

SUSTAINABILITY REPORT 2017-18

Living the Godrej Way

INDEX

03

Message from the
Managing Director & CEO

05

Report profile

06

Our philosophy

07

GCPL overview

10

Sustainability vision

11

Sustainability highlights

12

Governance

17

Discussion on stakeholders,
materiality and externalities

- 18 Stakeholder engagement
- 20 Materiality
- 21 Material issues
- 22 Risks and opportunities

26

Discussion on material issues

- 28 Products and packaging
- 32 Supply chain management
- 35 Environment
- 36 Greener India goals 2020
and performance
- 38 Energy
- 40 Emissions
- 41 Water
- 44 Waste & effluents
- 49 People
- 60 Economic performance
- 63 Emerging regulations

64

Social responsibility

- 65 Our social commitment
- 66 Livelihoods
- 70 Public health
- 71 Community development
around plant locations
- 73 Environmental programmes
- 76 Volunteering

78

Adherence to standards

- 79 SDG mapping
- 90 GRI index
- 99 Assurance statement
- 103 Abbreviations

MESSAGE FROM THE MANAGING DIRECTOR & CEO



Vivek Gambhir, Managing Director & CEO

Dear readers,

At Godrej, we believe that the business of business is 'goodness'. This is the heart of The Godrej Way – and why, for over 121 years now, we put our people and planet alongside profit.

In the last year, we reflected on and recommitted to our purpose and values as a company. As we see it, our values are both about who we are and what we want to be. They aren't static; they must be lived, tested and made stronger every day. This is also how we approach our sustainability commitments.

This Sustainability Report details how we continue to play our part in creating a sustainable world, especially in areas linked to our purpose of bringing the goodness of health and beauty to consumers in emerging markets. It highlights our progress against the Godrej Group's 2020 Good & Green goals of creating a more employable workforce, building a Greener planet and innovating for good and green products.

We have aligned these targets with global objectives like the United Nations Sustainable Development Goals, as well as regional priorities in the geographies where we operate.

We recognise that the problems we are trying to solve for today, are more complicated than ever before – like improving health and education, managing climate change, innovating around waste management, and facilitating access to water, among others. While we may not have all the answers, we do believe that collaborating with the right partners and networks, can be very effective. So, across projects, we are teaming up with governments, non-profit organisations, and social entrepreneurs to drive greater impact.

Take for example, our approach to municipal solid waste management in India. We partner with municipal corporations that provide the land for waste segregation and recycling; civil society organisations

MESSAGE FROM THE MANAGING DIRECTOR & CEO

that oversee the adoption of sustainable practices; social enterprises that invest to ensure the project has built-in revenue streams; and informal workers who collect, sort and recycle the waste. Together, we align with the Government of India's Swachh Bharat Mission, while building a sustainable waste management system.

As leaders in household insecticides, we are helping control the spread of vector borne diseases, and strongly support the Government of India's aim to create malaria-free India by 2030. Through Project EMBED (Elimination of Mosquito Borne Endemic Diseases), we are improving the knowledge and awareness of communities through behaviour change campaigns, and empowering them to take charge of their own protection. EMBED currently reaches over 10,00,000 people, and we have seen a 70-86% decrease in the Annual Parasite Index in parts of Madhya Pradesh where it has been run; a state with one of the highest malaria burdens in India.

Skilling is high on our agenda and we have trained over 3,00,000 youth till date, across different programmes in India and Kenya, in skills that will enhance their earning potential.

We are guided by the circular economy approach. So, we have a sustainable mechanism to collect waste from end consumers and recycle it into the packaging of our products, without compromising on quality. We have set more ambitious goals for the years ahead – like having 100 per cent of our packaging material come from recyclable, reusable, recoverable or compostable material by 2025. This is a systemic shift to build long-term resilience, generate business and economic opportunities, and provide environmental and social benefits.

We are fortunate to have both the opportunity and responsibility to solve for some of the biggest social and economic problems of our times. While we are encouraged by the progress we are making, this is just the beginning. We remain committed to stepping up our efforts, thinking harder and thinking differently to make change possible.

Vivek Gambhir

REPORT PROFILE

CAPTURING THE GOOD AND THE GREEN

At Godrej Consumer Products Limited (GCPL), we believe that responsible stewardship needs to be reflected through responsible reporting. Hence, it is our constant endeavour to transparently and effectively communicate our initiatives and performance to all our stakeholders. In this regard, we are happy to present to you our Annual Sustainability Report for FY 2017-18, the third edition of its kind from GCPL. Through this Report, we have presented an objective view of our activities and performance that will help us create short- and long-term value for our business and stakeholders.

We are a leading emerging markets Fast-Moving Consumer Goods (FMCG) company and are relentlessly working to strengthen our performance along the bottom line of economic, environmental and social parameters. While pursuing robust performance, we remain committed to sustainability across our operating locations.

Much like our business, our reporting practices have also improved year-on-year. While our first Sustainability Report (FY 2015-16) limited its scope to addressing the Indian operations, the second one (FY 2016-17) covered our global operations as well. This year, our Report offers a consolidated view of our global and Indian operations, including initiatives from the newly explored geographies of Savannah and Zambia.

In the Report, we have made comparative assessments between the performances of FY 2017-18 (year in review) and FY 2010-11 (baseline year). Moreover, we have presented a year-on-year comparison that covers both our global and Indian operations. We have crafted the Report in conformance to the Global Reporting Initiative (GRI) Standards – ‘In Accordance’ – Core option. There have been no restatements from the previous reporting period. We have also mapped our initiatives with the UN Sustainable Development Goals (SDGs).

The contents of the Report have been developed using the principles of materiality, stakeholder engagement and inclusion, sustainability context and long-term strategy. The material issues discussed in the Report have been arrived at after in-depth discussions with our internal and external stakeholders. We have presented the information using infographics, charts and tables.

Stakeholder engagement

Regular and meaningful conversations build the foundation for convergence of ideas. They not only increase the efficiency of our business, but also improve on-ground outcomes and build winning strategies. Our comprehensive approach to stakeholder engagement has helped us identify key groups that are strategic to our business and the shared value our business creates in the short, medium and long-term. We use various platforms and

media to interact regularly with functional heads, members of the Sustainability Committee as well as diverse internal and external stakeholders to understand their needs and concerns.

Assurance

To obtain an objective view of our data management processes, ensure completeness and reliability of information, and to showcase areas of improvement, we have sought third-party external assurance for our Report. TUV India has provided assurance for our Sustainability Report for FY 2017-18.

For more details, please refer to Assurance Statement enclosed in page 99.

Any feedback or suggestions on the report are highly welcome and we strongly believe that they would further help enhance the quality of our reporting.

Feedback can be mailed to:
Karunakar Avuram
 Deputy General Manager – Sustainability (Green)
karunakar.avuram@godrejcp.com

OUR PHILOSOPHY

THE GODREJ WAY

The Godrej Way is the bedrock foundation on which the legacy of the Godrej Group has grown. It defines our story and invokes the fundamental principles that will keep guiding us in the future as we get larger and more complex.

As we continue to build a better world through our Good & Green philosophy, the Godrej Way guides us in executing it across all material matters and among all stakeholder groups.

**Trust**

- We hold ourselves to the highest standards of personal and business integrity
- Our word is stronger than any contract
- We put people and our planet alongside profits

**Own It**

- We are 100/0. Take 100% accountability with 0 excuses.
- We speak our mind
- We challenge the status quo
- We focus on the details, but never forget the bigger picture

**Be Bold**

- We have bold ambitions. We set the bar high.
- We outperform expectations
- We adapt, We are agile and resilient
- We continuously innovate. We champion new ideas. We take risks.

**Be Humble**

- We own up to and learn from our mistakes
- We ask for feedback. And then grow with it.
- We give credit wherever due

**Create Delight**

- We place our consumers at the heart of all we do
- We obsess over current and future needs of our consumers. And then deliver.
- We offer consumers amazing quality products at great value

**Show Respect**

- We treat people like we would want to be treated
- We embrace and celebrate diversity
- We foster collaboration

GCPL OVERVIEW

GROWING WITH VALUES

GCPL is an integral part of the over 120-year young Godrej Group. We are a leading emerging markets consumer goods company with a strong market position across global geographies.

Over the years, we have grown on the back of a deeply entrenched set of values that are characteristic of a Godrej company. Staying rooted to our culture, we are an enterprise with a futuristic outlook. Our growth strategy is led by the 3x3 model of expansion i.e. building a presence in 3 emerging markets (Asia, Africa and Latin America) across 3 categories (home care, personal care and hair care).

Our growth has been led by strong financial performance and a sound aptitude for innovation. However, as a Company, we go beyond financial metrics and ardently believe in creating unparalleled stakeholder value through our social, people and environmental interventions. This stems from living the Godrej Way, every day.



Our Nigeria team during the Godrej Way cascade

₹74,400 CRORE
Market capitalisation
(as on March 31, 2018)

12,000+
Employees

15
Countries of operations

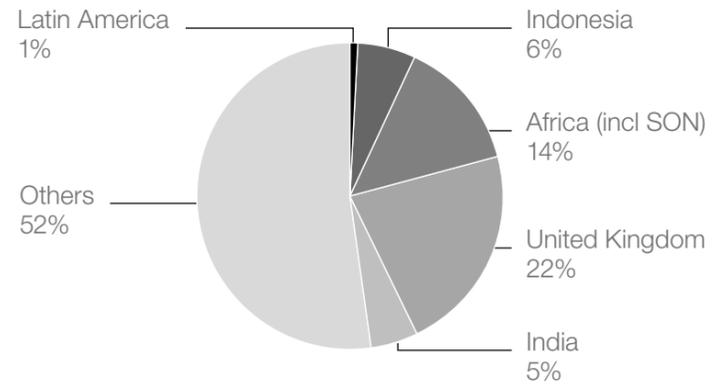
90+
Countries with market presence

GEOGRAPHIES, PRODUCTS AND MARKETS

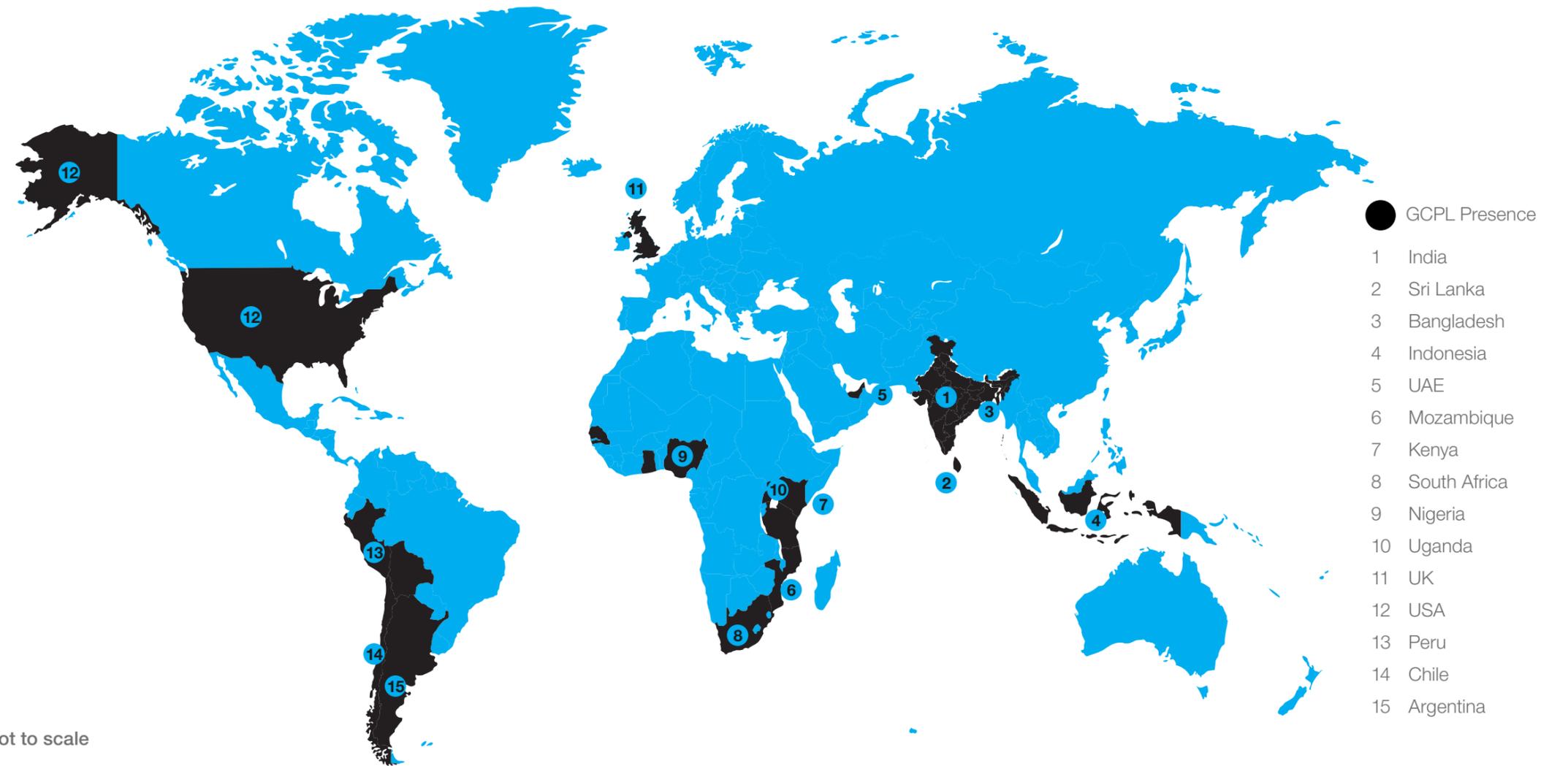
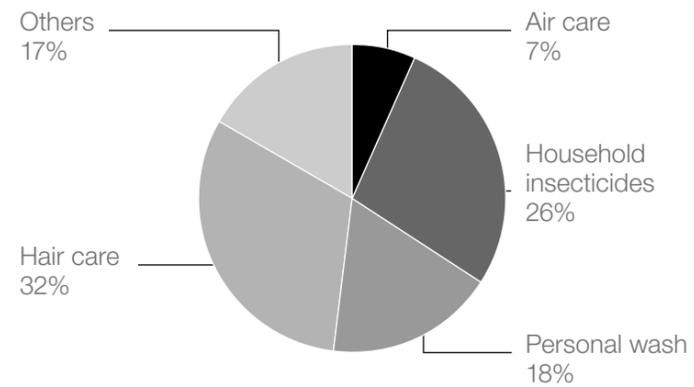
We at GCPL serve in 90+ countries with our diverse product portfolio.

Geographies

Geographic distribution



Category distribution



Note: Map not to scale

A portfolio of power brands

₹1,000 crore +



~70%
Overall revenue contribution
by top brands

₹500 to ₹1,000
crore



₹250 to ₹500
crore



SUSTAINABILITY VISION

GOOD & GREEN. LIVING THE GODREJ WAY.

The Godrej Group has been at the forefront of philanthropic and social activities for several decades. Approximately 23 per cent of the promoter holding in the Group is in trusts that invest in environment, health and education.

Sustainability is an integral part of our business and value chain. The tenets of sustainability have enabled us to provide high-quality, affordable goods for over a billion consumers around the world, creating and sharing value for all our stakeholders and the environment we thrive in.

As an expression of 'The Godrej Way', our Corporate Social Responsibility (CSR) and Sustainability vision is to create a more inclusive and greener world. Our Good & Green initiative is making well-footed strides towards this effect.

**Ensuring employability**

- To train 1 million youth in skills, which will enhance their earning potential

**Greener planet**

- Become carbon neutral
- Have a positive water balance
- Have zero waste to landfill
- Reduce specific energy consumption by 30%
- Increase renewable energy consumption to 30%

**Product innovation**

- Innovate for good and green products

SUSTAINABILITY HIGHLIGHTS

PERFORMING CONSISTENTLY



Solar powered micro grids bring electricity and light to homes in Madhya Pradesh

30%

Of total energy is renewable



25%

Reduction in specific energy consumption



99%

Waste diversion from landfill (India)



300,000+

People trained on employability skills



70-86%

Decrease in Annual Parasite Index in EMBED, our malaria prevention programme, at intervention areas



GOVERNANCE

ACCOUNTABILITY STARTS FROM THE TOP

At GCPL, we demonstrate the highest levels of ethics and compliance pertaining to corporate governance and management. Our robust framework lays down procedures and mechanisms to enhance leadership for smooth administration and productive collaboration among team members, value chain, community, investors and the government. The corporate governance mechanism ensures clear accountability and responsibility across all levels.

Since FY 2002-03, we have been annually undertaking a voluntary audit of our corporate governance practices by the Investment Information and Credit Rating Agency (ICRA), an external rating agency. The agency has consistently accredited us with the Stakeholder Value Creation and Governance Rating of SVG1 and Corporate Governance Rating of CGR2+. The ratings received are the best and second-best in their scales, respectively, denoting high standards of corporate governance and stakeholder value creation.



Godrej Group Chairman Adi Godrej and GCPL Executive Chairperson Nisaba Godrej at the inauguration of our state-of-the-art hair extensions factory in Mozambique

Board of Directors

We currently have a 14-member Board, with seven Independent Directors who are eminent professionals from diverse fields, with expertise in finance, information systems, marketing and corporate strategy. None of the Independent Directors have had any material association with the Godrej Group in the past. Our Board has a lead Independent Director, in line with the accepted best practices, to strengthen the focus and quality of discussion at the Board level.

The Board meets at least once in a quarter to review our quarterly performance and financial results. Board meetings are governed with a structured agenda. The Board periodically reviews compliance reports with respect to Company-specific laws and regulations.

Board Committees

- The Nomination and Remuneration Committee
- Human Resources Committee
- The Audit Committee
- Risk Management Committee
- The CSR Committee
- The Stakeholders Relationship Committee
- © Chairman



Nisaba Godrej
Executive Chairperson



Adi Godrej
Chairman Emeritus



Vivek Gambhir
Managing Director & CEO



Jamshyd N Godrej
Non-executive Director



Nadir Godrej
Non-executive Director



Tanya Dubash
Non-executive Director





Pirojsha Godrej
Non-executive Director



Pippa Tubman Armerding
Additional Director



Narendra Ambwani
Independent Director



Bharat Doshi
Independent Director



Omkar Goswami
Independent Director



Aman Mehta
Independent Director



Ndidi Nwuneli
Independent Director



Ireena Vittal
Independent Director



GOVERNANCE

Committees

To maintain a systematic framework for the smooth functioning of various facets of the organisation and enhance decision-making, the Board has established five committees. They are the Nomination and Remuneration Committee, Human Resources Committee, Audit Committee, CSR Committee and Stakeholders Relationship Committee.

The Nomination and Remuneration Committee

Members of the committee identify and nominate eligible and suitable candidates for vacancies in the Board. They are then presented to the rest of the Board for their approval. The committee has set up a stringent selection criteria and appointment procedures for Directors. Members ensure that the Board has an appropriate mix of expertise, knowledge and skills and they provide relevant recommendations to the Board. They are also responsible for Board evaluation.

The Human Resources Committee

The committee was formed to drive the Company policy on remuneration package for Executive Directors as per the SEBI Listing Obligations. In addition, the committee takes a close look at matters pertaining to Human Resources.

The Audit Committee

Members of the Audit Committee primarily address matters related to financial reporting, and the audit approach and review.

The CSR Committee

At GCPL, we take efforts to ensure that CSR is not only a Listing Obligation, but that it also goes beyond compliance to engage with our communities. The Board members take the help of the CSR Committee to guide, assess and review our CSR initiatives.

