

**Godrej Industries Limited**  
**Regd. Office:** Godrej One,  
Pirojshanagar,  
Eastern Express Highway,  
Vikhroli (E), Mumbai 400079. India.  
Tel.: 91-22-2518 8010/8020/8030  
Fax: 91-22-2518 8068/8063/8074  
Website: www.godrejindustries.com

CIN: L24241MH1988PLC097781

Date: July 17, 2023

To,  
**BSE Limited**  
P. J. Towers, Dalal Street, Fort  
Mumbai – 400 001

**Ref.: BSE Scrip Code No. "500164"**

To,  
**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra - Kurla Complex,  
Bandra (East), Mumbai-400 051

**Ref.: "GODREJIND"**

**Debt Segment NSE:**

NCD- GIL24 - ISIN: INE233A08030  
NCD- GIL25 - ISIN: INE233A08048  
NCD- GIL28 - ISIN: INE233A08055  
NCD- GIL26 - ISIN: INE233A08071  
NCD- GIL25A-ISIN: INE233A08063

**Sub.: Business Responsibility and Sustainability Report of Godrej Industries Limited for the Financial Year 2022-23**

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for the Financial Year 2022-23, which forms part of the Annual Report of Godrej Industries Limited for the Financial Year 2022-23.

The Annual Report for the Financial Year 2022-23 along with the Notice of the AGM is also made available on the website of the Company, viz., [www.godrejindustries.com](http://www.godrejindustries.com).

Kindly take the above on your record.

Thanking you,

Yours sincerely,

**For Godrej Industries Limited**

**Tejal Jariwala**  
**Company Secretary & Compliance Officer**  
**(FCS 9817)**

Encl.: A/a





# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



## **BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING**

### **SECTION A: GENERAL DISCLOSURES**

#### **I. Details of the listed entity**

1	Corporate Identity Number (CIN)	L24241MH1988PLC097781
2	Name of the Listed Entity	Godrej Industries Limited
3	Year of incorporation	1988
4	Registered office address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai 400079.
5	Corporate address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai 400079.
6	E-mail	<a href="mailto:investor@godrejinds.com">investor@godrejinds.com</a>
7	Telephone	+91 (022)-25188010/20/30
8	Website	<a href="http://www.godrejindustries.com">www.godrejindustries.com</a>
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE India (formerly Bombay Stock Exchange) National Stock Exchange of India Limited(NSE)
11	Paid-up Capital	₹ 33,66,38,257/-
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. Gayatri Divecha, Head - Good & Green Email: <a href="mailto:gayatri.divecha@godrejinds.com">gayatri.divecha@godrejinds.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis

#### **II. Products / Services**

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

Description of Main Activity	Description	% of Turnover of the entity
Fatty Acid	Fractionated fatty acid and stearic acid	46%
Fatty Alcohol	Mid-cut fatty alcohol	26%
Surfactant	AOS, SLS, SLES	15%
Glycerine	Refined Glycerine	5%

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

Description of Main Activity	NIC Code	% of Turnover of the entity
Fatty Acid	24118	46%
Fatty Alcohol	24118	26%
Surfactant	24243	15%
Glycerine	24118	5%

### III. Operations

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

Location	Number of plants	Number of offices*	Total
National	4	4	8
International	0	1	1

\*includes Branches

#### 17. Markets served by the Company:

##### a. Number of locations

Location	Number
National (No. of States)	Pan-India
International (No. of countries)	65+

##### b. What is the contribution of exports as a percentage of the total turnover of the entity?

About 33% of the turnover is from exports

##### c. A brief on types of customers

Our customers are key stakeholders in our operations. We are in B2B business and our products cater the requirement of home care and personal care, rubber and polymer, pharma and food, oil and gas and other industrial applications. The Company serves its customers both directly as well as through distributors.

### IV. Employees

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

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

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>					
Permanent (D)	742	611	82%	131	18%
Other than Permanent (E)	144	111	77%	33	23%
<b>Total employees (D + E)</b>	<b>886</b>	<b>722</b>	<b>81%</b>	<b>164</b>	<b>19%</b>
<b>Workers</b>					
Permanent (F)	336	336	100%	0	0%
Other than Permanent (G)	895	892	100%	3	0.34%
<b>Total employees (F + G)</b>	<b>1,231</b>	<b>1,228</b>	<b>100%</b>	<b>3</b>	<b>0.24%</b>

b. Differently abled Employees and workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>					
Permanent (D)	2	1	50%	1	50%
Other than Permanent (E)	0	0	0%	0	0%
Total differently abled employees (D + E)	2	1	50%	1	50%
<b>DIFFERENTLY ABLED WORKERS</b>					
Permanent (F)	3	3	100%	0	0%
Other than Permanent (G)	0	0	0%	0	0%
Total differently abled workers (F + G)	3	3	100%	0	0%

19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	3	27.27%
Key Management Personnel	2	1	50%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	13%	17%	18%	11%	17%	10%	5%	11%
Permanent Workers	14%	0%	10%	17%	0%	17%	24%	0%	23%

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

21. Names of holding / subsidiary / associate companies / joint ventures as on March 31, 2023:

Name of the holding/ Subsidiary/associate companies/joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Godrej Consumer Products Limited	Associate	23.74%	No
Godrej Properties Limited	Subsidiary	47.34%	No
Godrej Agrovet Limited	Subsidiary	64.90%	No
Godrej Capital Limited	Subsidiary	87.22%	No

Godrej One Premises Management Private Limited	Subsidiary	14.00%	No
Godrej International Limited	Foreign Subsidiary	100%	No
Godrej International Trading & Investment PTE. LTD	Foreign Subsidiary	100%	No

## VI. CSR Details

### 22. (a) Whether CSR is applicable as per section 135 of Companies Act, 2013

During the Financial Year 2022-23, your Company was not required to spend towards CSR activities in terms of the provisions of Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014.

