

# **GCPL ESG Factbook**

## **About the Company**

Godrej Consumer Products, a member of the +125-year-young Godrej Industries Group, upholds strong values like trust, integrity, and respect. As an emerging markets company, we are experiencing rapid growth and pursuing innovative goals. Our purpose is Bringing the goodness of health and beauty to consumers in emerging markets.

## **About the ESG Factbook**

The ESG data book contains an additional of relevant information and material ESG disclosures (Environmental, Social, and Governance). It complements our Annual Integrated Report FY2024-25 and supplements our voluntary disclosures for Corporate Sustainability Assessment by S&P Global.

## **Scope & Reporting Boundary**

The reporting boundary for this ESG factbook covers our global operations unless otherwise stated. We report sustainability metrics for all our sites and operations where we have 100% operational control as defined in our reporting boundary. This covers majority of our operations.

All monetary figures, unless specifically stated, are in INR.

## ECONOMIC DIMENSION

### 1. Corporate Governance

Board Type – One-tier system

	<b>Number of male members</b>	<b>Number of female members</b>	<b>Total no of members</b>
Executive directors	1	1	2
Independent directors	2	3	5
Other non-executive directors	2	1	3
<b>Total board size</b>	<b>5</b>	<b>5</b>	<b>10</b>

We have an one-tier system with 10 board members, of which 2 are Executive, 3 are non-executive and 5 are Independent Directors.

We are committed to have at least 50% independent representation on our Board and enforce minimum attendance of 50% for all Board Members. Moreover, 50% of our Board comprises of female directors.

Board average tenure as on March 31, 2025

<b>Board member</b>	<b>Tenure of membership (years)</b>
Nisaba Godrej	14
Nadir Godrej	25
Tanya Dubash	14
Pirojsha Godrej	8
Sudhir Sitapati	4
Pippa Armerding	7
Sumeet Narang	6
Shalini Puchalapalli	2
Aditya Sehgal	1
Amisha Jain	1
<b>Board average tenure</b>	<b>8 years</b>

Board Accountability (including Board Mandates & Board Performance)

	Indicators/ Measures	Data / information
<b>Board Meeting Attendance</b>  Number of meetings attended in percentage last business/fiscal year.	Average board meeting attendance (% of meetings of board of directors/supervisory board).	97.73%
	Minimum of attendance for all members required, at least (in %)	50%
<b>Shareholder approval required for changes in bylaw</b>		Yes. We obtain approval of our Shareholders for amendments to the Memorandum and Articles of Association of the Company in terms of the applicable provisions of the Companies Act, 2013
<b>Board Mandates</b>  Number of other mandates of the board of directors in other publicly listed companies	Number of non-executive/independent directors with 4 or less other mandates	10
	Names of these directors	Nisaba Godrej, Nadir Godrej, Tanya Dubash, Pirojsha Godrej, Sudhir Sitapati, Pippa Armerding, Sumeet Narang, Shalini Puchalapalli, Aditya Sehgal and Amisha Jain
<b>Board Performance Review</b>	Regular self-assessment of board performance	We conduct a formal Board Effectiveness Review as mandated by the Companies Act, 2013, and the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015. This review is designed and executed by our Corporate HR team in collaboration with the Chairperson and the Nomination and Remuneration Committee of the Board. Each Board member completes a confidential online questionnaire, providing feedback on the Board's operations and potential improvement areas. Additionally, they perform a self-assessment of their effectiveness, ensuring a comprehensive and balanced evaluation of the Board's performance.
<b>CEO succession plan</b>	A plan for who can replace the CEO and by what time the person would be ready to assume the position.	Yes. We have the talent management process in place with the objective of developing a robust talent pipeline for the organisation, which includes the senior leadership team and the CEO. We have a comprehensive talent management process, where we identify critical positions and assess the succession coverage for them annually. During this process, we also review the supply of talent, identify high potential employees, and plan talent actions to meet the organisation's talent

