



**Gillette India Limited**  
CIN: L28931MH1984PLC267130  
Regd. Office  
P&G Plaza, Cardinal Gracias Road,  
Chakala, Andheri (E),  
Mumbai - 400099  
Tel : 91-22-2826 6000  
Fax : 91-22-2826 7337  
Website: in.pg.com

November 04, 2023

To,  
The Corporate Relations Department  
The BSE Limited  
Department of Corporate Services  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai - 400001.  
**Ref:- Scrip ID:- 507815**

To,  
The Listing Department  
The National Stock Exchange of India Limited  
Exchange Plaza, Plot No. C/1, G Block,  
Bandra Kurla Complex, Bandra (East),  
Mumbai - 400051  
**Ref:- Scrip Code:- GILLETTE**

Dear Sir / Madam,

**Sub: Business Responsibility & Sustainability Report for the Financial Year ended June 30, 2023**

Please find enclosed herewith the Business Responsibility & Sustainability Report for the Financial Year ended June 30, 2023 which forms a part of the Annual Report for the Financial Year ended June 30, 2023.

Kindly take the same on record and oblige.

Thanking you,

Yours faithfully,  
**For Gillette India Limited**

**Flavia Machado**  
**Company Secretary**



**Annexure I**  
**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2022-23**

Dear Shareholders,

We are presenting the Company's Business Responsibility and Sustainability Report for the Financial Year ended June 30, 2023.

P&G's objective is to create value for our shareholders by serving consumers, retail partners, employees and the communities in which we live and work. We create irresistibly superior propositions for consumers in daily-use categories, where performance drives brand choice. We aim to create the best product, packaging, communication, in-store and online presentation and value for our consumers and retail partners. To do this successfully, we integrate our Citizenship efforts into our business strategy, supported by strong governance policies and practices. Environmental sustainability as an integral part of superior consumer propositions creates competitive advantage and drives value for consumers, customers and P&G shareholders. Our strategy is enabled by a diverse and accountable organization that represents the consumers we serve, understands their needs and has the ability to design and deliver superior solutions for them.

Our Citizenship framework is based on key pillars of Community Impact, Equality & Inclusion and Environmental Sustainability, with a strong foundation of Ethics & Corporate Responsibility guiding everything we do.

Our efforts in Environmental Sustainability are important to create superior propositions for consumers, customers, and shareholders, while improving our environmental impact. We seek to reduce the footprint of our operations and enable consumers to reduce their footprint.

In Community Impact, our flagship Corporate Social Responsibility program – P&G Shiksha, has been focusing on education interventions for lesser privileged communities for over 18 years.

Our Equality & Inclusion (E&I) efforts are integrated into how we serve diverse consumers and support our employees. Our ability to do this most effectively is enabled by a workforce and culture that understands, respects, and reflects the uniqueness of all the consumers we serve.

P&G's Purpose, Values and Principles set high standards that we hold ourselves and each other accountable for, and create a strong culture focused on winning the right way.

Our overall approach, with consumers at the centre, and an organization built to serve them, has served us and our many stakeholders well. It will guide our actions as we move forward. If we do this effectively, consumers will benefit, customers will grow their businesses, employees will develop and thrive, we will have a positive impact on society, and shareholders will continue to be rewarded for their investment.

**L. V. Vaidyanathan**  
**Managing Director**



## SECTION A: GENERAL DISCLOSURES

### I. Details of the Company

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN)	L28931MH1984PLC267130
2.	Name of the Company	Gillette India Limited
3.	Year of incorporation	1984
4.	Registered office address	P&G Plaza, Cardinal Gracias Road, Chakala, Andheri (East), Mumbai – 400099
5.	Corporate office address	
6.	E-mail id	<a href="mailto:investorgil.im@pg.com">investorgil.im@pg.com</a>
7.	Telephone number	Tel no.: +91 022 2826 6000 Investor helpline no.: +91 86575 00524
8.	Website	<a href="http://in.pg.com">in.pg.com</a>
9.	Financial Year reported	July 1, 2022 to June 30, 2023
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>BSE Limited</li> <li>National Stock Exchange of India Limited</li> </ul>
11.	Paid up capital	₹ 32.59 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Flavia Machado Company Secretary & Compliance Officer Tel no.: +91 022 2826 6000 Email ID: <a href="mailto:investorgil.im@pg.com">investorgil.im@pg.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis ( <i>i.e. only for the entity</i> ) or on a consolidated basis ( <i>i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together</i> )	The disclosures under this report are made on Standalone basis

### II. Products/services

#### 14. Details of business activities (accounting for 90% of the turnover)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and sale of goods	Manufacture and sale of branded packaged fast moving consumer goods (FMCG)	100%

#### 15. Products/Services sold by the Company (accounting for 90% of the entity's Turnover)

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Grooming (Blades & razors and toiletries)	NIC 25931 & 20237	79.15%
2.	Oral Care	NIC 20235	20.85%



### III. Operations

#### 16. Number of locations where plants and/or operations/offices of the entity are situated

The Registered office of the Company is in Mumbai, and it has two manufacturing plants, located at Bhiwadi, Rajasthan and Baddi, Himachal Pradesh.