(b) Turnover as on March 31, 2023 (in ₹): 4,556.96 Crore (Total Income)

(c) Net worth as on March 31, 2023 (in ₹): 1,638.68 Crore

## 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)	FY 2022-23			FY 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	Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	NA	NA	NA	The Company does not have investors other than its shareholders and debenture holders	NA	NA	The Company does not have investors other than its shareholders and debenture holders
Shareholders	Yes, the Company has an email id for reporting any grievance and complaints of investors on <a href="mailto:investor@godrejind.com">investor@godrejind.com</a> , alternatively shareholders can lodge complaints on <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	51	51	-	29	29	-
Employees and workers	Yes, <a href="https://godrejindustries.com/public/uploads/policies_and_codes/WhistleBlower-Policy_V5_02042021.pdf">https://godrejindustries.com/public/uploads/policies_and_codes/WhistleBlower-Policy_V5_02042021.pdf</a>	Nil	Nil	-	Nil	Nil	-
Customers		Nil	Nil	-	Nil	Nil	-
Value Chain Partners		Nil	Nil	-	Nil	Nil	-

Other (violation of code of business conduct and ethics)	NA	NA	NA	NA	NA	NA	NA
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24. Overview of the entity’s material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

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)
Emission	Risk	Rising power demand has resulted in higher dependence on costlier coal imports as supplies from domestic sources are still insufficient to meet increased energy demand.	We are already transitioning to lower emissions technology by reducing our specific energy consumption and increasing our renewable energy sources. Close to 69 % of the energy we use is from renewable sources such as wind, solar and biomass.	Negative
Water & effluents	Risk	We are dependent on surface water for production which is dependent on rain. If we receive less rain in a year, it will impact our production and we have to buy water from other sources.	We are working to reduce our water consumption in the processes and installed water efficient equipment. Both our manufacturing plants are Zero Liquid Discharge compliant. Our strategy is to treat used industrial water on site and reuse it water for process/ utilities.	Negative
Health & safety	Risk and Opportunity	We Aim to achieve and sustain an incident-free organization	We have health and safety policy across GIL and at individual plant level and all the manufacturing sites are ISO 45001:2018 compliant. We have implemented various initiatives to ensure health and safety of employees across our locations both at operational level and managing natural hazards. At plants, we ensured this by creating task forces to monitor and implement health & safety measures going beyond compliance and adopting industry best practices	Positive
Human rights	Opportunity	Our strategic people management framework is designed to create value & execute the business strategy. Built on three pillars of talent, organization & culture, we strive towards creating agile & inclusive workplace by defining & developing new capabilities and accelerating total engagement to build a high performance team	We focus our efforts towards nurturing & sustaining the thriving culture that exists at GIL Chemicals which has helped deliver strong business Performance.  All the policies pertaining to well being of people has been taken care	Positive
Employee well Being & worker Management	Opportunity	We ensure goal setting, performance reviews and reward and recognitions are done in a very structured way to keep our employees engaged	We are regularly reviewing and auditing our people processes and interventions for their efficiency and effectiveness in alignment with the larger objective of business performance.	Positive

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)
Climate change and Sustainability	Risk	While we have made considerable improvement to our specific energy levels and reduced our emissions, the expectations of upcoming regulations is unknown and if the guidelines require us to have even lower specific energy and emissions contributions, additional investments will be required to comply with the standards.	As part of our 2025 sustainability strategy, we are looking for breakthrough technology invention to help in energy efficiency and carbon capture and we would like to move to lower emissions technology	Negative
Material Sourcing, Procurement Practices and Supply Chain Sustainability	Risk	We have made our sustainable palm oil policy and have taken goal of achieving 100% transparency upto mills and refineries in our palm supply chain. To achieve that we collaborate with our suppliers and have also became a part of Action of sustainable derivative (ASD) ASD is a collaborative initiative which brings together companies in the cosmetics, home and personal care, and oleo chemicals industries to collectively tackle supply chain issues around palm oil and palm kernel oil derivatives. We are also one of the leading Indian Entity who is a part of RSPO.	Better Collaboration with our business partners with the help of sales and marketing and procurement team. Better Collaboration with our business partners with the help of sales and marketing and procurement team.	Positive
Ethics Governance and Accountability	Opportunity	<ul style="list-style-type: none"> <li>- Committed to developing an excellent working culture</li> <li>- Good governance help to attract and retain talent</li> <li>- Improve brand value among stakeholders</li> <li>- Smooth business operations</li> </ul>	<ul style="list-style-type: none"> <li>- Company considers compliance as one of the Key Results Areas and continuous stress is put on monitoring, reporting and corrective / preventive actions</li> <li>- Continuous awareness programs for employees are conducted to sensitize employees</li> <li>- Zero tolerance for statutory non-compliance and ethical standards are demonstrated without any delay to ensure rigor and communication</li> <li>- workshops are organized for employees to ensure linkages to ensure that the values and behaviours are well understood</li> </ul>	<ul style="list-style-type: none"> <li>- these mitigation practices help us with derisking facilities, healthy work environment which brings better productivity</li> <li>- Adherence to regulatory compliance, attract customers and grow business</li> </ul>
Customer Health and safety	Opportunity	GIL's philosophy is Life Essential Crafted with Care. Company is committed to deliver consistently high quality and high performing products and services to its customers. Our products are widely used in personal and home care industry globally, customer health and safety and product quality is paramount to us.	More Greener Product Portfolio in market: We have introduced and commercialized with Bio God	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.godrejchemicals.com/sustainability/codes-and-policies">https://www.godrejchemicals.com/sustainability/codes-and-policies</a> and <a href="https://godrejindustries.com/investors/listing-compliance">https://godrejindustries.com/investors/listing-compliance</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000, ISO 14000, ISO 45001, UNGC guidelines and ILO guidance.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Score Zero (No Fatality, Zero Major process safety incident & Dangerous occurrences)								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors								

## Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

*The Company is committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles.*

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Nadir Godrej, Chairman & Managing Director (DIN:00066195) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility Policies.

9. 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.

Yes, the Chairman and Managing Director and Senior Leadership Team review the Business Responsibility Performance periodically as part of the overall Management Review process.

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need to basis by Senior Leadership Team including Managing Director and Executive Directors. During their assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the statutory requirements as applicable.																	

11. 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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company conducts periodic review of charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

All principles are covered by Policies.

- At Godrej Industries Limited, we are building Sustainability in our operations and our product portfolio.
- With the first decade behind us, we are now looking at crafting bigger and bolder sustainability goals that align with our businesses.
- We are continuing on our journey to build a more equitable and greener world.
- Ten years down this road, we’ve come a long way in our sustainability journey in the promise we’ve made.



