



# Gemini Corporation

ESG report

14 June, 2022

*"We create a circular market by giving second life to waste"*



Ernest Partners  
Report used for  
Assurance



# ESG is rooted in the DNA of Gemini Corporation

Gemini Corporation was founded in Belgium in 1989 by Surendra Patawari. As one of the world's leading circular economy market makers, the company is engaged in the collection, recycling, segregation, sourcing & distribution of recyclable plastics, paper, metals and rubber

In Belgium, the company focuses mostly on the trading and storage of recyclable material, to then engage in the reselling of the already recycled products, with different shipping routes around the world

In an effort to increase its impact and enclose its circular model in one sole geography, Gemini created a wholly owned subsidiary in India in 2019 called **Gemcorp Recycling & Technology Private Limited (Gemcorp)**

Gemcorp's mission is to restructure the plastic waste management cycle in India, in a just and equitable manner that is beneficial to all stakeholders across the value chain. They collect recyclable materials and process them, turning them into recycled raw materials within their own installations

Gemcorp currently operates four plants in Navi Mumbai, Ahmedabad, Bhiwadi and Bangalore **processing plastic and metal**

Apart from the **environmentally friendly recycling project**, Gemcorp's mission is to **uplift local families** and provide a **traceable and transparent supply chain**

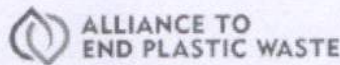
Gemcorp is trying to organize the unorganized recycling sector in India, providing training and machinery, guaranteeing no child labor, fair minimum wages, sanitation, health & safety and insurance

*“Waste is not waste until it is wasted. On the contrary, it is a resource full of opportunities”*

Surendra Patawari  
Chairman & Founder



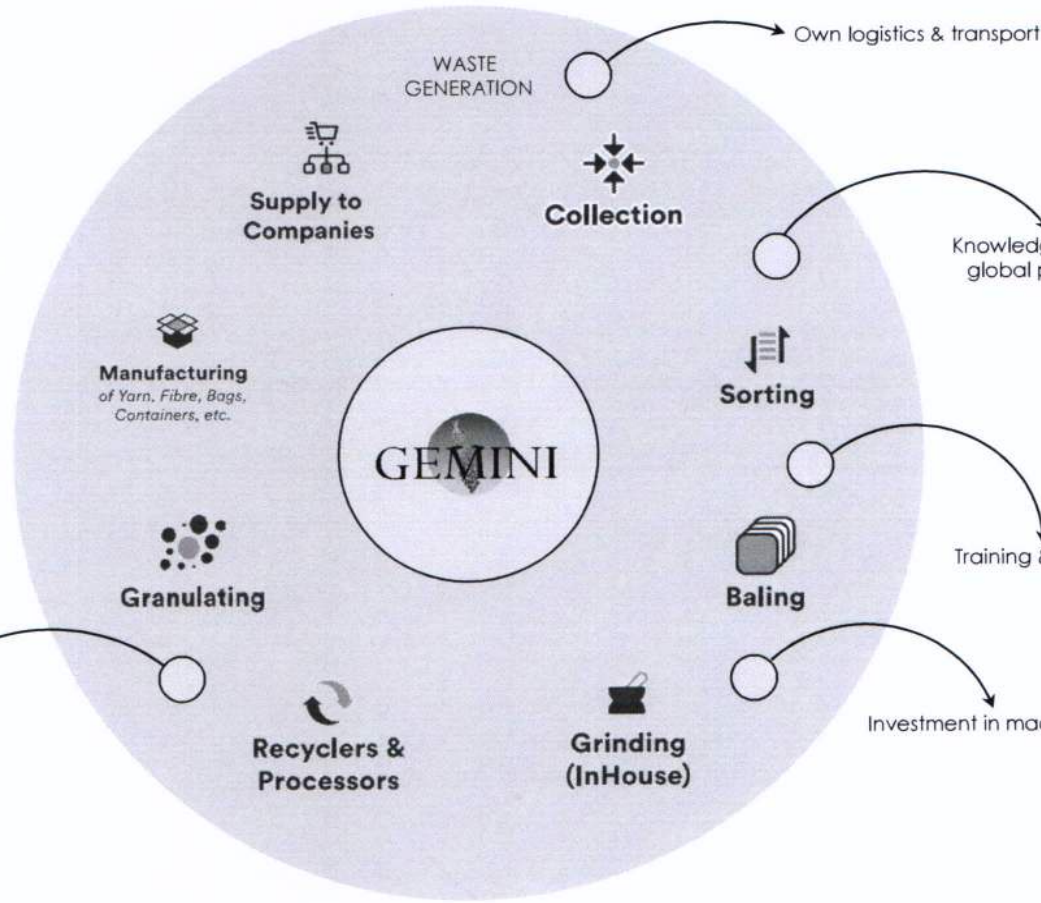
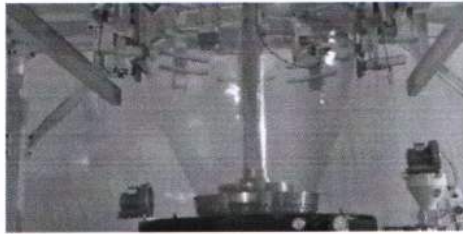
## Key partnerships/alliances