Location	Number of plants	Number of offices	Total
National	2	39*	41
International	-	-	-

\* Includes number of depots/distribution centers/warehouses across India

#### 17. Markets served by the Company

##### a. Number of locations

Locations	Number
National (No. of States)	The Company has a pan-India presence, and its products are sold across India (28 States and 8 Union Territories).
International (No. of Countries)	17 countries*

\* During the Financial Year 2022-23, the Company exported products to 17 countries.

##### b. What is the contribution of exports

Percentage of exports to the total turnover of the Company	8.17%
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##### c. A brief on types of customers

The Company is engaged in manufacturing and selling of branded packaged fast moving consumer goods in the grooming and oral care businesses and serves consumers with trusted and quality brands, including Gillette, Braun and Oral-B. The Company's distribution channels, *inter alia*, include distributors, modern retail stores, canteen stores, pharmacies and e-commerce platforms.

### IV. Employees

At P&G, we are committed to an equal and inclusive workplace, by building equality and inclusion into the core of our business, unlocking value, and driving growth. We strive to create a workforce and culture that understands, respects, and reflects the uniqueness of all the consumers we serve, so that we can better meet their needs. For us, every individual matters and we support our employees so that they can make an impact, grow their skills, and feel valued, rewarded and inspired every day.

#### 18. Details as at the end of Financial Year

##### a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees (other than workers)</b>						
1.	Permanent (D)	110	70	64%	40	36%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>110</b>	<b>70</b>	<b>64%</b>	<b>40</b>	<b>36%</b>
<b>Workers</b>						
4.	Permanent (F)	461	453	98%	8	2%
5.	Other than Permanent (G)*	336	319	95%	17	5%
6.	<b>Total workers (F + G)</b>	<b>797</b>	<b>760</b>	<b>97%</b>	<b>25</b>	<b>3%</b>

\* Other than permanent workers include contractual labour engaged through third-party contractors.

##### b. Differently abled employees and workers: Nil

## 19. Participation/Inclusion/Representation of women

Sr. No.	Designation	Total (A)	No. and percentage of females	
			No. (B)	% (B/A)
1.	Board of Directors	11	2	18.18%
2.	Key Managerial Personnel (KMP)	4*	1	25.00%

\* 3 KMPs, viz., Mr. L.V. Vaidyanathan, Managing Director, Mr. P. M. Srinivas, Executive Director and Mr. Gautam Kamath, Executive Director and CFO are also part of the Board of Directors.

## 20. Turnover rate for permanent employees and workers

	2022-23			2021-22		
	Male	Female	Total	Male	Female	Total
Permanent Employees	2.9%	2.5%	2.7%	4.5%	12.5%	7.1%
Permanent Workers	1.8%	0.0%	1.7%	0.9%	0%	0.9%

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	The Procter & Gamble Company, USA	Ultimate holding company	75.00% (Indirect through its subsidiaries)	The Company is a subsidiary of The Procter & Gamble Company, USA, ("P&G US") and has adopted the P&G's global standards in P&G's worldwide Business Conduct Manual, as Company's business responsibility policy. The Company's business responsibility initiatives are guided by the global standards and practices, followed by P&G US.
2.	Procter & Gamble Overseas India B.V., The Netherlands	Holding company	75.00% (Direct holding-40.12%; and Indirect through its subsidiary-34.88%)	

## VI. CSR Details

We continue to give back to the communities we serve through our flagship Corporate Social Responsibility program – P&G Shiksha, which focuses on providing education for underprivileged children through a 360-degree educational intervention as well as through our people and brands, who step up to make a positive impact.

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover: ₹ **2,477 Crores**

(iii) Net worth: ₹ **989 Crores**



**VII. Transparency and Disclosures Compliances**

**23 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2022-23			2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company's Worldwide Business Conduct Manual (the WBCM) sets forth Company's standards of the business responsibility and any grievances with respect to the WBCM are handled in accordance with process set forth in the WBCM. Web-link to the WBCM: <a href="https://in.pg.com/policies-and-practices/worldwide-business-conduct-manual/">https://in.pg.com/policies-and-practices/worldwide-business-conduct-manual/</a>	Nil	Nil	-	Nil	Nil	-
Employees and workers		6	3	-	7	1	-
Customers		Nil	Nil	-	Nil	Nil	-
Value Chain Partners		2	Nil	-	3	1	-
Investors (other than Shareholders)	The Company has dedicated contact details for investors and shareholders- <a href="mailto:investorgil.im@pg.com">investorgil.im@pg.com</a> .	Nil	Nil	-	Nil	Nil	-
Shareholders		1	Nil	-	14	Nil	-

