

# Independent Practitioners' Reasonable Assurance Report

To the Directors of Godrej Consumer Products Limited

## Reasonable Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting ('BRSR') Core Format

Assurance report on the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Core Format<sup>1</sup> (called 'Identified Sustainability Information' (ISI) of Godrej Consumer Products Limited (the 'Company') for the period from 1 April 2024 to 31 March 2025. The ISI is included in the Business Responsibility and Sustainability Reporting of the Company for the period from 1 April 2024 to 31 March 2025.

### Opinion

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Core Format (refer to Annexure 1) for the period from 1 April 2024 to 31 March 2025 have been prepared in accordance with the reporting criteria (refer table below).

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Page number in the Annual and Integrated Report	Reporting criteria
BRSR Core (refer Annexure 1)	From 1 April 2024 to 31 March 2025	298 to 345	<ul style="list-style-type: none"><li>- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)</li><li>- Guidance notes for BRSR format issued by SEBI</li><li>- World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards)</li></ul>

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

In our opinion, the Company's Identified Sustainability Information on pages 298 to 345 of the Annual and Integrated Report for the period 1 April 2024 to 31 March 2025, is prepared, in all material respects, in accordance with the Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) and basis of preparation of preparation set out in Section A: General Disclosures 13 of "Business Responsibility and Sustainability Report"

<sup>1</sup> Notified by SEBI vide circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

### **Basis for Conclusion**

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the “Our responsibilities” section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

Our firm applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Other information**

Management and the Board of Directors are responsible for the other information. The other information comprises the information included in the Company’s Annual and Integrated Report (but does not include the BRSR Core and assurance report thereon).

Additionally, we have performed a limited assurance engagement on select disclosures of GRI Standards and BRSR attributes and issued an independent assurance report on 14<sup>th</sup> July 2025. Our report thereon is included with the other information.

Our reasonable assurance opinion and limited assurance conclusion on the ISI do not extend to other information that accompanies or contains the ‘ISI and our assurance reports’ (hereafter referred to as “other information”).

In connection with our assurance report of the BRSR Core attributes, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the BRSR Core or our knowledge obtained in the assurance or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Intended use or purpose**

The ISI and our reasonable assurance report are intended for users who have reasonable knowledge of the BRSR Core attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

### **Management’s responsibilities for the identified Sustainability Information (ISI)**

The management of the Company acknowledge and understand their responsibilities for:

- designing, implementing and maintaining internal controls relevant to the preparation of the ISI that is free from material misstatement, whether due to fraud or error;
- selecting or establishing suitable criteria for preparing the ISI, taking into account applicable laws and regulations, if any, related to reporting on the ISI, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the ISI in accordance with the reporting criteria; disclosure of the applicable criteria used for preparation of the ISI in the relevant report/statement;
- preparing, fairly stating and properly calculating the ISI in accordance with the reporting criteria; and
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- providing the details of the management personnel who takes ownership of the ISI disclosed in the report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the reporting criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI.

Those charged with governance are responsible for overseeing the reporting process for the Company's ISI.

### **Inherent limitations**

The preparation of the Company's BRSR information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example, GHG footprint, water footprint, and energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

### **Our responsibilities**

We are responsible for:

- Planning and performing the engagement to obtain reasonable assurance on the sustainability disclosures in the BRSR Core are free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to Board of Directors of the Company.

Summary of the work we performed as the basis for our opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the ISI covered by reasonable assurance, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding the ISI covered by reasonable assurance and the engagement circumstances. We also obtained an understanding of the internal control relevant to the ISI covered by reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the Company in preparing the ISI covered by reasonable assurance.
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information covered by reasonable assurance and the reasonableness of estimates made by the Company; and
- evaluated the overall presentation of the information covered by reasonable assurance.

#### **Exclusions**

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy, compliance with applicable legislation for the project. We are also not required to verify any of the judgements and commercial risks associated with the project, nor comment upon the possibility of the financial projections being achieved.
- The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., from 1 April 2024 to 31 March 2025.

#### **For KPMG Assurance and Consulting Services LLP**

**Apurba Mitra**

Partner

Date: 14<sup>th</sup> July, 2025

Place: Kolkata

## Appendix – 1

### BRSR Core attributes

Principle	Attribute/Area	Parameter/Metric
Principle 1- E8	Fairness in Engaging with Customers and Suppliers	Number of days of accounts payable
Principle 1- E9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties
Principle 3- E1 c	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers
Principle 3- E11		Details of safety related incidents (LTIFR, Recordable Injuries, Fatalities, High Consequence Injuries)
Principle 5- E3 b	Enabling Gender Diversity in Business	Gross wages paid to females as % of total wages paid by the entity
Principle 5- E7		Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Principle 6- E1	Energy Footprint	Total energy consumption Energy intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6- E3	Water Footprint	Provide details of water withdrawal by source Total water consumption Water consumption intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6- E4	Water Footprint	Water Discharge by destination and levels of Treatment
Principle 6- E7	GHG Footprint	Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) GHG Emission Intensity (Scope 1+2) (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output)
Principle 6- E9	Embracing circularity - waste details	Provide details related to waste generated by category of waste Waste intensity (per rupee of turnover, per rupee of turnover adjusted for PPP, per physical output) Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method
Principle 8- E4	Enabling Inclusive Development	Percentage of input material (inputs to total inputs by value) sourced from suppliers (MSMEs/small suppliers and directly within India)
Principle 8- E5		Wages paid to persons employed in smaller towns as % of total wage cost
Principle 9- E7	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events

# Independent Practitioners' Limited Assurance Report

## To the Directors of Godrej Consumer Products Limited

Assurance report on select sustainability disclosures in the Annual and Integrated Report prepared in accordance with the Business Responsibility and Sustainability Reporting (BRSR) framework and with reference to the Global Reporting Initiative (GRI) Standards 2021 (together called 'Identified Sustainability Information' (ISI)) of Godrej Consumer Products Limited (the 'Company') for the period 1 April 2024 to 31 March 2025.

## Opinion

We have performed an assurance engagement on the Identified Sustainability Information (ISI) as detailed in the table below:

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Page number in the Annual and Integrated Report	Reporting criteria
<ul style="list-style-type: none"> <li>Select BRSR attributes on a standalone basis (which are not part of BRSR Core) (refer Annexure - I)</li> <li>Select GRI indicators on a consolidated basis (refer Annexure - II)</li> </ul>	1 April 2024 to 31 March 2025	151 to 164, 191 to 192, 195, 205, and 298 to 345	<ul style="list-style-type: none"> <li>GRI Standards 2021</li> <li>Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR)</li> <li>World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards) <i>[as applicable]</i></li> <li>Guidance note for BRSR format issued by SEBI</li> </ul>

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental and social professionals.

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the company's Identified Sustainability Information in the Annual and Integrated Report relating to select GRI indicators and BRSR attributes (which are not part of BRSR Core) for the year ended 31 March 2025, is not prepared, in all material respects, in accordance with World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standards) and Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) and with reference to the GRI Standards (2021) and basis of preparation set out in "About the Report" in page 5 and Section A: General Disclosures 13 of "Business Responsibility and Sustainability Report" of the Annual and Integrated Report in page 298.

## Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information and ISAE 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibilities under those standards are further described in the "Our responsibilities" section of our report.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

KPMG Assurance and Consulting Services LLP (“The Firm”) applies International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the IAASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

### **Other information**

Management and the Board of Directors are responsible for the other information. The other information comprises the information included in the Company’s Annual and Integrated Report (but does not include the BRSR attributes (which are not part of BRSR Core) and GRI attributed and assurance report thereon).

Additionally, we have performed a reasonable assurance engagement on BRSR Core attributes and issued an independent assurance report on 14<sup>th</sup> July 2025. Our report thereon is included with the other information.

Our limited assurance opinion on BRSR attributes (which are not part of BRSR Core) and GRI attributes does not cover the other information, and we do not express any form of assurance conclusion thereon.

In connection with our assurance report of the select BRSR attributes (which are not part of BRSR Core) and GRI attributes, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the BRSR attributes (which are not part of BRSR Core) and GRI attributes or our knowledge obtained in the assurance or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Intended use or purpose**

The ISI and our limited assurance report are intended for users who have reasonable knowledge of the BRSR attributes (which are not part of BRSR Core) and GRI attributes, the reporting criteria and ISI and who have read the information in the ISI with reasonable diligence and understand that the ISI is prepared and assured at appropriate levels of materiality.

Our opinion is not modified in respect of this matter.

### **Management’s responsibilities for Identified Sustainability Information (ISI)**

The management of the company are responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Identified Sustainability Information that is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the Identified Sustainability Information and appropriately referring to or describing the criteria; and

- preparing, fairly stating and properly calculating the Identified Sustainability Information in accordance with the reporting criteria.
- ensuring the reporting criteria is available for the intended users with relevant explanation;
- establishing targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- providing the details of the management personnel who takes ownership of the ISI disclosed in the report;
- ensuring compliance with law, regulation or applicable contracts;
- making judgements and estimates that are reasonable in the circumstances;
- identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the reporting criteria;
- preventing and detecting fraud;
- selecting the content of the ISI, including identifying and engaging with intended users to understand their information needs;
- informing us of other information that will be included with the ISI;
- supervision of other staff involved in the preparation of the ISI

Those charged with governance are responsible for overseeing the reporting process for the company's ISI.

#### **Inherent limitations**

The preparation of the company's sustainability information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR attributes (which are not part of BRSR Core) and GRI attributes, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example GHG footprint, water footprint, and energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amounts and metrics.

#### **Our responsibilities**

We are responsible for:

- planning and performing the engagement to obtain a limited assurance about whether the ISI is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to Directors of the Company.



#### Summary of the work we performed as the basis for our conclusion

We exercised professional judgement and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for limited assurance conclusion.

Our procedures selected depended on our understanding of the ISI covered by limited assurance and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, we:

- assessed the suitability of the criteria used by the company in preparing the ISI covered by limited assurance;
- interviewed senior management and relevant staff at corporate and selected locations concerning policies for occupational health and safety, and the implementation of these across the business;
- through inquiries, obtained an understanding of the Company control environment, processes and information systems relevant to the preparation of the ISI covered by limited assurance, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- made inquiries of relevant staff at corporate and selected locations responsible for the preparation of the ISI covered by limited assurance;
- undertook all site visits out of which five were physical site visits and five were virtual site visits; we selected these sites based on the relative size of the workforce of these locations to the total workforce, unexpected fluctuations in the ISI covered by limited assurance since the prior period, and sites not visited in the prior period;
- inspected, at each site visited, a limited number of items to or from supporting records, as appropriate;
- applied analytical procedures, as appropriate;
- recalculated the ISI covered by limited assurance based on the criteria; and
- evaluated the overall presentation of the ISI covered by limited assurance to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the company's occupational health and safety.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

#### **Exclusions:**

Our assurance scope excludes the following and therefore we will not express a conclusion on the same:

- Any form of review of the commercial merits, technical feasibility, accuracy, compliance with applicable legislation for the project, and accordingly we will express no opinion thereon. We will also not be required to verify any of the judgments and commercial risks associated with the project, nor comment upon the possibility of the financial

projections being achieved. The Company's statements that describe the strategy, progress on goals (other than those listed under the scope of assurance), expression of opinion, claims, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.

- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Aspects of the BRSR and GRI attributes and the data/information (qualitative or quantitative) other than the ISI.
- Data and information outside the defined reporting period i.e., 1 April 2024 to 31 March 2025.

