

Godrej Consumer Products Ltd.
Regd. Office: Godrej One,
4th Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai - 400 079, India.
Tel : +91-22-2518 8010/8020/8030
Fax : +91-22-2518 8040
Website : www.godrejcp.com

CIN : L24246MH2000PLC129806

July 14, 2023

BSE Limited

Corporate Relationship Department
Phiroze Jeejeebhoy Towers, 25th Floor, Dalal Street,
Fort, Mumbai - 400 001
Scrip Code : 532424

The National Stock Exchange of India Ltd

Exchange Plaza, Plot No. C/1, Block G,
Bandra - Kurla Complex, Sandra (East), Mumbai-400 051
Symbol: GODREJCP

Dear Sirs,

Business Responsibility and Sustainability Report for the financial year 2022-23

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2022-23. The same is also available on the Company's website at the weblink given below:

<https://godrejcp.com/investors/annual-reports>

Request you to take the same on your records.

Thank you.

Yours faithfully,
For Godrej Consumer Products Ltd

Rahul Botadara
Company Secretary & Compliance Officer



Business Responsibility And Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24246MH2000PLC129806
2	Name of the Listed Entity	Godrej Consumer Products Limited
3	Year of incorporation	2000
4	Registered office address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (E), Mumbai 400 079
5	Corporate address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (E), Mumbai 400 079
6	E-mail	investor.relations@godrejcp.com
7	Telephone	022 25188010/20/30
8	Website	www.godrejcp.com
9	Financial year for which reporting is being done	

	Start date	End date
Current Financial Year	01/04/2022	31/03/2023
Previous Financial Year	01/04/2021	31/03/2022
Prior to Previous Financial year	01/04/2020	31/03/2021

10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11	Paid-up Capital (In ₹)	1,022,695,318
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	

Name	Rahul Botadara
Contact	022 25188010/20/30
E mail	investor.relations@godrejcp.com

- 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).

Select - Standalone basis

II. Products/services

14	Details of business activities (accounting for 90% of the turnover)	1.	Description of the activity - Manufacturing
		2.	Description of business activity - Personal and household care products
		3.	% of turnover of the entity - 100%
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover)	1.	Product/Service - Personal and household care
		2.	NIC code - 20211, 20231, 20236
		3.	% of total turnover contributed - 100%

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	18	4	22
International	22	1	23

17 Markets served by the entity

A Number of locations

Location	Number
National (No. of States)	28
International (No. of Countries)	17

B What is the contribution of exports as a percentage of the total turnover of the entity?

3.35%

C A brief on types of customers

Godrej Consumer Products caters to a diverse range of customers in emerging markets, with a significant presence in both urban and rural areas. Our focus spans from households using hair care products, hand wash, and other consumer goods to salons and stylists specialising in hair care. Through our extensive channel partners and technology-driven strategies, we ensure our products are available and accessible across diverse markets. We maintain a strong distribution network, including regional distributor networks and salon channels, to ensure our products reach to all consumers who use personal care and home care products.

IV. Employees

18 Details as at the end of Financial Year

A. Employees and workers (including differently abled)

S. No.	Particulars	Total	Male		Female		Other	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	1274	1038	81.48%	236	18.52%	0	0.00%
2	Other than permanent (E)	19	11	57.89%	8	42.11%	0	0.00%
3	Total employees (D + E)	1293	1049	81.13%	244	18.87%	0	0.00%
WORKERS								
4	Permanent (F)	1236	1193	96.52%	43	3.48%	0	0.00%
5	Other than permanent (G)	4077	2717	66.64%	1360	33.36%	0	0.00%
6	Total workers (F + G)	5313	3910	73.59%	1403	26.41%	0	0.00%

B. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female		Other	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	4	4	100.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	2	1	50.00%	1	50.00%	0	0.00%
3	Total differently abled employees (D + E)	6	5	83.33%	1	16.67%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	2	2	100.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	10	9	90.00%	1	10.00%	0	0.00%
6	Total differently abled workers (F + G)	12	11	91.67%	1	8.33%	0	0.00%

19 Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	5	41.67%
Key Management Personnel	4	1	25.00%

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

	Turnover rate in current FY 22-23				Turnover rate in current FY 21-22				Turnover rate in current FY 20-21			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	22%	31%	0.00%	23%	22%	20%	0.00%	21%	11%	13%	0.00%	12%
Permanent Workers	5%	9%	0.00%	5%	3%	27%	0.00%	4%	2%	20%	0.00%	2%

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

21 (a) Names of holding / subsidiary / associate companies / joint ventures - Please refer to AOC - I in consolidated financial statements

S. No.	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)
1	Beleza Mozambique LDA	Subsidiary	100%	No
2	Consell SA (Argentina)	Subsidiary	100%	No
3	Cosmetica Nacional	Subsidiary	100%	No
4	Charm Industries Limited	Subsidiary	100%	No
5	Canon Chemicals Limited	Subsidiary	100%	No
6	Darling Trading Company Mauritius Ltd	Subsidiary	100%	No
7	Deciral SA	Subsidiary	100%	No
8	DGH Phase Two Mauritius	Subsidiary	100%	No
9	DGH Tanzania Limited	Subsidiary	100%	No
10	Frika Weave (PTY) LTD	Subsidiary	100%	No
11	Godrej Africa Holdings Limited	Subsidiary	100%	No
12	Godrej Consumer Holdings (Netherlands) B.V.	Subsidiary	100%	No
13	Godrej Consumer Investments (Chile) Spa	Subsidiary	100%	No
14	Godrej Consumer Products (Netherlands) B.V.	Subsidiary	100%	No
15	Godrej Consumer Products Bangladesh Limited	Subsidiary	100%	No
16	Godrej Consumer Products Dutch Coöperatief U.A. (Netherlands)	Subsidiary	100%	No
17	Godrej Consumer Products Holding (Mauritius) Limited	Subsidiary	100%	No
18	Godrej Consumer Products International (FZCO)	Subsidiary	100%	No
19	Godrej East Africa Holdings Ltd	Subsidiary	100%	No
20	Godrej Global Mid East FZE	Subsidiary	100%	No
21	Godrej Holdings (Chile) Limitada	Subsidiary	100%	No
22	Godrej Household Products (Bangladesh) Pvt. Ltd	Subsidiary	100%	No
23	Godrej Household Products Lanka (Pvt.) Ltd.	Subsidiary	100%	No
24	Godrej Indonesia IP Holdings Ltd (Mauritius)	Subsidiary	100%	No
25	Godrej Mauritius Africa Holdings Ltd.	Subsidiary	100%	No
26	Godrej MID East Holdings Limited	Subsidiary	100%	No
27	Godrej Netherlands B.V.	Subsidiary	100%	No
28	Godrej Nigeria Limited	Subsidiary	100%	No
29	Godrej Peru SAC	Subsidiary	100%	No
30	Godrej SON Holdings INC	Subsidiary	100%	No
31	Godrej South Africa Proprietary Ltd	Subsidiary	100%	No
32	Godrej Tanzania Holdings Ltd	Subsidiary	100%	No
33	Godrej (UK) Ltd	Subsidiary	100%	No
34	Godrej West Africa Holdings Ltd.	Subsidiary	100%	No