**24. Overview of the Company's material responsible business conduct issues**

*Note: Information provided in this report, including in response to this item, should not be construed as “material” for purposes of financial reporting or otherwise under SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, Indian Companies Act, 2013 (read with Rules thereunder) or U.S. securities laws and regulations. We provide information below on the environmental and social matters that we judge to be most relevant and meaningful to our business.*



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Plastic Packaging Waste	Risk	The Company's products have plastic packaging.	The Company is committed towards reducing plastic packaging waste. The Company aims to design the consumer packaging to be recyclable or reusable; and to reduce the use of virgin petroleum plastic resin in consumer packaging.  The Company has been collecting plastic packaging waste and fulfilling its Extended Producer Responsibility (EPR) Obligations.	Creating superior and sustainable packaging solutions represents an opportunity to delight consumers and retail partners and create incremental sales and profit in return. However, the cost of developing sustainable packaging alternative and cost implementing processes to be put in place for compliance with EPR obligations in respect of reuse, recycle and end of life disposal of plastic packaging waste could be significant.
2.	Diversity and Inclusion	Opportunity	Diversity & inclusion will help employees to develop and thrive and will also benefit our consumers.	Our Equality & Inclusion (E&I) efforts are integrated into how we serve diverse consumers. Our ability to do this most effectively is enabled by a workforce and culture that understands, respects and reflects the uniqueness of all the consumers we serve.	We believe that our E&I efforts provide us with a sustained competitive advantage and further enhances shareholder value.
3.	Community impact	Opportunity	Being a good corporate citizen is core to who we are as a Company. Therefore, it remains a priority now, and in the future.	We continue to give back to the communities we serve through our flagship Corporate Social Responsibility program – P&G Shiksha, which focuses on providing education for underprivileged children through a 360-degree educational intervention to enhance to education infrastructure, improve learning outcomes and support communities via targeted education interventions.	The Company is committed to making a positive impact in the communities we serve creating positive equity for P&G and the brands and products we sell.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

- Principle 1 Ethics, Transparency and Accountability (P1)
- Principle 2 Safe Products & Products Lifecycle Sustainability (P2)
- Principle 3 Employees' Well-being (P3)
- Principle 4 Stakeholder Engagement (P4)
- Principle 5 Human Rights (P5)
- Principle 6 Environment Protection (P6)
- Principle 7 Policy Advocacy (P7)
- Principle 8 Inclusive Growth (P8)
- Principle 9 Customer Value (P9)

Company Overview

Board's Report and MDAR

Corporate Governance

Financial Statements



Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	The Company has adopted P&G's WBCM, as its Business Responsibility policy, which sets forth global standards, covering all NGRBC Principles.								
	b. Has the policy been approved by the Board?	The Board of the Company at its meeting held on August 24, 2017, had approved P&G's WBCM, as Company's Business Responsibility policy.								
	c. Web Link of the Policies, if available	<a href="https://in.pg.com/policies-and-practices/worldwide-business-conduct-manual/">https://in.pg.com/policies-and-practices/worldwide-business-conduct-manual/</a>								
2.	Whether the entity has translated the policy into procedures	While the WBCM policy sets forth core global standards explaining legal & ethical responsibilities, there are detailed policies and procedures in place in respect of various expectations laid down in the WBCM.								
3.	Do the enlisted policies extend to your value chain partners	P&G expects its value chain partners to follow relevant aspects of our WBCM.								
4.	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our Human Rights Policy Statement communicates our support for the UN Guiding Principles on Business and Human Rights and the principles concerning fundamental rights as set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. (P5)  The Company's Health & Safety Environment management systems follow stringent and robust internal standards (P3, P6).								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<b>Continuous efforts of reducing environmental footprint:</b>  We have made progress across our focus areas of climate, water, and waste. We continue to be committed to leveraging renewable sources of energy in our operations.								
<b>Governance, leadership and oversight</b>										
6.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. L. V. Vaidyanathan, Managing Director								
7.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Managing Director is responsible for decision making.								





Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	<p>Details of Review of NGRBCs by the Company:</p> <p>Performance against above policies and follow up action; and Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</p> <p>a. Whether review was undertaken by Director / Committee of the Board/ Any other Committee</p> <p>b. Frequency of review</p>	<p>The Audit Committee reviews the Vigil Mechanism report, viz., complaints filed as per process laid down in the WBCM, on a quarterly basis.</p> <p>Compliance with statutory requirements is reviewed by the Board of Directors, annually, including statutory requirements relevant to NGBRC Principles.</p> <p>The Corporate Social Responsibility Committee reviews the business responsibility and sustainability report annually.</p> <p>Further, the Board is updated on various actions or updates relevant to the NGBRC Principles from time to time, eg. compliance with Plastic Waste Management Rules.</p>								
9.	<p>Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</p>	<p>The Company has a robust internal audit process led by the Global Internal Audit (GIA) function which consists of a team of independent fulltime Internal Controls experts. GIA function carries out audits on various matters, including various policies and processes under WBCM, on a regular basis.</p>								
10.	<p><b>If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:</b></p> <p>The entity does not consider the Principles material to its business (Yes/ No)</p> <p>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</p> <p>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</p> <p>It is planned to be done in the next financial year (Yes/No)</p> <p>Any other reason (please specify)</p>	<p><b>i.e. not all Principles are covered by a policy, reasons to be stated:</b></p> <p>Not Applicable</p>								

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**PRINCIPLE 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**

Taken together, Our Purpose, Values and Principles are the foundation for P&G’s unique culture. Throughout our history, our business has grown and changed while these elements have endured and will continue to be passed down to generations of P&G people to come. More information about our Purpose, Values and Principles are contained in the WBCM.

