
ANNEXURE 'G'

CSR Report

1. A brief outline of the Company's CSR policy, including an overview of projects or programmes proposed to be undertaken, with a URL to the CSR policy and initiatives

GCPL is committed to the Godrej Group's 'Good & Green' vision of creating a more inclusive and greener India. The Good & Green CSR policy focuses on addressing the critical social, environmental, and economic needs of the marginalised and less privileged sections of society. Through our Good & Green CSR policy, we align our CSR strategy with the Godrej Group's Good & Green vision and goals. We adopt an approach that integrates the solutions to these problems into the strategy of the Company, to

benefit communities at large and deliver social and environmental impact. The Company has framed a CSR policy in compliance with the provisions of the Companies Act, 2013. The policy as well as projects and programmes under the CSR policy are on the Company website and may be accessed through the following link^[5]

An overview of the projects or programmes undertaken during fiscal year 2016-17 is given below. We have aligned our programmes to national missions and priorities and they are thus categorised.

1. National Skills Mission

A. Employability and Livelihoods

At Godrej, we collaborate with non-profit organisations and

social enterprises to design and run several employability training programmes for youth from low-income sections of society. We aim to improve the earning potential of our trainees, by building their skills and empowering them. Apart from core domain skills, our programmes also focus on life skills training, entrepreneurship development, and post-placement support.

As of March 2017, we have trained over 186,000 youth in skills that will enhance their earning potential.

Our projects include:

- Salon-i, our beauty and hair care training
- Vijay, our channel sales training for rural youth

^[5] <http://www.godrejcp.com/Resources/pdf/CSR-Policy.pdf>

- Prerna, our retail management training
 - i. **Salon-i** trains young girls and women in beauty and hair care. Over 30,000 women have graduated from this programme in fiscal year 2016-17. The programme is currently operational in 300 centres across India. The curriculum is integrated with life skills and entrepreneurial modules to equip the candidates in starting their own enterprise, if they are so interested. The curriculum has been digitised and is available as audio-visual content.

Through our partnerships, approximately 60 per cent of our alumni have found jobs in beauty parlours, many of which are nationally recognised chains; the rest work mainly as freelancers or micro-entrepreneurs.

Further, in fiscal year 2016-17, we reached out to women in the beauty and wellness industry across India to set up the 'Beauty-preneur' platform. This program promotes entrepreneurship and enables women to start training other girls as well as empowers these women entrepreneurs

through life skills and entrepreneurship modules. Ninety-five women have joined the Beauty-preneur programme and are aiming to reach out to other women as well as to grow their businesses.

- ii. As fast-moving consumer goods and other similar industries expand in India, a ready pipeline of skilled talent for sales, particularly in rural areas, will be an essential enabler for growth. The industry currently faces high attrition of entry-level sales representatives. This can be partly attributed to the lack of requisite skills, leading to an inability to meet targets and manage pressure at work. **Vijay**, our training programme in channel sales, trains unemployed youth and builds a talent pipeline for the industry.

The programme trained 12,500 youth across 5 locations in channel sales in fiscal year 2016-17. The youth undergo 40 hours of training—one-half of which is spent in the classroom and the other half as experiential learning. The programme has been specially designed for training distributor sales

resources.

- iii. **Prerna**, our retail management training programme is aimed at improving the entrepreneurial ability of retailers. The programme covers topics including business drivers and key measures, stock management, principles of display, interacting with customers, and trends in retail and self-service stores, to improve the sales skills of in-shop retail associates. Topics covered include basic IT, communication and workplace ethics, stock and shelf management, knowing products, growth drivers for business, basic interaction skills, selling skills, customer service skills, and soft skills. In fiscal year 2016-17, 1500 candidates were trained under Prerna.
- iv. We have developed a **life skills curriculum** for all of our employability programmes across our businesses. The life skills curriculum supplements the current employability courses. The modules equip our trainees with financial literacy, work readiness, and critical skills, which will enable them to build stronger and more

productive careers and lives. Interactive games and activities have been developed for different target audiences under this project.

- v. We are also conducting a semi-longitudinal impact assessment of all our employability programmes. This impact assessment study aims to understand the socio-economic impact of our courses on the lives of the people trained over a 3-year period. The mid-term assessment of the programme is complete.

B. Community Development

Sustainability is an integral part of our business and value chain, and it helps us provide high-quality and affordable goods to our 1.1 billion people globally, who use our products on any given day. Our stakeholders are also the communities that border our plant locations. To align our CSR activities with both community needs and our Good & Green

strategy, we conducted third-party community needs assessments at our priority plant locations.

Based on valuable stakeholder input, we are now implementing a range of high-impact community development programmes primarily to improve the quality of education in government schools around our manufacturing sites. Our interventions help to improve the infrastructure in the schools as well as the overall teaching learning environment.

C. Rural Entrepreneurship

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 hand-holding period to ensure that they succeed at their entrepreneurial ventures. 40 youth have currently been identified under this project.