		objectives. We continue to deploy leadership development initiatives to build succession for key roles.
<b>Directory Liability</b>	Provisions that limit directors' personal liability	<p>An independent director and a non-executive director (not being a promoter or key managerial personnel) shall be held liable only in respect of such acts of omission or commission by a company which had occurred with his knowledge, attributable through Board processes, and with his consent or connivance or where they had not acted diligently.</p> <p>Under the Companies Act, 2013, executive directors and non-executive promoter directors do not enjoy any specific limitation of liability. They may be held liable for acts of commission or omission, including breach of duties, negligence, or any contravention of the provisions of the Act, especially where they are involved in the day-to-day management or have significant influence over the company's affairs.</p> <p>Limited liability protections under Section 149(12) are available only to independent directors and non-executive directors who are neither promoters nor Key Managerial Personnel, and even then, only when the alleged default occurred without their knowledge, consent, or connivance, and they acted diligently.</p>
<b>Board Election Process</b>	Board members are elected and re-elected on an annual basis	<p>One third of the non-executive directors (other than independent directors) retire every year and their candidature is considered for re-appointment by the shareholders.</p> <p>Independent Directors are appointed individually by shareholders for a tenure not exceeding 5 years. Executive Directors are appointed for a term as per the individual contracts.</p>

The promoters individually and through companies controlled by them own 53.07% of shares. However, no individual member owns more than 5% of the shares. The % of voting rights is in proportion to % of shares. Please refer to pages 368-369 and of the GCPL Annual Integrated Report FY24-25 - Distribution of Shareholding. And refer to Details of shares held by promoters on pages 440-443 of the GCPL Annual Integrated Report FY24-25.

## CEO-to-Employee Ratio

CEO Compensation	Total CEO Compensation	
Please indicate the total annual compensation* of the Chief Executive Officer (or any equivalent position):	35,11,45,404	
Employee Compensation	Median Employee Compensation	Mean Employee Compensation
	INR 6,10,000	INR 18,40,000
The ratio between the total annual compensation of the Chief Executive Officer and the mean and median employee compensation:	575.64	190.83

Note 1: Total compensation includes fixed and variable compensation as well as all other parts of compensation which are required to be included in total remuneration reporting according to national accounting standards

Note 2: The longest vesting time for variable CEO compensation is 6 years

## Management ownership

Position	Names	Multiples of base salary
Chief Executive Officer	Sudhir Sitapati	12.93 times
Average across other executive committee members owning shares	Aasif Malbari, Ashwin Moorthy, Darshan Gandhi, Harshdeep Chhabra, Rajesh Sethuraman, Swati Bhattacharya, Vaibhav Mittal, Venkateswara Yadlapalli	1.23 times

Note 1: Calculated basis shares held by CEO and other executive members as of March 31, 2025

Note 2: Share price of GCPL as on March 28, 2025: INR 1,159.25 (NSE)

## ESG Governance oversight

Our ESG governance is a multi-tiered structure that ensures strategic oversight, operational accountability, and organisation-wide engagement. At the top we have the Board-level ESG Committee that provides high-level direction and oversight on all ESG priorities, and climate risks.

Reporting into this Board Committee is the Executive ESG Committee led by the Head of Sustainability and CSR (Godrej Industries Group level Chief Sustainability Officer). This cross-functional committee drives the integration of ESG goals, such as climate risk management, human and labour rights, and ethical governance, into business strategy and operations.

## **2. Building an effective risk culture**

### **Risk training:**

At the Godrej Learning University, our Group-wide learning management system, we have a dedicated course on Enterprise Risk Management. The course details the fundamental concepts of risk management include planning for risk management, identifying risks, analysing risks, planning risk response and implementation, and monitoring and controlling risks. The course deep dives into recording identified risks into risk registers and analysing with our magnitude and likelihood matrix. It concludes with incorporating risk-based thinking and Failure Mode and Effects Analysis (FMEA). The course is assigned to team members taking up risk goals and moreover it is available to everyone across the company to access and learn ERM.

### **Risk criteria in new product development:**

In our New Product Development (NPD) process, we have embedded risk criteria. The teams involved aim to have zero-critical risks on quality and they ensure change management controls. Cross-functional teams in NPD process evaluate, prioritise, action and mitigate any potential risks related to market, product quality, production QMS, and compliance.

### **Performance incentives based on risk management metrics:**

Based on the nature of risks being managed such as operational, financial, regulatory, supply chain, or economic, employees across all levels and geographies have risk metrics as part of their individual goals and performance review. Based on their performance in managing these risks, employees get financially incentivised.

## **3. Business Ethics**

### **Training: Anti-bribery, anti-corruption and Whistle blower reporting mechanism**

We send out quarterly communication campaigns designed specifically to build awareness and reinforce compliance of our code conduct and whistleblower reporting mechanism.