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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	During the year, the Board of Directors and Key Managerial Personnel of the Company (including its Committees) had invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs	120	At GIL, we strongly emphasize on workplace safety. To imbibe safety behaviours in our employees including workers, various safety trainings are conducted throughout the year which includes behavioural based safety trainings, emergency preparedness, fire safety etc. We continue building awareness in our factories through safety drives. Various functional/technical trainings are conducted for factory employees and workers to build their technical competence such as SAP,IMS, QMS, RSPO, IATF, ISO, GMP, Responsible Care, 5S, Plant Operations, HIRA, Environment Management System. We also provide other functional & behavioural trainings based on our Godrej Capability Framework through classroom/virtual trainings and elearning programs. We conduct "Health & Wellness" sessions that include expert talks, counselling, and interactive sessions to educate employees on how to build their physical and mental wellbeing. POSH, Human Rights, Grievance Handling, Cybersecurity Awareness training, Insider Trading/Code of Conduct are such compliance related programs that have been conducted to make our workplace more inclusive. We provide inclusive growth & equitable development of employees through career conversations, 360 developmental feedback, transition diagnostic through MDC (Management Development Center) and LDC processes (Leadership Development Center).	100%
Workers	100	<ul style="list-style-type: none"> <li>• Workplace Safety related trainings conducted for all workers including contractual workforce</li> <li>• Compliance programs include POSH awareness, Grievance Handling etc.</li> <li>• Various functional/technical trainings conducted for factory workers such as IMS, IATF, ISO, GMP, RSPO, 5S, Plant Operations, Environment Management System etc.</li> </ul>	100%

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, in the following format (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):

Monetary and Non-Monetary			
Particulars	Penalty/Fine	Settlement	Compounding Fee
NGRBC principle	Nil	Nil	Nil
Name of regulatory/enforcement agencies/judicial institutions	Nil	Nil	Nil
Amount (INR)	Nil	Nil	Nil
Brief of case	Nil	Nil	Nil
Has an appeal been preferred (Yes/ No)	Nil	Nil	Nil
Imprisonment	Nil	Nil	Nil
Punishment	Nil	Nil	Nil

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
-	NA

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.

The Company has code of conduct which is applicable to all individuals working in the Company. The Company encourages its Business Partners also to follow the code. A Whistleblower policy has also been put in place. The purpose of the Whistleblower Policy is to allow employees to raise concerns about unacceptable, improper or unethical practices being followed in the organization, without necessarily informing their supervisors. A Whistleblowing Officer has been designated for the purpose of receiving and recording any complaints under this policy. The Policy can be accessed on <https://www.godrejindustries.com/chemicals/policies-compliance.aspx>

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

Category	FY 2021-22	FY 2022-23
Board of Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees other than BoD and KMPs	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2021-22	FY 2022-23	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	No complaints have been received in relation to issues of conflict of interest of the Directors and in relation to issues of conflict of interest of the KMPs both for FY 2021-22 and 2022-23.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	

7. 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.

There were no complaints / cases of corruption and conflicts of interest registered during the year. In the case of a Director, every Director discloses his/her interest at the beginning of the year. In case there is any change in directorship, the same is informed to the Board. The Board of Directors and senior management are subject to the provisions of the Code of Conduct.

**Leadership Indicators**

1. Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year:

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Godrej code of Conduct, Sustainable Procurement Policy, ESG Awareness	100 % critical Suppliers

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties.

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

**Essential Indicators**

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.

Particulars	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	5%	18%	Towards Biolab
Capex	10%	27%	Towards Cogeneration Plant and Bio-Fermentor Plant

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

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

Yes, Supply chain sustainability is a crucial aspect to our business at GIL Chemicals. While we develop responsible and conscious business practises, we encourage our suppliers to conduct their business in a sustainable and ethical manner too. Our supply chain framework helps us extend the outreach of our sustainability agenda, thus maximising impact. We hold our suppliers accountable for maintaining maximum upstream sustainability standards. To ensure collective and holistic sustainable growth across the value chain, we have developed strong relationships with our suppliers to collectively reach our sustainable supply chain goals. 21% of inputs were sourced sustainably during calendar year (i.e. January 2022 till December 2022).

We have developed two important policies to vouch for sustainable procurement - Sustainable Procurement Policy and Sustainable Palm Oil Policy and its Sustainable Palm Oil Action Plan. These policies highlight our expectations on critical sustainability performance parameters such as health and safety, human rights, integrity, and environmental sustainability to name a few. The policies have been created in accordance with international benchmarks and best practices.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

At GIL Chemicals, we have developed a robust waste management framework to meet with the sustainability challenges of the chemical industry. All materials and manufacturing processes are conducted in a conscious manner to yield minimal waste. We follow five R's of waste management - reduce, reuse, recycle, recover and residual management. We go beyond compliance to ensure effective waste management. Our waste management strategy includes collection, segregation, recycling and disposal in a scientific manner. We have an in-house effluent treatment plant (ETP) to treat wastewater generated at our facilities.

We do have the procedures to reclaim the products but we haven't recalled any product at the end of life.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). 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.

In the reporting year, we processed 100% of the plastic waste and we put out as per EPR (Extended producer responsibility) compliance.

**Leadership Indicators**

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC code	24243
Name of the product	Bio Surfactant
Boundary for which the Life Cycle Perspective / Assessment was conducted	Cradle to gate
Whether conducted by independent external agency (Yes/No)	Yes
Results communicated in public domain (Yes/No) If yes, provide the web-link.	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of product	Description of the risk / concern	Action taken
Bio Surfactant	No	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
-	Nil	Nil

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format for current FY and previous FY

FY 2021-22			
Particulars	Re-used	Recycled	Safely disposed
Plastics (including packaging)	Nil	Nil	Nil
E-waste	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil
Other waste	-	-	-
FY 2022-23			
Particulars	Re-used	Recycled	Safely disposed
Plastics (including packaging)	Nil	Nil	Nil
E-waste	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil
Other waste	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	-



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

**Essential Indicators**

1. a. Details of measures for the well-being of employees:
- b. Details of measures for the well-being of workers:

% of Employees & Workers (Permanent and Other employees) covered			
	Male	Female	Total
Total (A)	1981	150	2131
Health insurance nos (B)	1145	145	1290
Health insurance % (B/A)	58%	97%	61%
Accident insurance nos (C)	1597	136	1733
Accident insurance % (C/A)	81%	91%	81%
Maternity benefits nos (D)	0	150	150
Maternity benefits % (D/A)	0	100%	7%
Paternity benefits nos (E)	611	0	611
Paternity benefits % (E/A)	31%	0%	29%
Day care facilities nos (F)	0	114	114
Day care facilities % (F/A)	0	76%	5%

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

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

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.

