



Godrej Industries Limited

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING****SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1	Corporate Identity Number (CIN)	L24241MH1988PLC097781
2	Name of the Listed Entity	Godrej Industries Limited
3	Year of incorporation	1988
4	Registered office address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra.
5	Corporate address	Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079, Maharashtra.
6	E-mail	<a href="mailto:investor@godrejinds.com">investor@godrejinds.com</a>
7	Telephone	+91 (022)-25188010/20/30
8	Website	<a href="http://www.godrejindustries.com">www.godrejindustries.com</a>
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited ( <i>formerly Bombay Stock Exchange</i> ) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹33,66,90,741/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Gayatri Divecha, Head - Good & Green Email ID: <a href="mailto:gayatri.divecha@godrejinds.com">gayatri.divecha@godrejinds.com</a>
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 Assurance Provider	Not Applicable
15	Type of Assurance Obtained	Not Applicable

**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	Fatty Acid	Fractionated Fatty acid and stearic acid	39%
2	Fatty Alcohol	Mid-cut fatty alcohol	21%
3	Surfactant	AOS, SLES, SLS	21%
4	Glycerine	Refined Glycerine	6%



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**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	Fatty Acid	20293	39%
2	Fatty Alcohol	20293	21%
3	Surfactant	20233	21%
4	Glycerine	20293	6%

**III. Operations**

**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	4	4	8
International	0	1	1

**19. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	Pan India
International (No. of countries)	65+

**b. What is the contribution of exports as a percentage of the total turnover of the entity?**

About 28% of the turnover is from exports

**c. A brief on types of customers**

At Godrej Chemicals, we categorize our customer base through value chain position, geographic markets, and business size. We serve base material manufacturers, OEMs, trade partners, contract manufacturers, and more, providing a broad range of products from core chemistries to specialty chemicals. We operate in varied segments like home and personal care, oil and gas, agrochemicals, pharmaceuticals, rubber, chemical & polymer intermediaries, and lubricants & metalworking fluids etc. Our geographic reach spans key markets, serving over 80 countries globally, with a strong domestic presence catering to local businesses, multinational corporations, large enterprises with complex supply chains and SMEs needing personalized solutions, offering tailored services and flexible production capabilities to meet diverse customer needs worldwide.



**IV. Employees**

**20. Details as at the end of Financial Year:**

**a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	<b>781</b>	630	81	151	19
2.	Other than Permanent (E)	<b>156</b>	102	65	54	35
<b>3.</b>	<b>Total employees (D + E)</b>	<b>937</b>	<b>732</b>	<b>78</b>	<b>205</b>	<b>22</b>
<b>WORKERS</b>						
4.	Permanent (F)	<b>265</b>	265	100	0	0
5.	Other than Permanent (G)	<b>807</b>	795	99	12	1
<b>6.</b>	<b>Total employees (F + G)</b>	<b>1,072</b>	<b>1,060</b>	<b>99</b>	<b>12</b>	<b>1</b>

**b. Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	<b>2</b>	1	50	1	50
2.	Other than Permanent (E)	<b>1</b>	0	0	1	100
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>3</b>	<b>1</b>	<b>33</b>	<b>2</b>	<b>67</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	<b>3</b>	3	100	0	0
5.	Other than Permanent (G)	<b>0</b>	0	0	0	0
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>3</b>	<b>3</b>	<b>100</b>	<b>0</b>	<b>0</b>

**21. Participation / Inclusion / Representation of women:**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	<b>10</b>	3	30%
Key Management Personnel (excluding Board of Directors)	<b>2</b>	1	50%



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**22. Turnover rate for permanent employees and workers:**

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18	2	20	18	13	17	18	11	17
Permanent Workers	10	0	10	14	0	10	17	0	17

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**

**23. Names of holding / subsidiary / associate companies / joint ventures as on March 31, 2024**

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Godrej Consumer Products Limited	Associate	23.74%	No
Godrej Properties Limited	Subsidiary	47.34%	No
Godrej Agrovet Limited	Subsidiary	64.88%	No
Godrej Capital Limited	Subsidiary	89.48%	No
Godrej One Premises Management Private Limited	Subsidiary	14.00%	No
Godrej International Limited	Foreign Subsidiary	100%	No
Godrej International Trading & Investment PTE. LTD	Foreign Subsidiary	100%	No

**VI. CSR Details**

**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No):**

Yes, the provisions of Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014 are applicable to the Company. However, during the Financial Year 2023-24, your Company was not required to spend towards CSR activities as per applicable provisions.