- Company Overview
- Board’s Report and MDAR
- Corporate Governance
- Financial Statements



**1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year**

Segment	Total number of training / awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5*	<ul style="list-style-type: none"> <li>Vigil mechanism (Ethics)</li> <li>Community impact- CSR initiatives</li> <li>Plastic Waste Regulations compliance</li> <li>Equality &amp; inclusion initiatives</li> <li>Employee well-being measures</li> <li>Customer value &amp; engagement (Go-to-market initiatives)</li> </ul>	100%
Employees (including Key Managerial Personnel)	4**	<ul style="list-style-type: none"> <li>Anti-bribery and Anti-Corruption Compliance</li> <li>Doing the Right Thing- Integrity</li> <li>Safeguarding Access to P&amp;G Systems (Information Security)</li> <li>Introduction to Phishing (Information Security)</li> </ul>	100%

\* Various topics discussed at Board & Committee meetings, and other connects held from time to time.

\*\* Above cover the system-monitored mandatory web-based trainings deployed to all employees. Apart from the above, there are various other virtual and in-person trainings conducted from time-to-time to relevant employees, based on functions, new-joiners etc. on various topics such as World-wide Business Conduct Manual, Prevention of Sexual Harassment, Data Privacy, Anti-bribery, Anti-Trust compliances etc.

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year** (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website): Not Applicable

During the Financial Year, there were no material fines/penalties punishment/ award/ compounding fees/ settlement amount paid (either monetarily or non-monetarily) as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015.

**3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed**

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, the Company has an anti-bribery Policy. The Company’s antibribery policy prohibits bribes to government officials and employees everywhere we do business. The Policy also prohibits allowing an external party to do so on the Company’s behalf. The Company conducts regular trainings for employees in order to create awareness of the anti-bribery policy. The anti-bribery policy is hosted on the Company intranet. Details of the anti-bribery policy forms part of Company’s the WBCM, which is available at <https://in.pg.com/policies-and-practices/worldwide-business-conduct-manual/>.

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption**

	2022-23	2021-22
Directors	Nil	Nil
KMP	Nil	Nil
Employee	Nil	Nil
Worker	Nil	Nil

**6. Details of complaints with regard to conflict of interest**

	2022-23		2021-22	
	Number	Remark	Number	Remark
In relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
In relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest-** Not Applicable

**PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe**

**1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively**

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	As the Company avails benefits of research and development of The Procter & Gamble Company, USA and its subsidiaries across the globe, the Company has not incurred any expenditure on research and development during the Financial Year. The Company from time to time spends on energy efficient equipment, such as energy efficient pumps, energy efficient lighting etc. During the Financial Year, spend towards such equipment have not been substantial vs. total capital expenditure of the Company.
Capex	Nil	Nil	

**2. a. Does the entity have procedures in place for sustainable sourcing?**

The Company has a 'Responsible Sourcing Expectations for External Business Partners' which shares expectations with our external business partners on various areas, including, *inter alia*, legal compliance, respecting human rights, no child labor, no discrimination, environmental sustainability, prevention of bribery & corruption. Further, based on risk relevance of the nature of business or operations of the Supplier, certain assessments are undertaken, such as EcoVadis sustainability assessment or Sedex Members Ethical Trade Audit (SMETA).

**b. If yes, what percentage of inputs were sourced sustainably?**

100% of the Company's suppliers are covered under Company's 'Responsible Sourcing Expectations for External Business Partners'. Based on risk relevance of the nature of business or operations of the Supplier, certain suppliers are required to undertake assessments, such as EcoVadis sustainability assessment or Sedex Members Ethical Trade Audit (SMETA).



**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life**

In accordance with the Plastic Waste Management Rules, 2016 (as amended from time to time), the Company has been collecting plastic packaging waste and fulfilling its Extended Producer Obligations.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same**

Yes, Extended Producer Responsibility (EPR) is applicable to the Company and the Company has submitted the waste collection plan in line with the Extended Producer Responsibility (EPR) plan to Pollution Control Board.

**PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains**

**1. a. Details of measures for the well-being of employees**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees (other than workers)</b>											
Male	70	70	100%	70	100%	-	-	70	100%	70	100%
Female	40	40	100%	40	100%	40	100%	-	-	40	100%
<b>Total</b>	<b>110</b>	<b>110</b>	<b>100%</b>	<b>110</b>	<b>100%</b>	<b>40</b>	<b>-</b>	<b>70</b>	<b>-</b>	<b>110</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

**b. Details of measures for the well-being of workers**

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	453	453	100%	453	100%	-	-	453	100%	453	100%
Female	8	8	100%	8	100%	8	100%	-	-	8	100%
<b>Total</b>	<b>461</b>	<b>461</b>	<b>100%</b>	<b>461</b>	<b>100%</b>	<b>8</b>	<b>-</b>	<b>453</b>	<b>-</b>	<b>461</b>	<b>100%</b>
<b>Other than Permanent workers*</b>											
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

\* ‘Other than permanent workers’ are workers engaged through third-party contractors, and their well-being is managed through contractual terms & conditions with the third-party contractors.

## 2. Details of retirement benefits

Benefits	2022-23			2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	Nil	Nil	N.A.	Nil	Nil	N.A.

## 3. Accessibility of workplaces

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard**

We recognize the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and are taking proactive steps to support the needs of individuals with disabilities. Our Company has implemented various measures to provide accessible infrastructure, including ramps, wheelchair access, all gender accessible toilets, accessible parking, fire alarm flasher, automated sliding doors, etc. We believe that accessibility is an essential aspect of social responsibility and are persistent in our efforts to create an inclusive environment for everyone.

## 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy

The Company's WBCM sets forth the Company's commitment to providing equal opportunities in employment. The WBCM prohibits employees from engaging in any form of unlawful discrimination. The WBCM requires to follow all anti-discrimination laws, and to ensure that employment decisions (such as recruiting, hiring, training, salary and promotion), do not discriminate against individuals on the basis of disability, race, color, gender, age, national origin, religion, sexual orientation, gender identity, gender expression, marital status, citizenship, veteran status, HIV / AIDS status or any other legally protected factor.

## 5. Return to work and Retention rates of permanent employees and workers that took parental leave

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The WBCM sets out several ways employees and others may report concerns, including via The Worldwide Business Conduct Helpline which is available via telephone, email, or web reporting around the world 24 hours a day, seven days a week. It is staffed by an independent company and can take calls in most languages. Reports of actual or suspected violations may also be made anonymously, where allowed by applicable law.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

**7. Membership of employees and worker in association(s) or Unions recognized by the Company**

Category	2022-23			2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees	110	Nil	Nil	125	Nil	Nil
- Male	70	Nil	Nil	87	Nil	Nil
- Female	40	Nil	Nil	38	Nil	Nil
Total Permanent Workers	461	Nil	Nil	469	Nil	Nil
- Male	453	Nil	Nil	461	Nil	Nil
- Female	8	Nil	Nil	8	Nil	Nil

**8. Details of training given to employees and workers**

Category	2022-23					2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees (other than workers)</b>										
- Male	70	70	100%	70	100%	87	87	100%	87	100%
- Female	40	40	100%	40	100%	38	38	100%	38	100%
<b>Total</b>	<b>110</b>	<b>110</b>	<b>100%</b>	<b>110</b>	<b>100%</b>	<b>125</b>	<b>125</b>	<b>100%</b>	<b>125</b>	<b>100%</b>
<b>Workers</b>										
- Male	453	453	100%	453	100%	461	461	100%	461	100%
- Female	8	8	100%	8	100%	8	8	100%	8	100%
<b>Total</b>	<b>461</b>	<b>461</b>	<b>100%</b>	<b>461</b>	<b>100%</b>	<b>469</b>	<b>469</b>	<b>100%</b>	<b>469</b>	<b>100%</b>

## 9. Details of performance and career development reviews of employees and worker

Category	2022-23			2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees (other than workers)</b>						
- Male	70	70	100%	87	87	100%
- Female	40	40	100%	38	38	100%
<b>Workers</b>						
- Male	453	453	100%	461	461	100%
- Female	8	8	100%	8	8	100%

## 10. Health and safety management system

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, we have a robust occupational health and safety management system which covers all employees and workers of the Company, and external parties, who work at or visit the Company's sites.

### b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company is committed to having safe and healthy operations around the world to protect the life and health of our employees and the community surrounding our operations, to protect our assets, to ensure business continuity and to engender public trust.

On a routine basis, the Company ensures that health, safety & environmental required tests, inspections and monitoring of devices, equipment, process systems, and facility systems are conducted per the required frequencies and procedures. We also ensure that results are assessed for potential risks and, if necessary, a remedial plan and schedule are developed.

On non-routine basis, the Company ensures appropriate health, safety & environmental risk assessments, studies, classifications, and clearances are completed by appropriately trained or qualified persons before commissioning. We also ensure appropriate measures, including engineering and administrative controls, have been incorporated in the design and construction of facilities and operating systems to meet legal requirements and protect employees, the community and the environment from physical, health and environmental hazards.

### c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, the WBCM of the Company expects every employee who becomes aware of, or suspects, any unsafe working conditions or other safety issues, to report the situation to the employee's manager or respective site safety leader or legal immediately. Adequate measures are taken to mitigate any work-related hazards.