2. Swachh Bharat Mission

A. Elimination of Vector Borne Endemic Diseases

Elimination of Vector Borne Endemic Diseases (EMBED) is an intensive community awareness and behaviour change programme to combat malaria in regions that report high annual parasitic index. Under the EMBED programme, we collaborate with non-profit organisations and governments and aim to reduce mortality due to malaria.

The approach towards the project is as follows:

- Implement specific behaviour change communication interventions at the community and household level to spread awareness and encourage healthcare seeking behaviour for prevention and control of vector-borne endemic diseases
- Strengthen links with public and private health services in the prioritised blocks to improve preventive and curative services
- Evaluate the data to support scaling-up the project



SHORT TERM IMPACT

OVERALL



9

Districts

3000

Villages

7,00,000

Households

35,00,000

people

PHASE I



209

ASHA workers trained

77

RHCPs trained

655

Ojhas/local healers trained

156

Local community volunteers trained



564

Gram chaupal sessions conducted

1970

Village and health nutrition days supported

B. Waste Management

We have initiated various community waste management projects across India. Some of these projects are as follows:

1. Urban waste management in Hyderabad, Telangana

We are working with the Greater Hyderabad Municipal Corporation (GHMC) in a multi-stakeholder project which includes the Resident Welfare Associations of Hyderabad to establish 10 swachh centres for segregating wet and dry

waste. The wet waste will be turned into compost, the plastic waste will be recycled into granules, and the non-recyclable plastic waste will be converted into poly fuel via thermal depolymerisation. The project will also manufacture briquettes, from other waste for use as a fuel source. The project aims to divert more than 25 tonnes of municipal solid waste per day from landfills with the aim to become a zero waste to landfill project over time.

2. Plastic waste management in Guwahati, Assam

The project aims to collect the non-recyclable multi-layered plastic waste and convert it into poly fuel via pyrolysis. We aim to process more than 2 tonnes of plastic waste per day from industrial units and housing societies in the Guwahati municipality and its surrounding areas.

3. Rural Electrification

We aim to create renewable energy ecosystems in

rural India to address the shortage of energy supply. The project provides decentralised, off-grid renewable energy systems through community-level installations. These mini- and micro-grids are being installed in 67 energy-dark villages in Andhra Pradesh, Uttarakhand, and Madhya Pradesh. In addition, we are also training the local youth and building awareness on the potential of renewable energy systems for meeting rural energy needs.

4. Watershed Management

Our integrated watershed development project will help restore the ecological balance in the drought-prone district of Siddipet in Telangana. Our efforts are designed to recharge groundwater and make more water available for irrigation over a total area of more than 3,300 hectares. We are also working to support farmers in adopting sustainable farming practices to mitigate the impacts of climate change.

5. Donations

A. Enabling right to food and fighting malnutrition in children with the Fight Hunger Foundation:

The aim was to reach to children in Gadhvani Block of Dhar district in Madhya Pradesh

(covering 144 villages) through transformation of Anganwadis into child-friendly spaces and capacity building of Anganwadi workers.

B. Green chemistry: With the funding from GCPL, the Institute of Chemical Technology (ICT), Mumbai, has proposed to set up a skill development centre. The proposed centre has three objectives:

- To develop training programmes for the characterisation of biologics and biopharmaceutical
- To establish a state-of-the-art centre for biophysical and biochemical analysis for skill development for training students and providing a resource to the Indian biotechnology industry
- To develop back-to-school programmes for industrial participants to hone their skills

C. Olympic Gold Quest: The project aims to support 49 senior Indian athletes aspiring to participate in Commonwealth Games, Asian Games, and Olympics by funding their training and sport equipment purchase as well as providing medical support.

D. Access to education for children: The donation to the

Akanksha Foundation aims to provide access to quality education to children in Mumbai

E. Skill training connect to adolescents for enhanced livelihood opportunities:

The project with Magic Bus is aimed to provide skill training and entrepreneurship hand holding to the alumni, who are on the verge of finding a career or livelihood for their future.

F. Cancer aid-critical ailment support: The project supports the Child Help Foundation to help critically ill children suffering from Cancer access quality medical treatment.

6. Composition of the CSR Committee

The composition of the CSR Committee during the year is as follows:

1. Mr. Nadir Godrej, Chairman
2. Ms. Tanya Dubash, Director
3. Ms. Nisaba Godrej, Executive Director
4. Mr. Vivek Gambhir, Managing Director & CEO
5. Mr. Narendra Ambwani, Independent Director
7. Average Net Profit of the Company in the last 3 fiscal years: ₹ 819.13 crore
8. Prescribed CSR expenditure (2 per cent of this amount as in item 3 above): ₹ 16.38 crore

Details of CSR expenditure for the financial year:

a) Total amount to be spent for the financial year	The Company has spent ₹ 16.52 crore against the mandated
b) Amount unspent, if any	amount of ₹ 16.38 crore. The manner in which the amount is spent
c) Manner in which the amount spent during the financial year	is detailed in Table 1, which is attached.