The email awareness training campaign is broken down into a structured step-by-step process guide. We clarify key concepts and definitions, share cases and examples and have a clear call to action to the Code of Conduct and the Whistle Blower policy. For the Anti-bribery, anti-corruption and insider trading, we also run quizzes and assessments to gauge learning.

At the beginning of every financial year, the code of conduct is sent to employees to be read and acknowledged in the internal company portal without which employees can't access the portal.

## Reporting on Breaches

Reporting areas	Number of breaches in FY 2024-25
Corruption or Bribery	0
Discrimination or Harassment	8
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	5

## 4. Policy Influence

### Contributions & Other Spending

	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	2,10,307	17,60,192	1,50,87,424	1,20,48,160
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0
<b>Total contributions and other spending</b>	2,10,307	17,60,192	1,50,87,424	1,20,48,160
<b>INR - Indian Rupee</b>				
Data coverage (as % of denominator, indicating the organizational scope of the reported data)	100%	100%	100%	100%
Revenues				

#### 4.1. Largest Contributions & Expenses

Issue or Topic	Corporate position	Description of Position / Engagement	Total spend in FY 2024-25
Promoting safe use of household insecticides in India	Support	Promoting safe use of household insecticides in India by demanding to stop on buying or selling of illegal mosquito repellent incense sticks laced with unapproved harmful chemicals (insecticides/ pesticides). This can cause health issues such as asthma, bronchitis, reactive airways disease and other respiratory ailments.	0
Circular economy of plastics	Support	We are one of the founding members of the India Plastic Pact that aims to promote a circular economy of plastics through public-private collaboration. We collaborating to find innovative ways to eliminate, reuse, or recycle the plastic packaging across the plastics value chain and collectively achieve the long-term target of plastic intensity reduction and increasing the use of post-consumer recycled plastics in our packaging.	0

Note: We support for the above public advocacy through our trade association memberships.

#### Other Large Expenditures

Name of organization, candidate or topic	Type of organization	Total amount paid in FY 2024-25
The World Business Council for Sustainable Development	Trade association, annual membership fees	45,31,015
Confederation of Indian Industry	Trade association, annual membership fees and research development	37,52,597
United Nations Global Compact Network	Trade association, annual membership fees	12,47,100

### 5. Supply Chain Management

#### 5.1. KPIs for Supplier Screening

Supplier Screening	FY2024-25
1.1 Total number of Tier-1 suppliers	706
1.2 Total number of significant suppliers in Tier-1	102
1.3 % of total spend on significant suppliers in Tier-1	83%
1.4 Total number of significant suppliers in non Tier-1	0
1.5 Total number of significant suppliers (Tier-1 and non Tier-1)	102



## 5.2. KPIs for Supplier Assessment and/or Development

Supplier Assessment	FY 2024-25	Target for FY 2024-25
Total number of suppliers assessed via desk assessments/on-site assessments	72	
% of unique significant suppliers assessed	70%	65%
Number of suppliers assessed with substantial actual/potential negative impacts	0	
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	0%	
Number of suppliers with substantial actual/potential negative impacts that were terminated	0%	

Corrective action plan support	FY 2024-25	Target for FY 2024-25
Total number of suppliers supported in corrective action plan implementation	0	
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	0%	

Capacity building programs	FY 2024-25	Target for FY 2024-25
Total number of suppliers in capacity building program	54	% of significant suppliers - 50
% of unique significant suppliers in capacity building programs	52.94%	

## 6. Tax Strategy

### 6.1. Effective Tax Rate

Financial Reporting	FY 2023-24	FY 2024-25	Calculated Average Rate
Earnings before Tax	1,98,23,00,000	26,71,89,00,000	
Reported Taxes	7,58,78,00,000	8,19,59,00,000	
Cumulative acceptable adjustments* (see below)	0	0	
Effective Tax Rate (in %)	382.78%	30.67%	54.99%
Cash Taxes Paid	3,73,90,00,000	4,70,07,00,000	
Cash Tax Rate (in %)	188.62%	17.59%	29.40%

## 7. IT Security/ Cybersecurity Governance

The Board-level oversight on Cybersecurity governance is led by the **Board Risk Management Committee**, led by independent director, Aditya Sehgal. Aditya is currently the founder of Asgard.world, an AI-powered marketplace that prioritizes privacy and ensures all transactions and data are secure.