**For KPMG Assurance and Consulting Service LLP**

**Apurba Mitra**

Partner

Date: 14<sup>th</sup> July, 2025

Place: Kolkata

## Annexure – 1

### Select BRSR attributes on a standalone basis

S.No	Principle/ Indicator	Parameter/Metric	Assurance Type
1	Section A - E20 a	Details as at the end of Financial Year: Employees and workers (including differently abled)	Limited
2	Section A - E20 b	Details as at the end of Financial Year: Differently abled Employees and workers	Limited
3	Section A - E21	Participation/Inclusion/Representation of women	Limited
4	Section A - E22	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)	Limited
5	Section A - E25	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Limited
6	Principle 1 - E1	Percentage coverage by training and awareness programmes on any of the principles during the financial year	Limited
7	Principle 1 - E6	Details of complaints with regard to conflict of interest	Limited
8	Principle 1 - L1	Awareness programmes conducted for value chain partners on any of the principles during the financial year	Limited
9	Principle 2 - E2b	Percentage of inputs were sourced sustainably	Limited
10	Principle 2 - L3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)	Limited
11	Principle 2 - L4	The products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed	Limited
12	Principle 2 - L5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category	Limited
13	Principle 3 - E1	Details of measures for the well-being of employees	Limited
14	Principle 3 - E2	Details of retirement benefits, for Current FY and Previous Financial Year	Limited
15	Principle 3 - E5	Return to work and Retention rates of permanent employees and workers that took parental leave	Limited
16	Principle 3 - E7	Membership of employees and worker in association(s) or Unions recognized by the listed entity	Limited
17	Principle 3 - E8	Details of training given to employees and workers	Limited
18	Principle 3 - E9	Details of performance and career development reviews of employees and workers	Limited
19	Principle 3 - E13	Number of Complaints on the following made by employees and workers	Limited
20	Principle 3 - E14	Assessments for the year on Health & Safety and working conditions	Limited
21	Principle 3 - L3	Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	Limited
22	Principle 5 - E1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format	Limited
23	Principle 5 - E2	Details of minimum wages paid to employees and workers, in the following format	Limited
24	Principle 5 - E3 a	Median remuneration/ wages	Limited
25	Principle 5 - E6	Number of Complaints on the following made by employees and workers: on Child labor, Forced labor, Sexual harassment, Discrimination at workplace, Wages, Others	Limited
26	Principle 5 - E10	Assessments for the year on Child labor, Forced labor, Sexual harassment, Discrimination at the workplace, Wages and other human rights-related issues	Limited
27	Principle 6 - E6	Please provide details of air emissions (SOx, NOx, PM)	Limited
28	Principle 6 - L1	Water withdrawal, consumption and discharge in areas of water stress	Limited
29	Principle 8 - E2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity	Limited
30	Principle 9 - E3	Number of consumer complaints in respect of data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, Other	Limited
31	Principle 9 - E4	Details of instances of product recalls on account of safety issues	Limited

## Annexure – 2

### Select GRI Standards on a consolidated basis

S.No	Principle/Indicator	Parameter/Metric	Assurance Type
1	302-1	Energy consumption within the organization (Joules or multiple)	Limited
2	302-3	Energy intensity (Joules per tones of production or multiple of joules per tones of production)	Limited
3	303-3	Water withdrawal (Liters or multiples)	Limited
4	303-4	Water discharge (Liters or multiples)	Limited
5	303-5	Water Consumption (Liters or multiples)	Limited
6	305-1	Direct (Scope 1) GHG emissions (tCO2e)	Limited
7	305-2	Energy indirect (Scope 2) GHG emissions (tCO2e)	Limited
8	305-3	Other indirect (Scope 3) GHG emissions (tCO2e)	Limited
9	305-4	GHG emissions intensity (tCO2e/per tones of production)	Limited
10	305-7	Nitrogen oxides NOx/sulfide oxides (SOx) and other significant air emissions (Metric Tones)	Limited
11	306-3	Waste generated (Metric Tonnes)	Limited
12	306-4	Waste diverted from disposal (Tonnes)	Limited
13	306-5	Waste directed to disposal (Tonnes)	Limited
14	403-9	Work-related injuries	Limited
15	405-1-b-iii	Differently abled Employees and workers (No.)	Limited

# Business Responsibility & Sustainability Report (BRSR)

## SECTION A: GENERAL DISCLOSURES:

### I. Details of the Listed Entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L24246MH2000PLC129806
2.	Name of the Listed Entity	<b>GODREJ CONSUMER PRODUCTS LIMITED</b>
3.	Date of Incorporation	29-11-2000
4.	Registered Office Address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (E), Mumbai 400 079
5.	Corporate Address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (E), Mumbai 400 079
6.	E-mail Address	investor.relations@godrejcp.com
7.	Telephone No.	022 25188010/20/30
8.	Website	www.godrejcp.com
9.	Financial Year for which reporting is being done.	2024-25 (i.e., from April 1, 2024 to March 31, 2025)
10.	Name(s) of the Stock Exchange(s) where Shares are listed	(1) NSE (2) BSE
11.	Paid-up Capital as on March 31, 2025	₹ 1,02,30,07,964
12.	Name and Contact Details (Telephone, E-mail Address) of the person who may be contacted in case of any queries on this Report	Name: Tejal Jariwala Telephone No.: 022 25188010/20/30 E-mail Address: investor.relations@godrejcp.com
13.	Reporting Boundary - Are the disclosures under this Report made on a Standalone basis (i.e., only for the Entity) or on a Consolidated basis (i.e., for the Entity and all the entities which form a part of its Consolidated Financial Statements, taken together)	Standalone Basis
14.	Name of the Assurance Provider	KPMG Assurance and Consulting Services LLP
15.	Type of Assurance obtained	Reasonable assurance for BRSR core indicators Limited assurance for all other BRSR indicators

### II. Products / Services:

#### 16. Details of Business Activities (accounting for 90% of the Turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing	Home care and personal care products	100%
<b>TOTAL</b>			<b>100%</b>

#### 17. Products / Services sold by the Entity (accounting for 90% of the Entity's Turnover):

Sr. No.	Product / Service	NIC Code	% of Total Turnover Contributed
1.	Home Care	20211	47%
2.	Personal Care	20231,20236	53%

**III. Operations:**

18. Number of Locations where Plants and/or Operations / Offices of the Entity are situated:

Location	No. of Plants	No. of Offices	Total
National	14	4	18
International	19	1	20

19. Markets served by the Entity:

a) Number of Locations:

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

b) Contribution of Exports as a Percentage of the Total Turnover of the Entity: 3.66%

c) A Brief on Types of Customers:

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

**IV. Employees:**

20. Details as at the End of the Financial Year:

a) **Employees and Workers (including Differently Abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1722	1322	77%	400	23%
2	Other than Permanent (E)	8	3	38%	5	63%
3	Total Employees (D + E)	1730	1325	77%	405	23%
WORKERS						
4	Permanent (F)	1240	1135	92%	105	8%
5	Other than Permanent (G)	4277	2202	51%	2075	49%
6	Total Workers (F + G)	5517	3337	60%	2180	40%

b) **Differently Abled Employees & Workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	5	5	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Employees (D + E)	5	5	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	11	11	100%	0	0%
5	Other than Permanent (G)	11	2	18%	9	82%
6	Total Workers (F + G)	22	13	59%	9	41%

21. Participation / Inclusion / Representation of Women (as on March 31, 2025):

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	5	50%
Key Managerial Personnel	4	2	50%

22. Turnover Rate for Permanent Employees and Workers:

(Disclose trends for the past 3 years)

Particulars	Financial Year 2024-25 (Turnover Rate in Current Financial Year)			Financial Year 2023-24 (Turnover Rate in Previous Financial Year)			Financial Year 2022-23 (Turnover Rate in the Year prior to Previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	23%	19%	19%	21%	19%	23%	31%	25%
Permanent Workers	15%	15%	15%	6%	40%	8%	7%	21%	7%

V. Holding, Subsidiary & Associate Companies (including Joint Ventures):

23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures:

Sr. No.	Names of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Whether Holding / Subsidiary / Associate / Joint Venture	% of Shares held by Listed Entity	Whether the Entity indicated at Column A, participates in the Business Responsibility Initiatives of the Listed Entity? (Yes / No)
1	Godrej Pet Care Limited (Earlier named as "Godrej Consumer Care Limited")	Subsidiary	100%	No
2	Godrej Consumer Supplies Ltd (w.e.f. 15 <sup>th</sup> December, 2023)	Subsidiary	100%	No
3	Godrej Consumer Products Limited Employees' Stock Option Trust	Subsidiary	100%	No
4	Godrej Household Products (Lanka) Pvt. Ltd.	Subsidiary	100%	No
5	Godrej South Africa Proprietary Ltd (merged with Subinite (Pty) Ltd. W.e.f. 3 <sup>rd</sup> June, 2024)	Subsidiary	0%	No
6	Godrej Consumer Products Bangladesh Ltd	Subsidiary	100%	No
7	Godrej Household Products (Bangladesh) Pvt. Ltd.	Subsidiary	100%	No
8	Belaza Mozambique LDA	Subsidiary	100%	No
9	Consell SA (up to 9 <sup>th</sup> Oct, 2024)	Subsidiary	0%	No
10	Cosmetica Nacional	Subsidiary	100%	No
11	Charm Industries Limited (upto 26 <sup>th</sup> March, 2024)	Subsidiary	0%	No
12	Canon Chemicals Limited	Subsidiary	100%	No
13	Darling Trading Company Mauritius Limited (merged with Godrej Africa Holdings Limited w.e.f. 25 <sup>th</sup> May, 2023)	Subsidiary	0%	No
14	Deciral SA	Subsidiary	100%	No
15	DGH Phase Two Mauritius (merged with Godrej Africa Holdings Limited w.e.f. 12 <sup>th</sup> September, 2023)	Subsidiary	0%	No
16	DGH Tanzania Limited (upto 26 <sup>th</sup> March, 2024)	Subsidiary	0%	No
17	Frika Weave (PTY) LTD (merged with Subinite (Pty) Ltd. W.e.f. 3 <sup>rd</sup> June, 2024)	Subsidiary	0%	No
18	Godrej Africa Holdings Limited	Subsidiary	100%	No
19	Godrej Consumer Holdings (Netherlands) B.V.	Subsidiary	100%	No
20	Godrej Consumer Investments (Chile) Spa	Subsidiary	100%	No
21	Godrej Consumer Products (Netherlands) B.V.	Subsidiary	100%	No
22	Godrej Consumer Products Dutch Coöperatief U.A.	Subsidiary	100%	No
23	Godrej Consumer Products Holding (Mauritius) Limited	Subsidiary	100%	No
24	Godrej Consumer Products International (FZCO)	Subsidiary	100%	No
25	Godrej East Africa Holdings Limited (upto 26 <sup>th</sup> March, 2024)	Subsidiary	0%	No
26	Godrej Global Mid East FZE	Subsidiary	100%	No
27	Godrej Holdings (Chile) Limitada	Subsidiary	100%	No
28	Godrej Indonesia IP Holding Ltd.	Subsidiary	100%	No
29	Godrej Mauritius Africa Holdings Ltd.	Subsidiary	100%	No
30	Godrej MID East Holdings Limited	Subsidiary	100%	No
31	Godrej Netherlands B.V.	Subsidiary	100%	No