**(ii) Turnover as on March 31, 2024 (in ₹): 27,09,43,39,816.53**

**(iii) Net worth as on March 31, 2024 (in ₹): 15,16,11,53,250.78**



**VII. Transparency and 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, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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 mechanism is in place to interact with community leaders to understand and address their concerns, if any.	Nil	Nil	We haven't received any complaints from the communities that we operate in.	Nil	Nil	We haven't received any complaints from the communities that we operate in.
Investors (other than shareholders)	NA	NA	NA	The Company does not have investors other than its shareholders and debenture holders.	NA	NA	The Company does not have investors other than its shareholders and debenture holders.
Shareholders	Yes, the Company has an email id for reporting any grievance and complaints of investors on <a href="mailto:investor@godrejinds.com">investor@godrejinds.com</a> . Alternatively, shareholders can lodge complaints on <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	39	39	The complaints were duly resolved during the financial year to the satisfaction of shareholders	51	51	The complaints were duly resolved during the financial year to the satisfaction of shareholders
Employees and Workers	Yes. our employees / workers can share their grievances or queries by directly writing to their respective HR managers. We also have a comprehensive Whistle Blower policy, which allows and encourages employees to bring to the management's notice concerns about suspected unethical behaviour,	Nil	Nil	-	Nil	Nil	-



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No), (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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
	malpractice, wrongful conduct, fraud and violation of the company's policies. Policy can be accessed at <a href="https://godrejindustries.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf">https://godrejindustries.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf</a> .						
Customers	Yes. Our Consumers can reach out to the Sales Persons / Marketing Head / Production Head / Quality Control Head to share their grievances against our products and services; They can also speak to our executives to raise any query/grievance about our products. Policy can be accessed at <a href="https://godrejindustries.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf">https://godrejindustries.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf</a>	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes. Our Value Chain partners, and Business Associates can reach us / Business Head where they can share their grievances or queries. For safeguarding the interests of value chain partners, grievance redressal mechanism is detailed in the Whistle Blower Policy of the Company, Policy can be accessed at <a href="https://godrejindustries.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf">https://godrejindustries.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf</a>	Nil	Nil	-	Nil	Nil	-



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No), (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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
	<a href="https://www.godrej.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf">s.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112023.pdf</a>						
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

**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 (Indicate positive or negative implications)
1	Emission	Risk	Rising power demand has resulted in higher dependence on costlier coal imports as supplies from domestic sources are still insufficient to meet increased energy demand.	We are already transitioning to lower emissions technology by reducing our specific energy consumption and increasing our renewable energy sources. Close to 56 % of the energy we use is from renewable sources such as wind, solar and biomass.	Negative Implication
2	Water & effluents	Risk	We are dependent on surface water for production which is dependent on rain. If we receive less rain in a year, it will impact our production and we have to buy water from other sources.	We are working to reduce our water consumption in the processes and installed water efficient equipment. Both our manufacturing plants are Zero Liquid Discharge compliant. Our strategy is to treat used industrial water on site and reuse water for process / utilities.	Negative Implication
3	Health and safety	Risk and Opportunity	Given the nature of our business health & safety related risks in manufacturing operations is one of our top priorities. Operational risks and natural hazards are likely business disruptions.	We have health and safety policy and at individual plant level and all the manufacturing sites are ISO 45001:2018 compliant. We have implemented various initiatives to ensure health and safety of employees across our locations both at operational level and managing natural hazards. At plants, we ensured this by creating task forces to monitor and implement health & safety measures going beyond compliance and adopting industry best practices.	Positive Implication