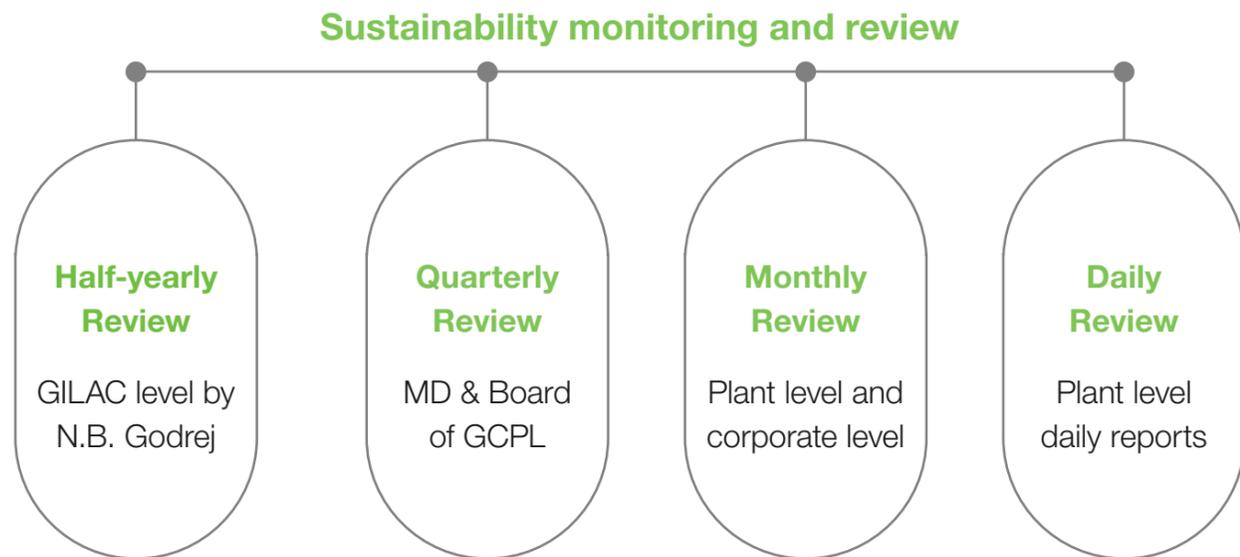
The Stakeholders Relationship Committee

Members of this committee address matters related to investor or shareholder grievances, such as the transfer of shares, non-receipt of balance sheet and non-receipt of declared dividends, as required in Clause 49 of the Listing Agreement.

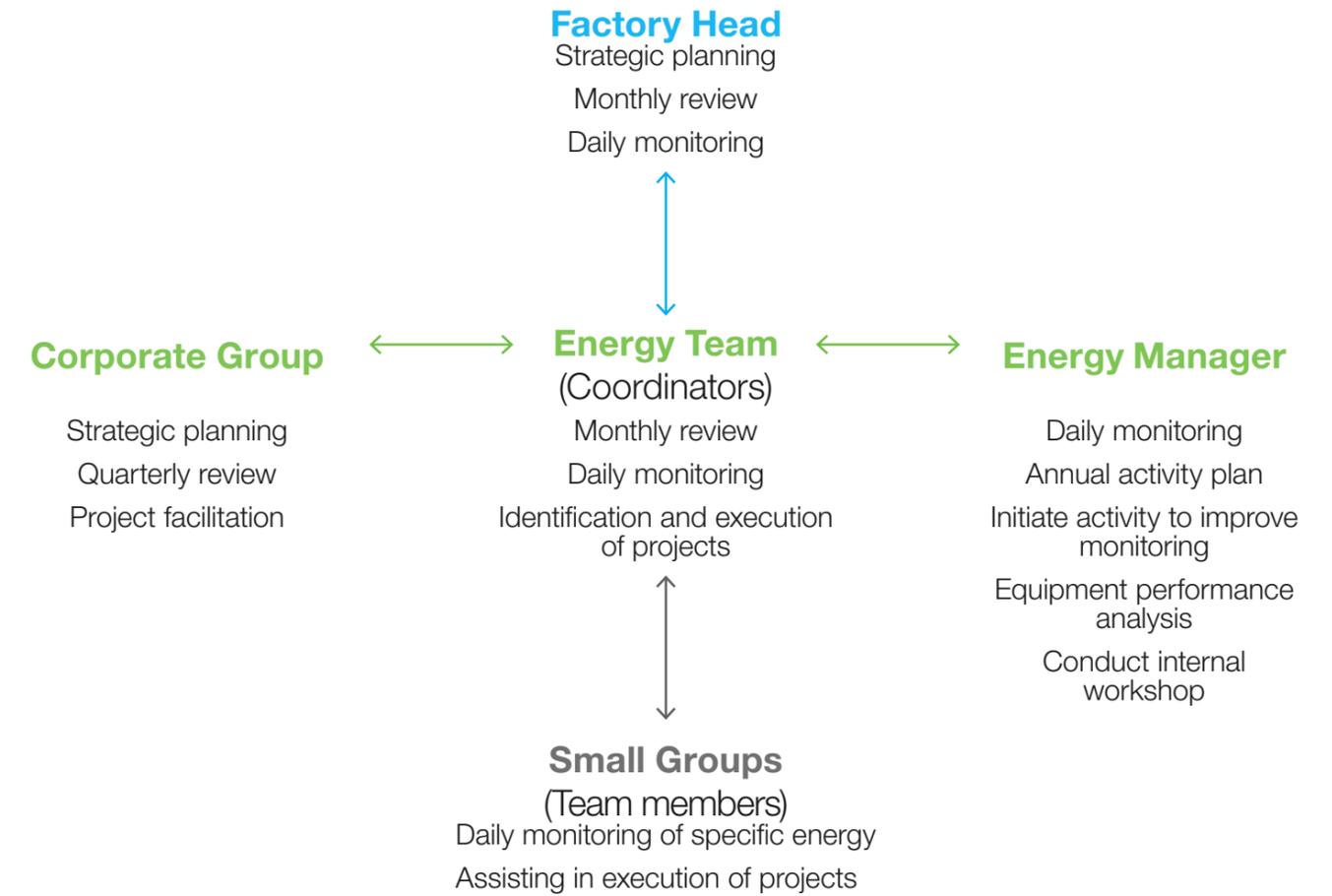
GOVERNANCE

Sustainability governance framework at GCPL

Sustainability is mainstreamed in our business through the Broad and long-term decisions taken around the Group’s Good & Green Vision 2020. The Green Council ensures that sustainable practices are followed across the Group.



Sustainability management cell



#livingthegodrejway

VEGETABLE OIL IN SOAPS. A FIRST FOR INDIA.

*Innovation
for a culture-conscious
economy.*

Discussion on stakeholders, materiality and externalities

Read inside	Page No.
Stakeholder engagement	18
Materiality	20
Material issues	21
Risks and opportunities	22



STAKEHOLDER ENGAGEMENT

CONNECTING BEYOND BUSINESS

The stakeholder engagement process

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. We also organised stakeholder engagement workshops to understand their views and obtain feedback regarding our performance.

Our approach

Identification

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 identified stakeholder groups from our various business functions.

Prioritisation

We prioritised the stakeholders based on the extent of their influence on our business functions and also their dependence on us.

Engagement

We selected a representative sample of each stakeholder group from each location. We then conducted engagements through various forums and discussion platforms.



Our Argentina team in a workshop for The Godrej Way – the values that connect us as a business.

Stakeholder prioritisation

Collaborate/empower

We engage and collaborate with the stakeholders to find solutions to issues and make the greatest efforts to keep them satisfied.

Inform/engage

We ensure that the stakeholders’ concerns are proactively addressed using constant communication and engagement initiatives.

Consult/evolve

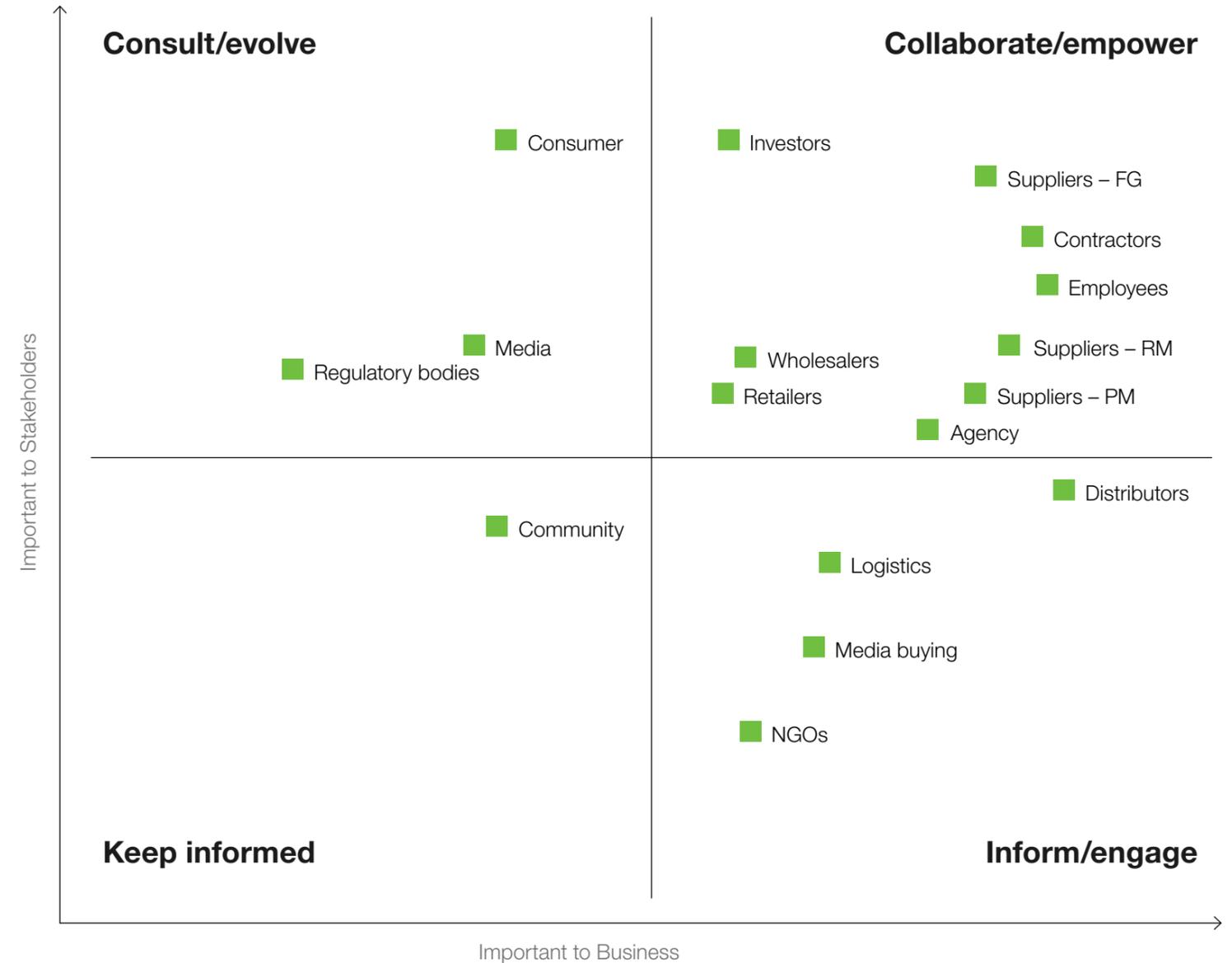
We consult our stakeholder groups with regard to policies and practices that can materially affect them or their livelihoods.

Keep informed

We periodically keep our stakeholders informed as they influence our business operations.

Sl. No.	Stakeholder group	Frequency of interaction	Mode of interaction	Key concerns
1	Employees	Ongoing	Internal surveys	Company's development strategies
2	Consumers	Ongoing	Customer feedback channels	Product quality, safety of product
3	Investors	Quarterly	Analyst meets	Macroeconomic performance in a rapidly changing global environment
4	Suppliers	Need-based	Supplier meets, audits	Long-term business commitments

Stakeholder prioritisation matrix



MATERIALITY

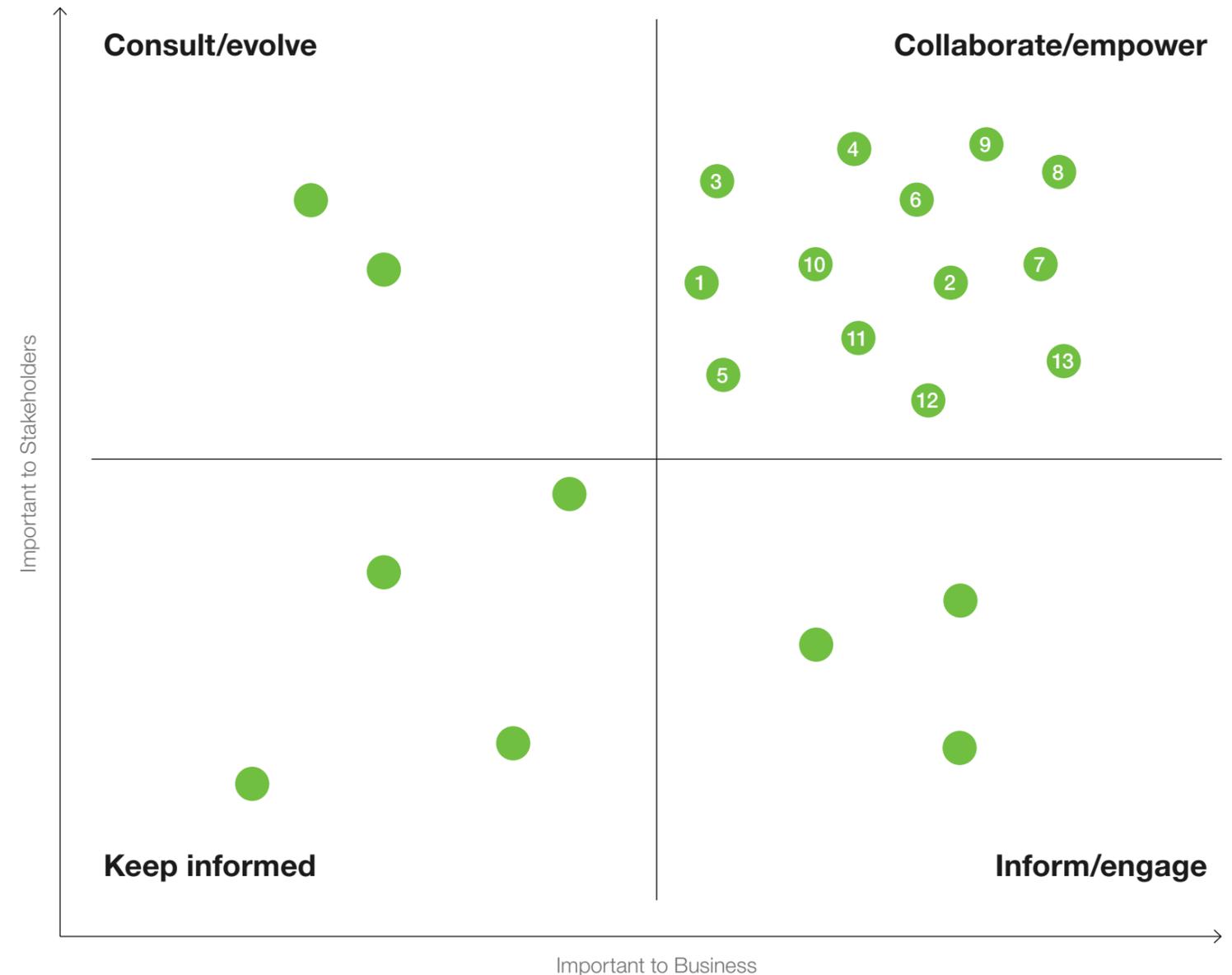
PRIORITISING THE MATERIAL FACETS

Determining materiality

We initiated the process of arriving at material issues concurrently with the stakeholder engagement process. After evaluating the material issues reported among peers in the FMCG sector and after consultation with sector guidelines for the retail sector and our management, we identified and presented a broad list of material issues. After a thorough assessment, we reduced the list to 37 issues that were the most important and relevant. Our stakeholder groups (i.e. our team members, consumers, distributors/retailers, investors and suppliers) then ranked each issue presented to them based on their perception of its criticality to GCPL. Once all the scores were obtained, we collated them to determine the top issues, ranked by importance.

1. Product safety and quality
2. Occupational health and safety
3. Energy consumption
4. Emissions
5. Waste and effluents
6. Water
7. Solid waste
8. Economic performance
9. Diversity and equal opportunity
10. Packaging
11. Supply chain
12. Employee engagement
13. Emerging regulations

Materiality matrix



MATERIALITY

MATERIAL ISSUES

Sl. No.	Material issue	Boundary	Indicator	Page reference
1	Product safety and quality	Outside	GRI 416-2	28
2	Occupational Health and Safety (OHS)	Inside	GRI 403-2	54
3	Energy consumption	Inside	GRI 302-1, 302-3	38
4	Emissions	Inside	GRI 305-1, 305-2, 305-4	40
5	Waste and effluents	Inside	GRI 306-2	44
6	Water	Inside and outside	GRI 303-3 + Beyond	41
7	Solid waste	Inside and outside	GRI 306-2+ Beyond	75
8	Economic performance	Inside	GRI 201-1	60

Sl. No.	Material issue	Boundary	Indicator	Page reference
9	Diversity and equal opportunity	Inside	GRI 405-1 (Partly covered)	50
10	Packaging	Inside and outside	GRI 301-1 (Partly covered)	30
11	Supply Chain Management (SCM)	Outside	GRI 308-2, 414-2	32
12	Employee engagement	Inside	GRI 401-1, 404-1 + Beyond 405	52
13	Emerging regulations	Inside and outside	–	63

RISKS AND OPPORTUNITIES

MANAGING THE EXTERNALITIES

As a large organisation with a global footprint, we are indeed exposed to certain macro trends that can have a material impact on our business. Some of these trends include the emergence of fast-evolving digital technologies and global economic uncertainties. At GCPL, we are highly cognisant of the uncertainties in our areas of operations. We have therefore devised a business strategy to capitalise on the opportunities presented and mitigate the risks.

Risk identification and management

Our comprehensive risk management process includes prioritisation of risks related to increase in operational costs, Occupational Health and Safety (OHS) and environmental protection, among others. We also focus on other risks such as legislative changes resulting in a change in taxes, duties and levies, whether local or central, that impact business performance and relative competitiveness.

Expanding our market reach will eventually also expose us to the increasing risk of climate change, which can impact our operational and financial performance, and overall sustainability.

Board and senior-level interventions in risk management

Our Board-level risk management committee is chaired by an Independent Director. The role of this committee is to identify potential risks and develop mitigation strategies. In this regard, the Board and Senior Management scrutinise business activities to mitigate the risks that may arise. Additionally, we have set up certain procedures that guide us in risk management. We also conduct regular trainings on Enterprise Risk Management to create awareness in the organisation as a whole. We train team members on risk definition, risk identification, risk rating, risk classification, risk prioritisation, and risk mitigation, control, and review.

RISKS AND OPPORTUNITIES

Business

RISK DESCRIPTION

- Emergence of new players in the market with organic product Unique Selling Propositions (USPs)
- Unfavourable fluctuations in the currency and/or open exposures could put pressure on the cash flow and margins

MITIGATION STRATEGIES

- Launched new products in the natural category space
- GCPL Forex Committee-devised forex policy to monitor all exposures and hedging. Monthly review meetings of the committee to ensure proper execution of the policy.
- Decision-making to be aided by contemporary tech-enabled platforms
- Maintain net exposure limit

Supply chain

RISK DESCRIPTION

- With a vast and extensive supply network comes the additional responsibility of ensuring every member of the value chain is carrying out business activities in the most efficient manner possible
- It becomes imperative for us to evaluate and select our suppliers keeping in mind their environmental performance, among others, because failure to do so may result in adverse effects

MITIGATION STRATEGIES

- Our Supplier Risk Assessment helps to identify and mitigate risks that could come up along our value chain. Critical suppliers are segregated based on their monopoly and the impact they could have on our overall business. We carry out our own assessments as well as employ the services of a third party to assess suppliers' quality and their economic, social and environmental performance. The key risks identified are then mitigated through various approaches.

- We also build the competency of suppliers through our training and capacity building programmes. As a means of motivation and positive reinforcement, we recognise and award our suppliers and distributors that demonstrate exemplary performance.
- We have also developed a Sustainable Procurement Policy that includes recognised international standards and is applicable to all our suppliers. We are working closely with our suppliers to monitor and better their sustainability performance.

 *Read more about our SCM on Page 32*

Environment

RISK DESCRIPTION

- With a call to action by major nations and governments alike to reduce the impact of industries on the environment, we must run our operations in the most efficient manner, either by improving processes or by employing newer and cleaner technologies. The costs associated with non-compliance and side-stepping local laws and regulations carry significant monetary fines as well as reputational damage.

MITIGATION STRATEGIES

- We focus on energy and water conservation, Greenhouse Gas (GHG) mitigation, waste minimisation and use of renewable energy to tackle climate change. The team then proposes the necessary mitigation measures. This has been working successfully and several measures proposed by the team have been implemented and have yielded excellent benefits.