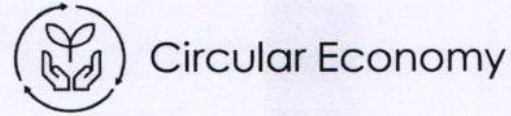
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# Gemini covers every step of the circular recycling and trading process



# Materiality issues and Sustainable Development Goals



Circular Economy



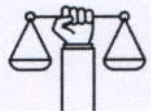
Waste Management



Uplifting Society



Traceable & Transparent Supply Chain



Human Rights

*“Good qualities put their footprints everywhere”*



Based on Gemini and Gemcorp’s motivation, we have selected six sustainability issues as the most material to the company

We group these in three main topics that we will develop in the next pages: **(1) Increase recycling capacity in a circular way; (2) Uplift local families; (3) Ensure a transparent and traceable supply chain**

At the same time, these topics and sustainability issues relate closely to goals 1, 3, 4, 8, 12 and 13 of the UN’s Sustainable Development Goals

As mentioned, sustainability is embedded in Gemini’s DNA, as the circular economy is deeply cored in its strategy. In addition, the company has a strong link to its origins in India and thrives to improve working and living conditions in the country

Apart from the recycling business, the company engages in several social activities, from reforestation to building school and health centers in India



- 1 Increase recycling capacity in a circular and responsible way
- 2 Uplift local families
- 3 Ensure a transparent and traceable supply chain

# Increase recycling capacity in a circular and responsible way

*“We create a circular market by giving a second life to waste”*

Gemini is planning to double its recycling target to 400,000 tones of plastic by 2025, via an increase in infrastructure for the collection, sorting and recycling in India through the subsidiary Gemcorp

The goal would be to install plastic processing plants in 21 new locations. All plastic inputs will be sourced locally by agreements with global-reach companies such as Coca Cola and Amazon and via collection partners (who work directly with waste pickers)

In addition, the company operates a metal processing facility which is aimed to be consolidated and enlarged by 2022 in order to improve the manual labor of metal sorting and process better quality recycled metal

Gemcorp, wants to **increase its recycling efforts and close the loop**, by collecting, recycling and re-selling wasted materials in their own premises in India

## Gemcorp's Partners in India



Circular Economy



Waste Management



Goal 12 is about using our resources consciously in a way that it reduces its destructive impact on the planet. To achieve this, there are several actions such as using energy efficiently and reducing waste, along with the development of public policies that promote responsible production and consumption



Goal 13 calls to take urgent action to combat climate change and its impacts, either through direct action, building resilience, implementing policies, educating or raising awareness. Recycling to avoid CO2 emissions from excessive production is an essential target of this goal



# Increase recycling capacity in a circular and responsible way (cont'd)

## *A win-win-win situation*

The focus in India comes with a big challenge: the recycling industry in the country is a highly unorganized one, with many of its actors working in informal and precarious conditions

Gemcorp is trying to organize the sector by establishing certain minimum standards for the partners it collaborates with

For plastics, around 10% of the procured material comes from associated baling facilities or intermediaries who directly purchase from waste pickers

To obtain Gemcorp's support, baler facilities must undergo an auditing process carried out by KPMG where the person in charge has a complete background check, as well as the activities they carry out in terms of working conditions and safety standards