Sr. No.	Names of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Whether Holding / Subsidiary / Associate / Joint Venture	% of Shares held by Listed Entity	Whether the Entity indicated at Column A, participates in the Business Responsibility Initiatives of the Listed Entity? (Yes / No)
32	Godrej Nigeria Limited (merged with Lorna Nigeria Ltd. w.e.f. 1 <sup>st</sup> Oct, 2024)	Subsidiary	0%	No
33	Godrej Peru SAC (upto 10 <sup>th</sup> May, 2024)	Subsidiary	0%	No
34	Godrej SON Holdings INC	Subsidiary	100%	No
35	Godrej Tanzania Holdings Ltd	Subsidiary	100%	No
36	Godrej (UK) Ltd	Subsidiary	100%	No
37	Godrej West Africa Holdings Ltd.	Subsidiary	100%	No
38	Hair Credentials Zambia Limited	Subsidiary	100%	No
39	Hair Trading (offshore) S. A. L	Subsidiary	100%	No
40	Indovest Capital (upto 8 <sup>th</sup> February, 2024)	Subsidiary	0%	No
41	Issue Group Brazil Limited	Subsidiary	100%	No
42	Kinky Group (Pty) Limited (merged with Subinite (Pty) Ltd. W.e.f. 3 <sup>rd</sup> June, 2024)	Subsidiary	0%	No
43	Laboratoria Cuenca S.A	Subsidiary	100%	No
44	Godrej Nigeria Limited (Earlier named as "Lorna Nigeria Ltd.")	Subsidiary	100%	No
45	Old Pro International Inc	Subsidiary	100%	No
46	Panamar Producciones S.A. (under voluntary liquidation)	Subsidiary	100%	No
47	PT Godrej Business Service Indonesia	Subsidiary	100%	No
48	PT Indomas Susemi Jaya	Subsidiary	100%	No
49	PT Godrej Distribution Indonesia	Subsidiary	100%	No
50	PT Godrej Consumer Products Indonesia	Subsidiary	100%	No
51	PT Sarico Indah	Subsidiary	100%	No
52	Sigma Hair Industries Ltd. (upto 26 <sup>th</sup> March, 2024)	Subsidiary	0%	No
53	Strength of Nature LLC	Subsidiary	100%	No
54	Style Industries Limited	Subsidiary	100%	No
55	Subinite (Pty) Ltd.	Subsidiary	100%	No
56	Weave Ghana Ltd	Subsidiary	100%	No
57	Weave IP Holdings Mauritius Pvt. Ltd. (merged with Godrej Mauritius Africa Holdings Ltd. W.e.f. 15 <sup>th</sup> June, 2024)	Subsidiary	0%	No
58	Weave Mozambique Limitada	Subsidiary	100%	No
59	Weave Senegal Ltd (Ceased to exist on 31 <sup>st</sup> March 2024)	Subsidiary	0%	No
60	Weave Trading Mauritius Pvt. Ltd.	Subsidiary	100%	No
61	Godrej CP Malaysia SDN. BHD	Subsidiary	100%	No

**VI. Corporate Social Responsibility (CSR) Details:**

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes

(ii) Turnover: ₹ 88,14,36,30,903/-

(iii) Net Worth: ₹ 83,65,69,46,033/-

**VII. Transparency & Disclosures Compliances:**

25. Complaints / Grievances on any of the Principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:



Stakeholder Group from whom Complaint is received	Grievance Redressal Mechanism in place (Yes / No) (If Yes, web-link for Grievance Redressal Policy)	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
		Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks	Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks
Communities	Yes <a href="https://godrejcp.com/sustainability/codes-and-policies">https://godrejcp.com/sustainability/codes-and-policies</a> .	0	0	None	0	None	
Investors (other than Shareholders)	Yes <a href="https://godrejcp.com/sustainability/codes-and-policies">https://godrejcp.com/sustainability/codes-and-policies</a> .	0	0	None	0	0	None
Shareholders	Yes <a href="https://godrejcp.com/sustainability/codes-and-policies">https://godrejcp.com/sustainability/codes-and-policies</a> .	116	3	3 pending complaints stand to be resolved as on the date of report	92	3	Complaints resolved in April 2024
Employees and Workers	Yes <a href="https://godrejcp.com/sustainability/codes-and-policies">https://godrejcp.com/sustainability/codes-and-policies</a> .	7	0	POSH complaints	1	1	POSH complaints under investigation
Customers	Yes <a href="https://godrejcp.com/sustainability/codes-and-policies">https://godrejcp.com/sustainability/codes-and-policies</a> .	0	0	None	0	0	None
Value Chain Partners	Yes <a href="https://godrejcp.com/sustainability/codes-and-policies">https://godrejcp.com/sustainability/codes-and-policies</a> .	0	0	None	0	0	None
Others	-						

26. Overview of the Entity's Material Responsible Business Conduct Issues:

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

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
1.	Occupational health & safety	R	• There are physical risk to the workforce in our manufacturing operations and frontline distribution teams. Lack of appropriate and sufficient training to workers and employees on best-practices related to OHS, might result in health and safety risks such as frequent incidents, accidents, and even fatalities. Indirect risks include workplace closures, increase in legal and compliance costs, intense scrutiny by stakeholders, lower morale in the workforce, and adverse impact on brand reputation.	We have a robust Health & Safety policy and strong SOPs to ensure highest adherence to health and safety. Our governance mechanism ensures any incidents are duly investigated and resolved for the future. We ensure periodic review of safety procedures and the Central Safety Committee and committees at plants review monthly data for occupational health and safety. We have a consistent record in zero fatalities across our offices and manufacturing plants leading to high-morale and trust amongst employees and workers.	Negative Implications
2.	Product safety and Quality	R	• Evolving regulatory landscape and changing guidelines pertaining to the composition of various ingredients and raw materials we use in our products poses a risk of disruption in our operations.	GCPL has implemented quality testing standard operating procedures for all its products. GCPL has also incorporated a robust products and raw material quality testing procedure. This is supported by ensuring to build the capabilities of team through skill development trainings.	Negative Implications
3.	Business Ethics and Ethical Marketing	R	• Business ethics are the moral principles that guide decision-making process for an organisation. It includes policies, and values that govern the way companies and individuals engage in business activity. Ethical marketing and product labelling is a crucial factor in marketing as it highlights the products' unique selling point, composition, and claims on sustainability. Greenwashing and/or ethically and factually incorrect marketing practices and claims pose reputational risk to the business.	GCPL upholds moral principles that guides our decision-making process and fosters a culture of ethics. GCPL has multiple policies that enable and enforce ethics such as code of conduct, whistle blower policy, anti-sexual harassment policy, human rights policy, and health and safety policy, to name a few. We recognise that our marketing, advertising, and sales practices directly impact our consumers, customers, and the broader community. For us, 'trust' is the most important and non-negotiable business value and we are committed to transparency, honesty, and ethical conduct. Our Responsible Marketing, Advertising and Sales Policy ensures we not only adhere to local marketing standards and legal requirements but also go beyond and align with the best international standards.	Negative Implications

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
4.	Governance and accountability	O	• It means adhering to all reporting and transparency requirements by market regulators and even voluntarily disclose information on other international frameworks on ESG	GCPL adheres to BRSR in India and other international frameworks like CDP, GRI and Integrated Reporting <IR> frameworks. GCPL is consistently transparent in reporting leading to further investor and other stakeholder confidence.	Positive Implications
5.	Sustainable Packaging	R	• Enforcement of strict regulations on plastic, waste generation, and disposal arising from geographies such as India and Africa, may result in higher short-term costs for compliance	As most of GCPL products involves plastic packaging, we focus on plastic packaging intensity. It is determined by the weight of the packaging to overall product weight. GCPL has reduced plastic packaging intensity by over 20% from the base year of 2019-20. This has resulted in cost savings and reduced its Extended Producer Responsibility (EPR) requirements.	Positive Implications
6.	Sustainable supply chain management	R	• GCPL is engaged in procurement of materials and services from diverse suppliers. Some of the key risks that can impact the company's supply chain are ESG compliance risk for critical suppliers, and unethical sourcing practices.	In line with GCPL's Policy for Responsible Supply, we have collated qualitative and quantitative data, and evaluated 70% of suppliers by procurement spends for their ESG performance. To drive supplier engagement effectively, GCPL has also shared industry best practices and suggestive actions.	Negative Implications
7.	Renewable Energy	O	• Adoption of renewable energy will lower GCPL's emissions and save costs in the long-term.	Currently, GCPL is utilizing close to 40% renewable energy in its India operations. In FY24-25, we started a co-generation plant at our Malanpur manufacturing site. We also use briquette based boilers and microturbines for steam generation, and invest in solar PV and apply for green tariffs wherever available.	Positive Implications

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
8.	Research & Development	O	• Strong R&D led initiatives with an ESG focus is a market opportunity and a brand differentiator.	GCPL has completed Life Cycle Assessments for products constituting 56% of our India revenue. Through this, we are able to identify the areas of sustainable improvement across the lifecycle of our products. By addressing these gaps, we are able to innovate and offer products at a green discount rather than a green premium as we to pass on the savings to our consumers.	Positive Implications
9.	Sustainable and Greener Products	O	• GCPL aims to ensure that its products have lower environmental impact while ensuring they are affordable and accessible.	GCPL has rolled out several green products, one example is the Godrej Magic Hand Wash. It uses lower water content compared to alternatives and has lower plastic packing impact thus further resulting in cost savings which is passed on to our consumers.	Positive Implications
10.	Diversity & Inclusion	O	• Having an adequate diversity ratio and build capability of women leaders is a key priority of GCPL	For the senior leadership roles at GCPL, women currently represent 26%. GCPL aims to have 30% women in senior leadership by 2030. We constantly seek best practices in hiring women in leadership positions, provide opportunities to Person with disabilities (PwD), and LGBTQ communities.	Positive Implications

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES:

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles (P1 to P9) and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes:</b>										
1.	a) Whether the Entity's Policy / Policies cover each Principle and core elements of the NGRBCs [Yes (Y) / No (N)]	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the Policy been approved by the Board of Directors? [Yes (Y) / No (N)]	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	https://godrejcp.com/sustainability/codes-and-policies People -> Code of Conduct	https://godrejcp.com/sustainability/codes-and-policies Sustainability-> sustainable procurement policy	https://godrejcp.com/people/diversity	https://godrejcp.com/sustainability/codes-and-policies People -> Whistle-blower policy	https://godrejcp.com/sustainability/codes-and-policies People -> GCPL Human Rights policy	https://godrejcp.com/sustainability/codes-and-policies Sustainability -> integrated environment management policy	https://godrejcp.com/sustainability/codes-and-policies People -> Employee Code of Conduct	https://godrejcp.com/sustainability/codes-and-policies Sustainability-> CSR policy	https://godrejcp.com/sustainability/codes-and-policies Sustainability-> CSR policy
2.	Whether the Entity has translated the Policy into procedures (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted Policies extend to your Value Chain Partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name(s) of the National and International Codes / Certifications / Labels / Standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted Standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each Principle	• GRI Standards 2021	• GRI Standards 2021	• ISO 45001 • GRI Standards 2021	• GRI Standards 2021	• GRI Standards 2021	• Science-based Targets initiative (SBTi) • GRI Standards 2021	• GRI Standards 2021	• GRI Standards 2021	• ISO 27001:2022 • GRI Standards 2021

Disclosure Questions									
P1	P2	P3	P4	P5	P6	P7	P8	P9	
5. Specific Commitments, Goals and Targets set by the Entity with defined timelines, if any	Not applicable	Cover 75% of our suppliers by procurement spends under Sustainable Procurement Policy by 2025-26	30% women representation in senior leadership by 2030	Not applicable	Implement human rights action plan across owned plants and locations in India and International operations covering 100% of our blue collar workforce in 2025	<ul style="list-style-type: none"> <li>• Reduce specific energy consumption by 40% by 2025-26 (v. 2011 baseline)</li> <li>• Increase renewable energy portfolio to 35% by 2025-26 (v. 2011 baseline)</li> <li>• Reduce water intensity by 40% by 2025-26 (v. 2011 baseline) while maintaining water positivity</li> <li>• Maintain zero waste to landfill and achieve zero-liquid discharge</li> <li>• Reduce GHG emission intensity by 45% by 2025-26 (v. 2011 baseline)</li> </ul>	Not applicable	<ul style="list-style-type: none"> <li>• Protect 30 million people against vector-borne diseases by 2025-26</li> <li>• Divert over 8,000 MT of waste from landfills by 2025-26.</li> </ul>	Receive ISO:27001:2022 certification for our information security system and process
6. Performance of the Entity against the specific Commitments, Goals and Targets, alongwith Reasons in case the same are not met	Not applicable	Covered 70% of our suppliers by procurement spends under Sustainable Procurement Policy.	26% women representation in senior leadership on track to have 30% women representation in senior leadership	Not applicable	Implemented human rights action plan across owned plants and locations in India covering 93% of our India workforce	<ul style="list-style-type: none"> <li>• Reduced our specific energy consumption by 32%</li> <li>• Increased renewable energy portfolio to 40%</li> </ul>	Not applicable	<ul style="list-style-type: none"> <li>• Directly reached out to over 19 million and enabled their protection against vector-borne diseases</li> </ul>	Received ISO:27001:2022 certification