Table 1- Details of CSR expenditure for fiscal year 2016-17

Sr. No.	CSR Project/Activity identified	Sector in which the Project is covered	Projects/Programmes 1) Local area or other 2) specify the district and state where projects or programmes were undertaken	Amount outlay (budget) project/programme wise	Amount spent on the project/programmes		Cumulative expenditure up to the reporting period	Amount spent (Direct / implementing agency)
					Direct expenditure on projects or programmes	Over-heads		
1	Project Salon-i Skill training for employability leading to women empowerment	Schedule VII (ii) Livelihood Enhancement Projects	Gujarat, Maharashtra, Uttar Pradesh, Bihar, Chattisgarh, Assam, Nagaland, Manipur, Mizoram, and Delhi	5.55	5.30	0.27	5.57	Multiple Agencies: Dhriti Ambuja Cement Foundation, DDJF, Don Bosco Tech Society, Father Agnel Ashram, Labournet, Saath, Pratham, NSHM, Save the Children India, Tara Livelihood Academy, and Urmati
2	Project Vijay Skill training for employability for FOS sales	Schedule VII (ii) Livelihood Enhancement Projects	Madhya Pradesh, Chattisgarh, Karnataka, Odisha, Andhra Pradesh, and Uttar Pradesh	0.59	0.56	0.03	0.59	Vision India
3	Project Prerna Up-skilling of rural retailers and their assistants	Schedule VII (ii) Livelihood Enhancement Projects	Delhi, Maharashtra, Uttar Pradesh	0.23	0.23	0.01	0.24	Vision India and Labournet
4	Behaviour Change Communication on Malaria and Vector-Borne Diseases (EMBED)	Schedule VII (i) Promoting preventive healthcare	Dindori and Mandla districts of Madhya Pradesh	2.60	2.48	0.13	2.61	Family Health India

₹ (Crore)

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					Direct expenditure on projects or programmes	Over- heads		
5	Community Needs Assessment	Schedule VII (x) Rural Development Projects	Miraj, Sangli, Talaja, and Ambernath in Maharashtra; Malanpur in Madhya Pradesh; Vaiba in Gujarat; Hanuman Junction and Potheppally in Andhra Pradesh; Khanna in Punjab; Katha and Thana in Baddi, Himachal Pradesh; North Guwahati in Assam; Meghalaya	0.38	0.37	0.02	0.39	Ethica Strategy India Private Limited
6	Semi-longitudinal Impact Assessment of Godrej Employability Programmes	Schedule VII (ii) Livelihood Enhancement Project	PAN India	0.27	0.26	0.01	0.27	Collective Good Foundation
7	Life skills Curriculum Development for Employability	Schedule VII (ii) Livelihood Enhancement Project	PAN India	0.24	0.23	0.01	0.24	Vikalp Kriya
8	Rural Enterprise	Schedule VII (ii) Livelihood Enhancement Project	Utter Pradesh	0.12	0.12	0.01	0.13	Dhriti
9	Waste Management	Schedule VII (iv) Environment Sustainability	Hyderabad, Telangana and Guwahati, Assam	3.67	3.50	0.18	3.68	Dharthi Sustainables Pvt. Ltd., Maa Kamakhya Disposable Works
10	Rural Electrification	Schedule VII (iv) Environment Sustainability	Andhra Pradesh, Madhya Pradesh, and Uttarakhand	1.77	1.69	0.09	1.78	Pragya, Aga Khan Rural Support Programme, and Agriculture and Social Development Society
11	Watershed Management	Schedule VII (iv) Environment Sustainability	Siddipet district, Telangana	0.36	0.35	0.02	0.37	Aga Khan Rural Support Programme

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				Amount outlay (budget) project/ programme wise	Direct expenditure on projects or programmes			
				Over-heads				
12	Fighting malnutrition in children	Schedule VII (i) Eradicating hunger, poverty and malnutrition	Dhar district, Madhya Pradesh	0.05	0.05	0.00	0.05	Donation to Fight Hunger Foundation
13	Green Chemistry	Schedule VII (ii) Promoting Education	Institute of Chemical Technology, Mumbai	0.20	0.20	0.01	0.21	Donation to Institute of Chemical Technology
14	Promotion of Sports	Schedule VII (vii) Promoting nationally recognised sports	PAN India	0.25	0.25	0.01	0.26	Donation to Foundation for Promotion of Sports and Games
15	Access to education	Schedule VII (ii) Promoting Education	Mumbai	0.10	0.10	0.00	0.10	Donation to Akanksha Foundation
16	Access to livelihood	Schedule VII (ii) Livelihood Enhancement Projects	Maharashtra	0.02	0.02	0.00	0.02	Donation to Magic Bus Foundation
17	Critical ailment support to child suffering from Cancer	Schedule VII (i) Promoting preventive healthcare	Mumbai	0.00	0.01	0.00	0.01	Donation to Child Help Foundation
	Total			16.40	15.72	0.80	16.52	

The implementation and monitoring of this CSR policy is in compliance with the CSR objectives and policy of the Company

Nadir Godrej, Chairman of the CSR Committee

Vivek Gambhir, Managing Director & CEO (member of the CSR Committee)