### d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, employees and workers of the Company have access to non-occupational medical and healthcare services.



**11. Details of safety related incidents**

Safety Incident/Number	Category	Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	Nil	Nil
	Worker	Nil	Nil
Total recordable work-related injuries	Employee	Nil	Nil
	Worker	Nil	1
No. of fatalities	Employee	Nil	Nil
	Worker	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employee	Nil	Nil
	Worker	Nil	Nil

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace**

We are committed to promoting respect of our employees in the workplace, ensuring workplace health and safety, and ensuring fair employment practices. Accordingly, we are committed to the highest standards of safety to protect ourselves, our employees and external parties who work at or visit our sites. All P&G employees must follow safety and security procedures, as well as applicable laws and regulations. If employees are aware of, or suspect, any unsafe working conditions or other safety issues, they must report the situation to their manager, site safety leader or Legal immediately. If there are any concerns about health at work, the employee must promptly contact their site Health Services (Medical) unit.

**13. Number of complaints on the following made by employees and workers**

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

**14. Assessments for the year**

	% of your plants and offices that were assessed * (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

\* The Company has in place a compliance monitoring tool for assessing compliances with respect to various laws. Further, the Company sites also go through extensive H&SE internal audits, periodically.

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions:** Not applicable

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**1. Describe the processes for identifying key stakeholder groups of the entity**

Groups which are impacted or are likely to be impacted by the business operations of the Company or which impact or are likely to impact the business operations of the Company, are identified as key stakeholders of the Company. Key stakeholders identified by the Company are its employees, investors, consumers, customers, suppliers & value chain partners, government & regulatory bodies and community, at large.





**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Regular organizational engagements (in-person &amp; virtual)</li> <li>Email</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Employee engagement activities</li> <li>Learning and development</li> <li>Employee recognition</li> <li>Employee performance review and career development</li> <li>Employee safety and well-being</li> </ul>
Shareholders / Investors	No	<ul style="list-style-type: none"> <li>Annual general meeting</li> <li>Postal ballots/e-voting</li> <li>Website updates</li> <li>Newspaper notices</li> <li>Email</li> </ul>	Annual Event based Event based Ongoing Event based	<ul style="list-style-type: none"> <li>Engagement with management on business performance &amp; strategy</li> <li>Seeking approval on resolutions</li> <li>Disclosure of information</li> <li>Resolution of share related grievances</li> </ul>
Consumers	No	<ul style="list-style-type: none"> <li>Advertisements on various media (TV, Social media, newspaper etc.)</li> <li>Website</li> <li>Email</li> <li>Phone</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Awareness of Company's products</li> <li>Seeking consumer feedback</li> <li>Resolution of consumer queries / complaints</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Email</li> <li>Phone</li> <li>Market visits and In-person meetings</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Distribution of goods</li> </ul>
Suppliers & value chain partners	No	<ul style="list-style-type: none"> <li>Email</li> <li>Phone</li> <li>Supplier portal- website</li> <li>Meetings</li> </ul>	Regular	<ul style="list-style-type: none"> <li>Sourcing related discussions</li> <li>Conducting third-party risk assessment for engaging suppliers</li> </ul>
Government & Regulatory bodies	No	<ul style="list-style-type: none"> <li>In-person meetings</li> <li>Advocacy through Trade Associations</li> <li>Email</li> <li>Statutory filings (electronic physical filing)</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>Advocacy on proposed laws and policies impacting business &amp; operations</li> <li>Various applications, incl. licenses etc.</li> <li>Statutory compliances</li> </ul>
Community	Yes	<ul style="list-style-type: none"> <li>Connects via NGO partners</li> <li>On-ground field visits</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>CSR activities</li> <li>Equality &amp; Inclusion objectives</li> </ul>

**PRINCIPLE 5: Businesses should respect and promote human rights**

Respect for Human Rights is fundamental to the way we manage our business. Our Human Rights Policy Statement communicates our support for the UN Guiding Principles on Business and Human Rights, which respects and honors the principles of internationally recognized human rights consisting of those rights expressed in the International Bill of Human Rights (i.e., Universal Declaration of Human Rights and the International Covenants on Economic, Social and Cultural Rights, and Civil and Political Rights) and the principles concerning fundamental rights as set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, namely: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child



labour; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment. These fundamentals are laid out in the Company's WBCM.

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company**

Category	2022-23			2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (D)	No. of employees / workers covered (E)	% (E / D)
<b>Employees (other than workers)</b>						
Permanent	110	110	100%	125	125	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>110</b>	<b>110</b>	<b>100%</b>	<b>125</b>	<b>125</b>	<b>100%</b>
<b>Workers</b>						
Permanent	461	461	100%	469	469	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>461</b>	<b>461</b>	<b>100%</b>	<b>469</b>	<b>469</b>	<b>100%</b>

Note: All employees of the Company are trained on the expectations under the Worldwide Business Conduct Manual. Additionally, WBCM compliance certifications are obtained from all Managers of the Company annually.