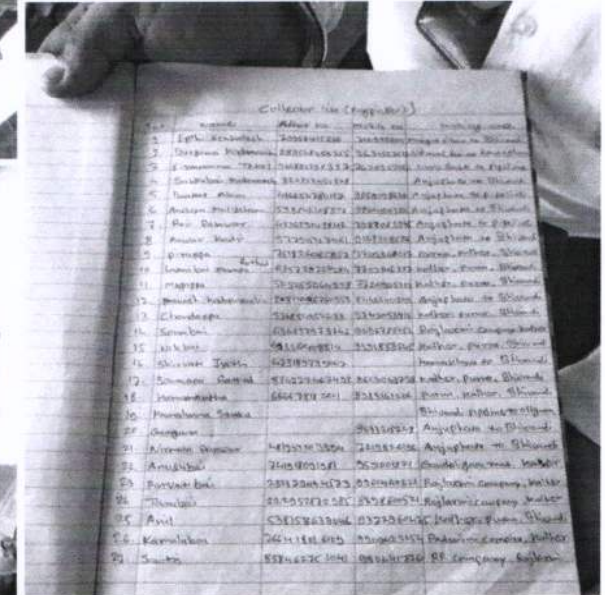
Once they get Gemcorp's support, the company requires them to have a registry of the waste pickers they purchase to, the payments and the production of the facility

Baler facilities have an incentive of working with Gemcorp, as they are provided with free baling machines to make their work more efficient, and get an agreement for the purchase of 30 MT of plastic per month

By engaging with more intermediaries Gemcorp organizes the sector and produces a win-win-win situation, where the company wins by securing more input, the intermediaries win through a free baler machine and secured monthly sale contracts for their output and waste pickers win, by being identified and included in Gemcorp's uplifting programs



Intermediaries that work with Gemcorp go through an extensive audit carried out by KPMG. The ones who obtain Gemcorp's support get a distinctive sign which indicates their quality level

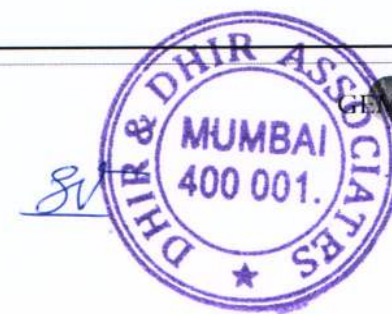


Registry with the names and data of the waste pickers engaged with the facility

An example of the safety levels expected for the intermediaries collaborating with Gemcorp

# Increase recycling capacity in a circular way: KPIs

KPI	Tons of plastic & paper recycled (MT)	Tons of metal recycled (MT)	Equivalent in CO <sub>2</sub> emissions (MT)
Framework	Resource circularity metric & disclosure by WBCSD <sup>1</sup> & KPMG Circular transition indicators		Impact of GHG metric & disclosure by NCP & ISO 14008
Ambitions	To achieve end to end recycling of plastic scrap aiming to be one of the leading recyclers in plastics	To achieve end to end recycling of Metal Scrap aiming to be one of the leading metal recyclers	To minimise the carbon footprint by providing recycling solutions and offset mechanism to producers
Targets	80,000 MT in 2022 of collection and recycling and 120,000 MT in 2023	20,000 MT in 2022 of collection and recycling and 30,000 MT in 2023	We target to achieve 500,000 MT of Carbon emissions avoided in 2022 and 750,000 MT in 2023
Progress in 2021	48,919 MT of collection and recycling	8,755 MT of collection and recycling	250,970 MT of Carbon emissions avoided in 2021



# Uplifting local families

## *“Recognizing the heroes of recycling”*

It is estimated that there are around 1.5 to 4 million **waste pickers** in India, who make a living from picking up, cleaning, sorting and segregating recyclable waste to finally sell it to intermediaries with which companies like Gemcorp engage for the procurement of their raw materials

This work is vital for the recycling industry; however, pickers do their work in precarious and informal conditions. Most of these workers are women or children, with no access to social security, employee protection, and being frequently harassed by the police and municipalities

Gemcorp recognized the importance of the work waste pickers do and is committed to **improve their living and working conditions**

Through its associated baler facilities, the company identifies the waste collectors and their families, provide them with **monthly groceries and toys for their children**

In addition, Gemcorp is committed to **improving the working conditions of waste aggregator workers, providing better infrastructure and training and ensuring they have proper IDs, bank accounts and social security benefits**