S. No.	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)
35	Hair Credentials Zambia Limited	Subsidiary	100%	No
36	Hair Trading (offshore) S. A. L	Subsidiary	100%	No
37	Indovest Capital	Subsidiary	100%	No
38	Issue Group Brazil Limited	Subsidiary	100%	No
39	Kinky Group (Pty) Limited	Subsidiary	100%	No
40	Laboratoria Cuenca S.A	Subsidiary	100%	No
41	Lorna Nigeria Ltd.	Subsidiary	100%	No
42	Old Pro International Inc	Subsidiary	100%	No
43	Panamar Producciones S.A.	Subsidiary	100%	No
44	PT Godrej Business Service Indonesia	Subsidiary	100%	No
45	PT Indomas Susemi Jaya	Subsidiary	100%	No
46	PT Godrej Distribution Indonesia	Subsidiary	100%	No
47	PT Godrej Consumer Products Indonesia	Subsidiary	100%	No
48	PT Sarico Indah	Subsidiary	100%	No
49	Sigma Hair Industries Limited	Subsidiary	100%	No
50	Strength of Nature LLC	Subsidiary	100%	No
51	Style Industries Limited	Subsidiary	100%	No
52	Subinite (Pty) Ltd.	Subsidiary	100%	No
53	Weave Ghana Ltd	Subsidiary	100%	No
54	Weave IP Holdings Mauritius Pvt. Ltd.	Subsidiary	100%	No
55	Weave Mozambique Limitada	Subsidiary	100%	No
56	Weave Senegal Ltd	Subsidiary	100%	No
57	Weave Trading Mauritius Pvt. Ltd.	Subsidiary	51%	No
58	Godrej CP Malaysia SDN. BHD	Subsidiary	100%	No
59	Godrej Consumer Care Limited	Subsidiary	100%	No

VI. CSR Details

22 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) -

YES

(ii) Turnover (in ₹) 75,308,019,094.18

(iii) Net worth (in ₹) 93,860,344,973.51

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			FY21-22		
			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	https://godrejcp.com/sustainability/codes-and-policies	0	0	None	0	0	None
Investors (other than shareholders)	Yes	https://godrejcp.com/sustainability/codes-and-policies	0	0	None	0	0	None
Shareholders	Yes	https://godrejcp.com/sustainability/codes-and-policies	64	0		116	0	All complaints resolved
Employees and workers	Yes	https://godrejcp.com/sustainability/codes-and-policies	5	2	POSH complaints investigation is completed, action taken in June, 2023	2	0	POSH complaints
Customers	Yes	https://godrejcp.com/sustainability/codes-and-policies	0	0	None	0	0	None
Value Chain Partners	Yes	https://godrejcp.com/sustainability/codes-and-policies	0	0	None	0	0	None

Other (please specify)

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	Risk	Climate change is a critical challenge facing our planet, and its impacts are already being felt worldwide. Businesses and economies are particularly vulnerable to climate-related risks, such as supply chain disruptions, increased insurance premiums, and regulatory penalties. The largest pool of consumers we serve are in tropical countries like India, Indonesia and African countries and all of these are seeing significant impacts of climate change – unpredictable weather, scanty or excessive rainfall.	We have conducted a risk assessment based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to identify climate-related risks and develop effective strategies to mitigate them in the long term. We have incorporated climate change related risks in our enterprise risk management system to track them periodically. Furthermore, we have optimized our processes to reduce our carbon footprint and work towards achieving our goal of net zero emissions.	Negative implication
2	Occupational health & safety	Risk	Physical risk to the workforce in manufacturing operations and frontline distribution teams. Risk of appropriate handling, training and safely disposing of waste. Risks of unrest due to incidents in both the workforce and the local communities that they are from.	We have a dedicated human rights policy, strong SOPs to ensure highest adherence to health and safety, and a governance mechanism to ensure any incidents are duly investigated and resolved for the future. We ensure periodic review of safety procedures and the Central Safety Committee and committees at plants review monthly data for occupational health and safety.	Negative implication
3	Changing consumer preferences	Opportunity	The change towards the natural and sustainable options with emphasis on the entire value chain to be sustainable	We have conducted Life Cycle Assessment of more than 50% of our products (with a plan to cover 80% by 2025) to assess where in the value chain can be more sustainable on all environmental fronts - energy, water, plastic and waste. We are working on the findings of the reports to make our products demonstrably greener. A great example of our green product is our innovative power-to-liquid Magic hand wash which is the world's most affordable hand wash. It uses half the plastic packaging compared to a regular hand wash refill, and only a quarter of the fuel to be transported. We're also working, finding and testing alternate packaging materials and increasing use of PCR (Post-Consumer Recycled) plastic to move away from virgin plastic.	Positive implication
4	Cybersecurity	Risk	We often store large amounts of sensitive data, including financial information, customer data, and	In process of developing robust cybersecurity strategies that incorporate risk assessment, threat monitoring, incident response plans, and	Negative implication

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>proprietary technology. It also relies on online platforms to connect with customers and suppliers, conduct transactions, and manage their supply chains. This makes them prone as targets for cybercriminals who seek to steal data, disrupt operations, or extort money.</p>	<p>employee training. We also regularly update our cybersecurity systems and infrastructure to keep up with the evolving threat landscape. By taking proactive measures to protect our digital assets, we mitigate the risk of cyber attacks and safeguard their reputation and financial wellbeing. We have implemented a cutting-edge disaster recovery solution that is both robust and fully automated, ensuring that our operations remain resilient even in the face of unforeseen disasters. We have bolstered our security measures to provide enhanced protection for our endpoints, email, and internet security, particularly in the context of a work-from-home scenario. Our teams control, monitor, and log all access to protected assets. We have defined and enforced secure change control and configuration management processes. We train all our employees in incident-handling and contingency plans. Further mitigation measures include advanced web security for work-from-home, perimeter intrusion prevention, perimeter firewalls, application firewalls, internal firewalls, and advanced server security.</p>	
5	Evolving regulations	Risk	<p>Stringent regulations/ ban limiting the use of some ingredients or packaging material like plastic. Evolving regulations on carbon pricing, ESG disclosures, and other government mandated disclosures on ESG issues.</p>	<p>We have the highest levels of statutory compliance and ensure all regulations and law of the land is adhered to. We have an internal system called Legatrix that helps all manufacturing units monitor adherence to compliance and regulations. It enables management with an one-stop view of the organisation's compliances and control mechanism through comprehensive compliance dashboards and provides necessary information at the operating level by creating comprehensive Matrix on laws and it's management. Further, our Corporate Affairs, Legal and Audit teams are in constant communication with key government departments and industry bodies to keep track of new and emerging regulations. They routinely assess and analyse regulations to assess how these will impact business and mitigation for the same.</p>	Negative implication