[illegible]

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the Entity have a specified Committee of the Board / Directors responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes								
GCPL has an ESG Committee to strengthen oversight and governance of Sustainability risks, opportunities and progress against goals. The Committee meets at least twice in a year. The ESG Committee consists of - Ms. Nisaba Godrej, Executive Chairperson, DIN: 00591503 Mr. Sudhir Sitapati, Executive Director, DIN: 09197063 Ms. Tanya Dubash, Non-Executive Director, DIN: 00026028 Mr. Nadir Godrej, Non-Executive Director, DIN: 00066195 Ms. Shalini Puchalapalli, Independent Director, DIN: 07820672									
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board	Committee of the Board	Committee of the Board	Any other Committee	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board	Committee of the Board	Committee of the Board	Any other Committee	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
<b>Frequency</b> <b>(Annually / Half yearly /Quarterly/ Any other-please specify)</b>									
Performance against above policies and follow up action	Quarterly	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly	Any other	Half Yearly	Half Yearly
11. Has the Entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No
12. If answer to Question (1) of Section B above is "No", i.e., not all Principles are covered by a Policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the Principles material to its business. (Yes / No)									
The Entity is not at a stage where it is in a position to formulate and implement the Policies on specified Principles. (Yes / No)									
The Entity does not have the financial, human and technical resources available for the task. (Yes / No)									Not Applicable
It is planned to be done in the next Financial Year. (Yes / No)									
Any Other Reason (please specify)									



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:

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

### ESSENTIAL INDICATORS

- Percentage Coverage by Training and Awareness Programmes on any of the Principles during the Financial Year:

Segment	Total Number of Training and Awareness Programmes held	Topics / Principles covered under the Training and its Impact	% age of Persons in respective Segment covered by the Awareness Programmes
Board of Directors (BoD)	11	Every year, we organise familiarisation programmes to discuss material issues. In FY24-25, the Board was familiarised with actions on Risk Management, ESG scores and Disclosures, Climate, Plastics, Sustainable Supply Chain and Procurement, Human Rights Due Diligence & Communities, Diversity, Safety, human rights, sustainable packaging, safety, sustainable manufacturing, product life-cycle assessments, cybersecurity, among action items from overall business, strategy, financial presentations, compliance reports overview, regulatory updates etc.	76%
Key Managerial Personnel (KMP)	10	Every year, we organise familiarisation programmes to discuss material issues. In FY24-25, the KMPs along with the Board were familiarised with actions on Risk Management, ESG scores and Disclosures, Climate, Plastics, Sustainable Supply Chain and Procurement, Human Rights Due Diligence & Communities, Diversity, Safety, human rights, sustainable packaging, safety, sustainable manufacturing, product life-cycle assessments, cybersecurity, among action items from overall business, strategy, financial presentations, compliance reports overview, regulatory updates etc.	100%
Employees other than BoD and KMPs	3	Under training categories of cybersecurity, human rights, health & safety, and skill upgradation, we have provided trainings on: Cybersecurity awareness, Prevention of sexual harassment, Environmental safety, Electrical Safety Training for industrial Work force, Training on Environment Management, Road safety and Firefighting among others	100%
Workers	3	Under training categories of human rights, health & safety, and skill upgradation, we have provided trainings on: Prevention of sexual harassment, Environmental safety, Electrical Safety Training for industrial Work force, Training on Environment Management, Road safety and Firefighting among others	98%

- Details of Fines / Penalties / Punishment / Award / Compounding Fees / Settlement Amount paid in proceedings [by the Entity or by Directors / Key Managerial Personnel (KMPs)] with Regulators / Law Enforcement Agencies / Judicial Institutions, in the Financial Year, in the following format:

(Note: The Entity shall make disclosures on the basis of Materiality as specified in Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the Entity's website)

Monetary					
NGRBC Principle	Name of the regulatory/enforcement	Amount (In INR)	Brief of case	Has an Appeal been preferred? (Yes / No)	
Penalty/ Fine					
Settlement					
Compounding fee	9	Legal metrology department	1) Godrej Ezee (INR 50,000/-)	1) Godrej Ezee (Net quantity on the package of Product was non-compliant)	No

Monetary				
NGRBC Principle	Name of the regulatory/enforcement	Amount (In INR)	Brief of case	Has an Appeal been preferred? (Yes / No)
		2) Godrej No. 1 (INR 50,000/-)	2) Godrej No. 1 ("incl. of all taxes" was not printed after MRP)	
		3) Godrej Selfie Shampoo Hair Colour (INR 50,000/-)	3) Godrej Selfie Shampoo Hair Colour (Net Quantity not declared with MRP in advertisement)	
		4) Godrej Fab (INR 50,000/-)	4) Godrej Fab (coding panel data (MRP, USP, MFD) was not printed)	
		5) Godrej Ezee (INR 1,00,000/-)	5) Godrej Ezee (pack was found to be underweight)	
		6) Godrej Aer Power Pocket (INR 50,000/-)	6) Godrej Aer Power Pocket (coding panel data was not printed)	
		7) KamaSutra extra dots condoms (INR 1,00,000/-)	7) KamaSutra Condoms (In a pack of 10 condoms, one condom pouch was found empty by customer)	
Imprisonment				
Punishment			N/A	

3. Of the Instances pertaining to Fines / Penalties / Punishment / Award / Compounding Fees / Settlement Amount disclosed above, details of the Appeal / Revision preferred in Cases where Monetary or Non-Monetary Action has been appealed:

Case details	Name of the Regulatory / Enforcement Agencies / Judicial Institutions
NA	NA

4. Does the Entity have an Anti-Corruption or Anti-Bribery Policy? If yes, provide details in brief and if available, provide a Web-link to the Policy:

Yes, the entity does have an anti-bribery policy in place, it's a part of the code of conduct. Link - [https://godrejcp.com/public/pdfs/codes\\_policies/people/Code-of-Conduct-for-Employees-2024.pdf](https://godrejcp.com/public/pdfs/codes_policies/people/Code-of-Conduct-for-Employees-2024.pdf)

5. Number of Directors / Key Managerial Personnel (KMPs) / Employees / Workers against whom Disciplinary Action was taken by any Law Enforcement Agency for the Charges of Bribery / Corruption:

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Board of Directors	0	0
Key Managerial Personnel	0	0
Employees	0	0
Workers	0	0

6. Details of Complaints with regard to Conflict of Interest:

Particulars	Financial Year 2024-25 (Current Financial Year)		Financial Year 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to Issues of Conflict of Interest of Directors	0	None	0	None
Number of Complaints received in relation to Issues of Conflict of Interest of Key Managerial Personnel (KMPs)	0	None	0	None

7. Details of any Corrective Action taken or underway on Issues related to Fines / Penalties / Action taken by Regulators / Law Enforcement Agencies / Judicial Institutions, on cases of Corruption and Conflicts of Interest:

The notices received are under Legal Metrology Act, 2009 and rules thereof for label declaration compliance. The declarations were corrected to avoid any future notices.

8. Number of Days of Accounts Payables ((Accounts Payable \*365) / Cost of Goods/Services procured) in the following format:

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Number of Days of Accounts Payables	74	56

**Note:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

**Note 2:** Accounts Payable includes Trade Payable and Capital creditors

9. Open-ness of Business:

Provide details of Concentration of Purchases and Sales with Trading Houses, Dealers, and Related Parties, alongwith Loans and Advances & Investments, with Related Parties, in the following format:

Parameter	Metrics	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from Trading Houses as % of Total Purchases	0%	0%
	b. Number of Trading Houses where Purchases are made from	0	0
	c. Purchases from top 10 Trading Houses as a % of Total Purchases from Trading Houses	0	0%
Concentration of Sales	a. Sales to Dealers / Distributors as % of Total Sales	66%	67%
	b. No. of Dealers / Distributors to whom Sales are made	1837	2217
	c. Sales to top 10 Dealers / Distributors as a % of Total Sales to Dealers / Distributors	3%	3%
Share of Related Party Transactions (RPTs) in –	a. Purchases (Purchases with Related Parties / Total Purchases)	3%	3%
	b. Sales (Sales to Related Parties / Total Sales)	1%	1%
	c. Loans & Advances (Loans & Advances given to Related Parties / Total Loans & Advances)	99%	0%
	d. Investments (Investments in Related Parties / Total Investments made)	65%	62%

**Note 1:** A trading house is a business that specialises in facilitating transactions between the company and manufacturer. There are no purchases from trading houses in FY2024-25 or FY2023-24.

**Note 2:** We have considered closing balances disclosed in the Audited Standalone Financial statements for loans and advances and Investments

**Note 3:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

## LEADERSHIP INDICATORS

1. Awareness Programmes conducted for Value Chain Partners on any of the Principles during the Financial Year:

Sr. No.	Total Number of Awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1.	7	Biodiversity Management and Zero Deforestation, Introduction to GHG Emissions, NGRBC Principles, Sustainable Packaging Solutions, Sustainable supply chain standards and partner expectations, Value chain assessment, Water and waste management	60%

2. Does the Entity have Processes in place to avoid / manage Conflict of Interests involving Members of the Board of Directors? (Yes/No) and if yes, provide Details of the same:

Yes, we ensure that we're compliant with the requirements stated in the Companies Act and SEBI Listing Regulations for ensuring that there is no conflict of interest. At the beginning of the year, we receive the disclosure from directors for the entities in which they are interested, and the similar disclosures are also received at the time of appointment of directors. Whenever any business decisions are taken, the Board is informed about the interest of any particular director in that matter and such director will not be included in the discussion and decision pertaining to the matter wherein he/she is interested. We ensure that an Independent Director on the board of GCPL should not be a Non-Independent Director on the board of another company if there is a Non-Independent Director on GCPL's board who is also an Independent Director on the board of the same other company. This prevents a situation where two directors might influence each other's decisions across different companies and create conflict of interest.

## PRINCIPLE 2: Businesses should provide Goods and Services in a manner that is Sustainable And Safe

## ESSENTIAL INDICATORS

1. Percentage of Research & Development (R&D) and Capital Expenditure (Capex) Investments in Specific Technologies to improve the Environmental and Social Impacts of Product and Processes to Total R&D and Capex Investments made by the Entity, respectively:

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Details of Improvements in Environmental and Social Impacts
R&D	37%	34%	Sustainable packaging initiatives, new product development initiatives focused on improving health benefits and/or lowering environmental impact
CAPEX	26%	5%	Investment in new biomass based co-generation power plant and other green technology

2. a. Does the Entity have Procedures in place for Sustainable Sourcing? (Yes / No)
- b. If yes, what Percentage of Inputs were sourced sustainably?

Yes. As part of our sustainable procurement policy, we've covered 70% of our suppliers by procurement spends in FY 24-25. We are committed to helping our suppliers make their operations more sustainable with focus on four parameters - ethically driven, social focussed, green inspired and quality centred.

3. Describe the Processes in place to safely reclaim Products for Reusing, Recycling and Disposing at the end of life, for (a) Plastics (including Packaging) (b) E-Waste (c) Hazardous Waste and (d) Other Waste:

(a)	Plastics (including Packaging)	Our pre-consumer plastic waste generated in our manufacturing sites is channelized (directly/indirectly) for processing to Plastic Waste Processor authorized under Plastic Waste Management Rule. Furthermore, we have partnered with Waste Management Agencies (WMAS) and PWPs for responsible collection, sorting, and recycling/co-processing of post-consumer plastic packaging waste.
(b)	E-Waste	As bulk waste generators, we channelize our e-waste to authorized e-waste processors.
(c)	Hazardous Waste	Each type of hazardous waste is disposed of in line with the stipulated guidelines and through authorized vendors. We submit annual returns and disclosures with respective state pollution control boards.
(d)	Other Waste	Our manufacturing sites and our head office generates non-hazardous waste such as food, plastic, paper, and metal among others. All this waste is segregated at source and sent to authorized vendors for processing.