Being a diverse friendly organization, we ensure to make workplace inclusive for all employees. In terms of accessibility, we have ramps, rails, wheel chairs, accessible toilets for differently abled employees. At factories, we intend to evaluate the infrastructure to make them more accessible for differently abled employees.

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.

GIL is an equal opportunity employer. We provide equal opportunities to all employees and to all eligible applicants for employment in the organization. We respect every individual's human rights and do not discriminate on the basis of race, colour, caste, class, gender, sexual orientation, gender identity, religion, political opinion, nationality, social origin and status, indigenous status, disability, age or any other personal characteristic or status. This is clearly stated in our Human Rights policy - [https://www.godrejite.com/Godrejite/PolicyDocuments/Policies/GILAC%20Code%20of%20Conduct\\_V2.0.pdf](https://www.godrejite.com/Godrejite/PolicyDocuments/Policies/GILAC%20Code%20of%20Conduct_V2.0.pdf)

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

Particulars	Male	Female	Total
Permanent employees - Return to work rate	100%	100%	100%
Permanent employees - Retention rate	100%	100%	100%
Permanent workers - Return to work rate	NA	NA	NA
Permanent workers - Retention rate	NA	NA	NA

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.

Category	Yes/No	Mechanism
Permanent Workers	Yes	<p>a. At factories, we have a grievance redressal system which encourages workers to freely share any concerns they may have in regards to work or workplace and raise any issues/complaints to committee. The issues/concerns are resolved speedily and in a fair manner by the committee.</p> <p>b. We also have different forums like Townhalls, Senior Leadership Connects, CEO Connect, Open House, Employee Suggestion Boxes etc. through which employees may share ideas, suggestions, improvements or concerns with senior management.</p> <p>c. Additionally, we have a dedicated POSH complaint mechanism and whistle blower policy to report issues related to harassment or violation of ethical conduct. We have also brought in online system called 'Conduct' to raise and track status against complaints for employees.</p> <p>d. Besides these, all employees and workers including contractual workforce can freely reach out to Human Resource representative e.g. HR Business Partners, HR Head or even Factory HRs at their respective factories for any concerns they may have in regards to the work, resource/equipment/ infrastructure support etc.</p>
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity, for Permanent Employees & Permanent Workers, for Current FY and Previous FY:

Permanent Employees	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)
FY2021-22			
Male	545	0	0%
Female	112	0	0%
FY2022-23			
Male	611	0	0%
Female	131	0	0%

Permanent Workers	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)
<b>FY2021-22</b>			
Male	370	370	100%
Female	0	0	0%
<b>FY2022-23</b>			
Male	336	336	100%
Female	0	0	0%

**8. Details of training given to employees and workers for Current FY and Previous FY:**

FY 2021-22	Male Employees	Female Employees	Total
Total (A)	673	128	801
Health and safety measures nos (B)	673	128	801
On Health and safety measures % (B/A)	100%	100%	100%
Skill upgradation nos (C)	673	128	801
Skill upgradation % (C/A)	100%	100%	100%
	Male Workers	Female Workers	Total
Total (A)	1162	1	1163
Health and safety measures nos (B)	1162	1	1163
On Health and safety measures % (B/A)	100%	100%	100%
Skill upgradation nos (C)	1162	1	1163
Skill upgradation % (C/A)	100%	100%	100%

FY 2022-23	Male Employees	Female Employees	Total
Total (A)	722	164	886
Health and safety measures nos (B)	722	164	886
On Health and safety measures % (B/A)	100%	100%	100%
Skill upgradation nos (C)	722	164	886
Skill upgradation % (C/A)	100%	100%	100%
	Male Workers	Female Workers	Total
Total (A)	1228	3	1231
Health and safety measures nos (B)	1228	3	1231
On Health and safety measures % (B/A)	100%	100%	100%
Skill upgradation nos (C)	1228	3	1231
Skill upgradation % (C/A)	100%	100%	100%

9. Details of performance and career development reviews of employees and worker for Current FY and Previous FY:

FY 2021-22	Male Employees	Female Employees	Total
Total (A)	545	112	657
Nos (B)	480	65	545
% (B/A)	88%	58%	83%
	Male Workers	Female Workers	Total
Total (A)	370	0	370
Nos (B)	370	0	370
% (B/A)	100.00%	0.00%	100%

FY 2022-23	Male Employees	Female Employees	Total
Total (A)	611	131	742
Nos (B)	611	131	742
% (B/A)	100%	100%	100%
	Male Workers	Female Workers	Total
Total (A)	336	0	336
Nos (B)	336	0	336
% (B/A)	100.00%	0.00%	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?

Being in the Chemicals sector, occupational health and safety is one of the cornerstones to our business philosophy. Our both Valia & Ambernath sites are certified with ISO 45001 (Occupational Health & Safety Management System). All employees of these locations who have access to our operating sites, are also covered under these OHS management systems which is audited periodically.

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

Our central safety committee and plant level safety committees are responsible for monitoring and managing safety aspects. Safety statistics are recorded and reported on our e-platform. We conduct root cause assessments in case of safety related events to understand the reason behind incidents to eliminate their reoccurrence. For all plant related activities, we have developed a HIRA register to track expected hazards and analysis risks. As per the identified risks, control measures are put in place. We have conducted a detailed safety assessment that showcases that none of our workers have a high incidence of occupational risk or disease. Also, We have conducted HIRA, JSA, Hazop, Work permit systems and QRA.

- c. Whether the entity has processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/No)

Yes Our central safety committee and plant level safety committees are responsible for monitoring and managing safety aspects. Safety statistics are recorded and reported on our e-platform. We conduct root cause assessments in case of safety related events to understand the reason behind incidents to eliminate their reoccurrence. For all plant related activities, we have developed a HIRA register to track expected hazards and analysis risks. As per the identified risks, control measures are put in place. We have conducted a detailed safety assessment that showcases that none of our workers have a high incidence of occupational risk or disease.