 *Read more about our Environmental Initiatives on Page 35*

RISKS AND OPPORTUNITIES

Natural resources

RISK DESCRIPTION

- Dependence on natural resources is a long-term economic threat as well as a threat to the environment, considering their limited availability
- There is an additional pressure to source raw materials from suppliers who meet sustainable agriculture and environmental guidelines
- Water management is another similar issue that affects not only the production growth, but also the local communities in which we operate

MITIGATION STRATEGIES

- As part of our efforts to sustainably source natural resources, we strongly promote and develop products that are not energy- and water-intensive and opt for materials that emit lesser GHGs

- We are progressing towards looking at our value chain in a cyclical manner by focusing on lifecycle costs and preferring 100% recyclable and renewable alternatives
- We understand the problems caused by water shortage and have invested in an integrated watershed development project in the drought-prone regions of Siddipet district, Telangana, India, to help restore the ecological balance of the region

 *Read more about our Water-related Initiatives on Page 41*

Community unrest

RISK DESCRIPTION

- Being a resource-heavy industry, we must be especially aware of our consumption and production patterns, keeping in mind the communities that work around our factories. Our business activities must not come in the way of their ability to live a healthy life. Failure to do so may result in agitations and unrest, along with regulatory sanctions.

MITIGATION STRATEGIES

- To better understand our community stakeholders, we carry out a detailed community needs assessment at our priority plant locations
- We work closely with the community members to understand their priorities and work towards the overall development of the region where we operate. As a result, we have streamlined our development activities and run a number of community initiatives to address the immediate needs

of the communities we operate in across our locations in India.

- We primarily invest in education, water, sanitation and skill building initiatives in villages in and around our manufacturing facilities

 *Read more about our Social Initiatives on Page 65*

RISKS AND OPPORTUNITIES

OPPORTUNITIES

We believe that on the other side of every risk is an opportunity waiting to be explored.



Product range customised to the region

Our 3x3 strategy of building presence in the emerging markets of Asia, Africa, and Latin America across 3 product categories (home care, personal wash, and hair care) in itself presents great opportunities.

We have been persistently expanding our businesses and market reach in these regions building upon short-term and long-term growth opportunities. Emerging markets account for a majority of the world population with a growing section of people with disposable income. These consumers are interested in purchasing consumer products previously unavailable in the region. As a leading consumer goods company, this scenario presents a great potential to acquire a significant share of this growing market. We constantly adopt better tools and strategies for market penetration to explore these economies.

Climate change imposes a great threat on businesses world over. As a responsible business, this has challenged us to be more innovative and sustainable in our approach.

We designed our Good and Green initiative in 2011 and set ambitious targets for ourselves, with an aim to build an inclusive and greener world. One of the key goals is to generate a third of our revenues from good and/or green products. Continuing on this journey, this year, we are in the process of developing a first-of-its-kind, powder-to-liquid handwash that will positively impact the environment in terms of plastic waste and emissions reduction.

There is a possibility of the Perform, Achieve and Trade (PAT) scheme, under the purview of the National Mission on Enhanced Energy Efficiency, being extended to the FMCG sector.

As per the existing regulation for energy-intensive sectors under this mechanism, the baseline energy intensity levels of companies within the industrial sector are assessed. Based on the industry average, the Bureau of Energy Efficiency (BEE), a regulatory body, sets a target. If a company exceeds the set target, they can sell the credits, and if they fail to achieve the target, they have to buy the credits. We are prepared for this and our performance is improving year after year. Our major manufacturing facility located at Malanpur has also been awarded the CII-GreenCo Gold certification for its overall performance on environmental sustainability indicators.

#livingthegodrejway

SMOKE-FREE AND ELECTRICITY-FREE MOSQUITO CARDS.

*Innovation in
fighting vector-borne
diseases*



Discussion on material issues

Read inside	Page No.
Products and packaging	28
Supply Chain Management (SCM)	32
Environment	35
Energy	38
Emissions	40
Water	41
Waste and effluents	44
People	49
Economic performance	60
Emerging regulations	63

#LeaderSpeak

“Innovation is the backbone of our business. It drives us to revolutionise our products, materials and processes, and foster strategic partnerships.”



Dr Sunder Mahadevan
Head – Research & Development

DISCUSSION ON MATERIAL ISSUES

PRODUCTS AND PACKAGING

PRODUCT SAFETY AND QUALITY

Our business story has been laden with well-thought-out product innovations that have become instant and continued market successes. While products such as Goodknight and its variants provide affordable solutions to combat vector-borne diseases, offerings such as aer help in keeping environments fresh and healthy. Godrej Protekt Mr. Magic is the first-ever powder-to-liquid handwash that we innovated. All our products are thus examples of the innate goodness that we foster at Godrej.

As a consumer goods company, we give utmost importance to the safety and quality of the products we manufacture. We believe that customers are our spokespersons and all care is taken to ensure that our products delight them. During manufacturing, packaging, distributing and promoting, we comply with the statutes and strive to minimise the effect our operations have on the environment and the society at large.

Some key regulations under which we operate are:

- Legal Metrology Act
- Legal Metrology (Packaged Commodities) Rules, 2011
- Drugs and Cosmetics Act, 1940
- Insecticides Act, 1968
- Advertising Standards Council of India (ASCI) Code
- Plastic Waste Management, 2016
- Plastic ban by Kenya's National Environment Management Authority

During the last two financial years, we have had only five concerns of non-compliance, with zero substantiated complaints regarding breaches of customer privacy and loss of customer data. Similarly, no governing body has imposed any significant fines for non-compliance of laws and regulations concerning the provision and use of products and services, in the past two years.

While this can be considered an achievement for a company of our scale and size, we continue in our efforts to eliminate any reasons for non-compliance, going forward.



Design Lab @GCPL

#LeaderSpeak

“Design thinking helps us innovate our products in a way that enhances product capabilities, delights our customers, and lightens our impact on the environment.”



Ms Darshan Gandhi
Head – Design

PACKAGING

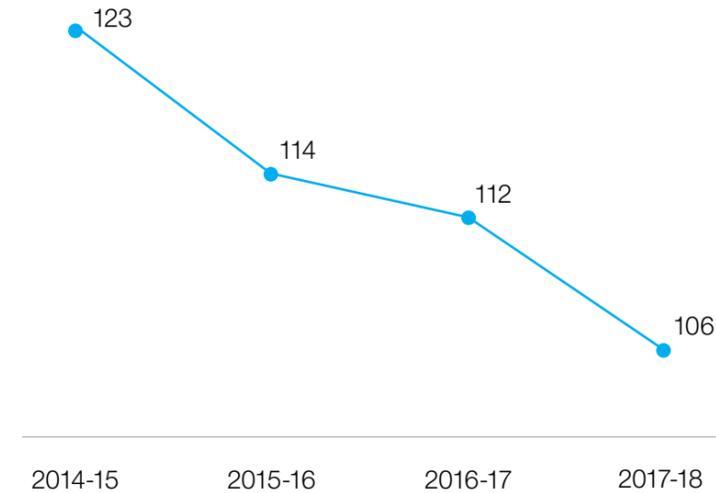
Our approach

In our line of consumer business, packaging plays a very important role in maintaining product integrity. For us, it is also a platform to innovate and deliver our products in the eco-friendliest manner, while marrying contemporary design.

We aim to minimise the impact of our packaging on the environment and constantly innovate and use contemporary technology to achieve this means.

Several of our products are renowned for their unique packaging, that maintain utility and recyclability. Our facets of ownership thus extends to not only our products, but also in their packaging.

Specific packaging consumption (kg/t)



Sustainable packaging targets

In addition to the Godrej Good & Green 2020 targets, at a Company level, we have taken on sustainable packaging targets as below, aimed to be fulfilled by 2025, demonstrating our commitment towards environmental sustainability.

- Reduce packaging consumption per unit of production by 20% from the base year of FY 2017-18
- Have 100% of the packaging material recyclable, reusable, recoverable or compostable
- Use at least 10% Post-Consumer Recycled (PCR) content in plastic packaging

In our endeavour to minimise environmental impact of packaging, we are also working in collaboration with research organisations and start-up enterprises to develop alternate packaging material to plastic and enable the use of recycled plastic in place of virgin material. This is a very important step that we believe can bring about a significant impact upon scaling.

14%

Reduction in our specific packaging consumption over the last 3 years



15%

Post-consumer plastic packaging waste equivalent collected as part of our Extended Producer Responsibility (EPR) commitment



#LeaderSpeak

“As we grow bigger, we ensure that our business partners and associates are also guided by our core values. These values must be lived and tried every moment, as we bring the goodness of health and beauty to consumers worldwide.”



Dr Rakesh Sinha
Head – Global Supply Chain, Manufacturing & IT

DISCUSSION ON MATERIAL ISSUES

SUPPLY CHAIN MANAGEMENT (SCM)

Our approach

As a global consumer business, we are dependent on multiple suppliers for various raw materials, intermediate goods and other ancillary inputs. We are cognisant of the fact that in order to continuously feed our large scale of operations and fulfil customer demand while optimising cost levels, we need a sustainable supplier engagement mechanism.

Our supply chain strategy

We have a 10-point set of strategic priorities in terms of our supply chain strategy. They govern the supply chain process and related activities through our ecosystem. These include:

1. Introducing best practices across geographies to become more agile
2. Strengthening supply chain processes in international businesses
3. Extending shop floor employee engagement initiatives to international businesses
4. Global strategic sourcing with significant benefits to the bottom-line; Godrej Sustainable Procurement Policy rolled out to key vendors
5. Sustainable manufacturing and supply chain practices, resulting in significant improvements in energy and water consumption, carbon footprint, waste generation and renewable energy
6. Mapping cutting-edge replenishment practices to the Advanced Planning and Optimisation module of SAP
7. Responding to constantly changing consumer demand patterns, leading to high fill rates; now an industry benchmark, with 95%+ customer service levels across key geographies
8. Improving 'freshness' of products at time of sale, better logistics practices, product traceability and reduced obsolescence through the project on bar coding shippers
9. Enhancing manufacturing capacity, across geographies
10. Piloting the 'Internet of Things' in manufacturing and logistics



GCPL Supplier Meet

Supplier Engagement

We expect our suppliers to conform to stringent parameters on sustainability with set objectives connected to our Good & Green goals. The current Environmental, Social and Governance (ESG) parameters are applicable to our existing suppliers. However, from FY 2019-20 onwards, we plan to incorporate the parameters in the New Vendor Initiation Protocol as well. We manage this expectation through the GCPL Sustainable Procurement Policy.

We assist our vendors in reducing specific energy and specific water consumption, waste to landfill and specific CO₂ emissions. We urge them to identify ESG issues and make progressive efforts to mitigate them. Moreover, we help vendors enhance process efficiency, reduce use of hazardous and toxic materials and responsibly dispose toxic waste. We recommend them to use renewable sources of energy, wherever possible.

As part of our supplier assessment, so far we have evaluated 116 vendors across

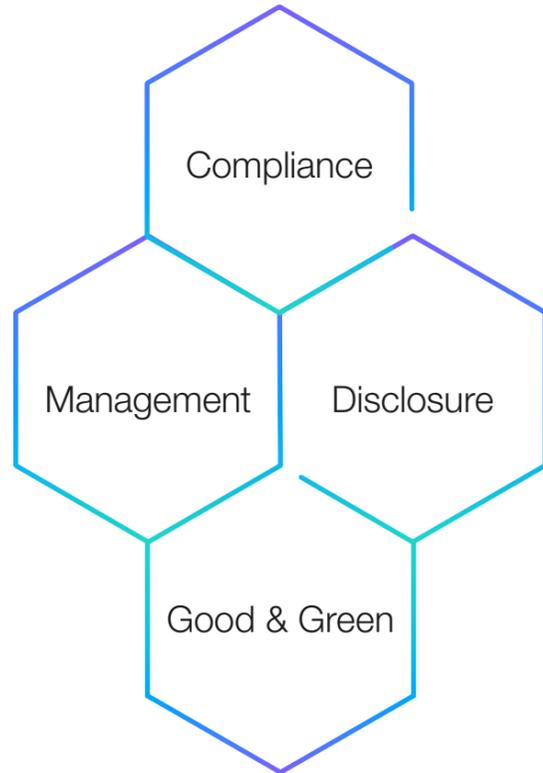
categories. They were evaluated as per our extensive questionnaire covering topics from the four focus areas of the policy. To drive continuous performance against the policy, we have scheduled self-declarations from the vendors as well as external auditors.

The assessment of our vendors are done across multiple aspects like compliance to mandatory & non mandatory requirements, management approach, public disclosure, and environmental performance. We collate qualitative as well as quantitative data and have developed a composite score basis the responses. Category-wise targets have been set for each participating vendor, so as to improve their performance and strive for complete improved adherence to the policy. To aid them in this journey, GCPL continuously shares industry best practices, innovative technologies and green solutions with the vendors. In addition, each participating vendor has also been shared a comprehensive list of actions to be undertaken to improve their conformance to the GCPL Sustainable Procurement Policy.



Supply chain KPIs

We have identified four major Key Performance Indicators (KPIs) to assess the current conformance level of our vendor base with the Sustainable Procurement Policy.



We have conducted our baseline assessment across the four KPIs. Vendor classification also has been completed and targets have been set for each parameter.

Performance

116
Critical suppliers identified and assessed in the last three years

80%
Share of total procurement spent on critical suppliers*

*Excluding our oil vendor

Stakeholders speak

“ Thank you for an enlightening experience yesterday on Sustainability. I am convinced that together, we will make the desired impact and achieve good results. Needless to say, ALPLA is with you in your Sustainability journey and is excited to share the many opportunities where we can collaborate and work together.

Ms Shobha Dixit
Head – Corporate Affairs,
Alpla India Pvt. Ltd.

“ Your Good & Green initiatives are highly motivating and we aspire to achieve the best performance with a view to improve the actual score by following the suggested initiatives. The process to adopt the measures suggested by the Goodera team has already been initiated. We have started implementing the suggestions and are confident of achieving the Green Level target as set out.

Mr Rakesh Pareek
Prince Print N Pack,
Guwahati, Assam

DISCUSSION ON MATERIAL ISSUES

ENVIRONMENT

At GCPL, we believe in creating a win-win for every stakeholder through our business activities and other interventions. Stemming from our legacy, we strive to embed sustainability in everything we do. Our Godrej Good & Green team oversees environmental sustainability and CSR at GCPL.

We began our environmental responsibility initiative by conserving mangroves in Mumbai. We have defined our green goals in our Good & Green sustainability vision. All our manufacturing plants will strive to achieve these goals by FY 2020-21. The performance is guided by the sustainability team at the corporate level and driven by manufacturing cluster heads and personnel at each of our manufacturing locations.

Our approach

- Enhancing energy efficiency in our operations
- Replacing fossil fuels with renewables
- Process re-engineering
- Implementing carbon and water offset projects
- Diverting waste from landfill

Compliance

We are compliant with all the relevant environmental laws and regulations in the regions in which we operate. We make it a point to follow all the rules of the land and be a responsible organisation across the globe. The majority of our plants are both ISO:14001 and ISO:9001 compliant.



We own and care for the largest privately managed belt of Mangroves in Mumbai

DISCUSSION ON MATERIAL ISSUES

GREENER INDIA GOALS 2020 AND PERFORMANCE

As part of Good & Green, we have established five environmental sustainability goals to be achieved by FY 2020-21. We obtained the standards, methodologies and assumptions used for the purpose of our calculations from IPCC Guidelines for National Greenhouse Gas Inventories, 2006, and the IPCC AR5 Assessment Report. Our emissions and data calculations are performed for all the locations in which we have 100 per cent operational control.

**Become carbon neutral**

Efforts

Embrace cleaner fuels such as biomass

- 📅 6% decrease in the GHG emission intensity
- 📅 38.5% decrease in the GHG emission intensity

**Reduce specific energy consumption by 30%**

Efforts

Improvements in processes and increase in efficiency of systems

- 📅 2.5% increase in specific energy consumption
- 📅 25% reduction in specific energy consumption

**Become water positive**

Efforts

Innovative water management systems and technological improvements

- 📅 5% reduction in specific water consumption
- 📅 20% reduction in specific water consumption

**Increase renewable energy portfolio to be at least 30%**

Efforts

Improve the energy mix by gradual shift to renewable energy

- 📅 5% increase in total renewable energy
- 📅 30% of total energy from renewable

**Achieve zero waste to landfill**

Efforts

Judicious and innovative use of materials, including reuse and recycling

- 📅 Near-zero waste to landfill achieved from 0.46 kg/tonne of product
- 📅 Near-zero waste to landfill achieved from 1.15 kg/tonne of product

These short-term targets we have carved out will help us achieve environmental sustainability in our manufacturing process and in turn achieve our green goals. Throughout the year, we hold extensive meetings with the multiple departments on priorities, budgets and expected benefits for the year. The annual operating plan is rolled out from top to bottom, with sustainability targets made part of Key Responsibility Areas (KRAs) of our Green Champions' at our manufacturing plants.

📅 Our performance in FY 2017-18 versus FY 2016-17

📅 Our performance in FY 2017-18 versus FY 2010-11 (baseline year)

DISCUSSION ON MATERIAL ISSUES

Sustainability performance monitoring

Our internal sustainability monitoring tool periodically collects information and analyses the data gathered. It then generates monthly reports on key indicators and calculates the respective carbon footprint as per the set GHG protocols. After analysis, we identify the best practices, which are further circulated among the Group entities for wider adoption. Any unit underperforming on sustainability parameters is put on a strategic action plan for improvement.



At our flagship plant in Malanpur, since FY 2010-11, we have reduced our specific energy consumption by 33%

DISCUSSION ON MATERIAL ISSUES

ENERGY

We use considerable energy in our production units for our large-scale manufacturing operations. However, over the years, we have undertaken several energy-efficiency initiatives that have helped us reduce our energy consumption and dependence on conventional energy sources, in relation with our manufacturing scale.

Aimed at this, we are switching to clean energy sources by utilising renewables such as biomass in boilers, biomass briquettes instead of coal, recovery and utilisation of flue gas heat, procurement of renewable energy and installation of energy-efficient equipment.

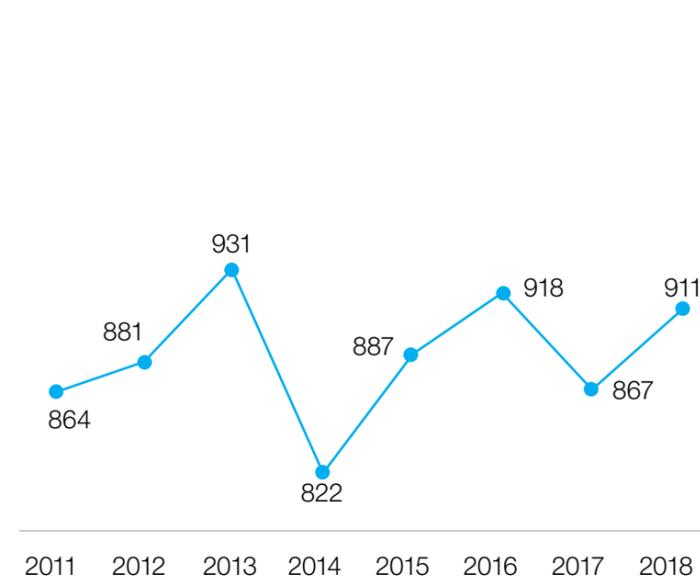
Energy performance on-track

We are on-track to achieve our 2020 vision of generating 30% of energy requirements from renewable sources



Energy performance indicators

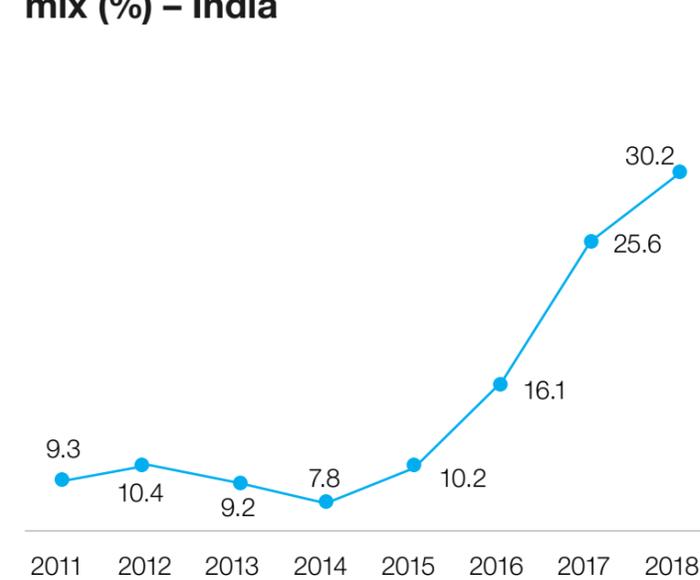
Total energy consumption – India (TJ)