Cybersecurity risks are reviewed at least twice annually at the Board-level Risk Management Committee.

## 8. Product Quality & Recall Management

### 8.1 Product Quality Programs

#### **Our Quality Management System (QMS)**

We operate a formal Quality Management System (QMS) aligned to the ISO 9001:2015. All our sites are ISO 9001:2015 certified, with periodic third-party surveillance and recertification audits that independently verify system robustness and conformance. Our QMS comprises of 14 interlinked processes covering supplier qualification, new facility approval, change management (including NPD), production and in-process controls, document control, deviation management, and continual improvement. These processes are designed to translate quality policy into day-to-day routines, roles, and records across plants and functions.

#### **Preventive Actions to Reduce Defects**

We prioritize prevention over detection. Risk assessments (e.g., process risk reviews during NPD and change control) identify potential failure modes early so we can engineer them out. We have a structured change management that ensures new products, raw material switches, and process tweaks are validated and released without compromising quality. We have Quality circles in every plant that run improvement projects. They tackle root causes at source and sharing learnings across clusters. We train all new employees on their role-specific classroom and on-the-job training before operating on the line. We are centrally developing a standardized training module to further strengthen QMS competencies.

#### **Initiatives to Catch and Correct Before Delivery**

The first line of the quality control process is a 100% pre-dispatch inspection of all products and lots before they leave the plant gate. This ensures only conforming material reaches the market. Plant QC inspections and in-process tests verify that quality SOPs and parameters are followed. Any deviation triggers investigation, segregation/quarantine, and corrective action prior to release. We safeguard raw material integrity with a detailed supplier qualification and incoming checks. This reduces upstream and downstream defects.

## **Internal Audit and Governance**

### Internal governance cadence:

1. Monthly: Plant-level cluster quality reviews with operational deep dives and quality presentations.
2. Monthly (Pan-India): Central review with cluster operations team, Product Supply Organisation, R&D and Central Quality team to align actions and share best practices across sites.
3. Quarterly: Quality performance and audit outcomes are presented to the Management Committee (MC) for transparency and accountability.

The QA team conducts internal audits at every plant, including comprehensive plant QC inspections, to verify process adherence and control effectiveness. Audits are used not only to confirm compliance but to identify opportunities for improvement and to prioritize corrective and preventive actions (CAPA).

### External Verification of the QMS (Third-Party)

- All our manufacturing sites are ISO 9001:2015 certified, demonstrating conformance to international quality management standards.
- Independent certification bodies conduct scheduled surveillance and recertification audits, providing objective assurance that our policies, processes, and records consistently meet expected practices.

## **Role-Based Training for Internal Stakeholders**

New employees who handle production, quality control, maintenance, and logistics undergo structured classroom and on-the-job training before assuming independent responsibilities. Competency is periodically refreshed through toolbox talks, SOP refreshers, and assessed drills tailored to operational roles. We are implementing centrally designed training models to standardize curriculum, assessment methods, and record-keeping across all plants.

## **Supplier and Facility Controls Within the QMS**

Our QMS defines criteria, audits, and performance monitoring to ensure suppliers consistently meet our standards. This is critical to finished-product quality. No new plant, line, or significant modification goes live without QMS approval, which confirms the facility's capability to maintain required quality standards. All changes follow documented impact assessments, trials, validations, and controlled release to prevent unintended quality drift.

## **Mechanisms for External Stakeholder Complaints**

We maintain accessible channels for customers and end-users/consumers to submit product complaints or feedback (e.g., customer service hotlines, dedicated email addresses, and web forms; social channels). 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. We communicate outcomes to the complainant and feed learnings into audits, training, and process improvements. Complaint trends and major cases are reviewed in monthly plant/cluster meetings and escalated to the Pan-India forum and the Management Committee as needed.