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 (Indicate positive or negative implications)
4	Training and Development	Risk	Given the context of rapidly expanding Chemicals sector, attrition of our key talent with niche skillsets and that of our diverse talent pool is a risk which can impact business continuity and growth .	Our strategic people management framework is designed to create value & execute the business strategy. Built on three pillars of talent, organization & culture, we strive towards creating agile & inclusive workplace by defining & developing new capabilities and accelerating total engagement to build a high performance team. We focus our efforts towards nurturing & sustaining the thriving culture that exists at GIL Chemicals which has helped deliver strong business performance.	Negative Implication
5	Employee Well Being & Worker Management	Opportunity	We ensure goal setting, performance reviews and reward and recognitions are done in a very structured way to keep our employees engaged.	We are regularly reviewing and auditing our people processes and interventions for their efficiency and effectiveness in alignment with the larger objective of business performance.	Positive Implication
6	Sustainable Supply Chain	Risk	Consumers are now more aware of the using products made using materials sourced from sustainable sources. Any negative feedback or concerns from our stakeholders can impact our brand value. In the last two years, we have seen multiple queries and clarification from our major customers regarding transparency in our supply chain and grievance mechanism.	Sustainable Supply Chain: We have made our sustainable palm oil policy and have taken goal of achieving 100% transparency upto mills and refineries in our palm supply chain. To achieve that we collaborate with our suppliers and have also become a part of Action for sustainable derivative (ASD). ASD is a collaborative initiative which brings together companies in the cosmetics, home and personal care, and oleo chemicals industries to collectively tackle supply chain issues around palm oil and palm kernel oil derivatives. We are also one of the leading Indian entity who is a part of RSPO	Positive Implication
7	Customer Health and Safety	Opportunity	Availability of consistent high quality and safe products with high customer service to customer.	Our philosophy is Life Essential Crafted with Care. We are committed to deliver consistently high quality /and high performing products and services to our customers. Our products are widely used in personal and home care industry globally, customer health and safety and product quality is paramount to us. We focus relentlessly on continuous improvement in quality in all domains and implemented key best practices at our sites, which enables it to meet the stringent quality benchmarks set	Positive Implication





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 (Indicate positive or negative implications)
				<p>by multinational customers for the product qualifications. Quality is reviewed by teams and top management at regular levels to ensure compliance and improvements. Both factories are currently certified as per latest ISO standards, i.e., ISO 9001:2015 (QMS), ISO 14001:2015 (EMS) and ISO 45001:2018 (OH&amp;S). Ambernath completed IATF (Automotive certification for tyre industries) and responsible care certification whereas Valia become first chemical manufacturing company in India to receive Platinum rating in Green Co Audit by CII. Both the units are compliant on SMETA 4.0 Pillar and are certified by BVQI. The units are audited on- Labour Standards, Health and Safety, Environment and Business Ethics. Currently, both units are Silver rated on Ecovadis platform. Ambernath plant is also certified with ISO 22716:2007 for COSMETIC-GOOD MANUFACTURING PRACTICES (GMP). The site is also certified with FOOD SAFETY SYSTEM CERTIFICATION 22000 for refined glycerine manufacturing. Majority of our C16-C18 alcohol grades are covered under COSMOS certification. The certification helps labelling the product as natural or organic. Majority of the finished products at both locations are Kosher certified, HALAL certified and some are also REACH registered to meet the EU regulation.</p>	



## 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 NGRBC Principles and Core Elements.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.godrejchemicals.com/sustainability/codes-and-policies">https://www.godrejchemicals.com/sustainability/codes-and-policies</a> and <a href="https://godrejindustries.com/investors/listing-compliance">https://godrejindustries.com/investors/listing-compliance</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000, ISO 14000, ISO 45001, UNGC guidelines and ILO guidance.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>We continue to uphold Godrej Group's Good and Green vision, that aims to create a more inclusive and greener world.</p> <p>In order to achieve this vision, we have set targets for ourselves thereby making Sustainability a key part of our manufacturing process and value chain.</p> <ul style="list-style-type: none"> <li>Our Targets are Aim for Zero (No Fatality, Zero Major process safety incident &amp; Dangerous occurrences).</li> </ul>								



	<ul style="list-style-type: none"> <li>• Improve Gender Diversity to 18% by FY 2024-25.</li> </ul> <p>Additionally, all our Green goals and targets are based on major two aspects, i.e., maximizing resource efficiency and reducing environmental impact.</p> <p>Our Green Goals and targets are:-</p> <ol style="list-style-type: none"> <li>1. Reduce Specific energy by 50%</li> <li>2. Increase renewable energy share by 70%</li> <li>3. Become Carbon neutral (scope 1 &amp; 2)</li> <li>4. Maintain Water positivity</li> <li>5. Reducing Specific water by 50%</li> <li>6. Reduce Specific waste by 100%</li> <li>7. Achieve Zero waste to landfill</li> </ol>
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors.