911,203 GJ
Total energy consumed

274,693 GJ
Renewable energy consumed

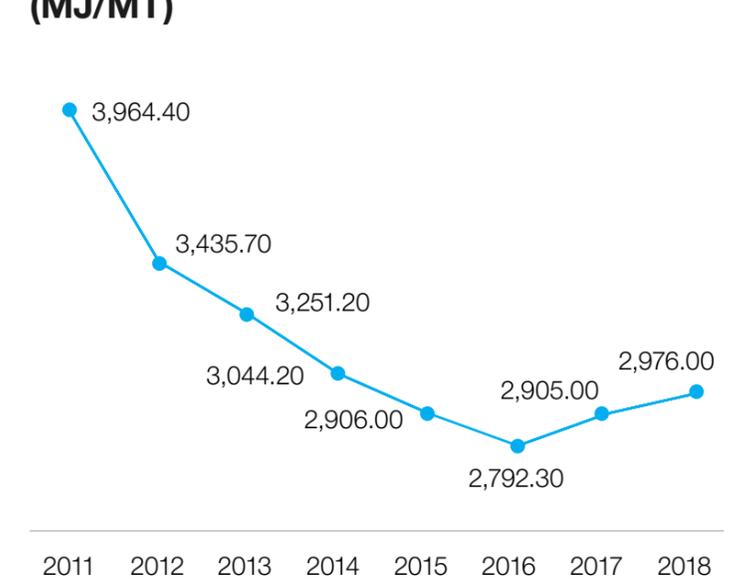
Share of renewable energy in energy mix (%) – India



30.2%
Renewable energy of the total energy consumed

2,976 MJ/tonne
Specific energy consumed

Specific energy consumption – India (MJ/MT)



Energy consumption across our global locations for FY 2017-18

 **Argentina**
5,986,469
 Total Energy [MJ]
 1,053
 Specific Energy by Product [MJ/tonne]

 **Indonesia**
56,889,381
 Total Energy [MJ]
 1,091
 Specific Energy by Product [MJ/tonne]

 **South Africa**
27,626,242
 Total Energy [MJ]
 3,165
 Specific Energy by Product [MJ/tonne]

 **US**
28,508,419
 Total Energy [MJ]
 2,522
 Specific Energy by Product [MJ/tonne]

 **Bangladesh**
16,066,048
 Total Energy [MJ]
 10,164
 Specific Energy by Product [MJ/tonne]

 **Kenya**
11,915,336
 Total Energy [MJ]
 2,050
 Specific Energy by Product [MJ/tonne]

 **Sri Lanka**
25,247,661
 Total Energy [MJ]
 35,358
 Specific Energy by Product [MJ/tonne]

 **Zambia**
374,854
 Total Energy [MJ]
 1,257
 Specific Energy by Product [MJ/tonne]

 **Chile**
3,189,699
 Total Energy [MJ]
 1,185
 Specific Energy by Product [MJ/tonne]

 **Mozambique**
1,326,650
 Total Energy [MJ]
 862
 Specific Energy by Product [MJ/tonne]

 **Uganda**
3,573,971
 Total Energy [MJ]
 2,245
 Specific Energy by Product [MJ/tonne]

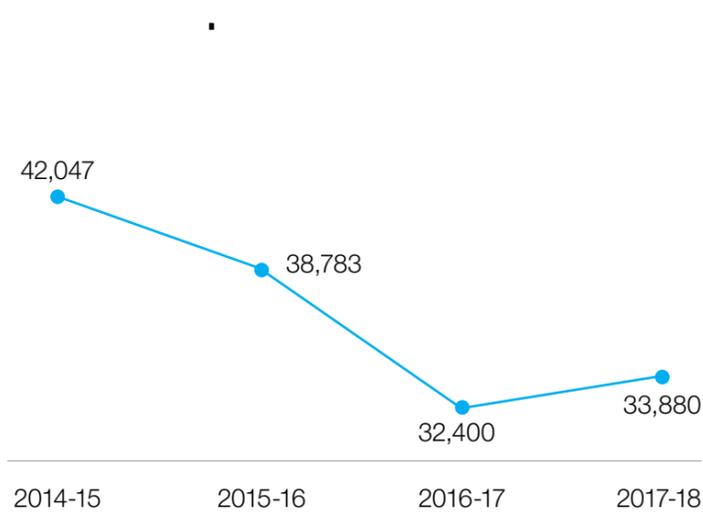
 **Ghana**
3,732,661
 Total Energy [MJ]
 2,913
 Specific Energy by Product [MJ/tonne]

 **Nigeria**
17,687,322
 Total Energy [MJ]
 1,526
 Specific Energy by Product [MJ/tonne]

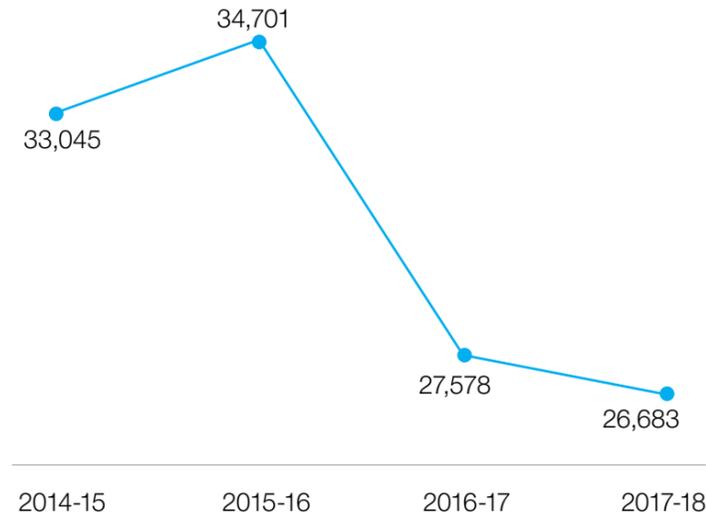
DISCUSSION ON MATERIAL ISSUES
EMISSIONS

Emission reduction is part of our KPIs for environmental reporting. We therefore ensure that our daily operations and manufacturing activities comply with strict emission norms.

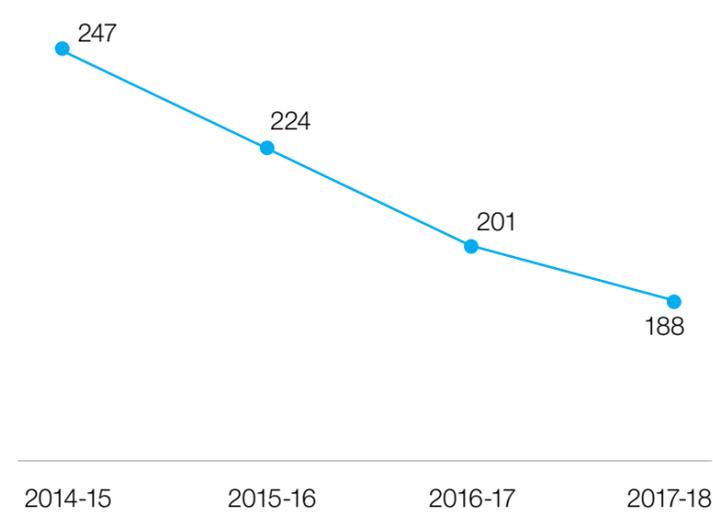
Total direct GHG emissions for India (Metric tonnes CO₂e)



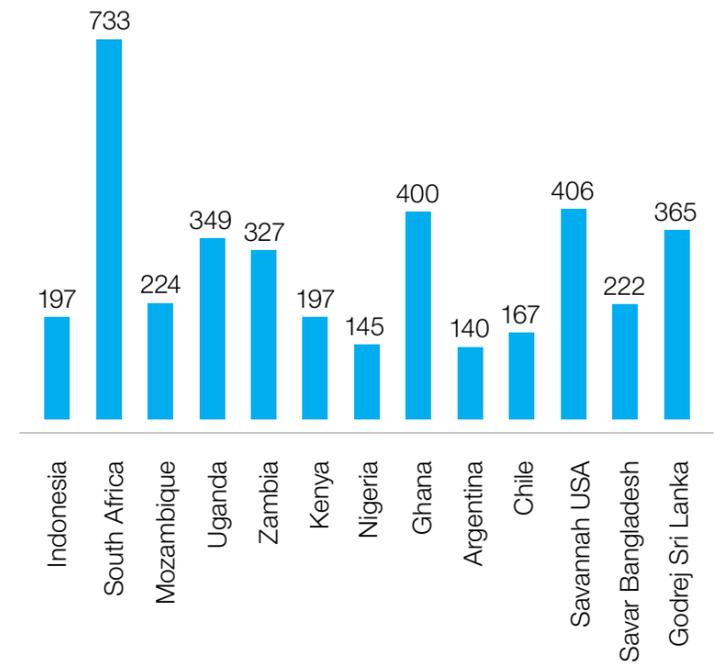
Indirect GHG emissions from energy purchased and consumed for India (Metric tonnes CO₂e)



GHG emission intensity per Tonne Production for India (kg CO₂) in FY 2017-18



GHG emission intensity per Tonne Production – International (kg CO₂) in FY 2017-18



DISCUSSION ON MATERIAL ISSUES
WATER

With increased industrial and other human-induced activities, there is a large-scale depletion of water resources around the world, including in middle-income economies like India. Water management is highly material for us at GCPL.

Stakeholders speak

“We face a lot of challenges in terms of food cultivation and frequent water crisis. We hope that the initiatives taken up by Godrej Consumer Products will positively impact our income and reduce migration of our people to various places.”

Ms Narra Laxmi
 Farmer, Mandhapur village

All stakeholders – governments, Non-Governmental Organisations (NGOs), communities and corporates – need to take steps collectively to ensure water management. As a responsible corporate, we have developed a strategy to achieve positive water balance by 2020. We have created comprehensive checklists that emphasise on improving productivity and plant utilisation to reduce the specific consumption of water.

Moreover, we have made it a priority to deploy a rainwater harvesting system in all our manufacturing plants. At present, we have set up such systems at our flagship manufacturing plant at Malanpur, and also at Thana, Katha and MM Nagar manufacturing units in India. This will further bring down our dependence on ground and purchased water and help us offset our freshwater demand.

178,789M³

Water recycled and reused in
 FY 2017-18 (India)



Besides initiatives at our plant, we work in our community to address issues of water scarcity. Here we are hosting a village watershed committee meeting at Siddipet, Telangana, India.



GOLD RATING FOR WATER SECURITY INITIATIVE

We have a public commitment to become water positive by 2020 and we continually evaluate and execute innovative projects to reduce our specific water consumption. We also realise that the water procured has to be sourced from sustainable sources and the rate of replenishment should exceed the rate of extraction.

Madhya Pradesh's Bhind district where our flagship facility is located at Malanpur is stricken by uneven rainfall along with hot summers. This results in high evaporation losses leading to low percolation. This in turn, resulted in the increased presence of total dissolved solids (TDS) of ground water, eventually affecting our treatment costs and posing as a production risk.

To ensure water security for the population, we installed a rain water harvesting system

using the Kedia Farm Technology. This simple yet effective technology would help harvest enough rainwater for seven generations, at a one time investment of ₹ 15/kL. Through this, we will be able to conserve ~44% of the total rainfall received in the area.

By installing this system and associated processes, the community and us can now reap several benefits. These include:

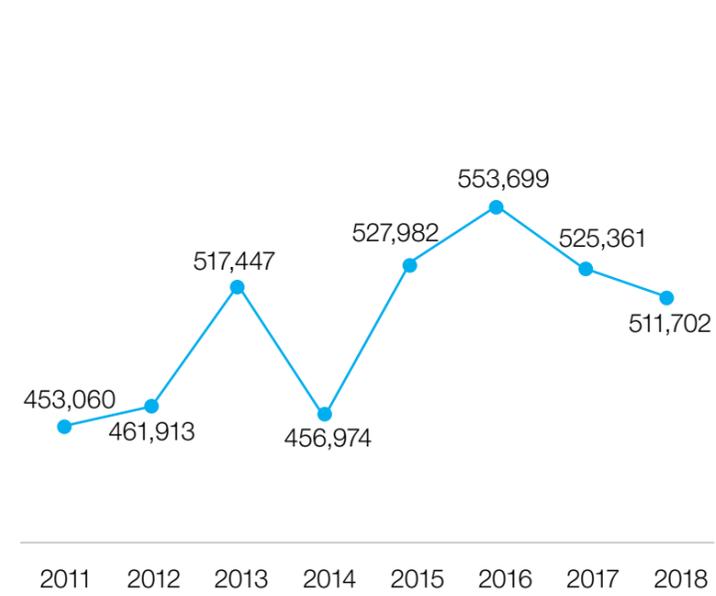
- The water conserved through this initiative is equivalent to 38% of raw water consumption
- Low TDS of Ground water hence reducing on our operation cost
- No water logging due to rainfalls inside the plant, hence reducing risks towards water borne diseases

- Enhancing the green cover, water quality at aquifers and availability of ground-water at a specific place & time

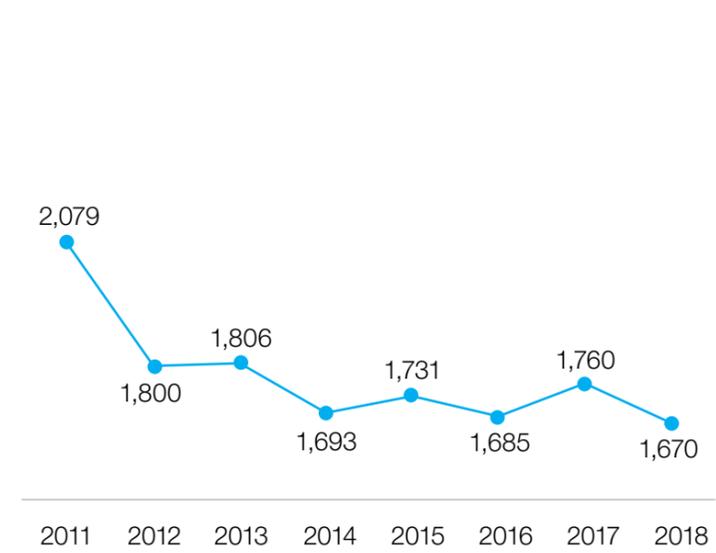
Thus, with an investment of ₹ 25 lakh, we are now able to ensure water security to the masses, while improving operations at our facility. It's a standing example of how our Good and Green initiatives helps create a win-win for all stakeholders in our areas of operations.

We have installed effluent and sewage treatment plants at our manufacturing locations that treat and process wastewater. The treated water is thereafter used for landscape development, and as flush water.

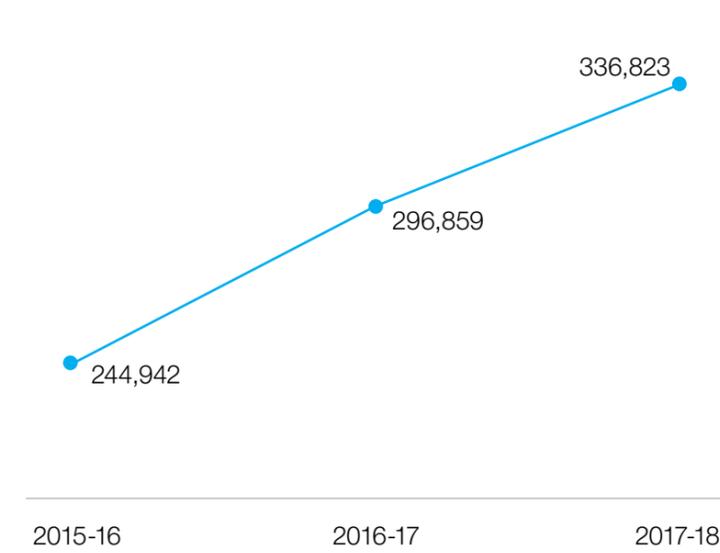
Total water withdrawal – India (kL)



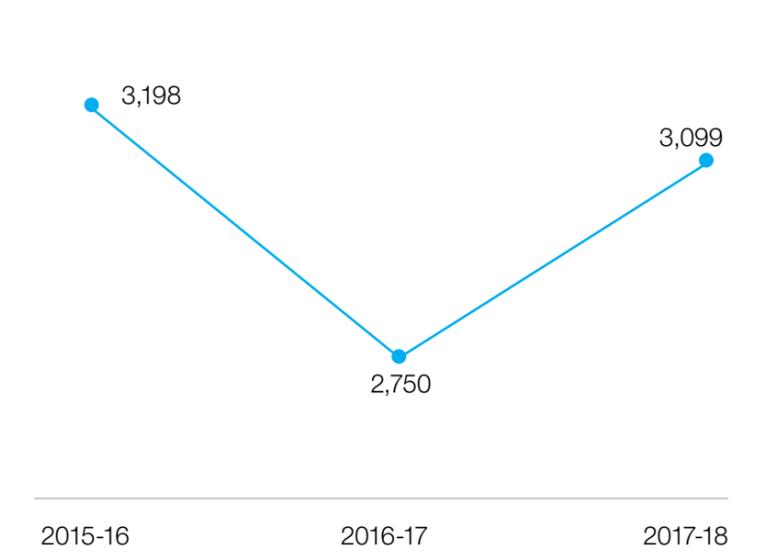
Specific water withdrawal – India (Litre/tonne)



Total water withdrawal – International (kL)



Specific water withdrawal – International (Litre/tonne)



DISCUSSION ON MATERIAL ISSUES

WASTE AND EFFLUENTS

Today, waste disposal has become a monumental problem that results in hazardous impacts on the environment and society alike. Particularly in developing countries like India, solid waste accumulation is a huge hazard due to unsustainable waste management practices and lack of proper waste treatment.

As an environmentally-responsible business, we have recognised the need for proper treatment of the waste material generated through reuse or recycling. In fact, we envisage zero waste to landfill by the year 2020.

Waste to wealth: The Godrej Way

At GCPL, as part of our 'Good & Green' initiative, we have aligned our environmental initiatives to several global and national missions, including the UN SDGs and the Swachh Bharat Mission. Working under the aegis of such widely accepted frameworks, we are partnering mass-scale programmes to build a greener world.

As part of the Godrej Group, we focus on the following objectives related to the waste management:

- Design our waste and pollution
- Keep products and materials in use
- Regenerate natural systems

We have undertaken several initiatives at our manufacturing facilities in various Group companies to reduce waste generation and divert the waste from landfill to gainful applications.

1.3 BILLION TONNES
Solid waste generated per year
in major urban cities

150,000 TONNES
Municipal Solid Waste
generated in India per day

1,470 MT
Post-consumer plastic
packaging waste at Bengaluru
and Hyderabad sent for
environmentally friendly
processings

DISCUSSION ON MATERIAL ISSUES

**Hazardous waste
(International)**

Waste	Quantity [kg]
Laminate Waste	910
Recycled	910
Other hazardous waste	7,166
Landfill	7,166
Spent Lubricating Oil	2,020
Recycling (sold)	2,020
Oil and Grease	13,423
Landfill	13,423
Empty Containers	3,801
Recycling (sold)	3,801
ETP Sludge [kg]	147,844
Landfill	147,844
Bulk Reject (tubes with active material)	83,900
Landfill	83,900
Total	518,128

Hazardous waste (India)

	Total Amount	Recycling (sold) [kg]	Co-processing (Incineration) [kg]	Landfill [kg]
Spent Lubricating Oil [kg]	10,876	10,876		
Batteries and Electronic Parts [kg]	156	156		
Empty Containers [kg]	13,483	13,483		
ETP Sludge [kg]	198,748		198,660	88
Ash [kg]	179,533	179,533		
Oil Soaked Filters [kg]	1,055	975		80.4
Skimmed oil from ETP [kg]	22,907	22,907		
Discarded Liners of Hazardous Chemicals [kg]	714			714
	427,472	227,930	198,660	882

Non-hazardous waste (India)

Waste	Total [kg]	Recycling (sold) [kg]	Co-processing (incineration) [kg]
Paper Waste	65,047	65,047	
Metal Waste	590	590	
Plastic Waste	3,465	3,465	
MS Drums	2,433	2,433	
PVC Drums/Plastics	181,839	181,772	
Iron Scrap	82,438	80,061	
Empty Premix Bags	19,718	19,718	
Chemical Barrels/Container	8,869	8,869	
Perfumed Soap Scrap	128,278	128,278	
Unperfumed Soap Scrap	61,384	61,384	
Wrapper	70,827		70,827
Stiffner	16,908		17,191
Corrugated Folding Box	1,025,565	1,025,565	
Metallic Waste	71,055	71,055	

Waste	Total [kg]	Recycling (sold) [kg]	Co-processing (incineration) [kg]
Empty Noodle Bags	206,986		206,986
Ash	179,533	179,533	
Wooden Scrap	16,349	14,645	1,704
Debris	67,331	67,331	
Glass Scrap	605	605	
PVC/Plastic Scrap	13,629	13,629	
Rock Wool/Insulation Material	7,545	7,545	
Poly Cover and Other Plastic	67,475	67,475	
Hdpe Bags	474	474	
Plastic Drums/Containers	47,214	47,214	
Poly Scrap	12,358	12,358	
Iron Drums	13,675	13,675	
Laminate- Scrap	250,672	250,672	
Total	222,262	223,393	296,708

Non-hazardous waste (International)

Waste	Total [kg]	Landfilled [kg]	Recycling (sold) [kg]	Co-processing (incineration) [kg]
Fibre Waste	392,038	392,038		
Biomass Ash	10,746	10,746		
Paper Waste	923,223	226,993	696,230	
Metal Waste	41,721	193	41,528	
Plastic Waste	265,588	18,955	246,432	200
Miscellaneous Waste	57,165	29,600	27,565	
MS Drums	1,119		1,119	
PVC Drums/Plastics	21,425		21,425	
Iron Scrap	1,538		1,538	
Chemical Barrels/Container	1,342		1,342	
Corrugated Folding Box	895,789	12,582	883,207	
Total	2,611,694	691,107	1,883,010	

99%

Reduction in waste-to-landfill achieved by diverting ETP sludge from landfill to co-processing at a cement factory (Malanpur, India).