## 8.2 Product Recalls

	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Number of product recalls issued	0	0	0	0
Quantity of products recalled  (Total units recalled)	0	0	0	0

## ENVIRONMENTAL DIMENSION

### 1.1. Energy

#### 1.1.1. Energy Consumption

Total energy consumption	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target for FY 2024-25
Total non-renewable energy consumption	MWh	2,17,673	2,07,730	2,18,243	1,85,138	2,00,000
Total renewable energy consumption	MWh	68,326	69,463	67,477	1,03,559	90,000
Data coverage (as % of denominator)	Percentage of revenue	100%	100%	100%	100%	100%

## 2. Packaging

### 2.1. Plastic Packaging

	FY2021-22	FY2022-23	FY2023-24	FY2024-25	What was your target for FY 2024-25
Total weight (tonnes) of all plastic packaging	19,500	18,750	17,995	17,948	18,000
% of recyclable plastic packaging (as a % of the total weight of all plastic packaging)	30	34	40	63	40
% of compostable plastic packaging (as a % of the total weight of all plastic packaging)	0	0	0	0	0

% of recycled content within your plastic packaging (as a % of the total weight of all plastic packaging)	0	0	0	1	0
Coverage (as a % of cost of goods sold)	100%	100%	100%	100%	100%

## Waste & Pollutants

### 2.2. Waste Disposal

	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target for FY 2024-25
Total waste recycled/reused	Metric Tonnes	9,973	6,688	5,768	6,768	
Total waste disposed	Metric Tonnes	1,257	1,128	651	606	700
- Waste landfilled	Metric Tonnes	966	887	646	278	
- Waste incinerated with energy recovery	Metric Tonnes	0	0	0	173	
- Waste incinerated without energy recovery	Metric Tonnes	291	241	5	155	
- Waste otherwise disposed	Metric Tonnes	0	0	0	0	
- Waste with unknown disposal method	Metric Tonnes	0	0	0	0	
Data coverage	%of:	100%	100%	100%	100%	100%

### 2.3. NOx Emissions

Direct NOx emissions	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target for FY 2024-25
Direct NOx emissions	metric tonnes	68	89	85	21	40
Data coverage (as % denominator)	percentage of revenue	100%	100%	100%	100%	

### 3. Water

#### 3.1. Water Consumption

	Units	FY2021-22	FY2022-23	FY2023-24	FY2024-25
A. Water withdrawal  (excluding saltwater)	Million cubic meters	0.77	0.95	0.81	0.85
<b>B. Water discharge (excluding saltwater)</b>	Million cubic meters	0	0	0	0
<b>Total net fresh water consumption (A-B)</b>	Million cubic meters	0.77	0.95	0.81	0.85
<b>Data coverage</b>	Percentage of	100%	100%	100%	100%

### 4. Climate Strategy

#### 4.1. Direct Greenhouse Gas Emissions (Scope 1)

Direct GHG (Scope 1)	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target for FY 2024-25
Total direct GHG emissions (Scope 1)	metric tonnes CO2 equivalents	34,510	36,662	40,842	30,541	35,000
Data coverage (as % of denominator)	percentage of	100%	100%	100%	100%	

#### 4.2. Indirect Greenhouse Gas Emissions (Scope 2)

GHG (Scope 2)	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target for FY 2024-25
<b>Location-based</b>	metric tonnes of CO2	51,331	42,544	44,221	40,687	43,000
<b>Data coverage (as % of denominator)</b>	percentage	100%	100%	100%	100%	
<b>Market-based</b>	metric tonnes of					

	CO2 equivalents					
<b>Data coverage (as % of denominator)</b>	percentage					

Note: We use location-based method with respective national emission factors

#### 4.3. Indirect Greenhouse Gas Emissions (Scope 3) (with applicable scope 3 categories)

IGHG (Scope 3)	Unit	FY2020-21	FY2021-22	FY2022-23	FY2024-25	Target for FY 2024-25
<b>Total indirect GHG emissions (Scope 3)</b>	metric tonnes of CO2 equivalents	16,46,782	13,33,796	14,82,327	22,08,455	25,00,000

Scope 3 Category	Emissions in the reporting year (Metric tons CO2e)	Emissions calculation methodology and exclusions
Cat 1. Purchased Goods and Services	8,50,043	Supplier specific method
Cat 3. Fuel-and-energy-related-activities (not included in Scope 1 or 2)	67,194	Fuel based method
Cat 4. Upstream transportation and distribution	2,60,101	Distance, Supplier, Fuel based method
Cat 5. Waste generated in operations	7,389	Waste type specific method
Cat 7. Employee commuting	28,459	Distance, Fuel based method
Cat 8. Upstream leased assets	697	Assets specific method
Cat 11. Use of sold products	9,60,397	Direct use phase emission
Cat 12. End of life treatment of sold products	33,075	Waste-type-specific method