**Governance, leadership and oversight**

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**

The Company is committed to integrating environmental, social and governance (ESG) principles into its business which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles. High standards of governance, we feel, are key to maintaining the trust of investors and all our stakeholders. Our responsibilities go beyond our own Company as we work towards ingraining our values in the relations with all our employees, customers, partners and across our supply chain. Being a value-driven organization, your Company ensures that business is conducted in an ethical and responsible way.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

Mr. Nadir Godrej, Chairman & Managing Director (DIN:00066195) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility and Sustainability Policies.

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes, the Chairman and Managing Director and Senior Leadership Team review the Business Responsibility and Sustainability Performance periodically as a part of the overall Management Review process. They provide valuable direction and guidance to ensure that Safety and Sustainability implications are duly addressed in all new strategic initiatives, budgets, audit actions and improvement plans.



**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									Frequency (Annually/ Half yearly/ Quarterly/ Any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, Business Responsibility and Sustainability policies of the Company are reviewed periodically or on a need to basis by Senior Leadership Team including Managing Director and Executive Directors. During their assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the statutory requirements as applicable.																	

**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.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company conducts periodic review of charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.								

**12. If answer to question (1) 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)	Not Applicable								
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 or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

**Essential Indicators**

1. **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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	1	During the year, the Board of Directors and Key Managerial Personnel of the Company (including its Committees) had invested time on various updates comprising matters relating to array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.	100 %
Key Managerial Personnel	1		100 %
Employees other than Board of Directors and Key Managerial Personnel (KMP)	337	We strongly emphasize on workplace safety. To imbibe safety behavior in our employees including workers, various safety trainings are conducted throughout the year which includes behavioral based safety trainings, emergency preparedness, fire safety etc. We continue building awareness in our factories through safety drives. Various functional/technical trainings are conducted for factory employees and workers to build their technical competence such as SAP, IMS, QMS, RSPO, IATF, ISO, GMP, Responsible Care, 5S, Plant Operations, HIRA, Environment Management System. We also provide other functional & behavioral trainings based on our Godrej Capability Framework through classroom/virtual trainings and e-learning programs- Sales Capability Building, Leading Teams, Leading Self, Selector Capability, Cultural Interventions, Leadership development	100 %



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Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
		interventions, Communications trainings etc. We conduct "Health & Wellness" sessions that include expert talks, counselling, and interactive sessions to educate employees on how to build their physical and mental wellbeing. POSH, Human Rights, Grievance Handling, Cybersecurity Awareness training, Insider Trading/Code of Conduct are such compliance related programs that have been conducted to make our workplace more inclusive. We provide inclusive growth & equitable development of employees through career conversations, 360 developmental feedback, transition diagnostic through MDC (Management Development Center) and LDC processes (Leadership Development Center).	
Workers	308	<ul style="list-style-type: none"> <li>• Workplace Safety related trainings conducted for all workers including contractual workforce</li> <li>• Compliance programs include POSH awareness, Grievance Handling etc.</li> <li>• Various functional/technical trainings conducted for factory workers such as IMS, IATF, ISO, GMP, RSPO, 5S, Plant Operations like Workplace operations, Responsible care, Chiller operations, PLC functions, Tank farm operations etc., Environment Management System etc.</li> </ul>	100%

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / 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 SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
Particulars	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory / enforcement agencies /	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)



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		judicial institutions			
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

3. Of the instances disclosed in Question 2 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

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.

The Company has a Code of Conduct which is applicable to all individuals working in the Company. The Company encourages its Business Partners also to follow the code. A Whistleblower policy has also been put in place. The purpose of the Whistleblower Policy is to allow employees to raise concerns about unacceptable, improper or unethical practices being followed in the organization, without necessarily informing their supervisors. Whistleblowing Officer has been designated for the purpose of receiving and recording any complaints under this policy. The Policy can be accessed on [https://godrejindustries.com/public/uploads/policies\\_and\\_codes/Whistle\\_Blower\\_Policy\\_effective\\_08112\\_023.pdf](https://godrejindustries.com/public/uploads/policies_and_codes/Whistle_Blower_Policy_effective_08112_023.pdf)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particulars	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No complaints have been received in relation to issues of conflict of interest of the Directors and in relation to issues of conflict of interest of the KMPs both for FY 2023-24.	Nil	No complaints have been received in relation to issues of conflict of interest of the Directors and in relation to issues of conflict of interest of the KMPs both for FY 2022-23.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	