#LeaderSpeak

“We strongly believe that diversity in workplace fuels creativity and innovation. We want everyone who joins us to realise their full potential, live our purpose and values, and dream bigger and bolder for us.”



Mr Rahul Gama
Head – Human Resources

DISCUSSION ON MATERIAL ISSUES

PEOPLE

Our team members play an elemental role in propelling us forward, every day, and are the torchbearers of the Godrej Way. Our growth over the years has been a function of the relentless efforts of our people, who have strived to make GCPL what it is today.

In order to motivate and retain our world-class workforce, we have adopted world-class practices. Our people-friendly policies stem from globally-acclaimed and accepted frameworks and policies, which celebrate diversity and inclusion.

Some conventions that we follow while devising our people policy include the International Bill of Human Rights (i.e. the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the (International Labour Organisation) ILO's Declaration on Fundamental Principles and Rights at Work. As we operate in multiple geographies such as India, Ghana, South Africa, Uganda, Tanzania, Zambia, Chile and the US, we are subjected to various human rights laws of different lands. If we find a grey area, we naturally adopt the higher standard. We have also formally adopted a Human Rights policy, and are in the process of rolling out an implementation plan for the same.



Our Gurukul 2017 summer intern batch

DISCUSSION ON MATERIAL ISSUES

Diversity at GCPL

At GCPL, we foster a culture of diversity. We strongly believe that each employee comes with a unique set of skills, competencies and perspectives, which can further propel our Company on its success journey.

Embracing inclusion

As a group, Godrej champions diversity and inclusion as part of its core values and is among the few companies in India to introduce Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI) favourable policies at the workplace. The Standards of Conduct builds on the United Nations Guiding Principles on Business and Human Rights, adopted by the United Nations Human Rights Council in 2011.

They are the product of a year-long process of consultations facilitated by the United Nations Human Rights Office and the Institute for Human Rights and Business, including regional meetings with leading business representatives in Asia, Africa, Europe and the Americas. Godrej was one of the companies consulted to research these guidelines in India, and has supported the framework since its inception.

In October 2017, Godrej also hosted a pre-event discussion with 20 attending Diversity & Inclusion leaders to share best practices and what they can do to build more inclusive cultures.

The five standards highlighted in the Corporate Standards of Conduct on Tackling Discrimination Against LGBTQI people are:

- **RESPECT** the human rights of their LGBTQI workers, customers and members of the public
- **ELIMINATE** workplace discrimination against LGBTQI employees
- **SUPPORT LGBTQI** employees at work
- **PREVENT** discrimination and related abuses against LGBTQI customers, suppliers and distributors – and insist that suppliers do the same
- **STAND UP** for the human rights of LGBTQI people in the communities where companies do business

30%

Women team members out of total new joinees



Launch of the global standards for businesses to tackle discrimination against LGBTQI people

DISCUSSION ON MATERIAL ISSUES

Careers 2.0

The Careers 2.0 programme is targeted at women professionals in an attempt to ease their transition back into the workforce, post a break in their career. This programme is available for women with an experience of at least two years and have taken a continuous career break of six or more months. To retain skilled workforce, we offer live business projects on a flexi/part-time basis to aid team members reorient themselves to being part of the organisation.

Sustenance allowance

Keeping in line with our aim to maintain a workplace that is accessible and approachable to all our team members, we provide financial support in the form of sustenance allowance to team members with special needs or requirements. We also offer need-specific infrastructure and safe travel options to and from the workplace.

Feedback 30-60-90

Using the Feedback 30-60-90 process, new Godrejites at GCPL are onboarded and their feedback is taken. Under this feedback, we gauge the employee's onboarding experience, areas for improvement, experience of the employee in the first three months, and the feedback on the entire transition in a new organisation and or role.

360 Degree Feedback

At GCPL, team members at and above the level of managers are appraised through the 360 Degree Feedback process. This process enhances leadership behaviour by providing a tool to define and communicate key leadership traits that the Company values and to directly link employee behaviour with the values of the organisation.



The Godrej Professional team at the launch of our new range



Our leadership team at The Godrej Way cascade in Jakarta

Our Speaking Philosophy

Apart from the feedback mechanism, we engage with Godrejites on multiple forums under Our Speaking Philosophy. These forums align our team members towards GCPL’s vision and objectives and highlights expectations from the team members.

InTUNE employee engagement study

Employee engagement is assessed by a third party annually to improve internal practices for team members. As a part of the InTUNE study, select organisation-wide focus group discussions are conducted with various homogeneous demographic groups. This is a great opportunity for team members to voice their views, provide feedback, share concerns, and encourage initiatives which are doing well.

Vote

We conduct open-ended discussions with individuals at the factory through the factory Human Resource (HR) team to garner feedback of our team members working in the manufacturing plants.

Grievance Redressal Committee at factories

At GCPL facilities, we encourage our team members to highlight issues to their immediate supervisor, who in turn discusses the issues raised with the ‘Grievance Redressal Committee’. Members can also share their concerns directly with any member of the Committee in case of sensitive issues.

Great Place To Work

The Great Place To Work Institute has recognised us as one of the best companies to work for in India.

GCPL Pulse

This is an employee vulnerability tracker where the HR Partner predicts employee vulnerability through a one-on-one meeting. The interventions are prioritised for talent retention, listing future talent and driving engagement.

Quality Circles at GCPL

Quality Circle (QC) and the way it is practiced at GCPL have been one of our most significant initiatives. QC gives team members a platform to showcase their ideas and solutions to the Management and has brought about a transformation across our factories. At Malanpur, approximately 400 team members (93 per cent) of the total strength are part of QC. A total of 40 QCs are working continuously, and an annual saving of approximately ₹ 1.74 Cr was achieved from the same. Fourteen QCs have also participated and won various regional and national awards.

Caregiver's travel policy

The Caregiver Travel Policy is designed to support the transition of new mothers back to work. This policy allows mothers to bring along a caregiver and the child (or children), up to the age of one year for necessary work related travel. The intent of this policy is to support mothers who might still be breastfeeding to not miss out on necessary official travel.

Training, health and safety

As part of the Godrej Group, we believe in a strong culture of continuous improvement in terms of training, health and safety parameters. Our people are the key to building a strong safety culture and we regularly strive to connect with every employee in this regard.

To impart effective training, we engage our workforce in practical sessions, role plays and safety competitions. In FY 2017-18, we focused on improving safety awareness among all team members, including our contractual workforce.

Stakeholder speak

“As a new, breastfeeding mother who wants to nurture her child and as a professional starved for work for 6 months, there are often multiple choices a woman should make. For me the choice was between travelling for the most important research for my category and leaving my 7 months old baby overnight. I decided to approach the management to inform them that I need to take my father along for the research so that I don't deprive my baby of breast milk that she was dependent on. I was told I may do so, but the expenses would be personal. I knew I may not be able to afford multiple travels like this and might have to make some compromise.

I was pleasantly surprised with a policy that came into force barely a month from my request alleviating this pain point. Just like me, many new mothers were saved from making such compromises between work and their kid, thanks to this policy.

Mamta Kathuria
GCPL Employee



Godrej UK features on the Great Place To Work Institute's UK Best Workplaces 2018 list

We reward safety improvement at the highest level to encourage everyone in the Company. In FY 2017-18, the Thana plant was bestowed with the Godrej Award (the highest award in the Godrej Group) for its safety performance.

All these efforts have helped us reach the base of the safety pyramid. We recorded an increase of 44 per cent in near-miss reporting in the year FY 2017-18 compared to the last year. Our safe man-hours have also improved significantly, from 32 million in FY 2016-17 to 47 million in FY 2017-18.

2,500+
safety training programmes
arranged for 22,000+ team
members and contractors in
FY 2017-18

17
external awards in safety won
during FY 2017-18

Health and Safety Indicators

Indicator	Overall [In units]	International [in units]	India [in units]
Injury Rate	1.66	2.17	0.45
Disabling Incident	0	0	0
Fatalities	0	0	0
First Aid/Medical	1,397	1,248	149
LTI/Disabling Injury (Away for duty for 48 hours)	37	34	3


**Workforce turnover Gender-wise
(including VRS, retirement and death)**

Category	Male	Female
Global Leadership	2	0
AVP and GM	5	4
DGM and Managers	23	21
AM and Below	177	19
Supervisor	188	13
Contractual Staff	0	0

**Workforce turnover Age-wise
(including VRS, retirement and death)**

Category	< 30 years	30-50 years	> 50 years
Global Leadership	0	2	0
AVP and GM	0	8	1
DGM and Managers	18	23	3
AM and Below	81	101	14
Supervisor	73	112	16
Contractual Staff	0	0	0

**New Joinees (Gender-wise) who joined
during FY 2017-18**

Category	FY 2017-18	
	Male	Female
Global Leadership	0	0
AVP and GM	3	1
DGM and Managers	44	24
AM and Below	210	41
Supervisor	349	4
Contractual Staff	0	0

**New Joinees (Age Group-wise) who
joined during FY 2017-18**

Category	< 30 years	30-50 years	> 50 years
Global Leadership	0	0	0
AVP and GM	0	4	0
DGM and Managers	35	33	0
AM and Below	137	114	0
Supervisor	0	321	41
Contractual Staff	0	0	0

New Joinees Turnover (Gender-wise) during FY 2017-18

Category	Male	Female
Global Leadership	0	0
AVP and GM	0	0
DGM and Managers	5	5
AM and Below	23	4
Supervisor	69	0
Contractual Staff	0	0

New Joinees Turnover (Age Group-wise) during FY 2017-18

Category	< 30 years	30-50 years	> 50 years
Global Leadership	0	0	0
AVP and GM	0	0	0
DGM and Managers	6	4	0
AM and Below	16	11	0
Supervisor	0	0	0
Contractual Staff	0	0	0

Percentage of employees covered by collective bargaining mechanism (indicator for freedom of association) 72% including Contractual Labour

89% Only Blue-Collar

Note: new joinees – those who joined with FY 2017-18 only

Workforce Training**Trainings attended by male employees**

Category	Number	Manhours
Global Leadership	34	384
AVP and GM	125	762
DGM and Managers	191	1,368.3
AM and Below	1,880	11,524.03
Supervisor	0	0
Contractual Staff	0	0

Trainings attended by female employees

Category	Number	Manhours
Global Leadership	10	104
AVP and GM	10	68
DGM and Managers	54	677
AM and Below	189	1,202.75
Supervisor	0	0
Contractual Staff	0	0

Training details are given in manhours categorised by gender and employee category

GLOBAL

**Workforce turnover Gender-wise
(including VRS, retirement and death)**

Category	Male	Female
Global Leadership	5	0
AVP and GM	4	2
DGM and Managers	44	17
AM and Below	169	150
Supervisor	185	74
Permanent Staff	624	1,789
Contractual Staff	593	539
BC	4	12

**Workforce turnover Age-wise
(including VRS, retirement and death)**

Category	< 30 years	30-50 years	> 50 years
Global Leadership	0	4	1
AVP and GM	0	4	2
DGM and Managers	6	42	13
AM and Below	72	229	25
Supervisor	36	214	9
Permanent Staff	394	1,973	46
Contractual Staff	595	524	12
BC	2	3	11

**New Joinees (Gender-wise) who joined
during FY 2017-18**

Category	Male	Female
Global Leadership	1	0
AVP and GM	14	0
DGM and Managers	16	15
AM and Below	94	59
Supervisor	35	16
Permanent Staff	12	5
Contractual Staff	151	88
BC	230	313

**New Joinees (Age Group-wise) who
joined during FY 2017-18**

Category	< 30 years	30-50 years	> 50 years
Global Leadership	0	3	1
AVP and GM	0	6	0
DGM and Managers	0	33	1
AM and Below	39	114	1
Supervisor	24	26	1
Permanent Staff	8	9	0
Contractual Staff	154	106	0

New Joinees Turnover (Gender-wise) during FY 2017-18

Category	Male	Female
Global Leadership	0	0
AVP and GM	0	0
DGM and Managers	4	0
AM and Below	7	7
Supervisor	8	3
Permanent Staff	2	2
Contractual Staff	36	32
BC	182	505

New Joinees Turnover (Age Group-wise) during FY 2017-18

Category	< 30 years	30-50 years	> 50 years
Global Leadership	0	0	0
AVP and GM	0	0	0
DGM and Managers	0	4	0
AM and Below	1	12	1
Supervisor	6	4	0
Permanent Staff	3	1	0
Contractual Staff	33	29	0
BC	471	216	0

Workforce Training**Trainings attended by male employees**

Category	Number	Manhours
Global Leadership	2	120
AVP and GM	17	182.4
DGM and Managers	52	5,212.95
AM and Below	448	11,313.53
Supervisor	68	96
Contractual Staff	247	142

Percentage of employees covered by collective bargaining mechanism (indicator for freedom of association)

Note: new joinees – those who joined with FY 2017-18 only

Trainings attended by female employees

Category	Number	Manhours
Global Leadership	0	0
AVP and GM	5	124
DGM and Managers	42	3,383.6
AM and Below	410	4,706.43
Supervisor	40	96
Contractual Staff	245	142

Training details are given in manhours categorised by gender and employee category

#LeaderSpeak

“We have always put people and our planet alongside profits in the way we do business. Our growth strategy and aspirations are also linked to our performance against triple bottom line targets and this, I believe, has helped us build long-term value for all our stakeholders.”



Mr V. Srinivasan
Chief Financial Officer and Company Secretary

DISCUSSION ON MATERIAL ISSUES

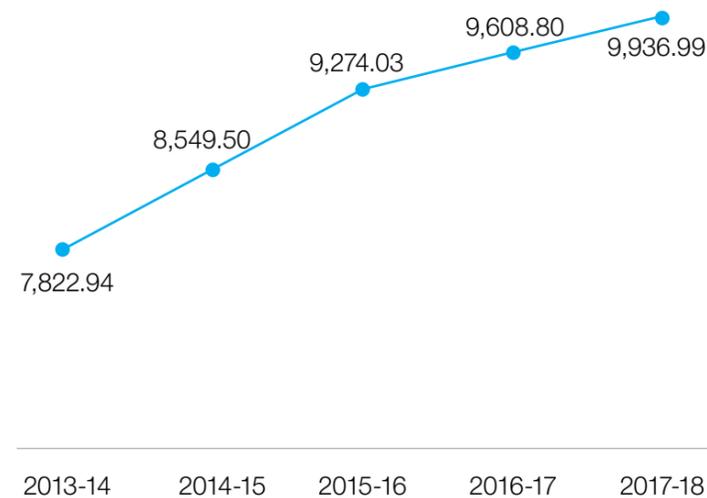
ECONOMIC PERFORMANCE

Our organisation has been growing continuously, while maintaining its leadership position across product categories and regions. As a for-profit enterprise with our own set of economic, social and environmental priorities, we have recorded strong performance across various key parameters, year-on-year.

Key economic performance indicators

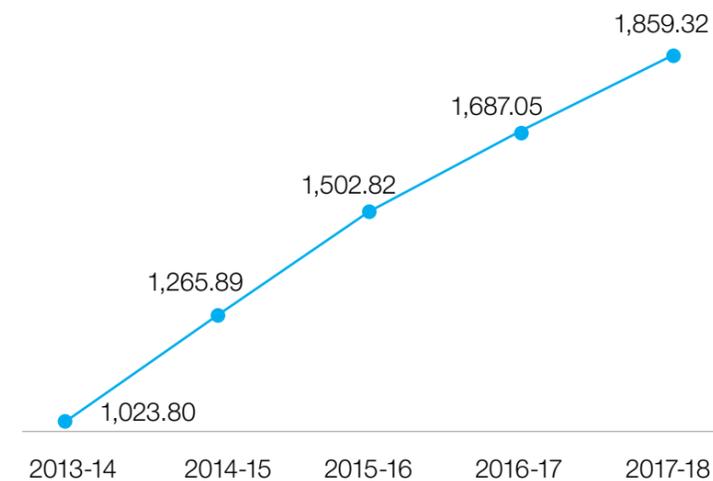
We have identified the key parameters (consolidated) that can represent our economic performance, along with our five-year growth trend across indicators.

Total revenue (in ₹ crore)



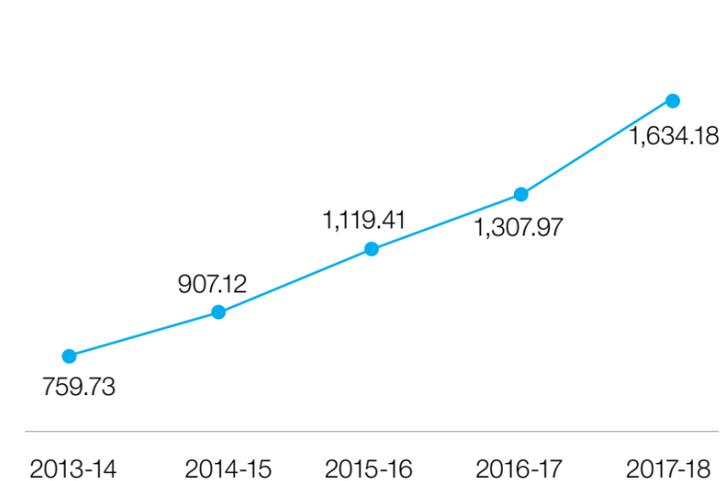
Y-o-Y growth: 34%

Earnings before interest and tax (EBIT) (in ₹ crore)



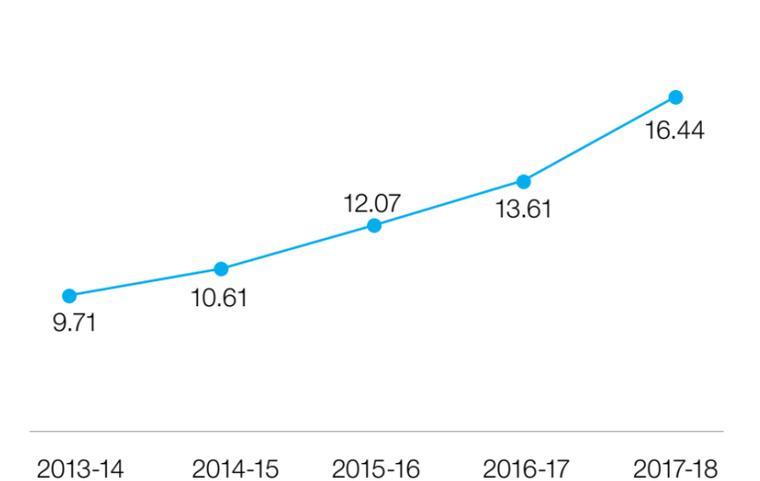
Y-o-Y growth: 10%

Profit after tax (PAT) (in ₹ crore)

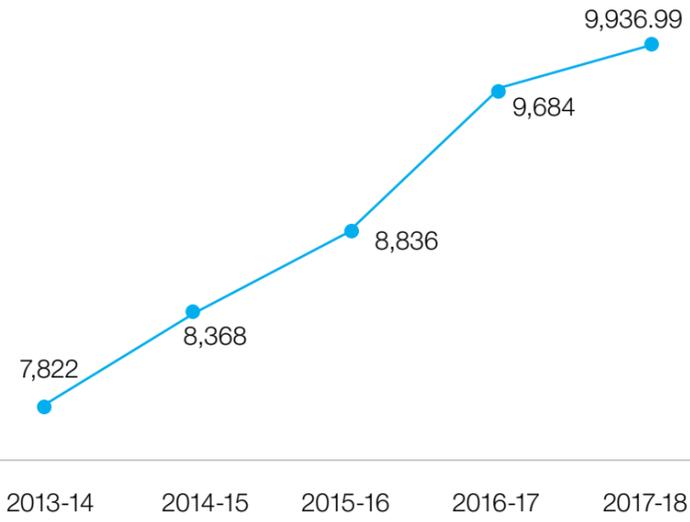


Y-o-Y growth: 25%

Post-tax profit margins (%)

