



Safety and Health Policy

July, 2022

Policy ownership and management

Owner

Managing Director and CEO

Sudhir Sitapati

Approver

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Policy change log

Version	Issued on	Effective from	Purpose of change
1	July, 2022	July, 2022	New policy release

Our vision

At Godrej Consumer Products Limited (here after referred to as GCPL), we firmly believe that the safety and health of all our stakeholders is of paramount importance to our sustainable progress. Our vision is to build an injury-free organisation where our employees feel safe.

Our commitment

We are committed to create a safe and healthy work environment for all GCPL stakeholders, namely GCPL employees, business associates, processors, contractors, sub-contractors, vendors, transporters, customers, and visitors.

Scope

This safety and health policy applies to all GCPL business units, functions, the entities we own and the entities in which we own a majority interest. Across our diverse and extended supply chain, we prefer suppliers and business partners that have similar policies and practices, and include relevant expectations in our contracts with them.

Responsibility and accountability

All members of the GCPL Management Committee are responsible for implementing this policy within their respective areas of operation. They are also accountable for ensuring that necessary resources are available to implement the required health and safety standards and ensure their compliance.

They will specify and notify those responsible for implementing the policy at all levels, down to frontline executives. GCPL employees at all levels and other stakeholders are responsible, accountable, and empowered to manage the workplace safety and health.

Our operating principles

Strong organisational culture

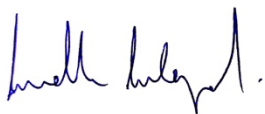
We develop our business plans and processes integrating safety and health requirements, which helps to inculcate health and safety in organisation's culture. We ensure implementation of all necessary safety and health parameters in various decisions with respect to employees, workers, plant, machinery, equipment, building, and other assets of the Company. We train, encourage, and empower all GCPL employees and other stakeholders to participate in and add value to our safety and health management programmes. We link safety-related performance to an overall reward and recognition programme.

Continual improvement

We regularly identify and evaluate safety and health hazards and risks in all our operations. We monitor our safety and health performance and continually implement risk reduction programmes focusing on advance technologies and sustainable planning to reduce hazards and risks associated with our operations. We engage with external agencies, experts, and peer organisations to share learnings and best practices and continually improve our safety performance.

Compliance

We meet, and even strive to exceed, the requirements of safety and health laws applicable in the countries where we operate.



Sudhir Sitapati

MD & CEO

Godrej Consumer Products Limited