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://godrejcp.com/sustainability/codes-and-policies	https://godrejcp.com/sustainability/codes-and-policies	https://godrejcp.com/people/diversity	https://godrejcp.com/sustainability/codes-and-policies	https://godrejcp.com/sustainability/codes-and-policies	https://godrejcp.com/sustainability/codes-and-policies	https://godrejcp.com/sustainability/codes-and-policies	https://godrejcp.com/sustainability/codes-and-policies	https://godrejcp.com/sustainability/codes-and-policies
	People -> Employee Code of Conduct	Sustainability -> Sustainable Procurement Policy	People -> Whistleblower policy	People -> Human Rights Policy	People -> GCPL Environment Management Policy	Sustainability -> Integrated Environment Management Policy	People -> Employee Code of Conduct	Sustainability -> CSR Policy	Legal -> Information Security Policy
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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, B/S) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> ISO 45001 GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> Science-based Targets initiative (SBTi) GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> GRI Standards 2021 International Standard on Assurance Engagements (ISAE 3000) Revised 	<ul style="list-style-type: none"> ISO 27001:2022 GRI Standards 2021
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Not applicable	Cover 75% of our suppliers by procurement spends under Sustainable Procurement Policy by 2025	30% women representation in senior leadership	Not applicable	Conduct human rights self-assessment across our plants and locations in India and International operations covering 100% of our blue collar workforce by 2024	<ul style="list-style-type: none"> Reduce specific energy consumption by 40% by 2025 (v. 2011 baseline) Increase renewable energy portfolio to 35% by 2025 (v. 2011 baseline) Reduce water intensity by 40% by 2025 (v. 2011 baseline) while maintaining water positivity 	Not applicable	<ul style="list-style-type: none"> Protect 30 million people against vector-borne diseases by 2025-26 Divert over 5,000 MT of waste from landfills by 2025-26. 	<ul style="list-style-type: none"> Receive ISO:27001:2022 certification for our information security system and process

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
						<ul style="list-style-type: none"> Maintain zero waste to landfill and achieve zero-liquid discharge Reduce GHG emission intensity by 45% by 2025 (v. 2011 baseline) 			
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable	Covered 71% of our suppliers by procurement Sustainable Procurement Policy. On track to cover 75% suppliers by 2025.	25% women representation in senior leadership and on track to have 30% women representation in senior leadership	Not applicable	Conducted a self-assessment across our plants and locations in India and Indonesia covering 93% of our blue collar workforce	<ul style="list-style-type: none"> Reduced our specific energy consumption by 39% Increased renewable energy portfolio to 31.6% Reduced water intensity by 30% and achieved water positivity (through rainwater harvesting within our facilities and our community watershed programme, we are conserving six times more water than we use in our operations). 	Not applicable	<ul style="list-style-type: none"> Reached out to over 28.2 million and enabled their protection against vector-borne diseases Diverted over 2,300 MT of waste from landfills 	Stage 1 of ISO:27001:2022 audit completed, stage 2 audit in May, 2024

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
						<ul style="list-style-type: none"> • Diverted 100% waste from landfills and on track to be zero liquid discharge • Reduced our GHG emission intensity by 48% 			

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)

Please refer to the statement by our Managing Director and CEO in our Annual Integrated Report for FY2022-23 for an update on our ESG targets, progress, challenges and way forward.

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

The CEO and Managing Director along with the board-level ESG committee, CSR committee and Risk Management committee are responsible for the implementation and oversight of 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). - YES
If yes, provide details.

GCPL have formed a new Committee called ESG Committee with effect from April 1, 2021 in order to strengthen oversight and governance of Sustainability risks, opportunities and progress against goals. The ESG Committee consist of Ms. Nisaba Godrej, Mr. Sudhir Sitapati, Ms. Tanya Dubash, Mr. Nadir Godrej, Mr. Narendra Ambwani and Ms. Nididi Nwuneli as members. The Committee meets at least twice in a year.

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-please specify)								
	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	Committee of the Board	Committee of the Board	Committee of the Board	Any other committee	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Quarterly	Half yearly	Half yearly	Any other	Half yearly	Half yearly	Any other	Half yearly	Half yearly
Compliance with statutory requirements of relevance to the principles andrectification of any non-compliances	Committee of the Board	Committee of the Board	Committee of the Board	Any other committee	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Quarterly	Half yearly	Half yearly	Any other	Half yearly	Half yearly	Any other	Half yearly	Half yearly

11.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If Yes, Provide name of the agency	TUV India Private Limited	TUV India Private Limited	TUV India Private Limited	TUV India Private Limited	TUV India Private Limited	TUV India Private Limited	TUV India Private Limited	TUV India Private Limited	TUV India Private Limited

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)	Not applicable								

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	3	Every year, we organise familiarisation programmes to discuss material issues. In FY22-23, the Board was familiarised with actions on data privacy, human rights, sustainable packaging, safety, sustainable manufacturing, and product life-cycle assessments and action items	100%
Key Managerial Personnel	3	Every year, we organise familiarisation programmes to discuss material issues. In FY22-23, the Board was familiarised with actions on data privacy, human rights, sustainable packaging, safety, sustainable manufacturing, and life-cycle assessments	100%
Employees other than BoD and Key Managerial Personnel (KMPs)	681	Prevention of Sexual Harassment, Insider Trading, Leading with ethics, Good & Green, Ownership & Accountability, Self Awareness etc. on LMS. Impact measured in terms of shift in no. of cases, awareness of policies, assessment questions in modules, shift in capabilities, NPS etc.	100%
Workers	903	Prevention of Sexual Harassment, Fire safety, hazards, water management, energy conservation, workplace management, quality circle, machine maintenance, operational excellence etc.	93%

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		
	Penalty/Fine	Settlement	Compounding Fee
NGRBC principle (National Guidelines on Responsible Business Conduct)	P1		
Name of regulatory/enforcement agencies/ judicial institutions	Legal Metrology Department		

	Monetary and Non-Monetary		
	Penalty/Fine	Settlement	Compounding Fee
Amount (INR)	1,00,000 (2 matters (Hit & Good knight))		
Brief of case	Space between grammage as per Rule 8 of Legal Metrology (Packaged commodity) Rules, 2011		
Has an appeal been preferred (Yes/No)	No		
Imprisonment	No		
Punishment	No		

- 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
On Hit & Good Knight products, space of 2 mm on the left and right side were not provided, hence the matter had to be compounded	Legal Metrology Department

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

Yes, the entity does have an anti bribery policy in place, it's a part of the code of conduct. Link - https://godrejcp.com/public/pdfs/codes_policies/people/Code-of-Conduct-for-Employees.pdf

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

	Current FY 22-23	Previous FY 21-22
Board of Directors	None	None
Key Managerial Personnel	None	None
Employees other than BoD and KMPs	None	None
Workers	None	None

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

	Current FY 22-23	Previous FY 21-22	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	None	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	None	

- 7 Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

The notices received are from Legal Metrology (Packaged Commodities) Rules, 2011 are for label declarations on the product. The declarations are corrected to avoid any future notices.