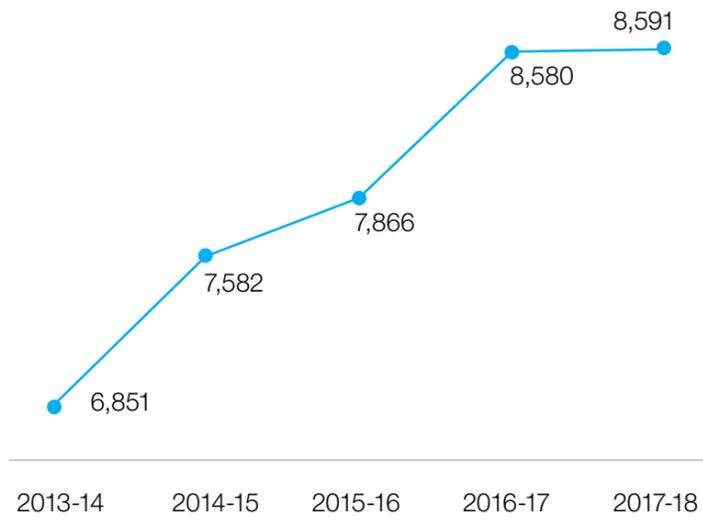


Economic value generated (in ₹ crore)



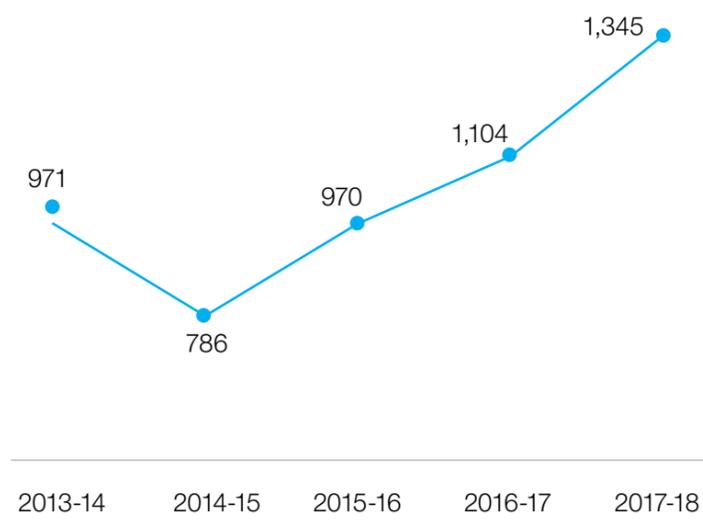
Y-o-Y growth: 2.6%

Economic value distributed (in ₹ crore)



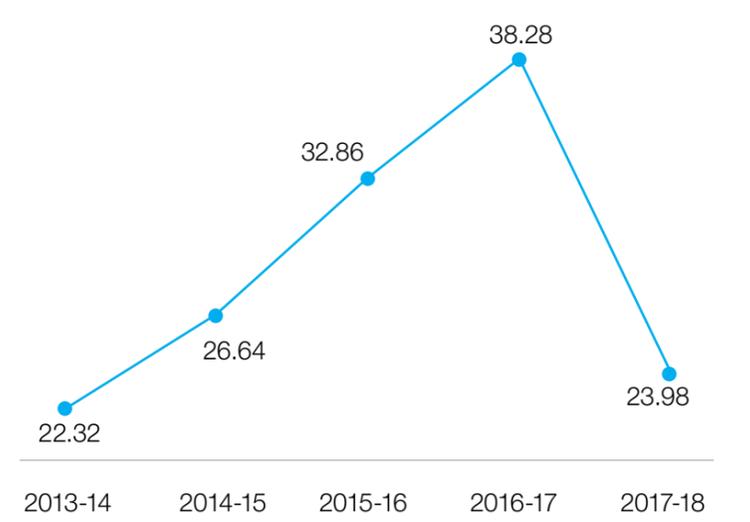
Y-o-Y growth: 0.1%

Economic value retained (in ₹ crore)



Y-o-Y growth: 22%

Earnings per share (EPS) (₹)



Y-o-Y growth: (37%)

#LeaderSpeak

“Keeping the planet alongside profits is at the core of our values. Therefore, adhering to compliance standards and regulations is a foundational requirement for us. We strive for the best in the industry, and believe that will help us build a sustainable competitive advantage in global markets.”



Mr Jishnu Batabyal
Head – Strategy and Planning

DISCUSSION ON MATERIAL ISSUES

EMERGING REGULATIONS

GCPL is a global enterprise and our operations are governed by multiple regulatory authorities across geographies. Indeed, we are committed to the best working practices and invariably meet all regulations that we are expected to conform with. Many a times, our proactive actions in adhering to the best practices help us adapt easily to the emerging regulations in today's changing world.



India

In India, which hosts just over 50 per cent of our business, the following regulations have been notified in the past few years:

- Waste Management Rules, 2016 for solid waste management, hazardous waste management and plastic waste management
- Revised emissions and effluent norms
- Ban on plastics by various state governments
- Plastic Waste Management Rules, 2016

Our response

Legislative and regulatory requirements can affect different areas such as product manufacturing, materials transportation, employee safety and air emissions.

Therefore, a comprehensive Environmental Management System (EMS) is critical for tracking and responding to emerging regulations. To address the risk arising from plastic ban, we have started working with Bhabha Atomic Research Centre (BARC) to develop bio-based plastic polymers using the extrusion process for large-scale production. With the help of this project, we would be able to further reduce our dependency on plastics.



Kenya

We have considerable presence in Kenya, where the recently announced plastic ban is one of the most stringent environmental regulations across the globe.

As per the new law, Kenyans producing, selling or even using plastic bags will risk

imprisonment of up to four years or fines of US\$40,000 (£31,000). Kenya has thus joined more than 40 other countries that have banned, partly banned or taxed single-use plastic bags, including China, France, Rwanda and Italy. The ruling comes after 10 years of legislative deliberations.

Our response

While the Kenyan ruling is material to us, we have already applied for an exemption and are expecting its sanction. The exemption has been sought under Category 2 of plastic bags, as floated by the National Environment Management Authority (NEMA). This category includes industry primary packaging using plastic where the plastic is in direct contact with the product and the packaging is done at the source. This is subject to extended producer responsibility, clear labelling and recording of the take-back scheme.

As an environmentally-conscious company, we welcome such regulations and best practices that are to be adopted at an industrial scale.

#livingthegodrejway

HELPING KEEP WOOLLEN GARMENTS GOOD AS NEW.

*pH-neutral
formula for
winter clothes.*



Social responsibility

Read inside	Page No.
Our social commitment	65
Livelihoods	66
Public health	70
Community development around plant locations	71
Environmental programmes	73
Volunteering	76

SOCIAL RESPONSIBILITY

OUR SOCIAL COMMITMENT

Corporate social responsibility (CSR) is ingrained in the Godrej Group's DNA. For us, this directly translates to living the Godrej Way by actively involving and contributing to far-reaching social development initiatives.

Towards this effect, we have made several conscious and continuous efforts to go beyond our purpose of profit and aid in effective community building. We have undertaken several initiatives in the past years to bring about visible changes in the societies where we operate. Our CSR policy outlines our focus areas and defines the scope of our activities. It also guides us on the execution and monitoring of all our projects. Further, it focuses on addressing critical social, environmental and economic needs of the marginalised/underprivileged

sections of the society by adopting a shared value approach that helps solve problems while strengthening our competitive advantage. Our CSR initiatives are guided by the Godrej Group's sustainability vision of Good & Green. The 'Good' initiatives are reported under Schedule VII, Section 135 of the Companies Act, 2013.

Further, over the years, we have expanded our programme to align with the (United Nations) UN Sustainable Development Goals (SDGs) and national priorities. As a result, besides livelihoods, we have developed programmes to address public health issues (in line with the Swachh Bharat Abhiyan), environmental sustainability disaster relief management and volunteering.

Some of our key social development initiatives are discussed ahead.



As part of Godrej Global Volunteering Day, each year over 1000 of our team members volunteer in education institutes across 9 countries and reach out to over 14,000 children

SOCIAL RESPONSIBILITY

LIVELIHOODS

SALON-I & BEAUTY-PRENEUR

In India, the population of working women is lesser compared to their male counterparts. While women play multifaceted roles in the society and the economy, a dearth of formal opportunities, social stigma and lack of support prevents them from fully utilising their potential.

Our flagship social initiative, Salon-i, is a vocational training programme for women. It has been designed entirely in-house at Godrej to train young women on basic skills of beauty, skin, hair-care and mehendi application. In addition, life skills and entrepreneurship development modules enable women to take up jobs or pursue self-employment depending on their unique skillsets and circumstances. The curriculum, audio-visual modules, life skills and entrepreneurship training tools have been designed and created either entirely in-house or co-created with partners.

Since 2012, Godrej Consumer Products, through its NGO partners, has trained close to 160,000 young women across India, with skills that improve their earning potential, help them increase their mobility and negotiate their rights at home and in the community. In FY 2018 alone, we trained over 64,000 young women. Given that participation of women in the workforce in India has fallen to 27% in recent times, it is good to see that over 50% of our trainees take up employment and over 25% of them work from home in beauty related trades.

Salon-i quick facts

- Salon-i is a 500-hour training programme with audio-visual modules, and life skills and entrepreneurship training tools.
- It is aimed at women between 18-30 years of age for employment or entrepreneurship.
- The programme focuses on urban and per-urban, socio-economically weaker sections of society.
- ~160,000 women trained across 23 states to date
- 22 partners



Salon-i beautypreneurs

50%
of our trainees take up
employment

Over 25%
of them work from home in
beauty related trades

Beautypreneur

Given the growing number of programme alumni across the country, the Godrej Salon-i team along with partners designed on a new dimension in the programme, called Beautypreneur. The programme aims to work with Godrej alumni, as well as women in the micro and small beauty and wellness industry, to upskill them to run beauty enterprises. Beautypreneur has been created with the larger vision of achieving equal participation of women in the society. Through enhancing employability and entrepreneurship for women in the Beauty & Wellness sector and initiating conversations on their own rights and lives, the programme aims to empower women financially as well as socially.

Till now, most of the beauty training happens at government/NGO run training centres or in beauty parlours itself (leaving aside elite training academies). The training

centres often lack good quality curriculum, trainers and infrastructure. They also do not have scope for real life exposure for the trainees in terms of practicing on real customers. Hence, most of the times, though girls complete their courses and get a certificate, they do not feel equipped to face the market.

On the other hand, while the beauty parlours offer more real life exposure, most of the training consists of observing the expert or doing support work at the parlour including cleaning up and setting up. The parlours also cannot/do not offer certificates to the trainees making it difficult for them to access job opportunities sometimes.

A Beautypreneur positions herself uniquely to fill this gap. She runs a parlour and a training centre. Beautypreneur also offers a certificate co-branded by Godrej, Dhriiti and Local partners.

Impact assessment for Salon-i

A third-party impact assessment has shown that approximately 40 per cent of the Salon-i alumni take up full-time or part-time vocations. The Salon-i Beautypreneur initiative supports enterprising women in the salon industry to start training other girls in their region, in addition to their regular jobs, while the rest prefer to work from home due to a range of socio-economic issues.

Those who work from home earn between ₹ 1,000 and ₹ 5,000 per month whereas those with jobs earn upwards of ₹ 5,000 per month, depending on the number of hours, location, skill level, etc. It must be noted that for most of our alumni, this is their first skill-based income source, and many women are the first women in their families and/or communities to step out of the home for paid employment.

The Salon-i programme essentially provides and promotes active participation of women in economic and social decision-making, starting from within their families. We are increasingly witnessing their role change from household workers to formal breadwinners. At a macro level, this adds to the nation's productivity, balances the gender equation among the working population and promotes equal opportunities for all.

Success through support



“I have been running my parlour for almost two decades now, in Ranihati, West Bengal. I started out in a very small place with basic equipment, but today, I operate in a busy market area.

Courtesy of the ‘Beautypreneur’ programme, I was able to acquire new skills as a beautician — upgrading from what I had initially learnt several years ago. This upskilling exercise included learning about new services such as hair colouring and hair spa. Not only that, I also understood the different ways I could increase my client base and upscale my parlour — something I had long wished to do. I received guidance on financial planning that has led me to better understand my own business. Besides a

steady source of income, I have gained popularity in the locality. What’s more — the students I train, in turn, work in my parlour. I am fortunate that, through the programme, I have met many like-minded beauty entrepreneurs, who have inspired me and helped me expand my business knowledge.”

Shila Das
Entrepreneur

“I began my parlour in a small home set-up in Pune. I joined the ‘Salon-i’ programme to learn how to grow my business. It was extremely useful. Since then, I have served more and more customers, and each of them have left my parlour happy and satisfied. I offer a variety of beauty services and thus, can earn a sufficient sum every month as income. I also train students, who then receive certifications from Godrej. This supplements my income. All of this was made possible by the Godrej team; their various business planning exercises have helped me shape my own business plan and even avail capital financing. Now, I am in the midst of fulfilling my lifelong dream of opening my parlour in a proper space.”

Sushma Anand
Entrepreneur

DARLING HAIR AND BEAUTY SKILLS TRAINING IN KENYA

Unemployment is one of the major problems in Kenya today, especially for the youth. Data is inconsistent with government figures reporting 7%, ILO stating 11% and a (United Nations Development Programme) UNDP report citing a whopping 39%. In this scenario, women are worse off. According to the Kenya National Bureau of Statistics, only about a third of Kenyans in formal employment are women.

In an endeavour to contribute to provision of sustainable solution to the problem of unemployment amongst the Kenyan youth, Godrej-Darling CSR programme runs hairdressing training for young women from underprivileged backgrounds in Kenya. Godrej-Darling has been running 11 hairdressing skills academies in Kenya (in Nairobi, Machakos, Yatta, Athi River, Keumbu, Nyaore, Ngirisu, Awendo Marindi, Kitui, Rongo, Kitale). Through the initiative, the project has since managed to train over

3,000 women in 5 years, with 1,301 being trained in FY 2017-18 alone. Godrej-Darling is currently looking to expand its CSR project activities to cover more geography in Kenya and also reach more of our intended beneficiaries. We are looking at approximately 10,000 beneficiaries in 5 years. We are motivated by the successes so far reported by our alumni, several of whom have gone on to set up their own businesses (salons) and this is something we would like to facilitate for many more.

Darling Hair & Beauty Training Centres quick facts

- A total of over 3,000 girls trained till date in 11 training centres in Nairobi, Machakos, Yatta, Athi River, Keumbu, Nyaore, Ngirisu, Awendo Marindi, Kitui, Rongo, Kitale
- 14 week training programme that includes both theory and practical sessions
- The focus is primarily on hair care and braiding

LIFE SKILLS

We have developed an interactive life skills curriculum for all our employability programmes across our businesses. The life skills curriculum supplements the current employability courses by equipping them with:

- Financial literacy: Bank accounts, insurance, relevant government schemes, identification papers and bill payment
- Health and well-being: Managing stress (both work and personal), managing life changes and coping mechanisms, and dealing with anxiety and depression
- Personal well-being and growth: Self-improvement, self-esteem, goal setting, life purpose and life-long learning, critical thinking and decision-making
- Work readiness: General job skills and skills to find a job, recognising job duties and responsibilities, and teamwork and learning to exhibit appropriate work habits
- Community involvement: Citizenship, community awareness and learning to reflect and form opinions on socio-political issues.

RURAL INTENSIFICATION

As a corollary to the employability and livelihoods programme, we have set up a project to identify and train unemployed women and youth in entrepreneurship skills to ensure a stable livelihood for them. The programme involves intensive mobilisation and a year-long handholding period to ensure that they succeed at their entrepreneurial ventures.

The programme aims to provide an additional source of income to the youth, especially women. Rural households typically earn an average of ₹ 6,500/month and many live below the poverty line. To ensure a more secure livelihood and improve their quality of life, we introduce income generation and entrepreneurial activities to them. The youth are primarily provided training on different aspects of rural retail business and entrepreneurship. The aim is to train them to be mobile retailers or door to door salespeople and eventually some of them can set-up a permanent store or even become local area stockists. In FY 2017-18, 700 youth have been trained under this project.

PUBLIC HEALTH

ELIMINATION OF MOSQUITO BORNE ENDEMIC DISEASES (EMBED)

An ideal example of shared value between business and social value is our EMBED programme. Introduced in Madhya Pradesh in 2015, EMBED was ideated after a feasibility study on Indian states that had a high incidence of vector-borne diseases such as malaria and dengue. On analysing the problem, we realised that specifically, households and people at the bottom of the pyramid suffer from vector borne and other diseases. Acting on this, our innovative product offerings were taken to the stakeholders and usage instructions were communicated to them. At present, we have collaborated with non-profit organisations and the state government to run intensive behaviour change programmes in nine districts of Madhya Pradesh. We are working with the vulnerable and marginalised groups living in the tribal, hilly and hard-to-reach areas to spread awareness about the diseases.

Impact

- The programme currently addresses 45% of the malaria burden in Madhya Pradesh across 9 districts, 3,000 villages, 700,000 households, and 3-,500,000 people.
- In phase I, 209 ASHA workers, 77 Rural Health Care Providers, 655 Ojhas, and 156 community volunteers have been trained on correct diagnosis treatment and/or referral of malaria cases.
- On the basis of internal data, from 2015 to 2017, in phase I districts, there has been a 70%-86% decrease in Annual Parasitic Index (API) in intervention villages, compared with 40%-50% decrease in API in non-intervention villages.

36%

Proportion of malaria burden in Madhya Pradesh addressed by the EMBED programme



Engaging women for Malaria prevention

COMMUNITY DEVELOPMENT AROUND PLANT LOCATIONS

After receiving valuable stakeholder input from third party community needs assessments at our priority plant locations, we are now implementing a range of high-impact community development programmes covering both social and environmental aspects. These are focussed on improving education, water, sanitation, and skill building initiatives across 8 villages in and around our manufacturing facilities.

Our primary emphasis has been on education programmes, where we strive to improve the quality of education in government schools through both infrastructural and academic interventions. In FY 2017-18, we focused on boosting the educational infrastructure of schools in the vicinity of our factories and supported the construction and repair of classrooms, toilet construction, drinking water facilities, and provided furniture and equipment for teaching and learning to 5 schools. These schools are spread across Baddi (Himachal Pradesh), Guwahati (Assam), and Malanpur (Madhya Pradesh). In addition, we conducted a range of activities in local schools in Pondicherry and a community needs assessment around our new Jammu plant.

Stakeholder speak

“Sometimes, interventions in education go beyond books and teaching. At our school, the number of girl children dropping out was mounting. The reason behind this – absence of dedicated toilets for girl children. GCPL supported us through this situation by building four bio-toilets separately for boys and girls. This level of initiative taken by the GCPL management has not only retained the existing students at our school, but has become instrumental in attracting more students towards school education in the area.”

Head Master

Rangmahal High School, Guwahati

Stakeholder speak

“For Malanpur, GCPL and its personnel have become an inseparable part of our society. Basing their outreach activities at our school premises, they have been conducting several welfare activities that have immensely benefited the school and the community as a whole.

These activities include interventions in infrastructure, sanitation, education, student engagement and health.

Bringing a professional perspective to welfare, their initiatives have gone a long way in developing the Malanpur ecosystem. While their environmentally conscious and socially impactful programmes have created large-scale awareness, their infrastructural interventions like building of toilets and maintenance of the school building have created far-reaching positive impacts.

On a regular basis, our students are taken for an industrial visit to the

plant premises where they interact with GCPL personnel. It functions as a collaboration between industry and the academia and our staff and students stand to benefit highly from such interactions. Further the Company sponsors frequent picnics, school furniture, supplies and even cultural and sports activities. One of the core intervention areas by GCPL at Malanpur is sanitation – from building toilets to creating awareness about good hygiene, the level of work has been commendable.

As key beneficiaries in the overall development of Malanpur and its environment, we wholeheartedly thank GCPL for their well-thought out interactions and continued engagement with us.”

Headmaster
Singhwari Government Aided School



Students at Singhwari School, supported by GCPL

ENVIRONMENTAL PROGRAMMES

Rural electrification

Electricity is central to development in any modern economy. While access to electricity has improved over the years, in several of India's remote locations, severe shortage of electricity continues to hinder daily life and full-fledged development. To address this electricity shortfall, we are working to create renewable energy ecosystems in rural India. As part of our green strategy, we provide decentralised, off-grid renewable energy systems through community-level installations. This programme is one of the few which have the power to transform lives from the day the systems come into place. The domestic micro-grids bring light to homes which ensures that children can study in the evenings, women can cook in safety and community members have

longer productive hours to engage in other income generation activities. Please click on the following link to see an example of our work: https://www.youtube.com/watch?v=GoB_2rj6-WA

While the initiative is primarily aimed at domestic electrification, a few micro-grids also provide energy for water pumps which enables marginal farmers to grow more than once crop and almost double their income within 1-2 years.