Furthermore, there is a **no child labor, fair wage policy** and a focus in employee health and safety with a **zero injuries, zero fires and emergency risk management approach**

A Gemcorp representative visits the partner baler facilities once a week to ensure compliance



Uplifting Society



Human Rights

1 NO POVERTY

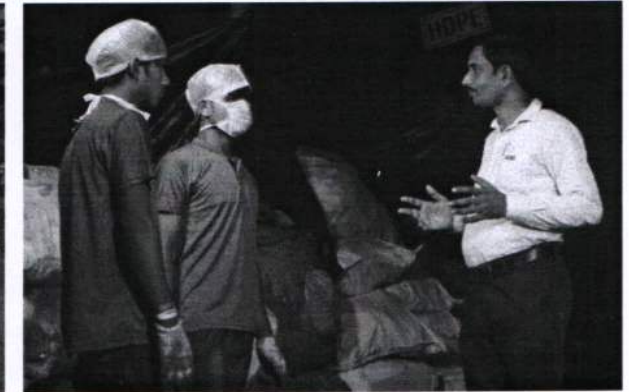


Goal 1 is the commitment to end poverty everywhere. Fast-growing countries like India have lifted millions out of poverty, but progress has been uneven, specially for women and children. Poverty includes access to appropriate social protection system and policy frameworks to help the poor and vulnerable

8 DECENT WORK AND ECONOMIC GROWTH



Goal 8 thrives to make economic growth sustainable and inclusive, therefore a positive force for the whole planet, creating decent and fulfilling jobs. This includes protecting labor rights and stopping modern slavery and child labor, as well as promoting employment, education and training (specially among youth), a safe working environment and equal pay





# Uplifting local families (cont'd)

*“If they grow, we will grow”*

Suravi Charitable Trust is Gemcorp and Gemini’s charity organization which mainly sponsors the village of Momasar in the Jaipur region, developing several social activities relating mostly to health and education

The organization has built and is currently in charge of the operations of two schools, providing free education to vulnerable children, as well as a computer center to teach young girls and boys how to use Microsoft office, programing languages and Tally ERP

In terms of healthcare, since 2005, Suravi Charitable Trust has adopted 11 villages for free medical needs and consultation, benefitting about 200 patients a day. It has also work in several campaigns to tackle contingent health problematics such as vaccinations and eye operations



Uplifting Society



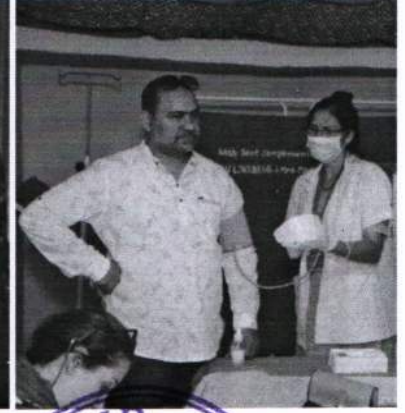
Human Rights



Education enables upward socioeconomic mobility and is key to escaping poverty. Goal 4 aims to increase access to education and enrollment rates, specially in developing countries and rural areas. The actions includes providing free access to education as well as improving its quality and eliminate discrimination

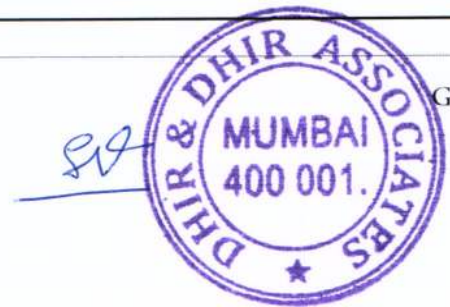


Goal 3 is all about ensuring healthy lives and promoting well-being, which is essential for sustainable development. We have seen this goal being tested with the COVID-19 pandemic, and the urgency of expanding healthcare access became manifest. Efforts should be focused in improving coverage and providing healthcare opportunities for vulnerable population