#### 4.4. Climate Related Management Incentives

Who is entitled to benefit from this incentive?	Type of incentive	Incentivized KPIs:
Chief Executive officer	Monetary	<p>Emission reduction</p> <p>At GCPL, the executive compensation of all leaders comprises of 15% of people &amp; planet goals. They are in line with the company's vision to foster an inspiring workplace and build an equitable and greener planet. The financial incentives component of salaries (Performance Linked Variable Remuneration or PLVR) is directly linked to the achievement of the KPIs.</p> <p>The CEO's goals include climate related targets such as emissions reduction in line with publicly stated climate targets, and net zero scope 1 &amp; 2 emissions by 2035 and GCPL's performance against a climate-related sustainability index</p>
Other named executive officers –  Manufacturing Head	Monetary	<p>Energy reduction</p> <p>GCPL manufacturing head is responsible for the performance of the plants on climate change front along with the operations. Currently, the KPIs for the Manufacturing Head include climate related goals such as energy efficiency measures, increasing use of renewable energy, and emission reduction in line with publicly stated climate targets.</p>
Employees –  Employees and green champions	Monetary	<p>Energy reduction</p> <p>Green champions (sustainability managers) are recognized and rewarded for the initiatives taken and for implementation of innovative projects in the direction to address climate change issues. Their performance is measured against the achievement of annual emission reduction, energy reduction targets and efficiency improvements.</p>

#### 4.5. Internal Carbon Pricing

We set an internal carbon price to accelerate our decarbonisation journey through the adoption of greener, more energy efficient technologies. The cost incurred to sequester carbon for our offsets was also considered in setting the carbon price, to incentivise lower carbon emissions in operations so that mitigation costs were reduced. We assess the environmental impact of our operations and products by applying an internal carbon price of \$10 per tCO<sub>2</sub>e emitted/reduced (approximately INR 855 per tCO<sub>2</sub>e emitted/reduced) based on shadow pricing.

We created a Green Purchase Policy tool to improve decision making during cost benefit analysis for the selection & purchase of products or services based on Quality, Cost, & its



Environmental impact. The tool also takes into account various financial elements while calculating life cycle cost of equipment, including capital cost, maintenance cost, operating cost, utility cost, manpower, depreciation and also the carbon price.

We actively used this tool in some business decisions pertaining to the purchase or retrofit of boilers, which were redesigned to use agri-residue biomass instead of fossil fuels and also for selecting energy efficient replacement technologies. The addition of carbon price in this tool brought the payback period down by 2-3 years in many cases.

## 5. Product Stewardship

### 5.1 Exposure to Hazardous Substances

Regulatory classification of hazardous substances	Percentage of revenue associated with products containing substances in this list
Indian List of Hazardous and Toxic Chemicals ( <a href="https://chemicals.gov.in/schedules-chemicals">https://chemicals.gov.in/schedules-chemicals</a> )	None

### 5.2 Sustainable Revenues

#### Product description:

EU Taxonomy Business Activity "Contributing to circular economy" defines substantial contribution criteria in plastic packaging goods to have until 2028, at least 35% of the packaging product by weight consists of recycled post-consumer (PCR) material for non-contact sensitive packaging.

At GCPL, we have been running trials and pilots to implement post-consumer recycled plastic in our plastic packaging since FY22-23. In FY24-25, we successfully completed trials and pilots and rolled out post-consumer recycled plastics in our packaging to market. We have replaced the flow wrap in our Good knight coils with 50% post-consumer recycled plastic in the total plastic packaging product weight. We have also implemented 50% post-consumer recycled plastic in the shrink bundling film in our Good knight Liquid vaporiser refills in the total plastic packaging product weight.

Among other initiatives, by total weight of plastic packaging, we have replaced 2% of all category I (rigid plastic) and 1% of all category II (flexible plastic) with post-consumer recycled plastic. By revenue of Good knight vaporiser refills and coils we generate about 8% sustainable revenues.