Further, the installation and commissioning of micro-grids generate employment both for unskilled and skilled labour. We employ the unskilled people for mechanical and civil works, such as erection of module mounting structures, solar modules and civil foundation. We have also trained selected people on the installation and commissioning of the micro-grids. The trained professionals will be responsible maintaining the micro-grids and also imparting the training to other youth in their respective communities.

62

Energy-dark villages in Andhra Pradesh now powered by mini and micro-grids sponsored by GCPL



RENEWING LIVELIHOODS WITH RENEWABLE ENERGY

I live in Chidiyan, a village in the interiors of Madhya Pradesh. Till last year, we, the farmers were in acute distress, owing to the lack of irrigation facilities in the area. We were forced to use diesel generators to pump water from a nearby river. Crop yields declined and we were unable to even cover the cost of fuel. To make it worse, our homes had erratic power supply. Our children could not study without proper lights. Our domestic life suffered equally. It was only after Godrej collaborated with Aga Khan Rural Support Programme (India), that our needs were recognised by an external party. They installed solar panels for supporting our domestic and agricultural requirements. We welcomed the initiative with open arms!

Each of us now sows 1 to 1.5 quintal of crops, using water from solar pumps on a daily basis. For some of us, crop production has doubled compared to the previous years, thanks to the newly-installed solar pumps. Our families too have benefitted from the same; they can now cook, eat and sleep well. Our children can now study better under the light of solar-powered lamps. Godrej has truly brought light back into our lives.

Kalsing
Farmer

WATERSHED MANAGEMENT

Our integrated watershed development project will help restore the ecological balance in the drought-prone district of Siddipet in Telangana. Currently, groundwater levels are lower than 400 ft in many areas and farmers are under acute pressure as a result.

Our efforts are designed to recharge groundwater and make more water available for irrigation over a total area of more than 3,300 hectares and plantation of approximately 4 lakh saplings. Full implementation will start in FY 2018-19.

Watershed management is a term used to describe the process of implementing land use practices and water management practices to protect and improve the quality

of the water and other natural resources within a watershed by managing the use of those land and water resources in a comprehensive manner.

Godrej Consumer Products is partnering with NABARD and PEACE, a local NGO, to work with local communities to ensure their buy-in, create civil structures to capture rainwater at appropriate places, build capacity of local communities on water management, as well as train on sustainable agricultural practices.

The Capacity Building Phase (CBP) covering an area of approximately 200 hectares was completed during FY 2017-18. Full Implementation Phase (FIP) will start in FY 2018-19.



Dugout pond built by villagers as part of watershed programme in Siddipet in Telangana, India

COMMUNITY WASTE MANAGEMENT PROJECTS

Our stance and efforts towards solid waste management extend beyond our manufacturing plants and immediate areas of operations. We have now initiated solid waste management as part of our CSR to introduce community waste management projects across India.

Our approach

We have adopted a multi-stakeholder approach to deal with municipal solid waste. We have designed the initiative to be economically viable, environmentally oriented and socially inclusive. We work with NGOs and local governments to find solutions suiting each region.

- Stakeholder engagement: We work with municipal corporations and municipalities that seek to institute sustainable solutions in the area of waste management. We also work with civil society organisations as well as social enterprises to identify and establish long-term projects.

- Citizen's ownership: Citizens need to take ownership of municipal solid waste management as adoption of sustainable practices is crucial to the success of such programmes.
- Tripartite partnership: The local municipality commits to providing land for segregation activities and recycling. The Godrej Group invests in technology, while the social entrepreneur invests in the other capital expenditure. This tripartite partnership ensures that the entrepreneur has a higher chance of success.
- Financial sustainability: It is essential that the project has built-in revenue streams to ensure long-term financial sustainability. Revenue can come from composting wet waste, selling recycled products, converting plastic to pellets for recycling, etc.
- Social inclusion: Segregation and recycling relies heavily on informal workers who collect, sort and recycle the waste. Social inclusion projects cater to the lives of waste pickers by integrating them into the formal system, as well as providing safe working conditions, social safety nets, child labour restrictions, etc.

Onoing programmes

We have initiated waste management projects using circular economy principles that are commissioned and running. We have collaborated with Hyderabad and Kalyan-Dombivali Municipal Corporations to implement community waste management projects. The projects help the municipalities to divert over 25 MT of waste per day from landfill at each location.

The two projects are tackling different waste streams and demonstrating effective waste management solutions. However, the approach remains the same across locations, partners and projects. Each kind of waste is further segregated and made into final products that may be fed as inputs to other industries, thus upholding the principle of circular economy.

Stakeholder speak

“Working with Godrej has been a pleasure not just because of their legacy of taking communities along with them, but also because of their understanding on the full paradigm of sustainability. In the ‘zero waste to landfill’ project we are associated with, Godrej has been exceptional in looping in all the stakeholders while ensuring sustainability truly at all levels. This included focus on people at the bottom of the pyramid and their internal team coming up with a set of circular economy models, which is the tip of material utilisation in packaging.”

Mr Hemanth Kumar Maley
Director, Dharthi Sustainables Pvt. Ltd.

VOLUNTEERING

Our multi-faceted volunteering platform is structured and provides a range of opportunities for Godrejites to contribute towards community activities. Our team members proactively invest their time and skills in these initiatives that instils a sense of satisfaction of being able to support those less privileged around us. Our volunteers have worked on projects ranging from developing a marketing strategy for an NGO to mentoring a child from a low-income background to raising funds for an organisation. Additionally, we facilitate event-based volunteering activities, online volunteering, and fundraising for natural disasters.

Brighter Giving

Through Brighter Giving, we provide Godrejites with long-term volunteering opportunities to help them make a meaningful impact in our communities. Every year, our volunteers take up projects that address the needs of a nonprofit. We partner with Mentor Me India and iVolunteer to scope and source these projects. The projects range from mentoring an underprivileged child to building an NGO's marketing plan to helping them revamp their websites as well as recruit talent for their leadership roles.

Besides the long-term volunteering commitment, our volunteers conduct short workshops for NGOs and CBOs on digital marketing, HR practices, legal issues, etc. Godrejites have helped SHG (Self-Help Group) women groups to better market and sell their products, trained young students on soft skills and computer applications, and worked with our nonprofit partners to improve their communication and presentation skills.

Our Godrej UK team members, Sarah Selwood and Harriet Walsh, have been taking time off to volunteer with refugee camps in Greece. Since June 2016, both Sarah and Harriet have made three volunteer trips to work with Syrian refugee children and spend time with them while they rebuild their lives.

Godrej Global Volunteering Day

The Godrej Global Volunteering Day is our annual day of community service. In 2016, over 1,030 of our team members volunteered their time to improve teaching and learning experience in 36 schools and institutions. Our team members conducted engaging activities and reached out to over 13,450 children. Our volunteers held film screenings, conducted interactive games, initiated cleanliness drives, and provided career counselling and sports coaching to engage with students in the communities we work in.

World Environment Day

We are committed to building a Greener India, and every year, on World Environment Day, our team members help bring us one step closer to our 2020 goals through volunteering. Our team members drive the celebrations and spread awareness about the effects of our actions on the environment. Godrejites organise tree plantation drives around the communities of our manufacturing plants, cleanliness drives in collaboration with local panchayat and municipal corporations, and awareness sessions in local schools among other activities. In 2016-17, over 500 of our team members participated and helped take us one step closer to achieving our sustainability goals.

Joy of Giving Week

Under the Joy of Giving Week, several volunteering activities are organised. This fiscal, we organised a khichdi drive at our Mumbai head office in partnership with ISKCON Food Relief Foundation to raise awareness and funds for mid-day meals for underprivileged children in government schools. In Pune, our team members organised a sandwich drive with our nonprofit partner, iVolunteer, to provide meals to children from disadvantaged communities.

Disaster relief

As a part of our disaster relief efforts, we provide support to areas affected by natural disasters. With contributions made by Godrejites and matching grants from the Godrej group of companies, we provide relief and rehabilitation support. In 2017, we provided support for the Assam flood relief and the Gujarat flood relief efforts. In the past, we have contributed towards the Nepal earthquake relief and the Chennai flood relief fund.

Mumbai Marathon

Our team members also participated in the Standard Chartered Mumbai Marathon in support of Teach for India. In January 2017, 15 of our team members completed the marathon and raised over ₹700,000 to bring quality education to children from low-income group families across India. The Godrej Group was one of the top three corporate fundraisers at the Standard Chartered Mumbai Marathon 2017.

Stakeholders speak

“The volunteering has helped me to become a confident speaker. I am proud of what I did and would like to continue.”

Ms Mamta Kathuria
GM – Marketing

(She taught business communication to students from the Bright Future NGO in Mumbai)

“Every volunteering project brings a certain learning experience with it. It’s a great platform to realise my full potential in terms of adding value to society.”

Mr Sachin Chandsarkar
GM – Strategic Sourcing

(He took sessions on negotiation skills for a group of non-profit partners.)

In conclusion

Having introduced multiple environment- and waste management-related projects, we believe that we have just begun. As a Group, we realise that there are many different aspects that we need to design, readjust, course-correct and implement to fully embrace the circular economy principles. Going forward, we will continue to invest in reducing the immediate impacts created by current unsustainable practices and building a self-serving system with long-term resilience, economic opportunities and environmental and societal benefits.

#livingthegodrejway

AN INDUSTRY-FIRST INSTANT FOAM HAND WASH.

*Product innovation and
healthy living in a single
package.*



Adherence to standards

Read inside	Page No.
SDG mapping	79
GRI Index	90
Assurance statement	99
Abbreviations	103

ADHERENCE TO STANDARDS

SDG MAPPING

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 1 : No Poverty – End poverty in all its forms everywhere</p>	Access to land	413-2	–
	Availability of products and services for those on low incomes	203-2	60-61 : Economic performance (KPI)
	Disaster/emergency planning and response		76-77 : Volunteering
	Earnings, wages and benefits	202-1	
	Economic development in areas of high poverty	203-2	60-61 : Economic performance (KPI) 66-69 : Livelihood programmes
	Economic inclusion	103-2	65-77 : Social Responsibility
	Electricity access		73 : Rural Electrification

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 2 : End hunger, achieve food security and improved nutrition and promote sustainable agriculture</p>	Access to land	413-2	–
	Changing the productivity of organizations, sectors, or the whole economy	203-2	60-61 : Economic performance (KPI)
	Indigenous rights	411-1	–

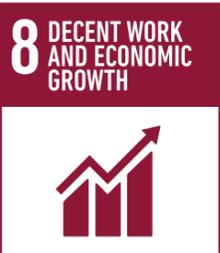
SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 3 : Ensure healthy lives and promote wellbeing for all at all ages</p>	Access to medicines	203-2	70 : Public Health
	Air quality	305-1	40 : Emissions
		305-2	40 : Emissions
		305-3	36 : Discussion on material issues 40 : Emissions
		305-6	–
		305-7	–
	Disaster/emergency planning and response		76-77 : Volunteering
	Occupational health and safety	403-2	54 : People
		403-3	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 4 : Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	Spills	306-3	–
		306-2	44-47 : Waste and effluents
		306-4	45 : Hazardous waste (International and India) 75 : Community waste management projects
			44-47 : Waste and effluents
	Education for sustainable development	102-27	66 : Livelihoods 76-77 : Volunteering
	Employee training and education	404-1	56, 58 : People (Workforce training India and International)

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 5 : No Poverty - Achieve gender equality and empower all women and girls</p>	Economic inclusion	103-2	12-16 : Governance 65-77 : Social Responsibility
	Equal remuneration for women and men	202-1	–
		405-2	–
	Gender equality	401-1	49-58 : People
		404-1	56, 58 : People (Workforce training India and International)
		404-3	–
		405-1	49-58 : People
	Infrastructure investments	201-1	60-61 : Economic performance (KPI)
		203-1	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 6 : Ensure availability and sustainable management of water and sanitation for all</p>	Non-discrimination	406-1	50 : People
	Parental leave	401-3	Data monitoring underway, to be included next year
	Women in leadership	102-22	12-16 : Governance
		102-24	12-16 : Governance
		405-1	49-58 : People
	Workplace violence and harassment	414-1	32-34 : Supply Chain Management (SCM)
		414-2	–
	Spills	306-3	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
	Sustainable water withdrawals	303-1	41-43 : Water
		303-2	–
	Waste	306-2	44-47 : Waste and effluents
	Water efficiency	303-3	41-43 : Water
	Water quality	306-1	44-47 : Waste and effluents
	Water recycling and reuse	303-3	41-43 : Water
	Water-related ecosystems and biodiversity	304-1	–
		304-2	–
		304-3	74 : Watershed Management
		304-4	–
		306-1	44-47 : Waste and effluents
		306-2	44-47 : Waste and effluents
		306-5	–

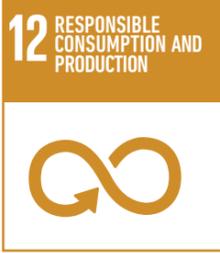
SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 7 : Ensure access to affordable, reliable, sustainable and modern energy for all</p>	Energy efficiency	302-1	38-39 : Energy consumption
		302-2	–
		302-3	38-39 : Energy consumption
		302-4	38-39 : Energy consumption
		302-5	–
		203-1	–
	Renewable energy	302-1	38-39 : Energy consumption
		302-2	–
 <p>SDG 8 : Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	Abolition of child labor	408-1	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
	Diversity and equal opportunity	405-1	49-58 : People
	Earnings, wages and benefits	202-1	–
		401-2	–
	Economic inclusion	103-2	12-16 : Governance
	Economic performance	201-1	60-61 : Economic performance (KPI)
	Elimination of forced or compulsory labor	409-1	–
	Employee training and education	404-1	56, 58 : People (Workforce training India and International)
		404-2	68 : Success through support (Social responsibility)
		404-3	–
	Employment	102-8	–
		202-2	–
		401-1	49-58 : People
	Energy efficiency	302-1	38-39 : Energy consumption
		302-2	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
		302-3	38-39 : Energy consumption
		302-4	38-39 : Energy consumption
		302-5	–
	Equal remuneration for women and men	405-2	–
	Freedom of association and collective bargaining	102-41	–
		407-1	–
	Indirect impact on job creation	203-2	60-61 : Economic performance (KPI)
	Jobs supported in the supply chain	203-2	60-61 : Economic performance (KPI)
	Labor practices in the supply chain	414-1	32-34 : Supply Chain Management (SCM)
		414-2	–
	Labor/management relations	402-1	–
	Materials efficiency	301-1	38-39 : Energy consumption
		301-2	–
	Non-discrimination	406-1	–
	Occupational health and safety	403-1	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 9 : Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>		403-2	54 : People
		403-3	–
		403-4	–
	Parental leave	401-3	–
	Resource efficiency of products and services	301-3	–
	Water efficiency	303-3	41-43 : Water
	Youth employment	401-1	49-58 : People
	Infrastructure investments	201-1	60-61 : Economic performance (KPI)
	203-1	–	
	Research and development	201-1	60-61 : Economic performance (KPI)

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 10 : Reduce inequality within and among countries</p>	Economic development in areas of high poverty	203-2	60-61 : Economic performance (KPI)
	Equal remuneration for women and men	405-2	–
	Foreign direct investment	203-2	60-61 : Economic performance (KPI)
 <p>SDG 11 : Make cities and human settlements inclusive, safe, resilient and sustainable</p>	Infrastructure investments	203-1	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report	SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 12 : Ensure sustainable consumption and production patterns</p>	Air quality	305-1	40 : Emissions		Environmental investments	103	38-39 : Energy consumption 40 : Emissions 41-43 : Water 44-47 : Waste and effluents
		305-2	40 : Emissions			305	36 : Discussion on material issues 40 : Emissions
		305-3	–			306	44-47 : Waste and effluents
		305-6	–			307	–
		305-7	–			301-1	38-39 : Energy consumption
	Energy efficiency	302-1	38-39 : Energy consumption			301-2	–
		302-2	No data found			204-1	32-34 : Supply Chain Management (SCM)
		302-3	38-39 : Energy consumption			417-1	–
		302-4	38-39 : Energy consumption			301-3	–
		302-5	–			306-3	–
					Materials efficiency/ recycling	301-1	38-39 : Energy consumption
					Procurement practices	204-1	32-34 : Supply Chain Management (SCM)
					Product and service information and labeling	417-1	–
					Resource efficiency of products and services	301-3	–
					Spills	306-3	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
	Transport	302-1	38-39 : Energy consumption
		302-2	–
		305-1	40 : Emissions
		305-2	40 : Emissions
		305-3	–
Waste	306-2	44-47 : Waste and effluents	
	306-4	45 : Waste and effluents	
Water efficiency	303-3	41-43 : Water	
Water quality	306-1	44-47 : Waste and effluents	

SDG



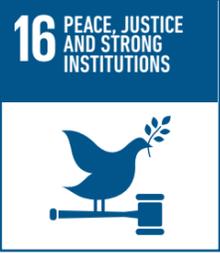
SDG 13 : Take urgent action to combat climate change and its impacts

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
	Energy efficiency	302-1	38-39 : Energy consumption
		302-2	No data found
		302-3	38-39 : Energy consumption
		302-4	38-39 : Energy consumption
		302-5	–
	Environmental investments	103	38-39 : Energy consumption
		305	40 : Emissions
		306	41-43 : Water
		307	44-47 : Waste and effluents
		305-1	40 : Emissions
		305-2	40 : Emissions
		305-3	–
	GHG emissions	305-4	36 : Discussion on material issues
		305-5	40 : Emissions
		305-6	–
		305-7	–
		201-2	23-24 : Risks and opportunities
Risks and opportunities due to climate change	201-2	23-24 : Risks and opportunities	

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 14 : Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	Environmental investments	103	38-39 : Energy consumption 40 : Emissions 41-43 : Water 44-47 : Waste and effluents
		305	36 : Discussion on material issues 40 : Emissions
		306	44-47 : Waste and effluents
		307	35 : Environment
		Marine biodiversity	304-1
		304-2	–
		304-3	–
		304-4	–
	Ocean acidification	305-1	40 : Emissions
		305-2	40 : Emissions
		305-3	–
		305-4	36 : Discussion on material issues
		305-5	40 : Emissions
		305-6	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report	
 <p>SDG 15 : Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	Environmental investments	305-7	–	
		Spills	306-3	–
		Water discharge to oceans	306-1	44-47 : Waste and effluents
			103	38-39 : Energy consumption 40 : Emissions 41-43 : Water 44-47 : Waste and effluents
			305	36 : Discussion on material issues 40 : Emissions
		306	44-47 : Waste and effluents	
		307	–	
	Forest degradation	305-1	40 : Emissions	
		305-2	40 : Emissions	
		305-3	–	
		305-4	36 : Discussion on material issues	
		305-5	40 : Emissions	
		305-7	–	
	Mountain ecosystems	304-1	–	

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
		304-2	–
		304-3	–
		304-4	–
	Natural habitat degradation	304-1	–
		304-2	–
		304-3	–
		304-4	–
		306-5	–
	Spills	306-3	–
	Terrestrial and inland freshwater ecosystems	304-1	–
		304-2	–
		304-3	–
		304-4	–
		306-5	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
 <p>SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	Abolition of child labor	408-1	–
	Anti-corruption	205-1	22-25 : Risk and opportunities
		205-2	32-34 : Supply Chain Management (SCM)
		205-3	32-34 : Supply Chain Management (SCM)
		415-1	32-34 : Supply Chain Management (SCM)
	Compliance with laws and regulations	307-1	35 : Environment
		206-1	–
		419-1	–
		416-2	28, 30 : Products and packaging
		417-1	30 : Packaging
		417-2	–
		418-1	–
		419-1	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
	Effective, accountable and transparent governance	102-23	3-4 : Message from the Managing Director
		102-25	–
	Ethical and lawful behavior	102-16	6 : Our philosophy 7 : GCPL overview (Growing with values) 31 : Leadership quote section separator 50-54 : People (Diversity at GCPL)
		102-17	12 : Governance 34 : Supplier Engagement
	Grievance mechanisms	103-2	12-16 : Governance
	Inclusive decision-making	102-21	–
		102-22	12-16 : Governance
		102-24	12-16 : Governance
		102-29	–
		102-37	–

SDG	Business Theme	Relevant GRI Standard/ Indicator	Relevant section in the report
	Non-discrimination	406-1	50 : People
	Protection of privacy	418-1	–
	Security	410-1	–
	Workplace violence and harassment	414-1	32-34 : Supply Chain Management (SCM)
		414-2	32-34 : Supply Chain Management (SCM)
	Foreign direct investment	203-2	–



