908
August	169.5	972	128.5	1270
September	217	2020	55	2292
October	751	161	130	1042
November	3204.5	175	74	3453.5
December	959.5	397	71	1427.5
January	132	2256	53	2441
February	378	2206	93	2677
March	218	223	77	518
April	205	297	77	579
May	96	830	91	1017
June	159	260	59	478
Total	8147	9835	1121	19,103

Diversity and Equal Opportunity

Equal Employment Opportunity is the concept that each should have equal access to employment opportunities based on their own talent, which should

be without fear of discrimination or harassment, bullying in playing a role in empowerment in the workplace area. It ensures a safe workplace for all employees. Equal Employment Opportunity is an employment practice where all employees have the right to be treated equally in all aspects of their jobs. We, GPH ispat, promote this 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. For recruitment, we highlight the merit-based hiring and performance management without regard to attributes such as race, gender, religion, location, lecture the anti-discrimination & Equal Employment Opportunity policy in training given to all employees as part of the onboarding session, also arrange training with line managers to ensure they are aware of anti-discrimination & Equal Employment Opportunity obligations at the work area, provide equal training opportunities for men and women in the workplace, ensure reasonable adjustments for people with disabilities. We actively discourage personal inducements that will result in disqualification of applicants. To promote the atmosphere of Equal Employment Opportunity at GPH, every year we celebrate World's Women day with our female employees. The staffs, workers, management employees all celebrate this day with joyous mind.

Non-discrimination

Anti-discrimination in the workplace is the concept that ensuring equal treatment to all employees as race, gender, religion, location, age, disability, ethnic origin, socio-economic condition, etc., in playing employment roles at the workplace area. It ensures a positive, safe, flexible workplace for all employees We, GPH ispat ensure that every person we work with including our staff, technicians, and employee have the right to be protected from all forms of harm, bullying, abuse, neglect, harassment, and exploitation for ensuring anti-discrimination at the workplace. We value people, based on the standard of their work, ensure that they may not feel as bothered trying to perform their work to a high standard, and discourage any violation that can lead to bias and intolerant workplace culture. For recruitment, we highlight the merit-based hiring and performance management without regard to attributes such as race, gender, religion, location, lecture the anti-discrimination in training given to all employees as part of the onboarding session, also arrange training with line managers to ensure they are aware of anti-discrimination obligations at the work area, provide equal training opportunities for men and women in the workplace.

External Initiatives

Distributing Oxygen cylinder GPH ispat has donated about 52,15,088 liters of oxygen to solve the oxygen crisis of government hospitals in Bangladesh. GPH feels proud to provide assistance to the COVID patients during the period of pandemic. GPH Ispat has donated oxygen cylinders to the government hospitals in Chattogram to save the lives of Covid-19 infected patients. The cylinders were handed over to Chattogram Deputy Commissioner (DC) Mohammad Ilyas Hossain at a meeting at Chittagong. Like other hospitals of the country, hospitals in Chattogram have also been facing acute shortage of oxygen cylinder crucial for patients in the Intensive Care Unit of the hospitals. GPH Ispat authorities also refilled these cylinders free of cost when the gas runs out. Chattogram Civil Surgeon Sheikh Fazle Rabbi said that the donation made by GPH ispat would encourage other Business and Industrial Groups to come forward to save the lives of the virus infected patients. Our modern plant has the largest air separation unit in the country.

GPH International School

GPH International School was founded in 2016 as a first English medium school in Munshiganj. Munshiganj has always been a land of scholars and sages and it is a birthplace of many renowned personalities who had contributed to the world in many aspects .

The founding members of this school established this institution with a view to continuing the legacy of success in the education sector of Munshiganj. However, since this district is deprived of many metropolitan city facilities, it is no exception that they are deprived of an updated education system.

This is why, the founding persons of GPHIS thought of preparing their future generation to meet the challenges of the 21st century by enriching the educational opportunities with a modern facility in this place. GPH International School (GPHIS) is the first educational institution in Munshiganj to offer English Medium Curriculum with modern facilities which aims to be a university in the future to provide higher education with the research facility. It aims at contributing nationwide whilst having emerged with schooling from playgroup to kg in 2017. Henceforth, our pursuit of enlightenment visualizes ourselves as one of the leading academia by the year of 2027 with newly launched O'level program and then A'level in 2029. We aim to create responsible, global citizens who show understanding, compassion, and acceptance of the differences in the world. It provides a learning environment that encourages students to bring out the best in themselves and enables their all-round development through moral, value and

academic education. That is why our motto is "For Quality Education." In GPHIS students are provided with an inclusive and advanced teaching environment.

Idris Ali Madbor Private Polytechnic Institute

Idris Ali Madbor Private Polytechnic Institute was established by GPH Group. Where we ensuring 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.

Bearing Operation cost of School Bus

Bearing the Operation cost of Students Buses which were provided by BRTA (Bangladesh Road Transport Authority). These buses have smoothed the journey of students while they are going and returning from school. These buses move in the morning and evening shifts on two city routes. All categories of students including government, private school, college and madrasa have the opportunities to board the buses with a minimum charge of Tk. 5 each for any destination. Bus fares will be collected by an exclusive way through dropping in 'Satata Box' placed in front and back sides of the bus and every student will drop their fares by own initiatives in the box. This 'Satata Box' also teaches the students to become aware of their responsibility and sincerity. After the introduction of these school buses, the sufferings of the students', transportation costs and dependent on public transport ease to maximum extents.

Waste Management

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).