	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Sustainable revenues (product description above)	0	0	0	12,13,20,00,000

Total revenues	1,23,66,21,00,000	1,34,84,38,00,000	1,43,65,06,00,000	1,46,80,41,00,000
Percentage of sustainable revenues	0%	0%	0%	8.26%

## SOCIAL DIMENSION

### 1. Labour Practices

#### 1.1. Workforce Breakdown: Gender

Diversity Indicator	Percentage
Share of women in total workforce (as % of total workforce)	59%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	28%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	27%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	26%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	26%
Share of women in STEM-related positions (as % of total STEM positions)	41%

#### 1.2. Workforce Breakdown: Nationality

Breakdown	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Indians	64%	65%
Indonesians	17%	18%
Argentines	5%	4%
Nigerians	4%	2%
South Africans	3%	2%

#### 1.3. Freedom of Association

% of employees represented by an independent trade union or covered by collective bargaining agreements	90%
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#### 1.4. Gender Pay Indicators

Indicator	Difference between men and women employees (%)
Mean gender pay gap	(-) 3%
Median gender pay gap	8%
Mean bonus gap	(-) 0.5%
Median bonus gap	17%

## 2. Human Capital Management

### 2.1. Training and Development Inputs

	FY 2024
Average hours per FTE of training and development	23
Average amount spent per FTE on training and development.	40,816

### 2.2. Human Capital Return on Investment

	FY2021-22	FY2022-23	FY2023-24	FY2023-24
a) Total Revenue	123,662,100,000	134,843,800,000	143,650,600,000	146,804,100,000
b) Total Operating Expenses	90,340,000,000	97,912,900,000	96,895,300,000	99,920,200,000
c) Total employee-related expenses (salaries + benefits)	11,041,400,000	11,114,800,000	12,493,400,000	11,487,800,000
<b>Resulting HC ROI (a - (b-c)) / c</b>	3.017	4.322	4.742	5.081
Total Employees	9,488	8,580	8,670	7,517

### 2.3. Hiring

	FY2021-22	FY2022-23	FY2023-24	FY2024-25
<b>Total number of new employee hires</b>	462	481	406	721
Percentage of open positions filled by internal candidates (internal hires)	5.4	11.9	35.2	22.2
Average hiring cost/FTE	1,66,965	56,772	1,41,402	1,34,893

#### Hiring data breakdown by gender and management level

Hiring		
	Male	Female
Level 1 new hires	407	203
Level 2 new hires	57	35
Level 3 new hires	8	2
Level 4 new hires	2	4

Note: Level 1 is junior management, Level 2 and 3 are middle management, Level 4 is senior management

### 2.4. Employee Turnover Rate

	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Total employee turnover rate	23	26	22	18
Voluntary employee turnover rate	15	15.8	14.7	13
Data coverage (as % of all FTEs globally)	100%	100%	100%	100%

#### Employee turnover rate by level

	Level 1	Level 2	Level 3	Level 4
Employee turnover rate	19%	14%	18%	17%

Note: Level 1 is junior management, Level 2 and 3 are middle management, Level 4 is senior management

#### Employee turnover rate by gender

	Male	Female	Total
Employee turnover rate	18%	19%	18%

## 3. Occupational Health and Safety

### 3.1. Fatalities

Fatalities	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Employees	0	0	0	0
Contractors	0	0	0	0

### 3.2. LTIFR Employees:

LTIFR	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Employees:	LTIFR (n/million hours worked) LTIR (n/200,000 hours worked)	0.716	0.987	0.45	0.56
Data coverage (as % of employees, operations or revenues)	percentage of:	100%	100%	100%	100%

## 4. Customer Relations

### 4.1. Online Strategies & Customers Online

#### Online Customers

	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target
% of total customers using your online services solutions/sales platform	100%	100%	100%	100%	100%

#### Online Revenues

	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target for FY 2024-2025
% of revenues generated online (e.g. through direct sales, advertising, etc.)	4.34%	4.97%	6.5%	8%	7%

### 4.2. Customer Satisfaction Measurement

Satisfaction Measurement	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25	Target for FY 2024-25
Satisfaction Measurement	Net promoter score (NPS = Promoters- Detractors)	50%	50%	51%	51%	50%
Data coverage	% of	100%	100%	100%	100%	

#### **4.3. Incentives for Distribution Networks**

We incentivise our distributors in the form of payout against their performance. The performance is evaluated on the basis of parameters such as secondary sales value and driving newer SKUs/lines. Payout and reward programmes are applicable to urban distributors and rural distributors. The incentives are run periodically in order to keep the motivation high and encourage top performers.