

**Headline:** Godrej Consumer Products: An exemplary employer

**Description:** At GCPL, we take much pride in fostering an inspiring workplace, with an agile and high performance culture. We are proud to rank number 7 on the 'Great Place to Work - Best Workplaces in India 2018' list.

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Godrej Consumer Products has a family-like environment where employees feel a strong sense of togetherness. Supervisors are supportive and their work environment is very conducive. Flexible timings and ease of working from home enable employees to maintain work-life balance. The management is open to suggestions.

#### **Best Practices**

**Learning Café:** This is an initiative to encourage senior leadership to connect with their young managers. The forum provides a platform for informal interactions between the India Business Head and young managers to build better connections and accessibility.

As a part of the session, managers from across functions and the India Business head come together and solve real business challenges which facilitates a better understanding of the business as well as team building. More than 75% of young managers have been covered through these sessions held once every quarter. The platform provides a good opportunity for young managers to discuss ideas and make suggestions to real business problems directly with the India Business Head. All suggestions are then shared with the respective stakeholders for further analysis and application.

#### **Offer to Joining Engagement:**

Offer to Joining engagement plan for candidates includes an informal interaction over coffee with the hiring manager and Function Head, weekly calls from recruiting HR, invites to Friday Funda events for Mumbai based candidates, Godrej Culture Lab updates and access to the #Monday8am blog written by the MD. Candidates are

sent welcome emailers from the team they are about to join; cash vouchers and gift hampers are sent to their homes on occasions of marriage, childbirth or birthdays during the offer to joining period if any. Moreover, the organisation has extended the employee referral program to candidates as well.

**Sujhao Do!** : All kinds of suggestions that would impact the functioning of GCPL's factory units positively are welcome through the suggestion scheme called "Sujhao Do!"

Each month the best suggestions are selected by the Factory Head. They are displayed on the notice board, along with the name and photograph of the employee. A letter of appreciation is sent to the spouse of the member who wins 'Suggestor of the Month'. The employee is also given the opportunity to champion the implementation of his/her suggestion and is provided with necessary support for the implementation. Every quarter a lunch is organised with the factory head for all winners in that quarter giving them another opportunity to speak to the management about their ideas and share their thoughts.