4. Whether Extended Producer Responsibility (EPR) is applicable to the Entity's Activities (Yes / No) and if yes, whether the Waste Collection Plan is in line with the Extended Producer Responsibility (EPR) Plan submitted to Pollution Control Boards? If not, Steps taken to address the same:

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

#### LEADERSHIP INDICATORS

1. Has the Entity conducted Life Cycle Perspective / Assessments (LCA) for any of its Products (for Manufacturing Industry) or for its Services (for Service Industry)? If yes, provide details in the following format:

NIC Code	Name of Product / Service	% of Total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by Independent External Agency (Yes/No)	Results communicated in Public Domain (Yes/No) If yes, provide the web-link
20211 20231 20236	Aer Pocket, Godrej Expert Crème, Godrej Ezee, Good Knight Active+, Good knight Coils, Magic Hand Wash, Godrej No. 1	56%	Cradle-to-grave	Yes	Yes <a href="https://www.godrejcp.com/sustainability/codes-and-policies">https://www.godrejcp.com/sustainability/codes-and-policies</a>

2. If there are any Significant Social or Environmental Concerns and/or Risks arising from Production or Disposal of your Products / Services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same, alongwith Action taken to mitigate the same.

Name of Product / Service	Description of the Risk / Concern	Action Taken
	No significant social or environmental risks found	

3. Percentage of Recycled or Reused Input Material to Total Material (by Value) used in Production (for Manufacturing Industry) or providing Services (for Service Industry):

Input Material	Recycled or re-used input material to total material	
	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Recycled (Corrugated Boxes, Glass, leaflets, plastic)	3%	2%

**Note:** The value of percentage of recycled or reused input material to total material for FY 23-24 amounting to 0 has been restated due to change in methodology for data categorisation.

4. Of the Products and Packaging reclaimed at End of Life of Products, Amount (in Metric Tonnes) Reused, Recycled and Safely Disposed, for the Current Financial Year and the Previous Financial Year:

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including Packaging)	-	9,194	8,755	-	6,581	11,414
E-Waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

**Note:** The value of products and packaging reclaimed at the end of life of products for FY 23-24 amounting to 17,995 has been restated due to change in methodology for data categorisation.

5. Reclaimed Products and their Packaging Materials (as Percentage of Products Sold) for each Product Category

Indicate Product Category	Reclaimed Products and their Packaging Materials as % of Total Products sold in respective Category
Plastic Packaging	100% of all plastic packaging we have sold with our products has been reclaimed.

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

## ESSENTIAL INDICATORS

1. a. Details of Measures for the Well-being of **Employees:**

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
PERMANENT EMPLOYEES											
Male	1322	1322	100%	1322	100%	N/A	N/A	1322	100%	1322	100%
Female	400	400	100%	400	100%	400	100%	N/A	N/A	400	100%
Total	1722	1722	100%	1722	100%	400	100%	1322	100%	1722	100%
OTHER THAN PERMANENT EMPLOYEES											
Male	3	3	100%	3	100%	N/A	N/A	3	100%	0	0%
Female	5	5	100%	5	100%	5	100%	N/A	N/A	0	0%
Total	8	8	100%	8	100%	5	100%	3	100%	0	0%

b. Details of Measures for the Well-being of **Workers**:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
PERMANENT WORKERS											
Male	1135	1135	100%	1135	100%	N/A	N/A	986	87%	72	6%
Female	105	105	100%	105	100%	105	100%	N/A	N/A	16	15%
Total	1240	1240	100%	1240	100%	105	100%	986	87%	88	7%
OTHER THAN PERMANENT WORKERS											
Male	2202	2159	98%	2159	98%	N/A	N/A	235	11%	1009	46%
Female	2075	2075	100%	2075	100%	2075	100%	N/A	N/A	471	23%
Total	4277	4234	99%	4234	99%	2075	100%	235	11%	1480	35%

c. Spending on Measures towards Well-being of Employees and Workers (including Permanent and Other than Permanent) in the following format:

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Cost incurred on Well-being Measures as a % of Total Revenue of the Company	0.13%	0.12%

**Note 1 :** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

2. **Details of Retirement Benefits, for the Current Financial Year and the Previous Financial Year:**

Benefits	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	No. of Employees covered as a % of Total Employees	No. of Workers covered as a % of Total Workers	Deducted and Deposited with the Authority (Y / N / N.A.)	No. of Employees covered as a % of Total Employees	No. of Workers covered as a % of Total Workers	Deducted and Deposited with the Authority (Y / N / N.A.)
Provident Fund (PF)	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employees' State Insurance (ESI)	0%	27%	Y	0%	66%	Y
Others	None	None	None	None	None	None

3. **Accessibility of Workplaces:**

Are the Premises / Offices of the Entity accessible to Differently abled Employees and Workers, as per the Requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any Steps are being taken by the Entity in this regard:

Our Godrej One (Global headquarters) is accessible for differently abled employees and workers with infrastructural modifications being updated on an on-going basis. Our newly launched Nilgiri manufacturing plant in Tamil Nadu has been constructed with a strong focus on accessibility, adhering to inclusive design guidelines. Modifications are in progress for regional offices and other manufacturing units. We are focusing on PwD inclusivity with internships and job hirings and are working to ensure all our offices and premises are accessible to all.

**4. Does the Entity have an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a Web-link to the Policy:**

Yes, please visit <https://godrejcp.com/people/diversity>

**5. Return to Work and Retention Rates of Permanent Employees and Workers that took Parental Leave:**

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	88%	27%	100%	90%
Female	100%	30%	100%	100%
<b>Total</b>	90%	28%	100%	90%

**6. Is there a Mechanism available to receive and redress Grievances for the following Categories of Employees and Workers? If yes, give Details of the Mechanism in brief:**

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



**7. Membership of Employees and Workers in Association(s) or Union(s) recognized by the Entity, for the Current Financial Year and the Previous Financial Year:**

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total Employees / Workers in respective category (A)	No. of Employees / Workers in respective category, who are part of Association(s) or Union (B)	% (B / A)	Total Employees / Workers in respective category (C)	No. of Employees / Workers in respective category, who are part of Association(s) or Union (D)	% (D / C)
Total Permanent Employees	1722	0	0	1498	0	0%
Male	1322	0	0	1199	0	0%
Female	400	0	0	299	0	0%
Total Permanent Workers	1240	651	53%	1204	818	68%
Male	1135	612	54%	1140	814	71%
Female	105	39	37%	64	4	6%

**8. Details of Training given to Employees and Workers:**

Category	Financial Year 2024-25 (Current Financial Year)					Financial Year 2023-24 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skills Upgradation		Total (D)	On Health & Safety Measures		On Skills Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	1325	500	38%	822	62%	1202	260	22%	964	80%
Female	405	139	34%	207	51%	308	37	12%	264	86%
Total	1730	639	37%	1029	59%	1510	297	20%	1228	81%
WORKERS										
Male	3337	2998	90%	2129	64%	3676	3186	87%	1119	30%
Female	2180	1818	83%	462	21%	1969	1445	73%	50	3%
Total	5517	4816	87%	2591	47%	5645	4631	82%	1169	21%

**9. Details of Performance and Career Development Reviews of Employees and Workers for Current and Previous Financial Years:**

Performance and career development reviews have been conducted for all employees eligible during the Financial Year.

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	1325	1322	100%	1202	1202	100%
Female	405	400	99%	308	308	100%
<b>Total</b>	<b>1730</b>	<b>1722</b>	<b>100%</b>	<b>1510</b>	<b>1510</b>	<b>100%</b>

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>WORKERS</b>						
Male	3337	478	14%	3676	0	0%
Female	2180	26	1%	1969	0	0%
<b>Total</b>	<b>5517</b>	<b>504</b>	<b>9%</b>	<b>5645</b>	<b>0</b>	<b>0%</b>

#### 10. Health and safety management system:

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

Yes, all of GCPL's manufacturing sites are ISO 45001 certified with a detailed safety & health management system (SHMS) in place. The SHMS system covers all site operations, employees, contractors & other stakeholders associated with sites' operations. It also covers all the legal requirements pertaining to the company's operations.

We continually improve our SHMS implementation and effectiveness. Our internal system checks effectiveness based on findings from internal safety audits, inspection (internal & external), accident and incident investigations (Internal & external), CAPA, and legal changes. We also review and assesses the SHMS system every 3 years and update with the best industrial practices.

- b. Processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity:

GCPL follows Hazard identification & risk assessment (HIRA) process based on ISO 45001 standard. We also use specific techniques such as HAZOP and QRA for specific operations and risk identification. Employees, contractors and all other stakeholders take part in HIRA process. We have a trained team to carry out HIRA for all its site operations.

All non-routine activities are controlled through a strong work permit system. The company ensures any new project or any change in terms of infrastructure, system or people goes through a detailed assessment for safety & health risk assessment. We have identified and created a list of significant risks named "Critical to Safety". A detailed action plan to mitigate these risks at all sites is prepared and its status is reviewed up to board-level. We have invested more than INR 15 CR in this in the last several years in safety initiatives.

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

Yes, we understand and value the power of employee participation for improvement in safety and health condition. We encourage worker participation in identifying workplace hazards. Our workers are trained for identifying hazards, near miss, and safety related incidents. We have provided multiple reporting options such as a mobile base reporting app named as iSafe, safety suggestion box and hazard reporting register. They can also report any hazard through their safety committee representative. All our sites have safety committees with equal representation from workers. We check the effectiveness of hazard reporting system and safety committee effectiveness through SHMS evaluation system. We also organise number of safety celebrations throughout the year to increase safety awareness at all levels.

Our Safety and Health policy gives right to all employees, workers, contractors and stakeholders the freedom to take appropriate actions to save themselves from any hazard arising out of work-related activities. We have a zero-tolerance policy that prohibits any forceful work in unsafe conditions.

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

Yes, all our sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in close proximity. In addition, trained first aiders are available to respond appropriately to medical requirements. We arrange frequent programmes to improve awareness about health and this includes yearly medical check-up, celebration of heart day, and yoga day among others. We consider mental health as one of the key risks & tied it up with 1to1 help. This service is freely available for all GCPL employees. In addition to this, we also celebrate mental health awareness month.

#### 11. Details of safety related Incidents in the following format:

Safety Incident / Number	Category (including Contract Workforce)	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.30	0.00
	Workers	0.45	0.07
Total Recordable Work-related Injuries	Employees	1	0
	Workers	33	15
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

**Note:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator.

#### 12. Measures taken by the entity to ensure a safe and healthy workplace:

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

To achieve our aspirations, we have outlined a four-pillar approach towards safety -

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

We believe that people are the key to build a strong safety culture and as a company we should strive to connect each and every employee by using innovative ways like hands on training, skits and safety competitions. A strong safety culture is key to long-term performance. We have made significant progress through:

1. Behaviour-based Safety (BBS) with DSS+ in India  
In collaboration with DSS+ (DuPont Safety Solutions), we trained 50+ leaders, 100+ middle managers, and 100+ shop floor colleagues in safety leadership. Leaders now conduct weekly site visits, ensuring hazards are addressed and fostering a culture of ownership, achieving 100% leadership engagement across sites.
2. Expanded Safety Beyond Manufacturing
  - Warehouse Safety (India): Developed a safety plan, conducted risk assessments, and closed non-compliant warehouses.
  - Safer Travel Policy: We launched a road safety policy, training employees and service providers while assessing safety compliance.

With these initiatives, we reinforce our commitment to a zero-injury workplace and a culture of shared safety responsibility.

We continue to focus on improving safety awareness among all employees, workers and contractual workforce. We arrange close to 200 safety training programmes across our plants. As per our commitment to close gaps on identified critical to safety areas, we have been investing in improving our safety infrastructure and systems.

Automation and AI is the new way of working and we are exploring opportunities that can help make our operations safer. Our safety performance was also recognised by various renowned national agencies such as NSC, CII for improvement in safety.