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
None. We will organise awareness sessions in FY24		

- 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, we ensure that we're compliant with all the Listing Obligations and Disclosure Requirements Regulations for Board of Directors

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.

	Current FY 22-23	Previous FY 21-22	Details of improvements in environmental and social impacts
R&D	1.76	2.58	Developing a new green product
Capex	5	8	Solar power plants to expand our renewable energy portfolio and water harvesting installations to reduce our freshwater withdrawal

- 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. As part of our sustainable procurement policy, we've covered 71% of our suppliers by procurement spends in FY22-23. We are committed to helping our suppliers make their operations more sustainable with focus on four parameters - ethically driven, social focussed, green inspired and quality centered.

- 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 -

None

- 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.

Yes, we're 100% compliant to Extended Producer Responsibility (EPR).

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	20211, 20231, 20236	
Name of the product	Aer Pocket, HIT Aerosol, Godrej Expert Crème, Godrej Ezee, Good knight coils	
% of total Turnover contributed	LCA carried out for products covering 50% of revenue	
Boundary for which the Life Cycle Perspective / Assessment was conducted	Cradle-to-grave	Cradle-to-grave
Whether conducted by independent external agency (Yes/No)	LCA conducted by external agency.	LCA conducted by external agency.
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
No significant social or environmental risks found		

- 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	
	Current FY	Previous FY
	None	

- 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

	Re-used	Recycled	Safely disposed
Plastics (including packaging)	None	None	None
E-waste	None	None	None
Hazardous waste	None	None	None
Other waste	None	None	None

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		
None			

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

Essential Indicators

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

	% of Employees & Workers (Permanent) covered		
	Male	Female	Total
Total (A)	2231	279	2510
Health insurance nos (B)	2231	279	2510
Health insurance % (B/A)	100%	100%	100%
Accident insurance nos (C)	2231	279	2510
Accident insurance % (C/A)	100%	100%	100%
Maternity benefits nos (D)	0	10	10
Maternity benefits % (D/A)	0%	4%	4%
Paternity benefits nos (E)	45	0	45
Paternity benefits % (E/A)	2%	0%	2%
Day care facilities nos (F)	0	6	6
Day care facilities % (F/A)	0%	2%	0%

1 (b)

	% of Employees & Workers (Other than permanent) covered		
	Male	Female	Total
Total (A)	2728	1368	4096
Health insurance nos (B)	2728	1368	4096
Health insurance % (B/A)	100%	100%	100%
Accident insurance nos (C)	2728	1368	4096
Accident insurance % (C/A)	100%	100%	100%
Maternity benefits nos (D)	0	0	0
Maternity benefits % (D/A)	0%	0%	0%
Paternity benefits nos (E)	0	0	0
Paternity benefits % (E/A)	0%	0%	0%
Day care facilities nos (F)	0	0	0
Day care facilities % (F/A)	0%	0%	0%

2 (a) Details of retirement benefits, for FY 21-22

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%	Y
Gratuity	100%	100%	Y
ESI	100%	100%	Y
Others – please specify			

2 (b) Details of retirement benefits, for FY 22-23

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%	Y
Gratuity	100%	100%	Y
ESI	100%	100%	Y
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.

Our Godrej One (Global headquarters) is accessible for differently abled employees and workers with infrastructural modifications being updated on an on-going basis. Modifications are in progress for regional and manufacturing units. We are focussing on internship and job hirings with special focus on PwD inclusivity to ensure all our offices and premises are accessible to all.

- 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.
<https://godrejcp.com/people/diversity>

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

	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	100%	100%	100%
Permanent workers - Retention rate	100%	100%	100%

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

		Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	We have a Grievance redressal committee to address Job related grievances of workers on regular basis. This is done through open houses, workmen representative, Canteen and safety committees that happen once a month wherein representatives from unionised workmen are involved and concerns / suggestions are considered, Grievance box where employees/workers can write their issues and drop it in the box and escalation to supervisors. Union bodies meet the management representatives on need basis if any urgent concern needs to be addressed
Other than Permanent Workers	Yes	We have a Grievance redressal committee to address Job related grievances of workers on regular basis. This done through open houses which are conducted with management. Contract supervisors have meetings once a month with the contract workers and any concerns raised are communicated to the management
Permanent Employees	Yes	We use Amber, a chat bot, to interact with team members across geographies. Through this platform, we capture people's experiences at a defined frequency based on their tenure in the company. The feedback has helped us take both faster individual actions and make organisation-level changes based on emerging themes. We run annual Intune surveys to know the pulse of our employees and we have the whistleblower policy for any grievance redressal against our people and process
Other than Permanent Employees	Yes	Other permanent employees can use the whistleblower channel for grievances. They also have access to Amber chat bot to send in their feedback/suggestions. They can also use informal channels where they can reach HR in person and voice their concerns

- 7 (a) Membership of employees and worker in association(s) or Unions recognised by the listed entity, for Permanent Employees & Permanent Workers, for FY 21-22

Permanent Employees			
	Total employees in respective category (A)	No. of employees in respective category, who are part of association(s) or Union (B)	% (B / A)
Male	1098	0	0.00%
Female	228	0	0.00%

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)
Male	1179	860	72.94
Female	16	6	37.50

7 (b) Membership of employees and worker in association(s) or Unions recognised by the listed entity, for Permanent Employees & Permanent Workers, for FY 22-23

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)
Male	1038	0	0.00%
Female	236	0	0.00%

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)
Male	1193	886	74.27
Female	43	22	51.16

8 (a) Details of training given to employees and workers for FY 21-22

	Male Employees	Female Employees	Total
Total (A)	1098	228	1326
Health and safety measures nos (B)	343	61	404
On Health and safety measures % (B/A)	31%	27%	30%
Skill upgradation nos (C)	482	80	562
Skill upgradation % (C / A)	44%	35%	42%

	Male Workers	Female Workers	Total
Total (A)	1179	16	1195
Health and safety measures nos (B)	986	11	997
On Health and safety measures % (B/A)	84%	69%	83%
Skill upgradation nos (C)	1005	10	1015
Skill upgradation % (C / A)	85%	63%	85%