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

Yes

11. Details of safety related incidents, in the following format for Current FY and Previous FY:

Safety Incident/Number	Category	Current FY 2022-23	Previous FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.65	Nil
Total recordable work-related injuries	Employees	0	Nil
	Workers	1	Nil
No. of fatalities	Employees	0	Nil
	Workers	0	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	Nil
	Workers	1	Nil



12. Describe the measures taken by the entity to ensure a safe and healthy work place.

At manufacturing sites monthly safety performance is reviewed by the top management in the monthly Safety and Conversion meet. External/ Internal Board also reviews the safety performance quarterly and provides their inputs for improvement. The monthly meeting of the Joint safety committee is chaired by Site Head and Safety in-charge. Members are from staff, operator and contractor categories. We regularly provide training to company and contractor employees on topics like behavioural safety, Fire Safety, SCBA, MSDS, EMS-OHandS standards, Responsible Care, etc. To enhance safety awareness among employees and contractors, various emergency drills and training have also been conducted.

Periodic Risk Assessment studies like HAZOP, HAC (Hazard Area Classification), JSA, PSSR, weekly / monthly inspections, AI and HIRA, cross functional safety audit, external safety audit, workplace monitoring study etc.

We have well equipped OHC (Occupational Health Centre) which operates round the clock. All the employees including contract employees undergo periodic medical check-up and health records are maintained well.

13. Number of complaints on the following made by employees and workers for Current FY and Previous FY:

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

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

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Working Conditions	100 % of employees working at our facility were assessed by different 3rd party audit ISO 45001, Responsible care, SMETA and internal audits
Health & Safety	Internal audits, ISO 45001 and SMETA

15. 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.

- a. Safety related incidents are investigated for corrective & preventive action. Based on the findings preventive measures are taken.
- b. Use of activity based/exposure base PPE are used.
- c. Gas detectors are used for early detection of hydrogen & SO2 gas.
- d. Installation of Fall arrester system at different locations of tanker loading unloading areas is in progress.
- e. Critical areas in the plant are monitored by CCTV for identifying deviation and early action.

## Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No).

Yes, Insurance coverage is in place for all employees and workers. The Company has policies in place to provide financial assistance to the legal dependents of the employees in case of death while in service.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Suppliers are assessed on ESG parameters and it is ensured that Statutory dues such as PF, gratuity, etc are deducted and paid accordingly.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/workers	No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment
Employees	Nil	-
Workers	Nil	-

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No).

There are no policies or transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Working Conditions	100 % of Critical suppliers are audited annually
Health & Safety	100 % of Critical suppliers are audited annually

6. Details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Based on the findings of suppliers' assessment, suppliers are given a tentative time frame to close the findings with root-cause analysis and further correctional and corrective actions. We expect our suppliers to engage and improve their sustainability performance to achieve the larger goal of creating a sustainable value-chain. In case of a severe or major violation of our code of conduct, a follow-up assessment takes place based on or within the mutually agreed target date of completion of identified findings.



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

**Essential Indicators**

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

We at Godrej Industries have identified and prioritized our key stakeholders on the basis of their influence on our operations and also our impact on them. We continue our engagement with them through various mechanisms such as, consultations with local communities, supplier/ vendor meets, customer/ employee satisfaction surveys, investor forums, etc. As a responsible business, we work closely with our communities to understand their needs and build synergies. In the past we carried out a detailed community needs assessment of villages around our Valia and Ambernath manufacturing plants with the help of a third-party agency.

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

Stakeholder Group	Board	Shareholders	Employees
Whether identified as Vulnerable & Marginalized Group (Yes/No)	No	No	No
Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Email, Meetings, Personnel Visits, Notice and Agenda of Meetings	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, annual report, quarterly results, media releases, Company / SE website	Senior leaders' communication / talk/forum, town hall briefing, goal setting and performance appraisal meetings/review, exit interviews, arbitration/ union meetings, wellness initiatives, engagement survey, email, intranet, flat screens, websites, poster campaigns, house magazines, confluence, circulars, quarterly publication, newsletters
Frequency of engagement (Annually/Half yearly/ Quarterly/others)	Ongoing	Ongoing	Ongoing
Purpose and scope of engagement including key topics and concerns raised during such engagement	Role and responsibility of Board of Directors defined under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. Therefore, the Board and its Committees meet from time to time to discuss and approve the statutory requirements	Transparency, goodwill, Share price appreciation, dividends, profitability and financial stability, cyber risks, growth prospects	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives

Stakeholder Group	Customers	Government and Regulatory bodies	Suppliers & Vendors
Whether identified as Vulnerable & Marginalized Group (Yes/No)	No	No	No
Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	<ul style="list-style-type: none"> <li>• Regular business reviews with key customers</li> <li>• Customer satisfaction surveys and feedback</li> <li>• Customer audits and customer questionnaire responses</li> <li>• Meeting customer requirements and requests for improvement on environmental and social responsibility</li> </ul>	Statutory and Legal compliance filings	<ul style="list-style-type: none"> <li>• Supplier workshops and annual suppliers meet</li> <li>• Suppliers consultation and auditing</li> <li>• Informing suppliers through feedback mechanism</li> <li>• Supplier Sustainability assessment questionnaire</li> </ul>
Frequency of engagement (Annually/Half yearly/Quarterly/others)	Ongoing / Quarterly	Ongoing	Ongoing
Purpose and scope of engagement including key topics and concerns raised during such engagement	<ul style="list-style-type: none"> <li>• Carbon footprint / Carbon disclosure,</li> <li>• Management of Environmentally hazardous substances,</li> <li>• Innovation,</li> <li>• Customer Satisfaction Survey</li> </ul>	Environmental and Social compliance	<ul style="list-style-type: none"> <li>• Environmental initiatives (e.g., reduced packaging and recycling)</li> <li>• Supply chain management</li> <li>• Compliance with laws and regulations</li> <li>• Work environment and hygiene</li> <li>• Machine / equipment safety</li> <li>• Human Rights</li> </ul>

### Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Our stakeholders are at the heart of our process of determining material topics so as to collectively address ESG aspects and develop lasting solutions.

Periodic engagement with stakeholders helps us to effectively channel our strategies to be able to deliver against company wide sustainability goals while following an inclusive, multi-dimensional approach.