### 13. Number of Complaints on the following made by Employees and Workers:

	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	No. of Complaints filed during the year	No. of Complaints pending resolution as at the close of the year	Remarks	No. of Complaints filed during the year	No. of Complaints pending resolution as at the close of the year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

### 14. Assessments for the Financial Year:

Particulars	% of Plants and Offices that were assessed (by the Entity or Statutory Authorities or Third Parties)
Working Conditions	100% self-assessed
Health & Safety Practices	100% self-assessed

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

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

- Fall protection system
- Electrical system upgrades
- Machine Guarding & LOTO provisions
- Drones for inspection of boiler stacks health
- Fire prevention & protection system upgrade

**Leadership Indicators**

**1 Does the entity extend any life insurance or any compensatory package in the event of death of:**

(A) Employees (Y/N); and

(B) Workers (Y/N):

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

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

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

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in question 11 of essential indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment: in the current year and the previous year:**

Particulars	Total No. of affected Employees / Workers		No. of Employees / Workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	1	0	1

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

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

**5. Details on assessment of value chain partners:**

	% of Value Chain Partners (by Value of Business done with such Partners) that were assessed
Health and Safety Practices	70%
Working Conditions	70%

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

After the assessment, we provide feedback to our suppliers to improve health and safety practices, awareness and culture in their operations. For example, for few of our suppliers we identified the need to get them ISO 45001 certified for occupational health and safety that provides them with a checklist to improve and undergo third-party audit to get certified.

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

### Essential Indicators

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

At GCPL we have identified and prioritised our key stakeholders on the basis of their influence on our operations and our impact on them. We engage with them through various mechanisms such as, interactions with local communities, supplier/ vendor meets, customer/ consumer / employee satisfaction and feedback surveys, investor forums, and media meets among others. As a responsible business, we work closely with our communities to understand their needs and build synergies. Our Board Members are a part of the CSR and ESG committee and the Board is updated about the discussions in these meetings during the Board Meetings. Few of our Board members and Senior Management travel to various geographies for market assessment and obtain first-hand feedback across stakeholders. Additionally, we organise Investor and Analyst calls multiple times a year wherein the investors interact with our senior management.

**2. List stakeholder groups identified as key for the company and the frequency of engagement with each stakeholder group:**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, townhall, survey, function meetings, and conferences.	Monthly and quarterly	Company's performance update and development strategies
Suppliers	No	Email, phone, meetings, assessments and audits	Need Based	Materials, services, and pricing

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

## Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the board of directors on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the board:**

We organise periodic materiality study findings and share with the GCPL Board. In addition, 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. Regulatory changes, inputs, requests from investors, evolving supplier scenario, feedback from CSR implementation partners and local communities are informed to the Board and their guidance is sought for way forward on these matters.

Our Board Members are a part of the CSR and ESG committee and the Board is updated about the discussions in these meetings during the Board Meetings. Our CSR committee Board members visit our programmes on ground and communicate directly with our beneficiaries and NGO partners on ground.

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

Yes. We carried out a formal stakeholder engagement process during our double materiality assessment in 2024. Our stakeholders provided inputs and covered a number of ESG material concerns, which have been incorporated into our ESG focus areas. For example, sustainable packaging, product safety and greener products were some of our biggest priorities both in terms of impact materiality and financial materiality. These have become imperative to our focus, and we are working to reduce our plastic packaging intensity, craft a responsible chemical management policy to minimize hazardous substances and chemicals in our products and wherever possible remove them completely, and we are finding ways to lower the overall environmental impact of our products. In 2020, our previous materiality assessment revealed occupational health and safety as a top material topic. Since then, we have launched a Safety

and Health policy and have built a robust process to create a safe and healthy work environment for all GCPL stakeholders including our employees, business associates, processors, contractors, sub-contractors, vendors, transporters, customers, and visitors.

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

We organise periodic in-person engagements to drive conversations on DEI with vulnerable and marginalised stakeholder groups such as people with disabilities, and LGBTQIA+ people. Through our interactions and conversations, we have crafted inclusive policies at our workplace to ensure there is no discrimination at our workplace. We have gender-neutral anti-harassment policy, same sex partner benefits at par with married spouses, gender neutral adoption benefits and even support gender transition and offer gender neutral washrooms.

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

### Essential Indicators

**1. Employees and Workers who have been provided Training on Human Rights Issues and Policy(ies) of the Entity, in the following format:**

Employees	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (C/D)
<b>EMPLOYEES</b>						
Permanent	1722	844	49%	1498	295	20%
Other than Permanent	8	0	0	12	0	0.00%
<b>Total</b>	<b>1730</b>	<b>844</b>	<b>49%</b>	<b>1510</b>	<b>295</b>	<b>20%</b>
<b>WORKERS</b>						
Permanent	1240	1139	92%	1204	706	59%
Other than Permanent	4277	4254	99%	4441	3445	78%
<b>Total</b>	<b>5517</b>	<b>5418</b>	<b>98%</b>	<b>5645</b>	<b>4151</b>	<b>74%</b>

**2. Details of Minimum Wages paid to Employees and Workers, in the following format:**

	Financial Year 2024-25 (Current Financial Year)					Financial Year 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>PERMANENT EMPLOYEES</b>	<b>1722</b>	<b>0</b>	<b>0</b>	<b>1722</b>	<b>100%</b>	<b>1498</b>	<b>0</b>	<b>0%</b>	<b>1498</b>	<b>100%</b>
Male	1322	0	0	1322	100%	1199	0	0%	1199	100%
Female	400	0	0	400	100%	299	0	0%	299	100%
<b>OTHER THAN PERMANENT EMPLOYEES</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>100%</b>	<b>12</b>	<b>0</b>	<b>0%</b>	<b>12</b>	<b>100%</b>
Male	3	0	0	3	100%	3	0	0%	3	100%



	Financial Year 2024-25 (Current Financial Year)					Financial Year 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Female	5	0	0	5	100%	9	0	0	9	100%
<b>PERMANENT WORKERS</b>	<b>1240</b>	<b>92</b>	<b>7%</b>	<b>1148</b>	<b>93%</b>	<b>1204</b>	<b>0</b>	<b>0</b>	<b>1204</b>	<b>100%</b>
Male	1135	50	4%	1085	96%	1140	0	0	1140	100%
Female	105	42	40%	63	60%	64	0	0	64	100%
<b>OTHER THAN PERMANENT WORKERS</b>	<b>4277</b>	<b>1744</b>	<b>41%</b>	<b>2533</b>	<b>59%</b>	<b>4441</b>	<b>2273</b>	<b>51%</b>	<b>2168</b>	<b>49%</b>
Male	2202	1212	55%	990	45%	2536	1553	61%	983	39%
Female	2075	532	26%	1543	74%	1905	720	38%	1185	62%

**Note:** The number of workers and percentage of 'equal to' and 'more than' minimum wages paid to male and female (other than permanent workers) for FY 23-24 was 0, 0% and 4441, 100% respectively. These have been restated to correct the comparative percentage on account of non-availability of complete records at the time of reporting.

### 3. Details of Remuneration / Salary / Wages:

#### a. Median Remuneration / Wages:

Particulars	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective Category (in ₹)	Number	Median Remuneration / Salary / Wages of respective Category (in ₹)
Board of Directors (BoD)	5	36,45,342	7	36,80,137
Key Managerial Personnel (KMP)	3	11,54,63,224	2	3,52,79,513
Employees other than BoD and KMPs	1,635	10,78,404	527	7,87,870
Workers	1,206	4,40,963	113	1,89,368

**Note:** KMPs include the Chairperson and Managing Director and CEO who are also covered in the number of Board of Directors

#### b. Gross Wages paid to Females as % of Total Wages paid by the Entity, in the following format:

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Gross Wages paid to Females as % of Total Wages	20%	18%

**Note 1:** We have reported salaries and wages for permanent employees and workers

**Note 2:** We have considered bonus on the basis of payment during the year instead of accruals

**Note 3:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

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

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

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

We have dedicated channels to report any concerns or raise issues/complaints for all employees, workers and business partners. They can use the toll-free number - 1800 309 3972, email - godrejspeakup@tip-offs.in, use portal or chatbot on www.godrejspeakup.tip-offs.in. Concerns and complaints are then resolved speedily and in a fair manner. In addition, we have a dedicated POSH complaint mechanism to report relevant issues.

**6. Number of Complaints on the following made by Employees and Workers:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Filed during the Year	Pending resolution at the end of the Year	Remarks	Filed during the Year	Pending resolution at the end of the Year	Remarks
Sexual Harassment	7	0	None	1	1	Case received in March 2024
Discrimination at Workplace	0	0	N/A	0	0	N/A
Child Labour	0	0	N/A	0	0	N/A
Forced Labour / Involuntary Labour	0	0	N/A	0	0	N/A
Wages	0	0	N/A	0	0	N/A
Other Human Rights related Issues	0	0	N/A	0	0	N/A

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	7	1
Complaints on POSH as a % of Female Employees / Workers	0.29%	0.05%
Complaints on POSH upheld	5	0

**Note 1:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

**Note 2:** The Complaints on POSH as a % of Female Employees/Workers has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. As per the guidance, denominator (i.e., female employees/workers) should be the average of number of female employees/workers at the beginning and end of the financial year. The restatement has led to a revision of the prior reported value of 0.04% for the year ended March 31, 2024.

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:**

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

**9. Do human rights requirements form part of the entity's business agreements and Contracts (Yes / No):**

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

**10. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child Labour	93%	
Forced Labour / Involuntary Labour	93%	
Sexual Harassment	93%	
Discrimination at Workplace	93%	
Wages	93%	
Others – please specify	93%	Self-assessed for Freedom of Association, Health & Safety, Security and Community Development, Worker welfare

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at question 10 above:**

Through our human rights assessment, we identified 10 salient human rights issues in our operations. These are the most important human rights at risk of negative impacts in our business operations and activities.

Our 10 salient human rights issues

1. Child labour
2. Forced labour
3. Discrimination
4. Freedom of Association and collective bargaining
5. Health and Safety
6. Working hours, wages and leaves
7. Fair treatment and equal remuneration
8. Community impact
9. Reporting and feedback
10. Worker welfare

We have developed and rolled out action plans for our 10 salient issues. These plans are customised for each region based on their assessment scores and they lay out our strategy to address and strengthen our response on every parameter. The plan defines the actions our teams and supply chain need to take on ground which is being rolled-out. We have taken into consideration the best-in-class standards and international laws of human rights.

### Leadership Indicators

1. Details of a Business Process being modified / introduced as a result of addressing Human Rights Grievances / Complaints:

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

2. Details of the scope and coverage of any Human Rights Due Diligence conducted:

During 2022-2024, we assessed close to 20,000 employees, workers, contract workers and community members across 36 manufacturing plants in 9 countries which covers 100% of our owned operations globally. In FY2024-25, we also assessed suppliers covering 70% of our procurement spends for human rights impacts. The assessments covered our own employees, third-party and contract employees, women, children, migrant workers, and local communities.

3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the rights of persons with disabilities act, 2016:

Our Godrej One (Global headquarters) is accessible for differently abled visitors and workers with infrastructural modifications being updated on an on-going basis. Our newly launched Nilgiri factory has been constructed with a strong focus on accessibility, adhering to inclusive design guidelines. Modifications are in progress for regional and manufacturing units. Third party contractors are employed to conduct independent audits of our infrastructure in our manufacturing units so that we improve our facilities at a regular basis.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	70%
Discrimination at Workplace	70%
Child Labour	70%
Forced Labour / Involuntary Labour	70%
Wages	70%
Others – Please specify	-

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments of value chain partners above.**

After the assessment scoring, we worked with the suppliers who can better implement measures on human rights and raise awareness in their operations. For example, for few of our suppliers we identified the need to integrate POSH awareness for their employees as part of their on-going trainings.