# Uplifting local families: KPIs

KPI	# of families uplifted	Wage level (%)	Risk of incidents of child and forced labor (#, %)
Framework	Related to well-being metric (% of employees participating in "best practice" health and well-being programs) by Embankment Project	Ratios of standard entry-level wage by gender, compared to minimum wage for a specific category of workers (GRI 202-1)	Number and % of operations and suppliers considered to have significant risk of incidents of child or forced labor (GRI 408, 409)
Ambitions	We aim to improve the life standards and skill sets of the unskilled people involved in the waste collection and recycling	We aim to improve the lives of manpower involved by giving them higher wages ensuring better life standards	Zero Tolerance for Child labour in the unorganised sector
Targets	2022: uplift at least 600 families involved in the collection and segregation of plastic waste	To be the best place to work at in the industry in terms of wages	2022: Provide educational facilities and amenities to the children of reclaimers that we reach out to, so that their children can be prevented from entering into the unorganized sector of recycling / reclaiming
Progress in 2021	Started the community outreach programme in Sep. 2021 and has worked towards uplifting and improving the life standards of 158 families	Skilled Labor: 2.5 times of minimum wages Unskilled Labor: 1.5 times of minimum wages	2021: Reached out to 158 families and provided educational facilities and amenities to the children of reclaimers and sensitised them so to prevent children from entering into the unorganized sector of recycling / reclaiming



## Uplifting local families: KPIs (cont'd)

KPI	Training provided (#, %)	Number of unfilled "skilled." positions (#)	Community investment (%)
Framework	"Skills for the Future" theme. Average hours of training per person that employees have undertaken during the reporting period + average training and development expenditure per employee (GRI 404-1, SASB HC0101-15)	Number and percentage of unfilled "skilled" positions (unfilled for longer than 3 months) for which the company will hire totally unskilled candidates to train them (WBCSD Impact Framework)	% breakdown of community investment, including monetary, time and in-kind contributions, as a % of pre-tax profit (GRI G4-ECI)
Ambitions	We aim to be an organisation which not only enhances the life style of its employees but also satisfies their urge to learn and grow. We want to be partners in their development	Our ambition is to upskill our workforce for better roles by giving them opportunity to learn and grow	We strive to do our part in community development for the people involved in the recycling industry towards better and sustainable future
Targets	We plan to arrange 20 hours of training sessions to our workforce for 2022	Based on our expansion plans, we would require 150+ skilled people to take part in our recycling operations. We strive to fill 10% of this requirement through skill upgrading of unskilled resources	To increase considerably the investments towards community development out of the profits earned
Progress in 2021	In 2021, we arranged for an average of 10 hours training and development programmes per employee	In our Ahmedabad unit, we have 210 skilled labour as on date out of which 76 were hired as unskilled and trained to work as skilled	10% of Pre-tax profits invested in providing machineries, educational materials, gifts to waste collectors and rag pickers



# Ensure a traceable and transparent supply chain

*“Making businesses sustainable”*

Extended Producer Responsibility (EPR) is an initiative Gemcorp is developing directed to all plastic producers, importers and brand owners to be responsible for product disposal once the consumer no longer has use for it

This initiative seeks to comply with the Plastic Waste Management Rules issued in 2016 by the Indian Ministry of Environment, Forest and Climate Change

The EPR policy in addition, assures the transparent supply chain of plastics, issuing traceability, proof of origin and recycling certificates