We use the stakeholder prioritisation matrix to understand key stakeholders to our business and the type of engagement to be carried out with each of them - consult, collaborate, keep informed & engage. Our regular interactions through various engagement modules aid us in collecting important feedback, thereby enhancing our performance and value addition. While the kind of our engagement methods can differ from an ad-hoc meeting to long term partnership, it is always driven by our core values. Our key stakeholder groups comprise of employees, customers, regulatory bodies, shareholders, team members, suppliers, sustainability experts, media, competitors, academia and the communities around operational sites. We use formal and informal engagement methods to communicate with our stakeholders through various communication platforms. Through this, we map stakeholder feedback and concerns.

Appropriate action plans are also developed to address expectations. These concerns and expectations form a vital input for our materiality assessment and in developing short and long term business goals. The Stakeholder engagement exercise was conducted using the principles and guidelines from the AAES1000 Stakeholder engagement standard which uphold inclusivity, materiality and responsiveness. We abide by the three principles of materiality, completeness and responsiveness to ensure holistic engagement and maximum outreach.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. The Company recognizes the vitality of obtaining feedback from Stakeholders. Based on inputs: (i) the policies and procedures adopted by the Company are suitably amended / modified, (ii) critical or priority areas needing special attention are identified and policies are devised suitably.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

We at Godrej Industries Limited, we are in line with our Good & Green initiatives are in line with the company guidelines that focus on key environmental, economic, and social needs of the underprivileged.

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

#### Essential Indicators

1. Employees and Workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format for Current FY and Previous FY:

FY 2021-22	Permanent Employees	Other than permanent employees	Total Employees
Total (A)	667	134	801
No. of employees / workers covered (B)	667	134	801
% (B / A)	100%	100%	100%
FY 2021-22	Permanent Workers	Other than permanent workers	Total Workers
Total (C)	370	793	1163
No. of employees / workers covered (D)	370	793	1163
% (D / C)	100%	100%	100%

FY 2022-23	Permanent Employees	Other than permanent employees	Total Employees
Total (A)	742	144	886
No. of employees / workers covered (B)	742	144	886
% (B / A)	100%	100%	100%
FY 2022-23	Permanent Workers	Other than permanent workers	Total Workers
Total (C)	336	895	1,231



No. of employees / workers covered (D)	336	895	1,231
% (D / C)	100%	100%	100%

2. Details of minimum wages paid to employees and workers, in the following format for Current FY and Previous FY:

FY 2022-23	Permanent Employees		Other than permanent Employees
	Male	Female	Male
Total (A)	611	131	111
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0%	0%	0%
More than Minimum Wage nos ( C )	611	131	111
% (C / A)	100%	100%	100%

FY 2021-22	Permanent Employees		Other than permanent Employees
	Male	Female	Male
Total (A)	554	113	119
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0%	0%	0%
More than Minimum Wage nos ( C )	554	113	119
% (C / A)	100%	100%	100%

FY 2022-23	Permanent Workers		Other than permanent Workers
	Male	Female	Male
Total (A)	336	0	892
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0%	0%	0%
More than Minimum Wage nos ( C )	336	0	892
% (C / A)	100%	0%	100%

FY 2021-22	Permanent Workers		Other than permanent Workers
	Male	Female	Male
Total (A)	370	0	792
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0%	0%	0%
More than Minimum Wage nos ( C )	370	0	792
% (C / A)	100%	0%	100%

3. Details of remuneration/salary/wages, in the following format:

Particulars	Male nos	Median remuneration/ salary/ wages of respective category	Female nos	Median remuneration/ salary/ wages of respective category
Board of Directors	2	9,40,43,728	1	8,60,21,103
Key Managerial Personnel	1	5,01,17,803	1	28,62,564
Employees other than BoD and KMPs	723	4,46,156	162	7,99,087
Workers	457	6,70,639	-	-

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, we have a central Human resource team who is responsible for addressing human rights impacts or issues caused or contributed to by the business <https://www.godrejindustries.com/chemicals/policies-compliance.aspx>

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

- At factories, we have a grievance redressal system which encourages workers to freely share any concerns they may have in regards to work or workplace and raise any issues/complaints to committee. The issues/concerns are resolved speedily and in a fair manner by the committee.
- We also have different forums like Townhalls, Senior Leadership Connects, CEO Connect, Open House, Employee Suggestion Boxes etc. through which employees may share ideas, suggestions, improvements or concerns with senior management.
- Additionally, we have a dedicated POSH complaint mechanism and whistle blower policy to report issues related to harassment or violation of ethical conduct. We have also brought in online system called 'Conduct' to raise and track status against complaints for employees.
- Besides these, all employees and workers including contractual workforce can freely reach out to Human Resource representative e.g. HR Business Partners, HR Head or even Factory HRs at their respective factories for any concerns they may have in regards to the work, resource/equipment/infrastructure support etc.

6. Number of Complaints on the following made by employees and workers for Current FY and Previous FY:

FY 2021-22	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-
Discrimination at workplace	0	0	-
Child Labour	0	0	-
Forced Labour/Involuntary Labour	0	0	-
Wages	0	0	-
Other human rights related issues	0	0	-

FY 2022-23	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-
Discrimination at workplace	0	0	-
Child Labour	0	0	-
Forced Labour/Involuntary Labour	0	0	-
Wages	0	0	-
Other human rights related issues	0	0	-

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

- a. In line with the Godrej values, GIL Industries is committed towards creating a safe and dignified working environment and culture free from any form of Sexual Harassment, exploitation or intimidation, and has a zero-tolerance policy towards any Sexual Harassment at the Workplace.
- b. We have formed Internal Committee (IC) for each of our work locations - head office, factories, and branches, to conduct an Inquiry into a complaint of Sexual Harassment at the Workplace. We have also brought in online system called 'Conduct' to raise and track status against complaints for employees.
- c. The Company and the IC will take all reasonable measures to ensure that any person who has lodged a complaint under this policy or given evidence or other assistance as part of an Inquiry under this policy, in good faith, is protected and not subjected to any Retaliatory Conduct.

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

Yes. We ensure that all our business partners are committed to respect human rights and comply with international, state laws and regulations and in line with Godrej's way of working, as reflected in our business contracts and supply chain sustainability audits.

9. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced Labour/Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-



10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

At GIL Chemicals, we conducted an internal audit of Human Right practices for each work location including factories. From the findings of this assessment, we had identified a few areas of Human Rights to strengthen further across our factories and the team is working on this direction.

11. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

We have human rights policy in the public domain which is in line with internationally recognized frameworks such as the International Bill of Human Rights which broadly covers respect for Human Rights in form of diversity, equality of opportunity and fair treatment, human rights in workplace that speaks of no child labour/ forced labours, compliance with industry standards on wages, benefits, safe working environment free from harassment etc., and human rights in the community we operate in through community initiatives and volunteering programs round the year.

In FY 2022-23 we have not made any modification in business processes for our current monitoring, addressing human rights, grievances/complaints.

**Leadership Indicators**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

We have human rights policy in the public domain which covers – no child labour, no forced labours, no discrimination at the workplace, compensation above legal standards, standard working hours as per stated in laws, no harassment and violence, H&S committees to drive Health & safety excellence, legal compliance wherever we operate. We have standard best practices to monitor and comply with on all these fronts.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

The organization upheld the principles of human rights and it is aligned with Human Rights policy. The organization regularly create awareness among its employees on the /human rights policy through various training programs. The Human Rights assessment is conducted on a yearly basis. All critical suppliers and business partners are audited, annually. There is 100% coverage of own operations and critical suppliers.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual harassment	100%
Forced Labour/Involuntary Labour	100%
Discrimination at workplace	100%
Child labour	100%
Wages	100%
Others – please specify	-

5. Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. - Not Applicable

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

**Essential Indicators**

1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Particulars	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1,50,260	1,97,374
Total fuel consumption (B)	2,07,2031	1,63,9730
Energy consumption through other sources (C) GJ	-	-
Total energy consumption (A+B+C)	2,22,2291	1,83,7104
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00005 GJ/INR	0.00006 GJ/INR
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/t)	10.1	9.43

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

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? (Yes/No) 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

3. Details of total water consumption in the following format:

(in KL)

Particulars	FY 2022-23	FY 2021-22
Water withdrawal by source		
(i) Surface water	7,98,665	7,56,428
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	-	-
Total volume of water withdrawal (i + ii + iii + iv + v)	7,98,665	7,56,428
Total volume of water consumption	7,98,665	7,56,428
Water intensity per rupee of turnover (Water consumed / turnover)	0.00002	0.00002
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MT)	3.59	3.85

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

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



coverage and implementation.

At GIL Chemicals, we have developed a robust waste management framework to meet with the sustainability challenges of the chemical industry. All materials and manufacturing processes are conducted in a conscious manner to yield minimal waste. We follow five R's of waste management - reduce, reuse, recycle, recover and residual management. We go beyond compliance to ensure effective waste management. Our waste management strategy includes collection, segregation, recycling and disposal in a scientific manner. We have an in-house effluent treatment plant (ETP) to treat wastewater generated at our facilities. Our ETP plant manages effluents generated from our facilities. Our effluent management has helped us reduce our impact on local water resources. Both our manufacturing sites - Valia and Ambernath - are zero liquid discharge facilities (ZLD).

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Particulars	Unit	FY 2022-23	FY 2021-22
NOx	MT/year	17.9	17.1
SOx	MT/year	15.8	22.5
Particulate matter (PM)	MT/year	22.39	24.22
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Particulars	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	32,335	38,994
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub> equivalent	29720	41,831
(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	TCO <sub>2</sub> /INR	0.00007	0.00003
Total Scope 1 and Scope 2 emission intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	tCO <sub>2</sub> eq/ton	0.28	0.4

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

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

details.

Our Company continues to focus on use of renewable energy. In FY 2022-23, more than 68% of the energy was consumed through renewable sources. We achieved this through use of biomass briquettes, Solar roof top, wind energy, and other initiatives. We have also commissioned cogeneration plant which runs on biomass briquette & contributes to further increase in our renewable energy as well as in GHG reduction.

We have committed to EP100 target in which we aim to reduce our specific energy consumption by 50% up to 2030 compared to baseline FY 12. For FY 23, we have reduced the specific consumption by 17%. We are working relentlessly towards achieving the goal. This is achieved through various energy efficiency initiatives at our plant locations. Adoption of ISO 50001:2015 at Valia site also helped in it.

We also monitor our Greenhouse gas emissions. We have reduced our overall carbon footprint by 66 % in since 2011. This is achieved through various energy efficiency and renewable energy projects.

We have also been implementing various project for water savings and those projects helped us to reduce our overall specific water consumption by 46% from 2011.

8. Provide details related to waste management by the entity, in the following format:

Particulars	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	104	100
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	13,811	8,707
Other Non-hazardous waste generated (H). Please specify, if any.	518	463
(Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>14,433</b>	<b>9,270</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	13,997	6,892
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>13,997</b>	<b>6,892</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	437	2,378
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	437	2,378

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

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.

At GIL Chemicals, we have developed a robust waste management framework to meet with the sustainability challenges of the chemical industry. All materials and manufacturing processes are conducted in a conscious manner to yield minimal waste. We follow five R's of waste management - reduce, reuse, recycle, recover and residual management. We go beyond compliance to ensure effective waste management. Our waste management strategy includes collection, segregation, recycling and disposal in a scientific manner.

Policy is available- <https://www.godrejindustries.com/chemicals/policies-compliance.aspx>

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 in the following format:

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No)	If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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

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 (Yes/No). If not, provide details of all such non-compliances, in the following format:

Specify the law / regulation / guidelines which was not complied with	We are complying 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.
Provide details of the non-compliance	-
Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	-
Corrective action taken, if any	-

## Leadership Indicators

1. Provide break-up of the total energy consumed (in Giga Joules) from renewable and non-renewable sources, in the following format:

Particulars	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	14,798	15,939
Total fuel consumption (B)	14,99,293	9,74,122
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	15,14,091	9,90,061

Particulars	FY 2022-23	FY 2021-22
From non-renewable sources		
Total electricity consumption (D)	1,35,462	1,81,453
Total fuel consumption (E)	5,72,738	6,65,607
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	7,08,200	8,47,060

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

2. Provide the following details related to water discharged:

Particulars	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Both our Manufacturing Facilities are Zero Discharge Liquid	
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-

- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area-Valia And Ambernath

(ii) Nature of operations-Manufacturing of Oleo Chemicals

(iii) Water withdrawal, consumption and discharge in the following format:

Particulars	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	7,98,665	7,56,428
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	7,98,665	7,56,428
Total volume of water consumption (in kilolitres)	7,98,665	7,56,428
Water intensity per rupee of turnover (Water consumed / turnover)	0.00002	0.00002
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MT)	3.59	3.85

Particulars	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Both our Manufacturing Facilities are Zero Discharge Liquid	
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Particulars	Unit	FY 2021-22	FY 2022-23
Total Scope 3 emissions	<i>Metric tonnes of CO2 equivalent</i>	4,26,226	3,72,434
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 3 emissions per rupee of turnover	TCO2 eq/INR	0.000012	0.000010
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity (tco2 eq/ton)	<i>Metric tonnes of CO2 equivalent</i>	1.90	1.92

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

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. - Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:  
- Not Applicable

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

We have built a sturdy Business Continuity Plan to further strengthen our business. Our Business Continuity Plan (BCP) consists of annual budgeting, long-term budgeting, a career development plan for employees and succession plan for all the key positions. The assessed operational impacts include those related to life safety, customer service, revenue/ cash flow, public image, regulatory, product development, competitive advantage, financial control/ reporting, liability increase.

The main objective is to ensure business continuity and zero negative impact on society, environment, stakeholders and economic losses. To make this BCP more robust in the company, organization conducts internal risk assessments and trainings for its employees and workers. Major organizational risks are identified, measured, monitored and reviewed by central risk review committee. This risk review committee consists of board of directors.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Environmental Aspects and Impact analysis is conducted and reviewed on an annual basis to identify significant and non-significant environmental aspects. Preventive and additional control measures are taken to mitigate or minimise the identified significant environmental impacts.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

100% critical suppliers are assessed for environmental impacts, annually

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

### Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations.  
b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to:

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
Indian chemical council	National
CII (Confederation of Indian Industries)	National
Council & CII Western Region	National
IFCCI-Indo French Chamber of Commerce	International

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
Collaborating for Sustainable Palm Oil	International
Responsible Care	International
FICCI	National
QCFI	National
Federation of Gujarat Industries	National
CHEMEXCIL	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:

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

### Leadership Indicators

1. Details of public policy positions advocated by the entity: Not Applicable

Public policy advocated	-
Method resorted for such advocacy	-
Whether information available in public domain? (Yes/No)	-
Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	-
Web Link, if available	-

### PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

#### Essential Indicators

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	Not applicable, however Giving back is also a crucial part of our business development strategy. We also have a CSR committee in place to review, monitor and provide strategic inputs on our sustainability efforts. Our CSR interventions include initiatives related to Education, Water, Sanitation and Skill Building Initiatives. At GIL Chemicals, we continue to uphold Godrej Group's Good and Green vision, that aims to create a more inclusive and greener world
SIA Notification No.	
Date of notification	
Whether conducted by independent external agency (Yes / No)	
Results communicated in public domain (Yes / No)	
Relevant Web link	

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:



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

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

The Community grievances, if any can be submitted at the security desk. Any complaint so received is forwarded to Admin department for further action.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	39%	29%
Sourced directly from within the district and neighbouring districts	NA	NA

**Leadership Indicators**

1. Details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. no	State	Aspirational District	Amount spent (In INR)
During the Financial Year 2022-23, your Company was not required to spend towards CSR activities in terms of the provisions of Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014.			

3. (a) Details of preferential procurement policy where entity gives any preference to purchase from suppliers comprising marginalized /vulnerable groups? - No

(b) From which marginalized /vulnerable groups do you procure?- No

(c) What percentage of total procurement (by value) does it constitute?- No

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: Not Applicable.

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
-	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

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

6. Details of beneficiaries of CSR Projects: During the Financial Year 2022-23, your Company was not required to spend towards CSR activities in terms of the provisions of Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014.

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable		

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

**Essential Indicators**

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

At Godrej Industries limited, we have a dedicated Quality assurance team which conducts customer satisfaction survey once in every two years to understand levels of customer satisfaction with products and services provided by the Company.

2. Turnover of products and services as a percentage of turnover from all products and service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following for Current FY and Previous FY:

FY 2021-22	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Not Applicable
Advertising			
Cyber-security			
Delivery of essential services			
Restrictive Trade Practices			
Unfair Trade Practices			
Other			

FY 2022-23	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Not Applicable
Advertising			
Cyber-security			
Delivery of essential services			
Restrictive Trade Practices			
Unfair Trade Practices			
Other			

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	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, we have a GILAC Information Security policy which is applicable to all Godrej companies to incorporate, access and monitor cyber security practices/incidents; conduct cyber security related awareness campaigns across GILAC; Identification and mitigation of Cyber Security vulnerabilities.

6. 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.

Nil

**Leadership Indicators**

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

We display product information like product trade name, gross weight, tare weight etc. on regular product labels. Our product labelling carry adequate information about Storage, Handling, transportation and dispatch enabling safe and effective usage of our products.

Along with each product shipment, we provide MSDS (Material Safety data sheet) that includes details of material storage, transportation, and handling. Also, we share information concerning product hazard as per the GHS (Globally Harmonized System of Classification and Labelling of Chemicals).

All our raw materials which are developed to provide the highest efficacy and safety according to decades of accumulated technology and strict internal standards. We have developed method that can verify quality of each raw material. The process for verification is based on chemical properties, Manufacturing processes , MSDS(Material Safety Data sheet) and international guidelines and safety assessment results.

And we have REACH, KOSHER and HALAL certifications for our products as per EU regulations.

Website link - <https://www.godrejchemicals.com>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

We educate consumer through our Safety Data Sheets (SDS), Questionnaires, Product Brochures, Customer Interactions

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

We keep our customers informed about any disruption time to time if any in case of any changes that would impact our customers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did the entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, we have storage and handling instructions on labels. We display product information like product trade name, gross wt., tare wt. etc. on regular product labels. And our dedicated team conducts customer satisfaction survey once in every two years to understand levels of customer satisfaction with products and services provided by the Company. Technical data sheet and safety data sheet provided for more information as per Globally Harmonized System.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact
- b. Percentage of data breaches involving personally identifiable information of customers

NIL

**Note:**

Each legal entity has separate reporting requirements under applicable laws, i.e. CSR report, BRSR Report, Science based targets etc. and accordingly, every legal entity is required to publish separate reports as applicable.