8 (b) Details of training given to employees and workers for FY 22-23

	Male Employees	Female Employees	Total
Total (A)	1038	236	1274
Health and safety measures nos (B)	1038	236	1274
On Health and safety measures % (B/A)	100%	100%	100%
Skill upgradation nos (C)	482	113	595
Skill upgradation % (C / A)	46%	48%	47%

	Male Workers	Female Workers	Total
Total (A)	1193	43	1236
Health and safety measures nos (B)	996	35	1031
On Health and safety measures % (B/A)	83%	81%	83%
Skill upgradation nos (C)	1033	33	1066
Skill upgradation % (C / A)	87%	77%	86%

9 (a) Details of performance and career development reviews of employees and worker for FY 21-22

	Male Employees	Female Employees	Total
Total (A)	1098	228	1326
Nos (B)	1098	228	1326
% (B/A)	100%	100%	100%

	Male Workers	Female Workers	Total
Total (A)	1179	16	1103
Nos (B)	0	0	0
% (B/A)	0%	0%	0%

9 (b) Details of performance and career development reviews of employees and worker for FY 22-23

	Male Employees	Female Employees	Total
Total (A)	1038	236	1274
Nos (B)	1038	236	1274
% (B/A)	100%	100%	100%

	Male Workers	Female Workers	Total
Total (A)	1190	38	1228
Nos (B)	0	0	0
% (B/A)	0%	0%	0%

10 Health and safety management system:

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

Yes, company has a detailed safety & health management system (SHMS) which is based on internationally recognised standard ISO 45001. In addition to it, company's safety and health management system (SHMS) covers all the legal requirements pertaining to companies operations. SHMS system covers all site operations, employees, contractors & other stakeholder associated with companys' operations.

All manufacturing sites of company are ISO 45001 certified. Company also has internal safety & health assessment system. Company believes on continual improvement in SHMS implementation & effectiveness. Company has a system to check the system effectiveness based on findings from audits, inspection (internal & external), accident CAPA (Internal & external), legal changes. Company also reviews and assess SHMS system every 3 years and add best of the industrial practices in it.

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

Company follows Hazard identification & risk assessment (HIRA) process based on ISO 45001 standard. Company also use specific techniques such as HAZOP, QRA for specific operations and risk. Employees, contractor and all other stakeholder takes part in HIRA process. company has a trained team to carry out HIRA for all it's site operations.

All non-routine activities are controlled through a strong work permit system. Company ensure any new project or any change in terms of infrastructure, system or people goes through a detailed assessment for safety & health risk assessment.

Company has identified and created a list of significant risk and named it as ""Critical To Safety"". A detailed action plan to mitigate these risk at all sites is prepared and it's status is reviewed up to board level. Company has invested more than 15 CR on this in last two financial year.

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

Yes, Company understand and value power of employee participation for improvement in safety and health condition. Company encourage worker participation in hazard identification related to work activities. Workers are trained for identifying hazards, near miss, safety related incident. Company also celebrate various safety celebration throughout the year to increase safety awareness at all levels. Company has provided them multiple options which includes a mobile base reporting app named as I Safe, Safety suggestion box, hazard register. They can also report any hazard through their safety committee representative. All sites of company have safety committee with equal representation from workers. Company also checks effectiveness of hazard reporting system and safety committee effectiveness through SHMS evaluation system.

Company safety policy gives right to all employee, contractor and stake holder freedom to take appropriate actions to save themselves from any hazard arising out of company work related activities. Company safety zero tolerance policy prohibit any forcefull work in unsafe conditions.

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

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in close proximity. In addition, trained first aiders are available to respond appropriately to medical.

Company also arrange frequent program to improve awareness about health and this includes yearly medical check up , celebration of heart day, yoga day etc. Company considers that mental health as one of the key risk & tied up with 1to1help. This service was freely available for all GCPL employees. In addition to this company also celebrate mental health awareness month.

11 (b) Details of safety related incidents, in the following format

Safety Incident/Number	Category	Current FY	Previous FY
		22-23	21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.1	0
	Workers	0.96	0.33
Total recordable work-related injuries	Employees	1	0
	Workers	3	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Our company vision is to bring about a strong Safety and Health culture and create an incident free organization. We are committed to provide a safe and healthy work environment for the well-being of all GCPL employees & stakeholders.

In order to achieve our aspirations, we have outlined a four pillar approach towards safety. These four pillars include:

1. People and Culture
2. Safety Infrastructure
3. OHS Management System
4. Automation, Technology and AI

We believe that people are the key to build a strong safety culture and as a company we should strive to connect each and every employee by using innovative ways like hands on trainings, skits and safety competitions. Company has focused on improving safety awareness among all employees and contractual workforce. We arrange over 300 safety training programs across plants and cover over 6,000 employees, workers and contractual workforce every year.

Our safety performance was also recognized by various renowned national agencies such as NSC, CII for improvement in safety.

	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	
Health & Safety	0	0	

13 (b) Number of complaints on the following made by employees and workers for FY 22-23

	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	
Health & Safety	0	0	

14 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	Remarks
Working Conditions	100%	Self-assessed
Health & Safety	100%	Self-assessed

15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

We have a robust OHS plan in place to ensure we take preventive measures. As per our commitment to close gaps on identified critical to safety areas, we have been investing in improving our safety infrastructure and systems. Some of key projects covered in last two years are around -

- Fall protection system
- Electrical system upgrades
- Machine Guarding & LOTO provisions
- Fire prevention & protection system upgrade

Automation and AI is the new way of working & we believe it can help us making our operation safer. As a company we are looking of all such opportunities. Last year we have used drone for inspection of boiler stacks health. This has helped us in reducing the risk significantly.

Leadership Indicators

- 1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employees - Yes, Worker- Yes

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

Our Sustainable Procurement Policy ensures assessment of all our suppliers for adhering to compliance and local regulations. As part of our engagement with the suppliers, we ensure they are compliant to all local laws applicable.

- 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:

	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	0	0
Workers	0	0

- 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)
Yes. We provide Medical Policy portability option (Pre existing disease waiver) to superannuating employees

- 5 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Working Conditions	71%
Health & Safety	71%

- 6 Provide 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.

After the assessment scoring, we worked with the suppliers who lacked measures on health and safety in their operations. For example, one of the suppliers we identified who lacked measures on health and safety, crafted a plan for their employee health & safety awareness.

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.