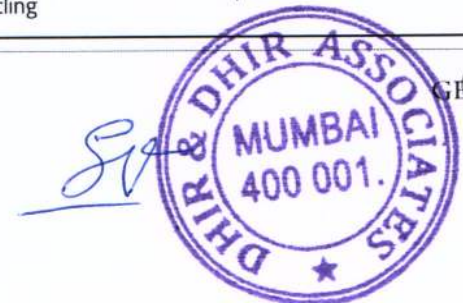
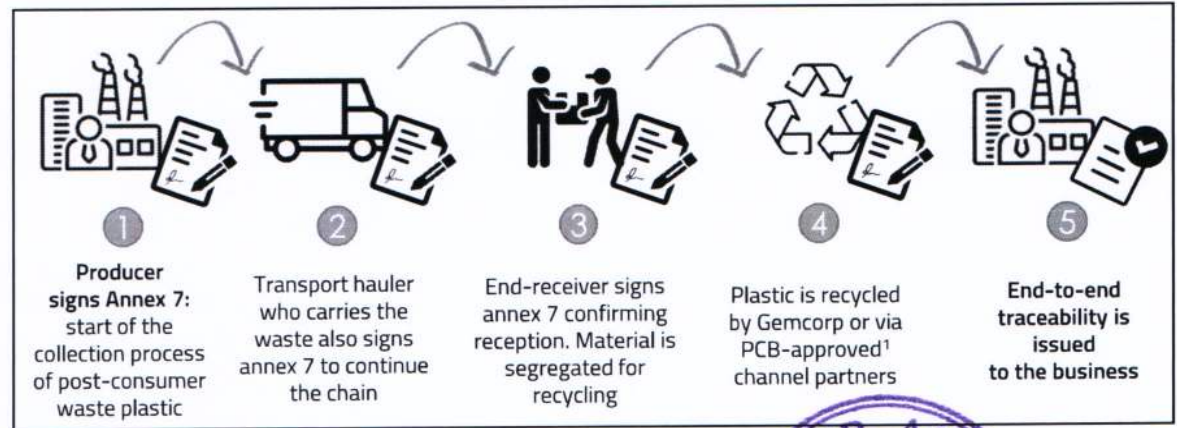
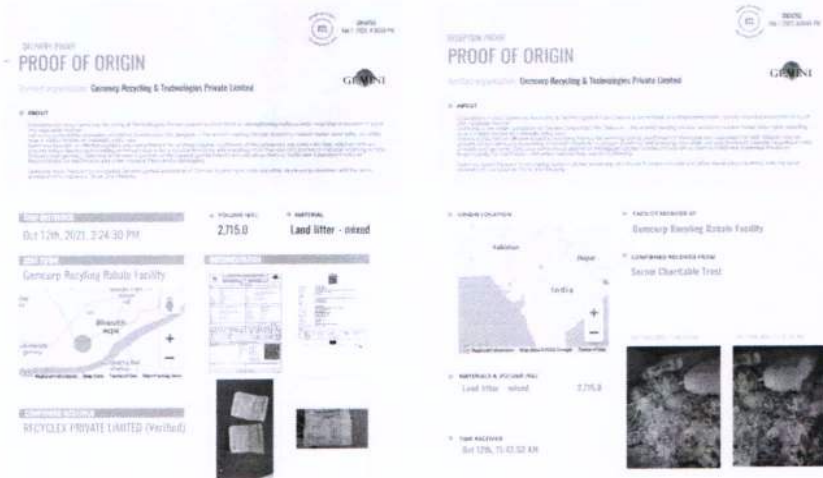
Gemcorp guarantees the recycling of the waste and what cannot be done on its premises is sent to recognized and authorized recyclers



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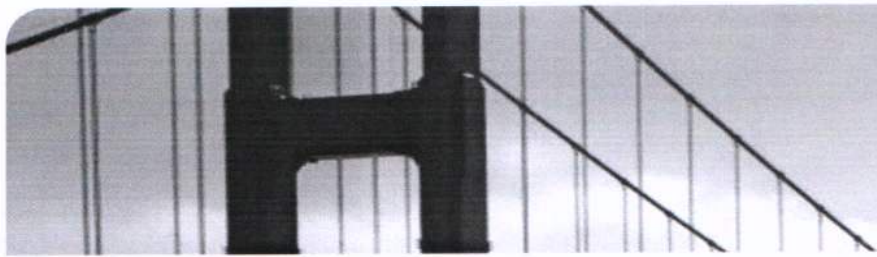
Goal 13 calls to take urgent action to combat climate change and its impacts, either through direct action, building resilience, implementing policies, educating or raising awareness. Recycling to avoid CO2 emissions from excessive production is an essential target of this goal



# Ensure a traceable and transparent supply chain: KPIs

KPI	# of tons for which supply chain was made transparent	# of partners on board in the program
Framework	Internal	Internal
Ambitions	Our ambitions is to have complete transparent supply chain ensuring traceability of every unit of recycling done by us	We strive to partner with all the leading producers who are trying to bring transparency to the recycling ecosystem and who we can assist in achieving their environmental responsibilities
Targets	EPR: 45,000 MT in 2022	7 partners in 2022
Progress in 2021	EPR: 14,144 MT in 2021	5 Partners: <ul style="list-style-type: none"> <li>• Hindustan Coca-Cola Beverages Pvt. Ltd.</li> <li>• Sri Sarvaraya Sugars Ltd.</li> <li>• Jhonsons &amp; Jhonsons Pvt. Ltd.</li> <li>• Godrej &amp; Boyce Mfg. Co. Ltd.</li> <li>• United Nations Development Programme</li> </ul>





Thank you

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