SDG 17 : Strengthen the means of implementation and revitalize the global partnership for sustainable development

GRI INDEX

GRI Standard 2016	Disclosure	Page No.
GRI 102 : General Disclosures	102-1 Name of the organization	Cover page
	102-2 Activities, brands, products, and services	9 : GCPL overview (Geographies, products and markets) 18-19 : Stakeholder engagement 22-25 : Risks and opportunities 28, 30 : Products and packaging 32-34 : Supply Chain Management (SCM)
	102-3 Location of headquarters	–
	102-4 Location of operations	8 : GCPL overview (Geographies, products and markets)
	102-5 Ownership and legal form	12-16 : Governance Refer to AR : Page 008-015
	102-6 Markets served	8 : GCPL overview (Geographies, products and markets)
	102-7 Scale of the organization	8-9 : GCPL overview (Highlights, products and markets)
	Total no. of employees	7 : GCPL overview
	102-10 Significant changes to the organization and its supply chain	5 : Report profile 32-34 : Supply Chain Management (SCM)

GRI Standard 2016	Disclosure	Page No.
GRI 102 : General Disclosures	102-11 Precautionary Principle or approach	5 : Report profile 22-25 : Risks and opportunities
	102-12 External initiatives	63 : Emerging regulations (Kenya) 69 : Darling hair and beauty skills training in Kenya
	102-13 Membership of associations	
	102-14 Statement from senior decision-maker	3-4 : Message from the Managing Director - Data pending
	102-16 Values, principles, standards, and norms of behavior	6 : Our philosophy 7 : GCPL overview (Growing with values) 31 : Leadership quote section separator 50-54 : People (Diversity at GCPL) 59 : Leadership quote section
	102-18 Governance structure	12-16 : Governance
	102-40 List of stakeholder groups	18-19 : Stakeholder engagement

GRI Standard 2016	Disclosure	Page No.
GRI 102 : General Disclosures	102-41 Collective bargaining agreements	–
	102-42 Identifying and selecting stakeholders	18-19 : Stakeholder engagement
	102-43 Approach to stakeholder engagement	18-19 : Stakeholder engagement
	102-44 Key topics and concerns raised	18-19 : Stakeholder engagement
	102-45 Entities included in the consolidated financial statements	5 : Report profile
	102-46 Defining report content and topic Boundaries	5 : Report profile 20 : Materiality
	102-47 List of material topics	20 : Materiality
	102-48 Restatements of information	NA

GRI Standard 2016	Disclosure	Page No.
GRI 102 : General Disclosures	102-49 Changes in reporting	5 : Report profile
	102-50 Reporting period	5 : Report profile
	102-51 Date of most recent report	5 : Report profile
	102-52 Reporting cycle	5 : Report profile
	102-53 Contact point for questions regarding the report	5 : Report profile
	102-54 Claims of reporting in accordance with the GRI Standards	5 : Report profile
	102-55 GRI content index	90-98 : GRI Index
	102-56 External Assurance	99-102 : Assurance statement

GRI Standard 2016	Disclosure	Page No
Economic Performance (Material Aspects)		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	12-16 : Governance
	103-3 Evaluation of the management approach	12-16 : Governance
GRI 201 : Economic Performance 2016	201-1 Direct economic value generated and distributed	60-61 : Economic performance (KPI)
	201-4 Financial assistance received from government	60-61 : Economic performance (KPI)
	203-2 Significant indirect economic impacts	60-61 : Economic performance (KPI)

GRI Standard 2016	Disclosure	Page No
Procurement Practices		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	12-16 : Governance
	103-3 Evaluation of the management approach	12-16 : Governance
GRI 204 : Procurement Practices 2016	204-1 Proportion of spending on local suppliers	32-34 : Supply Chain Management (SCM)

GRI Standard 2016	Disclosure	Page No
GRI 205 : Corruption risks	205-1 Operations assessed for risks related to corruption	22-25 : Risks and opportunities 32-34 : Supply Chain Management (SCM)
	205-2 Communication and training about anti-corruption policies and procedures	32-34 : Supply Chain Management (SCM)
	205-3 Confirmed incidents of corruption and actions taken	32-34 : Supply Chain Management (SCM)
Energy		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	38-39 : Energy consumption

GRI Standard 2016	Disclosure	Page No
	103-3 Evaluation of the management approach	38-39 : Energy consumption
GRI 301 : Materials	301-1 Materials used by weight or volume	38-39 : Energy consumption
GRI 302 : Energy 2016	302-1 Energy consumption within the organization	38-39 : Energy consumption
	302-3 Energy intensity	38-39 : Energy consumption
	302-4 Reduction of energy consumption	38-39 : Energy consumption
Water		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	41-43 : Water

GRI Standard 2016	Disclosure	Page No
	103-3 Evaluation of the management approach	41-43 : Water
GRI 303 : Water 2016	303-1 Water withdrawal by source	41-43 : Water
	303-3 Water recycled and reused	41-43 : Water
Emissions		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	40 : Emissions
	103-3 Evaluation of the management approach	40 : Emissions
GRI 305 : Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40 : Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	40 : Emissions

GRI Standard 2016	Disclosure	Page No
	305-4 GHG emissions intensity	40 : Emissions
	305-5 Reduction of GHG emissios	36 : Discussion on Material issues 40 : Emissions
Effluents & Waste		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	44-47 : Waste and effluents
	103-3 Evaluation of the management approach	44-47 : Waste and effluents
GRI 306 : Effluents & Waste	306-1 Water discharge by quality and destination	44-47 : Waste and effluents
	306-2 Waste by type and disposal method	44-47 : Waste and effluents

GRI Standard 2016	Disclosure	Page No
Supplier environmental assessment		
GRI 308 : Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	–
Employment		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	49-54 : People
	103-3 Evaluation of the management approach	49-54 : People
GRI 401 : Employment	401-1 Employee and Employee turnover	49-58 : People
	401-3 Parental leave	–

GRI Standard 2016	Disclosure	Page No
GRI 402 : Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	–
Occupational Health & Safety		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	49-54 : People
	103-3 Evaluation of the management approach	49-54 : People

GRI Standard 2016	Disclosure	Page No
GRI 403 : Occupational Health & Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	–
Training & Education		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	53-54 : People (Training, health and safety)
	103-3 Evaluation of the management approach	53-54 : People (Training, health and safety)

GRI Standard 2016	Disclosure	Page No
Diversity		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its Boundary	20 : Materiality
	103-2 The management approach and its components	50-54 : People (Diversity at GCPL)
	103-3 Evaluation of the management approach	50-54 : People (Diversity at GCPL)
GRI 405 : Diversity	405-1 Diversity of governance bodies and employees	50-54 : People (Diversity at GCPL)
Local Communities		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality

GRI Standard 2016	Disclosure	Page No
	103-2 The management approach and its components	65 : Our social commitment 66-69 : Livelihoods 70 : Public Health 71-72 : Community development around plant locations 74-75 : Watershed management, Community waste management projects 78 : Separator (With data)
	103-3 Evaluation of the management approach	65 : Our social commitment 66-69 : Livelihoods 70 : Public Health 71-72 : Community development around plant locations 74-75 : Watershed management, Community waste management projects 78 : Separator (With data)
GRI 413 : Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	70 : Public Health 71-72 : Community development around plant locations 74-75 : Watershed management, Community waste management projects

GRI Standard 2016	Disclosure	Page No
Supplier Social Assessment		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality
	103-2 The management approach and its components	32-34 : Supply Chain Management (SCM)
	103-3 Evaluation of the management approach	32-34 : Supply Chain Management (SCM)
GRI 414 : New suppliers that were screened using social criteria	414-1 New suppliers that were screened using social criteria	32-34 : Supply Chain Management (SCM)
Customer health and safety		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality

GRI Standard 2016	Disclosure	Page No
	103-2 The management approach and its components	28-30 : Products and packaging
	103-3 Evaluation of the management approach	28-30 : Products and packaging
GRI 416 : Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	28, 30 : Products and packaging
Marketing and labeling		
GRI 103 : Management Approach 2016	103-1 Explanation of the material topic and its boundaries	20 : Materiality

GRI Standard 2016	Disclosure	Page No
	103-2 The management approach and its components	30 : Packaging
	103-3 Evaluation of the management approach	30 : Packaging
GRI 417 : Marketing and labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	30 : Packaging

ASSURANCE STATEMENT



INDEPENDENT ASSURANCE STATEMENT

Introduction and Engagement

Godrej Consumer Products Limited (hereafter 'GCPL' or 'the Company') commissioned TUV India Private Limited (TUVI) to conduct the independent assurance of GCPL's sustainability report (hereinafter 'the Report'), which includes "limited assurance" of GCPL's sustainability information for the applied reporting period. This assurance engagement has been conducted against the Global Reporting Initiative Standards and AA1000AS (2008) Protocol (Type 1, Moderate Level) for verification of the Sustainability Report. The verification was conducted in November 2018 at GCPL Mumbai office. GCPL opted for external assurance third time. The Report covers GCPL's sustainability

information for the 01 April 2017 to 31 March 2018 period.

Scope, Boundary and Limitations of Assurance

The scope of the assurance includes the Environmental and Social disclosures in the report as per "Core" option required in GRI Standards. In particular assurance engagement included the following

- Verification of the application of the Report content, and principles as mentioned in the GRI Standards, and the quality of information presented in the Report over the reporting period (01st April 2017 to 31st March 2018);

- Review of the policies, initiatives, practices and performance described in the Report;
- Review of the disclosures made in the Report against the requirements of the GRI Standards and limited level of assurance;
- Verification of the reliability of the GRI Standards Performance Indicators (as identified under materiality test);
- Specified information is selected based on the materiality determination and needs to be meaningful to the intended users;
- Confirmation of the fulfillment of the GRI Standards; 'in accordance' with the Core criteria, as declared by the management of GCPL

The reporting boundary is based on the internal and external materiality assessment covering the GCPL plants located India (18 plants), Indonesia (5 plants), Kenya (5 plants), Mozambique (1 plant), South Africa (2 plants), Ghana (1 plant), Nigeria (1 plant), Argentina (1 plant), Chile (1 plant), US (1 plant), Zambia (1 plant), and Uganda (1 plant),. The reporting aspect boundaries are as set out in the Report covering the sustainability performance of GCPL. The reporting aspect boundaries are as set out

in the Report covering the sustainability performance of GCPL.

Our engagement did not include assessment of the adequacy or effectiveness of GCPL's strategy or management of sustainability related issues and during the assurance process, TUVI did not come across limitations to the scope of the agreed assurance engagement. The financial disclosures in the Report are based on the audited financial statements issued by the Company's statutory auditors. Further, Tax transparency report was not discussed and referred in the report and was not included in the scope and boundary of verification and assurance. No external stakeholders were interviewed as a part of the sustainability engagement for the statements and claims made in the Report and assessed the robustness of the underlying data management system, information flow and controls. In doing so:

Sustainability Assurance Service

- TUVI reviewed the approach adopted by GCPL for the stakeholder engagement and materiality determination process.

ADHERENCE TO STANDARDS

TUVI performed limited internal stakeholder engagement to verify the qualitative statements made in the Report;

- TUVI verified the sustainability-related statements and claims made in the Report and assessed the robustness of the data management system, information flow and controls;
- TUVI examined and reviewed the documents, data and other information made available by GCPL for the reported disclosures including the Disclosure on Management Approach and performance indicators;
- TUVI conducted interviews with key representatives including data owners and decision-makers from different functions of the Company during the site visit;
- TUVI performed sample-based reviews of the mechanisms for implementing the sustainability related policies, as described in GCPL's Sustainability Report;
- TUVI verified sample-based checks of the processes for generating, gathering and managing the quantitative data and qualitative information included in the Report for the reporting period

Opportunities for Improvement

The following is an extract from the observations and opportunities for improvement reported to the Management of GCPL and are considered in drawing our conclusions on the Report; however they are generally consistent with the Management's objectives.

Opportunities are as follows:

- Aspect, Impact, Risk and Opportunities analysis should be presented in the Report
- Heat Map shall be developed based on Risk study. Priorities shall be developed based on heat map
- LCA study as per ISO 14040 and ISO 14044 can be introduced
- GCPL can evaluate Social assessment as per ISO 26000 followed by third party verification

- GCPL can opt for ISO 14046 to evaluate the water footprint of product
- GCPL can evaluate the status of zero waste to landfill at all operating sites
- GCPL can opt for IIRC framework for integrated reporting
- GCPL can develop the SROI study based on implemented CSR projects

Conclusions

The Sustainability Report was prepared based on the GRI Standards Reporting Principles and Standards Disclosures 'in accordance' with Core option. In our opinion, based on the scope of this assurance engagement, the disclosures on sustainability performance reported in the Report along with the referenced information provides a fair representation of the material aspects, related strategies, and performance indicators, and meets the general content and quality requirements of the GRI Standards Core option.

- Disclosures: TUVI is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements for 'in accordance'- Core reporting criteria. Organization referred the General disclosure to report contextual information about an organization while Management Approach is discussed to report the management approach for each material topic
- Topic Specific Standards: TUVI is of the opinion that the reported topic specific disclosures for each material topic generally meet the GRI Standards reporting requirements for 'in accordance' - Core reporting criteria.

Below disclosures and topic specific material aspects are verified by assurance team

General Disclosures

Organizational profile	102-1 to 102-7, 102-10 to 102-13
Strategy	102-14
Ethics and integrity	102-16
Governance	102-18
Stakeholder engagement	102-40 to 102-44, 103-1
Reporting practice	102-45 to 102-56
Management Approach	
Management Approach	103-1 to 103-3
Specific Disclosures	
Economic	
Economic Performance	201-1, 201-4
Indirect Economic Impacts	203-2
Procurement Practices	204-1
Anti-Corruption	205-1, 205-2, 205-3

Environment

Materials	301-1
Energy	302-1, 302-3, 302-4
Water	303-1, 303-3
Emissions	305-1, 305-2, 305-4, 305-5
Effluents and waste	306-1, 306-2
Supplier Environmental Assessment	308-1

Social

Employment	401-1, 401-3
Labor/Management Relations	402-1
Occupational Health and Safety	403-2
Training and Education	404-1
Diversity and Equal Opportunity	405-1
Local Communities	413-1
Supplier Social Assessment	414-1

Limited Assurance Conclusion: On the basis of the procedures we have performed, nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement is not prepared, in all material respects. TUVI found the sustainability information is reliable in all material respects, with regards to the reporting criteria (“Core”) of GRI Standards.

TUVI did not perform any assurance of procedures on the prospective information, such as targets, expectations and ambitions, disclosed in the Sustainability Information. Consequently, TUVI draws no conclusion on the prospective information. This assurance statement has been prepared in accordance with the terms of our engagement. Limited level assurance engagement with respect to sustainability related data involves performing procedures to obtain evidence about the Sustainability Information. The procedures performed depend on the practitioner’s judgment, but their nature is different from, and their extent is less than, a reasonable level assurance engagement. It does not include detailed

testing of source data or the operating effectiveness of processes, internal controls and consequently they do not enable us to obtain the assurance necessary to become aware of all significant matters that might be identified in a reasonable level assurance engagement.

TUVI has evaluated the Report’s adherence to the following principles with respect to the requirements of the GRI Standards.

Stakeholder Inclusiveness: Stakeholder identification and engagement is carried out by GCPL on a periodic basis to bring out key stakeholder concerns as material aspects of significant stakeholders. In our view, the Report meets the requirements.

Sustainability Context: GCPL established the relationship between sustainability and organizational strategy within the report, as well as the context in which disclosures are made.

Materiality: The materiality assessment process has been carried out, based on the requirements of the GRI Standards,

considering aspects that are internal and external to the Company’s range of businesses.

The Report fairly brings out the aspects and topics and its respective boundaries of the diverse operations of GCPL. In our view, the Report meets the requirements.

Completeness: The Report has fairly disclosed the General and Specific Standards Disclosures, including the Disclosure on Management Approach, covering the sustainability strategy, management approach, monitoring systems and sustainability performance indicators against the GRI Standards, ‘in accordance’ Core option. In our view, the Report meets the requirements.

Reporting Principles for defining report quality: The majority of the data and information was verified by TUVI’s assurance team at GCPL’s premises and found to be fairly accurate. Some inaccuracies in the data identified during the verification

process were found to be attributable to transcription, interpretation and aggregation errors and these errors have been corrected. Therefore, in accordance with the GRI Standards and limited level assurance engagement, TUVI concludes that the sustainability data and information presented in the Report is fairly reliable and acceptable. In our view, the Report meets the requirements. The disclosures related to sustainability issues and performances are reported in a balance and clear in terms of content and presentation. In our view, the Report meets the requirements.

TUVI expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement. The intended users of this assurance statement are the management of GCPL. The Management of the Company is responsible for the information provided in the Report as well as the process of collecting, analyzing and reporting the information presented in the web-based and printed Reports, including website maintenance and its integrity. TUVI’s

responsibility regarding this verification is in accordance with the agreed scope of work which includes non-financial quantitative and qualitative information (Sustainability Performance – environmental and social indicators) disclosed by GCPL in the Report. This assurance engagement is based on the assumption that the data and the information provided to TUVI are complete and true.

TUV’s Competence and Independence

TUVI is a global provider of sustainability services, with qualified environmental and social assurance specialists. TUVI states its independence and impartiality with regard to this assurance engagement. In the reporting year, TUVI did not work with GCPL on any engagement that could compromise the independence or impartiality of our findings, conclusions and recommendations. TUVI was not involved in the preparation of any statements or data included in the Report, with the exception of this Assurance

Statement. TUVI maintains complete impartiality toward any people interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar
Project Manager and Reviewer
Head – Sustainability Assurance Service
TUV India Private Limited

Date: 29/11/2018
Place: Pune, India
Project No : 8116461414
www.tuv-nord.com/in



ADHERENCE TO STANDARDS

ABBREVIATIONS

AM	Assistant Manager	EPR	Extended Producer Responsibility	ISO	International Organization for Standardization	PM	Packaging Material
API	Annual Parasitic Index					QC	Quality Circle
AR	Assessment Report	EPS	Earnings per Share	IT	Information Technology	RM	Raw Material
ASCI	Advertising Standards Council of India	ESG	Environmental, Social and Governance	kg	Kilogram	SCM	Supply Chain Management
ASHA	Accredited Social Health Activist	ETP	Effluent Treatment Plant	kL	Kilolitre	SDG	Sustainable Development Goal
AVP	Associate Vice President	FG	Finished Goods	KPI	Key Performance Indicator	SEBI	Securities and Exchange Board of India
BARC	Bhabha Atomic Research Centre	FIP	Full Implementation Phase	KRA	Key Responsibility Area	SHG	Self-Help Group
BEE	Bureau of Energy Efficiency	FMCG	Fast-Moving Consumer Goods	LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer and Intersex	SVG	Stakeholder Value Creation and Governance
CBP	Capacity Building Phase	FY	Financial Year	LTI	Loss Time Injuries	TDS	Total Dissolved Solids
CEO	Chief Executive Officer	GCPL	Godrej Consumer Products Limited	M3	Cubic metres	TJ	Terajoule
CGR	Corporate Governance Rating	GHG	Greenhouse Gas	MD	Managing Director	UAE	United Arab Emirates
CII	Confederation of Indian Industries	GILAC	Godrej Industries Limited And Associate Companies	MJ	Megajoule	UK	United Kingdom
CO2	Carbon dioxide	GJ	Gigajoule	MT	Metric Tonne	UN	United Nations
CO2e	Carbon dioxide equivalent	GM	General Manager	NABARD	National Bank for Agriculture and Rural Development	UNDP	United Nations Development Programme
CSR	Corporate Social Responsibility	GRI	Global Reporting Initiative	NEMA	National Environment Management Authority	USA	United States of America
DGM	Deputy General Manager	HR	Human Resources	NGO	Non-Governmental Organization	USP	Unique Selling Proposition
EBIT	Earnings Before Interest and Tax	ICRA	Investment Information and Credit Rating Agency	OHS	Occupational Health and Safety	VRS	Voluntary Retirement Scheme
EMBED	Elimination of Mosquito Borne Endemic Diseases	ILO	International Labour Organization	PAT	Perform, Achieve and Trade	Y-o-Y	Year-on-Year
EMS	Environmental Management System	IPCC	Intergovernmental Panel on Climate Change	PAT	Profit After Tax		
		ISCKON	International Society for Krishna Consciousness	PCR	Post-Consumer Recycled		

Godrej | CONSUMER PRODUCTS

Godrej One, Pirojshanagar,
Eastern Express Highway,
Vikhroli (East), Mumbai
www.godrejcp.com