**7. Provide 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.**

There were no complaints / cases of corruption and conflicts of interest registered during the year. In the case of a Director, every Director discloses his/her interest at the beginning of the year. In case there is any change in directorship, the same is informed to the Board. The Board of Directors and senior management are subject to the provisions of the Code of Conduct.

**8. Number of days of accounts payables (Accounts payable \*365) / Cost of goods/services procured) in the following format:**

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	101	93

**9. Open-ness of business:** Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	32%	29%
	b. Number of dealers / distributors to whom sales are made	137	126
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	56%	63%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	3%	5%
	b. Sales (Sales to related parties / Total Sales)	6%	5%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total)	100%	100%





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Parameter	Metrics	FY 2023-24	FY 2022-23
	Investments made)		

### Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Training through mails, calls and physical supplier meet	Godrej code of Conduct, Sustainable Procurement Policy, ESG Awareness, Health and Safety, Extended Producer Responsibility, Human Rights	100 % critical Suppliers.

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.****Essential Indicators**

1. **Percentage of 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	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	23%	5%	Towards Biolab & Ozonolysis
Capex	0	10%	Towards Cogeneration Plant and Bio-Fermentor Plant

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes**

- b. If yes, what percentage of inputs were sourced sustainably?**

12% of inputs were sourced sustainably during calendar year (i.e. January 2023 till December 2023).

3. **Describe the processes in place to safely reclaim your 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- We are registered under EPR as Brand owners and importers. In the reporting year, we processed 100% of the plastic waste we put out as per EPR (Extended producer responsibility) compliance as per Plastic Waste management rules 2016.
- b. Hazardous Waste- The Hazardous generated from plant(s) is transferred to designated place for intermittent storage by tractor or other means and proper care is taken to prevent leakages and spillages. All the vendors handling waste are Approved Recycler as per Pollution control board. Manifest is collected as per the requirement and TREM card is given for disposal of Hazardous Waste to Transporter vehicle.
- c. E-waste-The waste material is collected in a designated place and it is sent to Pollution control board approved vendor, with proper Corporate internal Audit approvals under E-waste management rules. We collect the E-waste certificate and maintain the same for Audit purpose.
- d. Other Waste- All materials and manufacturing processes are conducted in a conscious manner to yield minimal waste. We follow five R's of waste management - reduce, reuse, recycle, recover and residual management. We go beyond compliance to ensure effective waste management. Our waste management strategy includes collection, segregation, recycling, and disposal in a scientific manner. We have set up a mechanism to recollect the packaging drums from our customers and reuse it for next cycle of product packaging.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

In the reporting year, we processed 100% of the plastic waste and we put out as per EPR (Extended producer responsibility) compliance as a brand owner and importer.



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**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.
2023	AOS	10%	Cradle to Grave	Yes	No
	SLES and SLS	12%	Cradle to Gate	Yes	No
	Bio Surfactant	0%	Cradle to Grave	Yes	No

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 along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
AOS	No	-
SLES and SLS	No	-
Bio Surfactant	No	-

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
-	Nil	Nil

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Particulars	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging) in MT	Nil	Nil	Nil	Nil	1,855	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	-	-	-	-	-	-



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**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
Not Applicable	-



**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	% of employees covered by										
	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)
<b>Permanent Employees</b>											
Male	630	630	100%	630	100%	0	0%	630	100%	0	0%
Female	151	151	100%	151	100%	151	100%	0	0%	151	100%
<b>Total</b>	<b>781</b>	<b>781</b>	<b>100%</b>	<b>781</b>	<b>100%</b>	<b>151</b>	<b>19%</b>	<b>630</b>	<b>81%</b>	<b>151</b>	<b>19%</b>
<b>Other than Permanent Employees</b>											
Male	102	102	100%	102	100%	0	0%	0	0%	0	0%
Female	54	54	100%	54	100%	54	100%	0	0%	0	0%
<b>Total</b>	<b>156</b>	<b>156</b>	<b>100%</b>	<b>156</b>	<b>100%</b>	<b>54</b>	<b>35%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**b. Details of measures for the well-being of workers:**