In consultation with our multiple business functions, we identified and formed a list of the most relevant stakeholders who are critical to our business. We formulated a stakeholder engagement process that will enable us to consult them, keep them informed of the latest activities, engage with them regularly and collaborate with or empower them. We gauged the level of engagement of each stakeholder group. For us, at GCPL, stakeholders are those individuals or groups of individuals who can be impacted by and have an impact on our products, services and activities. We prioritised the stakeholders based on the extent of their influence on our business functions and also their dependence on us. We selected a representative sample of each stakeholder group from each location. We then conducted engagements through various forums and discussion platforms.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, townhalls, survey, function meetings, and conferences,	Monthly and quarterly	Company's development strategies
Suppliers	No (However, we have MSME supplier category)	Email, phone, meetings, assessments and audits	Need based	Materials, services, and pricing
Distributors	No	SMS, email, advertisements, meetings	Need based	New launches, schemes and retail engagement programmes
Consumers	No	SMS, email, advertisements, events	Need based	Product quality, safety of product
Investors	No	Email, meetings, annual report, newsletter	Quarterly, annually and need-based	Company financial performance and material information
Industry associations	No	Email, meetings, conferences	Half yearly, need based	Regulations, trends and long-term business and sustainability commitments
Regulators	No	Upload on regulator website	Quarterly, half yearly, annually and need based	Regulation and compliance
NGO partners	No	Phone, email, meetings, conferences, audits	Weekly, monthly, quarterly and project need based	Programme updates and progress on targets and sustainability of the programmes on ground
Beneficiaries	Yes (People from underprivileged communities)	NGO network, community discussion, meeting with beneficiary	Programme need based	Feedback on the programme, needs of the community

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.

We organise periodic materiality study findings and share with the GCPL Board. In addition, regulatory changes, inputs, requests from investors, evolving supplier scenario, feedback from CSR implementation partners and local communities are informed to the Board and their guidance is sought for way forward on these matters. Moreover, the CSR committee Board members visit our programmes on ground and communicate directly with our beneficiaries and NGO partners on ground.

- 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.

We carried out a formal stakeholder engagement process while carrying out the materiality study in 2020. Their inputs covered a number of ESG material concerns, which have since also been incorporated into the ESG committee focus areas. For example, sustainable packaging was one of the biggest priorities. Since then it has become a major focus area and we have reduced our plastic packaging intensity and increased our recyclable plastic packaging. Similarly building inclusive and prosperous communities was another important material issue and we have since stepped up our investment in communities from less than 5% in FY20 to over 17% in FY23.”

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

None. We will consider tracking and documenting this information in FY24.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

- 1 (a) Employees and Workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format for FY 21-22

	Permanent Employees	Other than permanent employees	Total Employees
Total (A)	1326	17	1343
No. of employees / workers covered (B)	974		974
% (B / A)	73%	0%	73%

	Permanent Workers	Other than permanent workers	Total Workers
Total (C)	1195	4841	6036
No. of employees / workers covered (D)	1049	2875	3924
% (D / C)	88%	59%	65%

1 (b) Employees and Workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format for FY 22-23

	Permanent Employees	Other than permanent employees	Total Employees
Total (A)	1274	19	1293
No. of employees / workers covered (B)	1274		1274
% (B / A)	100%	0%	99%
	Permanent Workers	Other than permanent workers	Total Workers
Total (C)	1236	4077	5313
No. of employees / workers covered (D)	1143	3819	4962
% (D / C)	92%	94%	93%

2 (a) Details of minimum wages paid to employees and workers, in the following format for FY 21-22

	Permanent Employees	Other than permanent Employees	Total
	Male	Male	
Total (A)	1098	11	1109
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0%	0%	0%
More than Minimum Wage nos (C)	1098	11	1109
% (C / A)	100%	100%	100%
	Female	Female	
Total (A)	228	6	234
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0.00%	0.00%	0.00%
More than Minimum Wage nos (C)	228	6	234
% (C / A)	100%	100%	100%
	Permanent Workers	Other than permanent workers	
	Male	Male	
Total (A)	1179	2931	4110
Equal to Minimum Wage nos (B)	0	1186	1186
% (B / A)	0%	40%	29%
More than Minimum Wage nos (C)	1179	1745	2924
% (C / A)	100%	60%	100%
	Female	Female	
Total (A)	16	1910	1926
Equal to Minimum Wage nos (B)	0	562	562
% (B / A)	0%	29%	29%
More than Minimum Wage nos (C)	16	1348	1364
% (C / A)	100%	71%	71%

2 (b) Details of minimum wages paid to employees and workers, in the following format for FY 22-23

	Permanent Employees	Other than permanent Employees	Total
	Male	Male	
Total (A)	1038	11	1049
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0%	0%	0%
More than Minimum Wage nos (C)	1038	11	1049
% (C / A)	100%	100%	100%
	Female	Female	
Total (A)	236	8	244
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0.00%	0.00%	0.00%
More than Minimum Wage nos (C)	236	8	244
% (C / A)	100%	100%	100%
	Permanent Workers	Other than permanent workers	
	Male	Male	
Total (A)	1193	2717	3910
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0%	0%	0%
More than Minimum Wage nos (C)	1193	2717	3910
% (C / A)	100%	100%	100%
	Permanent Workers	Other than permanent workers	
	Female	Female	
Total (A)	43	1360	1403
Equal to Minimum Wage nos (B)	0	0	0
% (B / A)	0.00%	0.00%	0%
More than Minimum Wage nos (C)	43	1360	1403
% (C / A)	100%	100%	100%

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

	Number of males	Median remuneration/ salary/ wages of respective category
Board of Directors	5	2,520,000
Key Managerial Personnel*	3	30,262,155
Employees other than BoD and KMPs	1095	916,219
Workers	1179	363,299

	Number of females	Female nos Median remuneration/ salary/ wages of respective category
Board of Directors	4	4,040,000
Key Managerial Personnel	1	67,718,414
Employees other than BoD and KMPs	228	768,283
Workers	16	133,041

- 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. GCPL has a Board level ESG Committee that oversees our human rights performance. In addition, we have Working and Steering Committees with representatives from Human Resources Leadership and Sustainability functions.

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

All plants have a grievance redressal system to via which workers can raise any issues/complaints. The same are then resolved speedily and in a fair manner. In addition, we have a dedicated POSH complaint mechanism and whistle blower policy to report relevant issues.

- 6 (a) Number of Complaints on the following made by employees and workers for FY 21-22

	Employees		Remarks
	Filed during the year	Pending resolution at the end of year	
Sexual Harassment	4	0	N/A
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	
	Workers		
Sexual Harassment	0	0	N/A
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	
Other human rights related issues	0	0	

6 (b) Number of Complaints on the following made by employees and workers for FY 22-23

Employees			
	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	None
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	
Workers			
Sexual Harassment	3	2	Investigations have completed. Action to be decided and executed
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	
Other human rights related issues	0	0	

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

We have set up a complaints committee for grievance redressal and we have this communicated through our policy roll-out to share points of contact. We have launched, Conduct, a virtual platform for the reporting and redressal of complaints against sexual harassment to enable anonymous reporting and discussions. Our gender-neutral policy enables our employees from all genders to avail the protection against sexual harassment at the workplace. Post resolution of POSH complaints, decisions such as change of teams, locations, working arrangements, termination of respondent etc. further prevent adverse consequences.