**2. Details of minimum wages paid to employees and workers**

Category	2022-23					2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (c)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees (other than workers)</b>										
Permanent	110	Nil	Nil	110	100%	125	Nil	Nil	125	100%
Male	70	Nil	Nil	70	100%	87	Nil	Nil	87	100%
Female	40	Nil	Nil	40	100%	38	Nil	Nil	38	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent	461	Nil	Nil	461	100%	469	Nil	Nil	469	100%
Male	453	Nil	Nil	453	100%	461	Nil	Nil	461	100%
Female	8	Nil	Nil	8	100%	8	Nil	Nil	8	100%
Other than Permanent*	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

\* 'Other than permanent workers' are workers engaged through third-party contractors, and their wages are managed by the third-party contractors, who are contractually obligated to comply with legal requirements, including compliance in respect of wages.

### 3. Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ In Lakhs)	Number	Median remuneration / salary / wages of respective category (₹ In Lakhs)
Board of Directors (BoD)	9	25	2	23
Key Managerial Personnel <sup>^</sup>	3	121	1	7
Employees (other than workers)	70	15	40	35
Workers	453	12	8	7

<sup>^</sup> Includes Managing Director, Executive Director, Company Secretary and Chief Financial Officer

### 4. Do you have a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business?

At P&G, respect for Human Rights is fundamental to the way we manage our business. We support the U.N. Guiding Principles for Business and Human Rights which respects and honors the principles of internationally recognized human rights, including:

- Those rights expressed in the International Bill of Human Rights (i.e., Universal Declaration of Human Rights and the International Covenants on Economic, Social and Cultural Rights and Civil & Political Rights)
- The principles concerning fundamental rights as set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We are committed to doing the right thing by respecting human rights in every aspect of our business operations. We embrace this commitment and responsibility of ensuring that human rights are upheld all along our end-to-end value chain, which in turn encompasses our stakeholders, particularly our employees, our consumers, the communities where we do business, and our business partners.

### 5. Describe the internal mechanisms in place to redress grievances related to human rights issues

The WBCM sets out several ways employees and others may report concerns, including via The Worldwide Business Conduct Helpline which is available via telephone, email, or web reporting around the world 24 hours a day, seven days a week. It is staffed by an independent company and can take calls in most languages. Reports of actual or suspected violations may also be made anonymously, where allowed by applicable law.

### 6. Number of Complaints on the following made by employees and workers

	2022-23			2021-22		
	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Sexual harassment	Nil	Nil	-	3	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child labour	Nil	Nil	-	Nil	Nil	-
Forced labour / Involuntary labour	Nil	Nil	-	Nil	Nil	-



	2022-23			2021-22		
	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases**

P&G does not tolerate any form of retaliation against any person who reports a suspected violation in good faith. In addition, no one who participates or cooperates honestly and completely in the investigation of a report will be subject to retaliation for doing so. Anyone who retaliates against a person for making a good faith report or for participating in the investigation of a report would be subject to disciplinary action, which may include termination. Further information is contained in the WBCM and our global Anti-Retaliation Policy available to all employees.

**8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes, Human Rights requirements, such as prohibition of use of child labour or bonded labour, form part of various business agreements.

**9. Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company has in place a compliance monitoring tool for assessing compliances with respect to various laws. Further, the company sites also go through extensive H&SE internal audits, periodically.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments-** Not Applicable

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity**

Parameter	2022-23	2021-22
Total electricity consumption (A)	76014 GJ	71133 GJ
Total fuel consumption (B)	5438 GJ	3795 GJ
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	81452 GJ	74928 GJ
Energy intensity per rupee of turnover (GJ/₹ Lakhs) (Total energy consumption / turnover)	0.33	0.33

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No.

- 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any-** Not applicable, as the Company does not fall in the category of industries mandated under PAT scheme.

**3. Provide details of the following disclosures related to water**

Parameter	2022-23	2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	87714	86821
(iii) Third party water (Municipal water)	7083	3978
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>94797</b>	<b>90799</b>
Total volume of water consumption (in kilolitres)	<b>94797</b>	<b>90799</b>
Water intensity per rupee of turnover (KL / ₹ Lakhs) (Water withdrawn / turnover)	0.38	0.40

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No.

**4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation**

The Company continuously strives to achieve water efficiency. This year the Company achieved 957 kilolitres circular water through Internal Effluent Treatment Plant (ETP) Recycle and reverse osmosis (RO) and continuous electrode ionization (CEDI) reject recycle.

**5. Please provide details of air emissions (other than GHG emissions) by the entity**

Parameter	Please specify unit	2022-23	2021-22
NOx	MT	0.62	0.54
Sox	MT	0.22	0.17
Particulate matter (PM)	MT	0.15	0.05
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	MT	0.02	0.01
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-		
SO2	MT	0.00	0.02
CO	MT	0.18	0.14

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No.