Category	% of workers covered by										
	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)
<b>Permanent Workers</b>											
Male	265	265	100%	265	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>265</b>	<b>265</b>	<b>100%</b>	<b>265</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Workers</b>											
Male	795	786	99%	0	0%	0	0%	0	0%	0	0%
Female	12	12	100%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>807</b>	<b>798</b>	<b>99%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –**

Particulars	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.3%	0.2%



**2. Details of retirement benefits, for Current FY and Previous Financial Year:**

Benefits	FY 2023-24			FY 2022-23		
	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.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	NA	NA	NA	NA	NA	NA

**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.**

Being a diversity friendly organization, we ensure to make workplace inclusive for all employees. In terms of accessibility, we have ramps, rails, wheel chairs, accessible toilets for differently abled employees. At factories, we intend to evaluate the infrastructure to make them more accessible for differently abled employees. In Ambarnath Factory we already have ramps and infrastructure for accessible workplace. Other options are also being evaluated.

Our Godrej One (Global headquarters) is accessible for differently abled employees and workers with infrastructural modifications being updated on an on-going basis.

**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.**

Our Company is an equal opportunity employer. We provide equal opportunities to all employees and to all eligible applicants for employment in the organization. We respect every individual’s human rights and do not discriminate on the basis of race, colour, caste, class, gender, sexual orientation, gender identity, religion, political opinion, nationality, social origin and status, indigenous status, disability, age or any other personal characteristic or status. This is clearly stated in our Human Rights policy –

[https://www.godrejite.com/Godrejite/PolicyDocuments/Policies/GILAC%20Code%20of%20Conduct\\_V2.0.pdf](https://www.godrejite.com/Godrejite/PolicyDocuments/Policies/GILAC%20Code%20of%20Conduct_V2.0.pdf).

**5. Return to work and Retention rates of permanent employees and workers that took parental leave:**

Particulars	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	50%	NA	NA
<b>Total</b>	<b>100%</b>	<b>88%</b>	<b>NA</b>	<b>NA</b>



**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes, at factories, a grievance redressal system is in place, any employee working can give his/her (Idea/complaint/suggestion) in writing in any language. Blank forms are kept near complaint box. Filled forms have to be placed in box kept at multiple location like canteen, gates, control rooms. Filled forms are collected and submitted to reviewer committee on first week of every month. Reviewer committee comprises of Site Heads, all functional heads and union president. This committee evaluates and redress the grievances received.</p> <p>Various forums such as Townhalls, Senior Leadership Connects, CEO Connect, Open House, Amber (AI chatbot) and Employee Suggestion Boxes are available for employees to share ideas, suggestions, improvements, or concerns with senior management.</p> <p>Additionally, there is a dedicated POSH (Prevention of Sexual Harassment) complaint mechanism and whistle-blower policy for reporting issues related to harassment or violations of ethical conduct. An online system called 'Conduct' is also implemented to raise and track the status of complaints for employees.</p> <p>In addition to the above measures, all employees and workers, including contractual workforce, can freely reach out to Human Resource representatives such as HR Business Partners, HR Head, or Factory HRs at their respective factories for any concerns regarding work, resources, equipment, infrastructure support, etc.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

**7. Membership of employees and worker in association(s) or Union(s) recognised by the listed entity:**

Category	FY 2023-24			FY 2022-23		
	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)
<b>Total Permanent Employees</b>	<b>781</b>	<b>0</b>	<b>0%</b>	<b>742</b>	<b>0</b>	<b>0%</b>
Male	630	0	0%	611	0	0%
Female	151	0	0%	131	0	0%
<b>Total Permanent Workers</b>	<b>265</b>	<b>265</b>	<b>100%</b>	<b>336</b>	<b>336</b>	<b>100%</b>
Male	265	265	100%	336	336	100%



Female	0	0	0%	0	0	0%
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**8. Details of training given to employees and workers:**