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

Yes. All our suppliers are part of the sustainable supply chain policy where Human Rights indicators form a core part of the policy

9 Assessments for the year:

**% of your plants and offices that
were assessed (by entity or statutory
authorities or third parties)**

Child labour	89%	Yes, by entity with self-assessments
Forced Labour/Involuntary Labour	89%	Yes, by entity with self-assessments
Sexual harassment	100%	Yes, by entity with self-assessments
Discrimination at workplace	89%	Yes, by entity with self-assessments
Wages	89%	Yes, by entity with self-assessments
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.

None

Leadership Indicators

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

One thing we implemented is for each employee to acknowledge the Code of Conduct at the time of their joining, to ensure they up-hold the values of safety, respect and Human Rights at Godrej. The Code of Conduct also provides information on points of contact who will take any complaints in this respect forward. We have also started POSH sensitization workshops in partnership with experienced third party vendors and all employees have to mandatorily complete POSH eLearning module on the employee portal. The IC members have to undergo trainings every 6 months on how to deal with cases and provide support to the aggrieved parties. Complaints and cases are tracked and reviewed at the central level by leadership and HR teams at periodic basis.

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

None

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?

Our Godrej One (Global headquarters) is accessible for differently abled visitors and workers with infrastructural modifications being updated on an on-going basis. Modifications are in progress for regional and manufacturing units. Third party contractors are employed to conduct independent audits of our infrastructure in our manufacturing units so that we improve our facilities at a regular basis.

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	71%
Forced Labour/Involuntary Labour	71%
Discrimination at workplace	71%
Child labour	71%
Wages	71%
Others – please specify	

5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

None

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

Essential Indicators

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

	FY 22-23	FY 21-22
Total electricity consumption (A)	146,207,215	159,520,153
Total fuel consumption (B)	729,535,288	734,312,200
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	875,742,504	893,832,353
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0116	0.0129
Energy intensity (optional) – the relevant metric may be selected by the entity	2,634	2,695

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. -

YES. Independent assurance carried out by TUV India

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

Not Applicable

3 Details of total water consumption in the following format:

	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	158,665	115,768
(ii) Groundwater	336,482	313,451
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	495,147	429,219
Total volume of water consumption (in kilolitres)	495,147	429,219
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000066	0.0000062
Water intensity (optional) – the relevant metric may be selected by the entity	1.49	1.29

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - YES. Independent assurance carried out by TUV India

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

Yes, we have set up a ZLD process at each of our plant locations. For instance, in the North, the CETP at the Baddi site is where they transfer all the effluents after primary treatment, whereas at the Jammu location, along with ETP/STP, we recycle treated water and use for domestic purpose in our plant.

In south cluster, there are no process waste water generated; instead, only lab wash waters is discharged. We ensure ZLD in all of the South Cluster's units by utilising STP to treat household waste water. Since the treated water is used for domestic purposes, and no water is discharged out of any of our plant locations.

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

	Unit	FY 22-23	FY 21-22
NO _x	Tonnage (t)	88.8	77.7
SO _x	Tonnage (t)	136.4	162.3
Particulate matter (PM)	Tonnage (t)	49.3	63.6
Persistent organic pollutants (POP)		N/A	N/A
Volatile organic compounds (VOC)		N/A	N/A
Hazardous air pollutants (HAP)		N/A	N/A
Others – please specify		N/A	N/A

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency -

YES. Independent assurance carried out by TUV India and monthly environmental testing and assessment carried out by MOEF&CC approved agency - Advanced Environmental Testing and Research Lab Ltd.

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

	Unit	FY 22-23	FY 21-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	33,803	31,826
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	26,895	28,876
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000081	0.00000087
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0.183	0.183

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency -

YES. Independent assurance carried out by TUV India

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

Yes, GCPL has installed several solar power plants to increase the renewable energy consumption and reduce GHG. We also purchase open access power and use biomass for thermal energy requirement in our boilers. GCPL is also planning to set up a 1.5 MW Biomass based Cogeneration Power Project in Malanpur, Gwalior to replace natural gas.

In addition to increasing renewable energy consumption, GCPL also has a strong energy efficiency programme and specific energy reduction targets. We are committed to the Climate Org's EP100 initiative, to double our energy productivity by 2030 as against the 2018 baseline.

GCPL has committed to reducing its emissions in line with the global SBT initiative and has set and submitted science based reduction targets for emissions aligned with the Well Below 2 Degrees Scenario (WB2DS), which are currently being validated by the SBTi committee.

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

	FY 22-23	FY 21-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	933	811
E-waste (B)	2	2
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.5
Radioactive waste (F)	N/A	N/A
Other Hazardous waste. Please specify, if any. (G)	235	244
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,560	13,570
Total (A+B + C + D + E + F + G + H)	4,730	14,627
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

	FY 22-23	FY 21-22
(i) Recycled	4,223	7,249
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	4,223	7,249

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

(i) Incineration	97	291
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	97	291

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency -

YES. Independent assurance carried out by TUV India

- 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.

GCPL committed strategy of waste reduction in Waste Management Policy to reduce the hazardous waste generation in manufacturing facilities.

Waste management hierarchy – Avoid, Reuse, Recycle, Energy recovery, and Treatment & Disposal.

Link - https://godrejcp.com/public/pdfs/codes_policies/sustainability/Waste-Management-Policy.pdf

- 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? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
N/A	N/A	N/A	All of our operations and offices are situated in designated industrial zones and complying to all environmental standards of impact assessment. We do not have any facilities or operations in ecologically sensitive areas where environmental approvals / clearances are required

- 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	
EIA Notification No.	
Date	
Whether conducted by independent external agency (Yes / No)	Not applicable for GCPL projects in FY22 & FY23 as per EIA notification 2006 which is required for Environmental clearance
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 (Y/N). If not, provide details of all such non-compliances, in the following format:

Specify the law / regulation / guidelines which was not complied with	
Provide details of the non-compliance	
Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	N/A - GCPL all units compliant with applicable environmental law/regulations/ guidelines in India under Water and Air Act and Environmental protection Act 1986.
Corrective action taken, if any	

Leadership Indicators

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

	FY 22-23	FY 21-22
From renewable sources		
Total electricity consumption (A)	21,451,252	23,847,544
Total fuel consumption (B)	255,707,958	242,056,206
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	277,159,210	265,903,750
From non-renewable sources		
Total electricity consumption (D)	124,755,963	135,672,609
Total fuel consumption (E)	473,827,331	492,255,994
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	598,583,293	627,928,603
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency -		
YES. Independent assurance carried out by TUV India		