Appendix

GRI Standard	GRI Disclosure	Section Name	Page Number	Remarks	
GRI 102	102-1	GPH ISPAT SUSTAINABILITY REPORT 2020-2021 and About GPH ispat			
	102-2	Our Products and Our Services			
	102-3	Last page of the report			
	102-4	Last page of the report			
	102-5	Our Corporate History – In a Nutshell			
	102-6	GPH At a Glance			
	102-7	GPH At a Glance			
	102-8	SOCIAL Life at GPH			
	102-9	Our Supply Chain Management			
	102-10	Our Supply Chain Management			
	102-11	Precautionary Principle			
	102-12	External Initiatives			
	102-13	Certificates and Achievements			
	102-15	The Major Risks and Mitigation Plans			
			PROMOTING SUSTAINABILITY THROUGH OUR		
	102-16		PERFORMANCE ; Vision, Mission, Value		
	102-23	Board of Directors			
	102-30	Risk Management			
	102-41	PC Committee			
	102-42	Stakeholder Identification and Engagement			
	102-43	Stakeholder Identification and Engagement			
	102-44	Stakeholder Identification and Engagement			
	102-45	Direct Economic Value Generated and Distributed (BDT Million)			
	102-46	ABOUT THIS REPORT, Scope and Boundary			
	102-47	Our Material Topics			
	102-48	N/A			
	102-49	N/A			
	102-50	ABOUT THIS REPORT			
	102-51	N/A			
	102-52	ABOUT THIS REPORT			
	102-53	Feedback			
	103-3	Waste Management			
	306-1	Waste Management			
306-2	Waste Management				
306-3	Waste Management				
GRI 307	103-1	Our Material Topics			
	103-2	Environmental Compliance			
	103-3	Environmental Compliance			
	307-1	Environmental Compliance			

GRI Standard	GRI Disclosure	Section Name	Page Number	Remarks
GRI 401	103-1	Our Material Topics		
	103-2	Our Workforce		
	103-3	Our Workforce		
	401-1	Our Workforce		
	103-1	Our Material Topics		
	103-2	Occupational Health and Safety		
	103-3	Occupational Health and Safety		
	403-1	Our Management Approach towards Occupational Health and Safety		
GRI 403	403-2	Our Management Approach towards Occupational Health and Safety		
	403-3	Our Management Approach towards Occupational Health and Safety		
	403-4	Our Management Approach towards Occupational Health and Safety		
	403-5	Our Management Approach towards Occupational Health and Safety		
	403-6	Our Management Approach towards Occupational Health and Safety		
	403-7	Our Management Approach towards Occupational Health and Safety		
	403-8	Our Management Approach towards Occupational Health and Safety		
GRI 404	103-1	Our Material Topics		
	103-2	Training and Education		
	103-3	Training and Education		
	404-1	Training and Education		
GRI 405	103-1	Our Material Topics		
	103-2	Diversity and Equal Opportunity		
	103-3	Diversity and Equal Opportunity		
	405-1	Diversity and Equal Opportunity		
GRI 406	103-1	Our Material Topics		
	103-2	Non-discrimination		
	103-3	Non-discrimination		
	406-1	Non-discrimination		

Abbreviations

Item	Abbreviation/Definition
ASP	Air Separation Plant
ATP	Annual Training Plan
BRTA	Bangladesh Road Transport Authority
BSC	Bangladesh Securities and Exchange Commission
CCM	Continuous Casting Machine
CFO	Chief Financial Officer
CO ₂ e	Carbon Dioxide Equivalent
CSE	Chattogram Stock Exchange
CSM	Contractor Safety Management
DCW	Direct Cooling Water
DoE	Department of Environment
ECR 1997	Environmental Conservation Rules, 1997
EHS	Environment, Health and Safety
EMS	Environmental Management System
EPS	Earnings Per Share
ETP	Effluent Treatment Plant
GDP	Gross Domestic Product
GHG	Greenhouse Gas
GPHIS	GPH International School
GRI	Global Reporting Initiative
H&S	Health and Safety
HIC	High Income Country
HIRA	Hazard Identification and Risk Assessment
HOD	Head of the Department
HR	Human Resources
ICW	Indirect Cooling Water
IH	Induction Heater
ILO	International Labor Organization
IMS	Integrated Management System
IPO	Initial Public Offering
ISO	International Organization for Standardization
CSE	Chattogram Stock Exchange
KV	Kilo Volt
KWH	Kilowatt-hour
LDC	Least Developed Country
LRF	Ladle Refining Furnace
MR	Management Representative
MS	Mild Steel
MT	Metric Ton
MTC	Manufacturer's Test Certificate
MW	Mega Watt

Item	Abbreviation/Definition
NCR	Non Conformance Report
NDC	National Determined Contribution
NOx	Nitrogen Oxides
OH&S	Occupational Health and Safety
PDCA	Plan Do Check Act
PPE	Personal Protective Equipment
PQS	Pomini Quenching System
PTW	Permit to Work
QEAF	Quantum Electric Arc Furnace
RFQ	Request for Quote
RM	Rolling Machine
RO	Reverse Osmosis
RTS	Road Transport Safety
SCM	Supply Chain Management
SD	Supplementary Duty
SDG	Sustainable Development Goals
SLDP	Safety Leader Development Program
SOP	Standard Operating Procedure
SOx	Sulfur Oxides
TNA	Training Need Analysis
UN	United Nations
VAT	Value Added Tax
WAH	Work at Height
WSA	World Steel Association
WTP	Water Treatment Plant

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