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

### Essential Indicators

1. **Details of Total Energy Consumption (in Joules or multiples) and Energy Intensity, in the following format:**

Particulars	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>From Renewable Sources</b>			
Total Electricity Consumption (A)	MJ	3,59,83,177	2,58,10,052
Total Fuel Consumption (B)	MJ	31,73,06,417	21,32,46,021
Energy Consumption through Other Sources (C)		-	0
<b>Total Energy consumed from Renewable Sources (A+B+C)</b>	<b>MJ</b>	<b>35,32,89,594</b>	<b>23,90,56,073</b>
<b>From non-renewable sources</b>			
Total Electricity Consumption (D)	MJ	11,85,09,573	12,23,93,299
Total fuel consumption (E)	MJ	37,94,15,214	51,30,04,527
Energy consumption through other sources (F)	MJ	-	0
<b>Total Energy consumed from Non-Renewable Sources (D+E+F)</b>	<b>MJ</b>	<b>49,79,24,787</b>	<b>63,53,97,826</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>MJ</b>	<b>85,12,14,381</b>	<b>87,44,53,899</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/ revenue from operations in crore rupees)	MJ / Rupee	0.010	0.011
<b>Energy Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million)</b> (Total Energy consumed / Revenue from Operations adjusted for PPP)	-	0.020	0.024
<b>Energy Intensity in terms of Physical Output</b>	-	<b>2,504</b>	<b>2,367</b>
Energy Intensity (optional) – the relevant metric may be selected by the Entity	MJ / MT of Product	-	-

**Note 1:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

**Note 2:** We have used the PPP conversion factor published for India in 2025 by IMF – 20.66

**Note 3:** The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of the prior reported value of 0.024 for the year ended March 31, 2024

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

Not Applicable

3. Provide details of the following Disclosures related to Water, in the following format:

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water Withdrawal by Source (in Kilolitres)</b>			
(i) Surface water	kl	0	0.00
(ii) Groundwater	kl	3,41,690	3,36,136
(iii) Third party water	kl	1,35,229	1,37,797
(iv) Seawater / desalinated water	kl	0	0
(v) Others - Rainwater	kl	26,689	20,482
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>kl</b>	<b>5,03,608</b>	<b>4,94,775</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>kl</b>	<b>5,03,608</b>	<b>4,94,775</b>
<b>Water intensity per Rupee of Turnover</b> (Total water consumption / Revenue from operations)	<b>kl / Rupee</b>	<b>0.0000057</b>	<b>0.0000060</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP in USD Million)</b> (Total Water Consumption / Revenue from Operations adjusted for PPP)	<b>-</b>	<b>0.0000118</b>	<b>0.0000131</b>
<b>Water intensity in terms of physical output</b>	<b>kl / MT of Product</b>	<b>1.48</b>	<b>1.28</b>

**Note 1:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

**Note 2:** We have used the PPP conversion factor published for India in 2025 by IMF – 20.66.

**Note 3:** The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of the prior reported value of 0.0000699 for the year ended March 31, 2024

**Note 4:** The values of total water withdrawal and water intensity in terms of physical output for FY 23-24 amounting to 25,27,323 and 6.84 respectively have been restated to correct the comparative numbers, based on the correct unit of measurement.

4. Provide the following Details related to Water Discharged

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>(i) To Surface water</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third parties</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>(v) Others</b>	<b>0</b>	<b>0</b>
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

**Note:** : Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP

5. Has the Entity implemented a Mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, we have set up a ZLD process at each of our plant locations.

In the North, the Common effluent treatment plant (CETP) at the Baddi site acts as a central processing unit, where other plants transfer all the effluents after primary treatment, whereas at the Jammu location, we recycle treated water and use for domestic purpose like plantation and flushing in our plant, along with ETP/STP.

There is no wastewater generated in our processes at the south cluster; instead, lab wash waters are discharged. At South cluster, we ensure ZLD in all our units by utilising STP to treat household wastewater. No water is discharged out of any of our plant locations as the treated water is used for domestic purposes.

Sites across all four of our India region have been assessed and certified by TUV India Private Limited as 'Zero Liquid Discharge' and 'Zero waste to Landfill' facilities.

**6. Please provide Details of Air Emissions (other than GHG emissions) by the Entity, in the following format:**

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
NOx	MT/Year	21	85
SOx	MT/Year	1	255
Particulate Matter (PM)	MT/Year	14	60
Persistent Organic Pollutants (POP)	Not Applicable	-	-
Volatile Organic Compounds (VOC)	Not Applicable	-	-
Hazardous Air Pollutants (HAP)	Not Applicable	-	-
Others – Please specify	Not Applicable	-	-

**Note:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency.

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

**7. Provide Details of Greenhouse Gas Emissions (Scope 1 and Scope 2 Emissions) & its Intensity, in the following format:**

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Scope 1 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	26,047	36,076
<b>Total Scope 2 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	23,589	24,362
<b>Total Scope 1 and Scope 2 Emission Intensity per Rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations)	MT CO <sub>2</sub> eq. / Rupee	0.0000006	0.0000007
<b>Total Scope 1 and Scope 2 Emission Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million)</b> (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations adjusted for PPP)	MT CO <sub>2</sub> eq. / Rupee	0.0000012	0.0000015
<b>Total Scope 1 and Scope 2 Emission Intensity in terms of Physical Output</b>	MtCO <sub>2</sub> e	0.15	0.16
<b>Total Scope 1 and Scope 2 Emission Intensity (optional)</b> – the relevant metric may be selected by the Entity	MtCO <sub>2</sub> e	-	-

**Note 1:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP

**Note 2:** We have used the PPP conversion factor published for India in 2025 by IMF – 20.66.

**Note 3:** The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of the prior reported value of 0.0000017 for the year ended March 31, 2024



**8. Does the Entity have any project related to reducing Green House Gas emission? If yes, then provide Details.**

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

In addition to increasing renewable energy consumption, GCPL also has a strong energy efficiency program and specific energy reduction targets. Every year, we drive over 60 energy efficiency projects. We are also committed to the Climate Org's EP100 initiative, to double our energy productivity by 2030 as against the 2018 baseline.

**9. Provide details related to Waste Management by the Entity, in the following format:**

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Waste Generated (in Metric Tonnes)</b>		
Plastic Waste (A)	1,340	1,029
E-Waste (B)	1.94	1.34
Bio-medical Waste (C)	0.49	0.00
Construction and Demolition Waste (D)	-	0.00
Battery Waste (E)	2.30	0.18
Radioactive Waste (F)	-	0.00
Other Hazardous Waste - Please specify, if any (G)		
• Distillation Residue	228	409
• Coal Ash		
• ETP Sludge		
Other Non-Hazardous Waste generated (H) - Please specify, if any (Break-up by composition, i.e., by materials relevant to the sector)		
• Biomass Ash	5,919	2,458
• ETP Sludge		
• Paper		
• Metal		
• Wooden		
• HDPE Drums		
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>7,493</b>	<b>3,898</b>
<b>Waste Intensity per Rupee of Turnover</b> (Total Waste Generated / Revenue from Operations)	0.000000084	0.000000047
<b>Waste Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million)</b> (Total Waste Generated / Revenue from Operations adjusted for PPP)	0.000000174	0.000000097
<b>Waste Intensity in terms of physical output</b>	<b>0.02</b>	<b>0.01</b>
<b>Waste Intensity (optional) - the relevant metric may be selected by the Entity</b>		

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>For each category of waste generated, total waste recovered, through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	5,395	3,482
(ii) Re-used	-	0.00
(iii) Other recovery operations	-	0.00
<b>Total</b>	<b>5,395</b>	<b>3,482</b>
<b>For each Category of Waste generated, Total Waste disposed, by Nature of Disposal Method (in Metric Tonnes)</b>		
<b>Category of Waste</b>		
(i) Incineration	69.20	5.33
(ii) Landfilling	-	0.00
(iii) Other disposal operations	-	0.00
<b>Total</b>	<b>69.20</b>	<b>5.33</b>

**Note 1:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP

**Note 2:** We've used the PPP conversion factor published for India in 2025 by IMF – 20.66.

**Note 3:** The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. The restatement has led to a revision of the prior reported value of 0.000000108 for the year ended March 31, 2024.

**10. Briefly describe the Waste Management Practices adopted in your Establishments. Describe the Strategy adopted by your Company to reduce usage of Hazardous and Toxic Chemicals in your Products and Processes and the Practices adopted to manage such Wastes.**

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

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

Link - [https://godrejcp.com/public/pdfs/codes\\_policies/sustainability/Waste-Management-Policy.pdf](https://godrejcp.com/public/pdfs/codes_policies/sustainability/Waste-Management-Policy.pdf)

**11. If the Entity has Operations / Offices in/around Ecologically Sensitive Areas (such as National Parks, Wildlife Sanctuaries, Biosphere Reserves, Wetlands, Biodiversity Hotspots, Forests, Coastal Regulation Zones etc.) where Environmental Approvals / Clearances are required, please specify details in the format:**

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

**12. Details of Environmental Impact Assessments of Projects undertaken by the Entity based on applicable laws, in the Current Financial Year:**

Name and Brief Details of Project	EIA Notification No.	Date	Whether conducted by Independent External Agency (Yes / No)	Results communicated in Public Domain (Yes / No)	Relevant Web link
None	N/A	N/A	N/A	N/A	N/A

**13. Is the Entity compliant with the applicable Environmental Law / Regulations / Guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Y/N). If not, provide Details of all such Non-compliances, in the format::**

Yes, All GCPL units are compliant with applicable environmental law/regulations/guidelines in India under Water Act, Air Act, and Environmental protection Act, 1986.

**Leadership Indicators**

**1. Water Withdrawal, Consumption and Discharge in Areas of Water Stress (in Kilolitres):**

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

- (i) Name of the Area: Our plants in Karaikal, Chennai, Kathua and Malanpur – Coil 6, Coil 7, Coil 9, Coil 11, Conso, Kathua, MM Nagar, and Malanpur are considered in FY 24-25 and FY23-24
- (ii) Nature of Operations: Manufacturing GCPL products
- (iii) Water Withdrawal, Consumption and Discharge in the following format:

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water Withdrawal by Source (in kilolitres)</b>		
(i) Surface Water	0	0
(ii) Groundwater	2,62,261	2,63,833
(iii) Third Party Water	1,35,229	1,37,797
(iv) Seawater / Desalinated water	0	0
(v) Others - Rainwater	3,164	5,121
<b>Total Volume of Water Withdrawal (in Kilolitres)</b>	4,00,653	4,06,751
<b>Total Volume of Water Consumption (in Kilolitres)</b>	4,00,653	4,06,751
<b>Water Intensity per Rupee of Turnover</b> ( <i>Water Consumed / Turnover</i> )	0.000005	0.000005
<b>Water Intensity</b> (physical output)	1.18	1.10
<b>Water Discharge by Destination and Level of Treatment (in Kilolitres)</b>		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

**Note 1:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP.

**Note 2:** We've used the PPP conversion factor published for India in 2025 by IMF – 20.66 for current as well as previous financial year.

**Note 3:** The values of total water withdrawal and water intensity in terms of physical output for FY 23-24 amounting to 9,18,731 and 2.49 respectively have been restated to correct the comparative numbers, based on the correct unit of measurement.

**2. Please provide details of Total Scope 3 Emissions & its Intensity, in the following format:**

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Scope 3 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MtCO <sub>2</sub> e	22,08,455	14,82,327
<b>Total Scope 3 Emissions per Rupee of Turnover</b>	MtCO <sub>2</sub> e / ₹	0.000025	0.000018
<b>Total Scope 3 Emission Intensity in terms of physical output</b> (optional) – the relevant metric may be selected by the Entity	MtCO <sub>2</sub> e	6.50	4.01

**Note 1:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:

Yes, reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP

**Note 2:** We've used the PPP conversion factor published for India in 2025 by IMF – 20.66 for current as well as previous financial year.