2 Provide the following details related to water discharged:

	FY 22-23	FY 21-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- 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? (Y/N) If yes, name of the external agency - YES. Independent assurance carried out by TUV India		

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 - Malanpur
- (ii) Nature of operations - Manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format:

	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	158,665	114,301
(ii) Groundwater	172,098	158,090
(iii) Third party water		-
(iv) Seawater / desalinated water		-
(v) Others		-
Total volume of water withdrawal (in kilolitres)	330,763	272,391
Total volume of water consumption (in kilolitres)	330,763	272,391
Water intensity per rupee of turnover (Water consumed / turnover)	0.000004	0.000004
Water intensity (optional) – the relevant metric may be selected by the entity	1.63	1.35

	FY 22-23	FY 21-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency -		
YES. Independent assurance carried out by TUV India		

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

	Unit	FY 22-23	FY 21-22
Total Scope 3 emissions		1,333,796	1,646,728
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	N/A	NA
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		N/A	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			

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.

All of our operations and offices are situated in designated industrial zones and complying to all environmental standards of impact assessment. We do not have any facilities or operations in ecologically sensitive areas where environmental approvals / clearances are required

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy consumption reduction	Replacing Pakona with Ezee 40 gm multitrack machine at Lokhra II	Annual Energy Saving 145,981 kwh
2	Energy Saving	Use of DM water in place of Distilled water for Developer batch making in crème manufacturing at New Guwahati, New Conso and Lokhra II units.	Annual Energy Saving 11,765 kwh Annual HSD saving – 96 KL
3	Energy Saving	Power saving through speed synchronization by interlocking of MPC and eliminate idle running of TRM	Annual Energy Saving 155,520 kwh
4	Energy Saving	Energy saving by replace UB cutter pneumatic cylinder with servo motor	Annual Energy Saving 101,376 kwh

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 and external 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.

GCPL has a sustainable procurement policy (https://godrejcp.com/public/pdfs/codes_policies/sustainability/Sustainable-Procurement-Policy.pdf) under which the expectations for our suppliers are outlined to improve their sustainability performance. As part of the policy, GCPL engages a third party agency to conduct an annual supplier sustainability assessment and gives the suppliers feedback on areas of improvement. In addition, we continuously share our ESG best practices with our suppliers through periodic engagement.

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

71%

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.

Sr. no	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Beauty & Hygiene Association	National
2	The Indian Society of Advertisers	National
3	The Market Research Society of India	National
4	Federation of Industry and Commerce	National
5	Bombay Chambers of Commerce	National
6	Advertising Standards Council of India	National
7	Home Inscet Control Association	National
8	Federation of Indian Chambers of Commerce & Industry	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
None	None	None

Leadership Indicators

- 1 Details of public policy positions advocated by the entity:

Public policy advocated	Promoting safe use of household insecticides in India by demanding to stop on buying or selling of illegal mosquito repellent incense sticks laced with unapproved harmful chemicals (insecticides/ pesticides). This can cause health issues such as asthma, bronchitis, reactive airways disease and other respiratory ailments.
Method resorted for such advocacy	Formal representation at the central and state govt levels
Whether information available in public domain? (Yes/No)	Yes - https://www.bizindustry.in/post/home-insect-control-association-urges-to-stop-using-illegal-mosquito-repellent-incense-sticks
Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	N/A
Web Link, if available	https://www.bizindustry.in/post/home-insect-control-association-urges-to-stop-using-illegal-mosquito-repellent-incense-sticks

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.

Not Applicable

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

Not Applicable

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

GCPL is committed to respecting the rights of local communities. The GCPL Human Rights policy explicitly commits to the principle of free, prior and informed consent, and support its implementation by relevant national authorities within their legal frameworks. It is for this reason that most of its manufacturing units are set up in pre-designated industrial zones. The HR/Admin teams are in regular communication with the local government and communities for CSR project needs and implementation. Our teams also regularly volunteer their time for environmental conservation and to help improve quality of education for children from underprivileged communities.

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

	Current FY	Previous FY
Directly sourced from MSMEs/ small producers	21%	19%
Sourced directly from within the district and neighbouring districts	15%	14%

Leadership Indicators

- 1 Provide 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
N/A	

- 2 Provide the following 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)
1	Chhattisgarh	Bastar	3,862,490
2	Chhattisgarh	Kondagaon	5,662,450
3	Uttar Pradesh	Sonbhadra	3,828,025

- 3 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No.
- (b) From which marginalized /vulnerable groups do you procure?
N/A
- (c) What percentage of total procurement (by value) does it constitute?
N/A

- 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:

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

- 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
N/A		

- 6 Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Salon-I programme	6,269 entrepreneurs and students	100%
EMBED Malaria Elimination	963,256 people	100%
EMBED Dengue Control	1,402,500 people	100%
EMBED civic action Mumbai	41,491 Households	100%
EMBED civic action Ahmedabad & Delhi	4,844 households	100%
Waste Management - Pondicherry	60,638 households	16%
Waste management - Malanpur	1,343 households	16%
Waste management - Palashbari	1,034 households	16%
Flood relief in Assam	7,087 families	100%

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.**

We have a consumer grievances Standard Operating Procedure that is executed by the Quality control team. All consumer complaints, feedback, requests and queries are received via calls, website and social media and assigned a unique code for further processing. All grievances are closed within 15 working days of receiving.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0.50%
Safe and responsible usage	16.81%
Recycling and/or safe disposal	22.13%

- 3 (a) Number of consumer complaints in respect of the following for FY 21-22

	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	
Advertising			
Cyber-security	0	0	
Delivery of essential services	N/A	N/A	
Restrictive Trade Practices	N/A	N/A	
Unfair Trade Practices	N/A	N/A	
Other	23,571	0	

- 3 (b) Number of consumer complaints in respect of the following for FY 22-23

	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	
Advertising			
Cyber-security	0	0	
Delivery of essential services	N/A	N/A	
Restrictive Trade Practices	N/A	N/A	
Unfair Trade Practices	N/A	N/A	
Other	33,005	0	

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

	Number	Reasons for recall
Voluntary recalls	None	N/A
Forced recalls	None	N/A

- 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, the Information Security Management System policy is available on <https://www.godrejcp.com/sustainability/codes-and-policies>

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

N/A

Leadership Indicators

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

All product information is available on www.godrejcp.com

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

We provide responsible usage directions on all our packaging labels, our websites, and social media handles

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

N/A

- 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. - **No**

Did your 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**)

- 5 Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - **None**
- b. Percentage of data breaches involving personally identifiable information of customers - **N/A**