**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**

Parameter	Unit	2022-23	2021-22
Total Scope 1 emissions	MT	371	266
Total Scope 2 emissions	-	Nil*	Nil*
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT per ₹ lakhs	0.00	0.00

\* The Company's Scope 2 GHG emissions are Nil due to the purchase of RECs (Renewable Energy Credits).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details**

We have an ambition to reduce Green House Gas (GHG) emissions across our operations. The Company will continue to strive in its efforts towards this ambition.

**8. Provide details related to waste management by the entity**

Parameter	2022-23	2021-22
Plastic waste (A)	195.91 MT	169.88 MT
E-waste (B)	0.88 MT	0.05 MT
Bio-medical waste (C)	0.04 MT	0.04 MT
Construction and demolition waste (D)	63.20 MT	15.20 MT
Battery waste (E)	0.63 MT	4.79 MT
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	55.77 MT	43.85 MT
Other Non-hazardous waste generated (H).	1711.89 MT	1469.62 MT
Total	2028.32 MT	1703.43 MT

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	2022-23	2021-22
(i) Recycled*	2028.28 MT	1703.39 MT
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2028.28 MT	1703.39 MT

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	2022-23	2021-22
(i) Incineration	0.04 MT	0.04 MT
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0.04 MT	0.04 MT

\* Waste sent to Government approved vendors for purpose of recycling.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.- No

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes**

Within our operations, we strive to grow responsibly and continuously improve our efficiency while reducing our carbon footprint.

The Company's plant sites are zero-manufacturing-waste-to-landfill, which means that no manufacturing waste is sent to landfill. The Company continues to be compliant with the government's Extended Producer Responsibility (EPR) guidelines on plastic packaging waste collection.

Our brands have also stepped forward towards environmental sustainability. Our brand Oral-B uses 80% post-consumer recycled plastic (PCR) in its toothbrushes and our brand Venus is made of 30% recycled plastic and uses fully recyclable packaging.

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details**

Sr. no.	Location of operations/offices	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not applicable

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances**

Yes, the Company is compliant with applicable environmental law, regulations and guidelines in India.

**PRINCIPLE 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**1. a. Number of affiliations with trade and industry chambers/ associations**

We are affiliated with 8 (eight) trade and industry chambers / associates.

**b. List the top trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1	The Advertising Standard Council of India (ASCI)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	Confederation of Indian Industry (CII)	National
4	US India Business Council (USIBC)	National
5	India Home & Personal Care Industry Association (IHPCIA)	National
6	Indian Beauty and Hygiene Association (IBHA)	National
7	Media Research Users Council (MRUC)	National
8	Indian Society of Advertisers (ISA)	National



**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities - Not applicable**

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

**3. Describe the mechanisms to receive and redress grievances of the community.**

The WBCM sets out several ways employees and others may report concerns, including via The Worldwide Business Conduct Helpline which is available via telephone, email, or web reporting around the world 24 hours a day, seven days a week. It is staffed by an independent company and can take calls in most languages. Reports of actual or suspected violations may also be made anonymously, where allowed by applicable law.

The link to the Worldwide Business Conduct Manual is <https://in.pg.com/policies-and-practices/worldwide-business-conduct-manual/>.

**4. Percentage of input material (inputs to total inputs by value) sourced from suppliers**

	2022-23
Directly sourced from MSMEs / small producers	13.38%
Sourced directly from within the district and neighboring districts	7.85%

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback**

Our Purpose is to provide branded products of superior quality and value that improve the lives of the consumers, now and for generations to come.

The Company has well-established consumer relations mechanism to address consumer complaints and feedback. Consumers can contact the Company through various mediums such as-

- Phone – 1800-202-1364 or +91 22-24942113
  - Email - [Consumer Contact Email](#)
  - WhatsApp chat - [Consumer WhatsApp Contact](#)
- or



- QR code-



2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal - 100%**

The Company ensures compliance with legally mandated disclosure of information on product, across all products, including information on environmental and social parameters relevant to the product, safe and responsible usage, recycling or safe disposal, wherever relevant.

3. **Number of consumer complaints in respect of the following**

	2022-23		2021-22	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	1	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil
Other – Product quality / performance, offers & promotions etc.	2889	Nil	5562	Nil

4. **Details of instances of product recalls on account of safety issues**

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. **Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy**

Yes, P&G has a robust framework and policies on information security which cover risks related to cyber security. The Company also has detailed framework and policies on risks related to data privacy. Various policies, standards, guidelines, and control requirements for cyber security and data privacy are communicated to employees on the Company's intranet site. The Company also undertakes trainings and awareness programs for employees on cyber security and data privacy. Details of P&G's privacy policy can be viewed at <https://privacypolicy.pg.com/en-IN/>.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services**

Not applicable, as there were no penalties/regulatory action levied in respect of issues pertaining to delivery of essential services; advertising; cyber security and data privacy of customers; re-occurrence of instances of product recalls; or product safety during the financial year 2022-23.