**3. With respect to the Ecologically Sensitive Areas reported at Question 11 of Essential Indicators above, provide Details of Significant Direct & Indirect Impact of the Entity on Biodiversity in such Areas, alongwith Prevention and Remediation Activities.**

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

**4. If the Entity has undertaken any Specific Initiatives or used Innovative Technology or Solutions to improve Resource Efficiency, or reduce Impact due to Emissions / Effluent Discharge / Waste generated, please provide Details of the same as well as Outcome of such Initiatives, as per the format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy	Co Generation - 25 TPH Steam and 1.5 MW Power	4,00,000
2	Energy	Installation of mechanical seals in chemical plant process pump	3,40,000
3	Energy	New CSP - Energy Efficient vacuum pumps	2,37,600
4	Energy	Modification in Brine Chiller to run 2 Stampers with one Chiller	2,26,000
5	Energy	Water Chillers in Utility for line 2 & 3	2,04,600
6	Energy	Replacement of Compressed Worm with Linear Worm of all 3 lines	2,00,970
7	Energy	Chiller replacement (Water & Brine)	1,75,000
8	Energy	Waste heat recovery system for air compressor system	1,65,000
9	Energy	New VFD based Compressor	1,42,718
<b>Total Energy saving in Kwh</b>			<b>20,91,888</b>
10	Fuel	Thermic Fluid Heater pump replacement	58,800
11	Fuel	AI enabled gas Burner to increase the efficiency of Thermopack TP 25	48,148
12	Fuel	Unigas Burner for Energy & Natural Gas Saving	10,193
<b>Total fuel saving in KL</b>			<b>1,17,141</b>
13	Steam	Condensate recovery project for Malanpur palnt SM1 Steam	3,000
14	Steam	Nitrogen Flushing instead of direct Steam	3,000
<b>Total steam saving in MT</b>			<b>6,000</b>
15	Water	Addition water treatment plant in ETP tera pharma	30,720
16	Water	Utilization of cogen reject water in water treatment plant	18,000
17	Water	Reutilization of back wash water & treated water used in ash quenching	3,120
<b>Total Water Saving in KL</b>			<b>51,840</b>

**5. Does the Entity have a Business Continuity and Disaster Management Plan? Give details in 100 words / Web link.**

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

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

6. **Disclose any Significant Adverse Impact to the Environment, arising from the Value Chain of the Entity. What Mitigation or Adaptation Measures have been taken by the Entity in this regard?**

N/A

7. **Percentage of Value Chain Partners (by value of business done with such Partners) that were assessed for environmental impacts.**

70%

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

### **Essential Indicators**

- 1) A) Number of Affiliations with Trade and Industry Chambers / Associations: 8
- b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to:

<b>Sr. No</b>	<b>Name of the Trade and Industry Chambers / Associations</b>	<b>Reach of Trade and Industry Chambers/ Associations (State / National)</b>
1	The World Business Council for Sustainable Development	International
2	United Nations Global Compact Network	International
3	EcoVadis	International
4	Confederation of Indian Industry	National
5	Home Insect Control Association	National
6	The Indian Society of Advertisers	National
7	Advertising Standards Council of India	National
8	Federation of Indian Chambers of Commerce & Industry	National

- 2) **Provide Details of Corrective Action taken or underway on any Issues related to Anti-competitive Conduct by the Entity, based on Adverse Orders from Regulatory Authorities:**

<b>Name of authority</b>	<b>Brief of the case</b>	<b>Corrective action taken</b>
	Not Applicable	

## Leadership Indicators

### 1. Details of Public Policy Positions advocated by the Entity:

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
1	Continued advocacy for promoting safe use of household insecticides in India by demanding a crackdown on production and import illegal mosquito repellent incense sticks laced with unapproved harmful chemicals (insecticides/ pesticides) and addressing the challenges related to counterfeit products	Formal representation to Central Government, enforcement bodies, and Industry Associations	No	Others – Please specify	N/A
2	Advocacy for replacement of paper leaflets with QR Codes in Household Insecticides to enable digital access, protect environment, and reduce waste, and further promoting ease of doing business by simplifying regulatory challenges. The Ministry of Agriculture & Farmers Welfare published the <b>Draft Gazette Notification GSR 507E, dated August 16, 2024</b> , for inviting the suggestions and comments from industry and general public for exemption of household insecticides and other related products from the requirement of paper leaflets, mandating QR codes on their packaging and exempting the requirement for renewal of Retailers License, among other reforms.	Formal representation to Central Government authorities & Industry Associations	Yes	Others – Please specify	<a href="https://ega-zette.gov.in/(S(0owylvy-gqj4uqvn-rbr4wy1*))/ViewPDF.aspx">https://ega-zette.gov.in/(S(0owylvy-gqj4uqvn-rbr4wy1*))/ViewPDF.aspx</a>

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

### Essential Indicators

#### 1. Details of Social Impact Assessments (SIA) of Projects undertaken by the Entity based on Applicable Laws, in the Current Financial Year:

Name and Brief Details of the Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes / No)	Results communicated in Public Domain (Yes / No)	Relevant Web-link
None	N/A	N/A	N/A	N/A	N/A
None	N/A	N/A	N/A	N/A	N/A

#### 2. Information on Project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Entity, in the following format:

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

**3. Describe the Mechanisms to receive and redress Grievances of the Community:**

GCPL is committed to respecting the rights of local communities. Our Human Rights policy explicitly commits to the principle of free, prior and informed consent, and support its implementation by relevant national authorities within their legal frameworks. It is for this reason that most of its manufacturing units are set up in pre-designated industrial zones. The HR/Admin teams are in regular communication with the local government and communities for CSR project needs and implementation. All meetings between our NGO partners, CSR teams and the communities are summarised to gauge our programme impacts, challenges and scope for improvement.

**4. Percentage of Input Material (Inputs to Total Inputs by Value) sourced from Suppliers:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Directly sourced from MSMEs / Small Producers	23%	24%
Sourced directly from within India	92%	90%

**Note:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

**5. Job Creation in Smaller Towns – Disclose Wages paid to Persons employed (including Employees or Workers employed on a Permanent or Non-permanent / on Contract basis) in the following Locations, as % of total Wage Cost:**

Location	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Rural	13%	10%
Semi-Urban	6%	5%
Urban	12%	11%
Metropolitan	69%	74%

(Place categorized as per RBI Classification System – Rural / Semi-Urban / Urban / Metropolitan)

**Note 1:** : We have considered total wage cost as - Salaries and wages as per Note 40 and Processing and other manufacturing charges as reported in Note 43 in Audited Standalone Financial Statements for the year ended March 31, 2025, and the same has been bifurcated in rural/semi-urban/urban/metropolitan, as per our reporting boundary.

**Note 2:** The financial figures for the period April 1, 2023 to March 31, 2024 have been restated to improve accuracy and clarity in reporting following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The Job creation in semi urban area, Job creation in urban, Job creation in metropolitan as disclosed in the BRSR for the year ended March 31, 2024 were 14%, 6%, 13% and 66% respectively.

**Note 3:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator



## Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments (reference: question 1 of essential indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on csr projects undertaken by the entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In ₹)
1.	Chhattisgarh	Bastar	13,05,689
2.	Chhattisgarh	Kondagaon	18,61,842
3.	Uttar Pradesh	Sonbhadra	41,85,311
4.	Madhya Pradesh	Vidisha	8,74,708
5.	Maharashtra	Gadchiroli	38,20,777

3. (a). Do you have a Preferential Procurement Policy where you give preference to purchase from Suppliers comprising Marginalized / Vulnerable Groups? (Yes / No)

No

3. (b). From which Marginalized / Vulnerable Groups do you procure?

N/A

3. (c). What Percentage of Total Procurement (by Value) does it constitute?

N/A

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of Corrective Actions taken or underway, based on any Adverse Order in Intellectual Property related Disputes wherein Usage of Traditional Knowledge is involved:

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

**6. Details of Beneficiaries of Corporate Social Responsibility (CSR) Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Salon-I programme	2,08,397 women	100%
2.	EMBED Malaria Elimination	2,64,05,034 people	100%
3.	EMBED Dengue Control	2,84,17,243 people	100%
4.	EMBED civic action Maharashtra	2,02,790 people	100%
5.	EMBED civic action Chattishgarh, MP, UP	33,19,550 people	100%
6.	Waste Management - Pondicherry	2,44,377 people	10%
7.	Waste management - Malanpur	18,750 people	80%
8.	Waste management - Palashbari	4,963 people	30%
9.	Waste management Kasauli	12,000 people	20%
10.	Waste management - Goa	1,61,772 people	5%

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****1. Describe the Mechanisms in place to receive and respond to Consumer Complaints and Feedback:**

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

**2. Turnover of Products and/or Services as a Percentage of Turnover from all Products / Services that carry Information about:**

Particulars	As a Percentage to Total Turnover
Environmental and Social Parameters relevant to the Product	1%
Safe and Responsible Usage	52%
Recycling and/or Safe Disposal	36%

**3. Number of Consumer Complaints in respect of the following for the Current Year and the Previous Year:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Received during the Year	Pending resolution at end of Year	Remarks	Received during the Year	Pending resolution at end of Year	Remarks
Data Privacy	0	0	N/A	0	0	N/A
Advertising	38	0	None	44	0	Promo campaigns painted on consumer walls. Concerned sales and Marketing teams have been informed to avoid such campaign paintings on the customer's house/ ground walls
Cyber-Security	0	0	N/A	0	0	N/A
Delivery of Essential Services	0	0	N/A	0	0	N/A
Restrictive Trade Practices	0	0	N/A	0	0	N/A
Unfair Trade Practices	1	1	The matter is currently ongoing and pending before the District Consumer Dispute Redressal Forum (DCDRF) in Bangalore.	0	0	N/A
Other	24,975	26	Product customer complaints resolved through calls, mails and replacements. The pending complaints came at the end of March and were resolved in April 2025	25,599	18	Product customer complaints resolved through calls, mails and replacements. The pending complaints came at the end of March and were resolved in April 2024

['N/A' denotes 'Not Applicable'.]

**4. Details of Instances of Product Recalls on account of Safety Issues:**

Particulars	Number	Reasons for recall
Voluntary recalls	0	N/A
Forced recalls	0	N/A

**5. Does the Entity have a Framework / Policy on Cyber Security and Risks related to Data Privacy (Yes/No)? If available, provide a Web-link of the Policy:**

Yes, the Information Security Management System policy is available on: <https://www.godrejite.com/Home/PolicyUpdatesView>

**6. Provide Details of any Corrective Actions taken or underway on Issues relating to Advertising, and Delivery of Essential Services; Cyber Security and Data Privacy of Customers; Re-occurrence of Instances of Product Recalls; Penalty / Action taken by Regulatory Authorities on Safety of Products / Services:**

Not Applicable

**7. Provide the following Information relating to Data Breaches:**

- a. Number of Instances of Data Breaches – **0**
- b. Percentage of Data Breaches involving personally identifiable information of customers – **0%**
- c. Impact, if any, of the data breaches – **N/A**

**Note:** Reasonable independent assurance carried out by KPMG Assurance and Consulting Services LLP for this indicator

**Leadership Indicators**

**1. Channels / Platforms where Information on Products and Services of the Entity can be accessed (provide Web link, if available):**

All product information is available on [www.godrejcp.com](http://www.godrejcp.com)

**2. Steps taken to inform and educate Consumers about Safe and Responsible Usage of Products and/or Services:**

We ensure that all consumers are well informed about the type of products we offer by ensuring that all relevant information concerning the use, mechanism, ingredient list, manufacturing and expiry dates and safety related information of a product is printed and available on the packaging of all our products. The Care contact details in case of any grievances is also printed on each and every pack which constitutes the Care Toll free no. 1800-266-0007 and our email id: [Care@godrejcp.com](mailto:Care@godrejcp.com). Besides, on all relevant product websites too, the desired information of the concerned product is well displayed.

**3. Mechanisms in place to inform Consumers of any Risk of Disruption / Discontinuation of Essential Services:**

Not Applicable

**4. Does the Entity display Product Information on the Product over and above what is mandated as per Local Laws? (Yes/No/Not Applicable)? If yes, provide details in brief.**

No

**5. Did the Entity carry out any Survey with regard to Consumer Satisfaction relating to the Major Products / Services of the Entity, Significant Locations of Operation of the Entity or the Entity as a whole? (Yes / No):**

Yes.

In the fiscal year 2024-25, we covered over 50,000 consumers and their perception of our brands. We reached these consumers through various channels, online and offline, randomly at their homes or at central locations to gather insights. This survey covered nearly 90% of our brands by revenue.