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	630	630	100%	531	84%	611	611	100%	611	100%
Female	151	151	100%	117	77%	131	131	100%	131	100%
<b>Total</b>	<b>781</b>	<b>781</b>	<b>100%</b>	<b>648</b>	<b>83%</b>	<b>742</b>	<b>742</b>	<b>100%</b>	<b>742</b>	<b>100%</b>
<b>Workers</b>										
Male	265	265	100%	217	82%	336	336	100%	336	100%
Female	0	0	100%	0	0%	0	0	100%	0	100%
<b>Total</b>	<b>265</b>	<b>265</b>	<b>100%</b>	<b>217</b>	<b>82%</b>	<b>336</b>	<b>336</b>	<b>100%</b>	<b>336</b>	<b>100%</b>

**9. Details of performance and career development reviews of employees and worker:**

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	630	630	100%	611	611	100%
Female	151	151	100%	131	131	100%
<b>Total</b>	<b>781</b>	<b>781</b>	<b>100%</b>	<b>742</b>	<b>742</b>	<b>100%</b>
<b>Workers</b>						
Male	265	265	100%	336	336	100%
Female	0	0	0%	0	0	0%
<b>Total</b>	<b>265</b>	<b>265</b>	<b>100%</b>	<b>336</b>	<b>336</b>	<b>100%</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?**

Occupational health and safety (OHS) is integral to our business philosophy at our Company, particularly in the chemicals sector where the importance of safety cannot be overstated. We are proud to announce that both our Valia and Ambernath sites have been certified with ISO 45001 for Occupational Health & Safety Management System and Responsible Care logo. Aligned with our mission, "Aim for Zero," we continuously strive towards the elimination of incidents and injuries in the workplace. This mission underscores our unwavering commitment to providing a safe and healthy environment for all our employees. Every employee who accesses our operating sites at Valia and Ambernath is covered under our comprehensive OHS management systems. Regular audits are conducted to ensure strict compliance with safety protocols and to facilitate ongoing improvements in our safety practices. Our





proactive approach to safety not only safeguards our workforce but also contributes to the sustainability and resilience of our operations.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

We have employed a multi-faceted approach to identify work-related hazards and assess risks on both routine and non-routine bases. Our central safety committee and plant-level safety committees are entrusted with the responsibility of monitoring and managing safety aspects across our operations.

Safety statistics are meticulously recorded and reported on our dedicated e-platform, enabling real-time tracking and analysis. In the event of safety-related incidents, root cause assessments are conducted to understand the underlying reasons and prevent their recurrence.

To systematically address potential risks, we maintain a Hazard Identification and Risk Assessment (HIRA) register for all plant-related activities. This register allows us to track expected hazards and analyze risks, facilitating the implementation of appropriate control measures. In addition to HIRA assessments, we utilize various safety protocols, including Job Safety Analysis (JSA), Hazard and Operability Study (Hazop), Quantitative Risk Assessment (QRA), and Pre-Startup Safety Review (PSSR). These measures are integral to our comprehensive approach to ensuring workplace safety. Furthermore, we have conducted a detailed safety assessment that demonstrates none of our workers have a high incidence of occupational risk or disease. This underscores our commitment to providing a safe and healthy work environment for all employees.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, we have established processes to empower workers to report work-related hazards and remove themselves from such risks. Our commitment to occupational health and safety includes fostering a culture where employees feel comfortable reporting hazards and taking necessary actions to mitigate risks. Employees are encouraged to report any work-related hazards they encounter through various channels, including direct communication with their supervisors, safety committees, or designated reporting systems. Additionally, anonymous reporting mechanisms like suggestion/complaint boxes are in place to ensure that employees can raise concerns without fear of reprisal. Upon receiving a hazard report, our safety committees promptly investigate the issue to assess its severity and determine appropriate corrective actions. Workers are actively involved in this process, providing valuable insights and feedback to address safety concerns effectively. Furthermore, our policies support workers' rights to remove themselves from situations where they perceive imminent danger or unsafe conditions. Employees are empowered to halt work activities if they believe there is a risk to their health or safety until appropriate measures are taken to mitigate the hazard.

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

Yes, we have OHC in our plant premises with all facilities. We are in the process of developing a policy for providing the employees with reimbursements against non-occupational and healthcare services.

**11. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.65



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Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
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

\*Including in the contract workforce

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

In our commitment to ensuring a safe and healthy work environment, we have implemented robust safety practices and initiatives across our manufacturing sites. Monthly safety performance reviews are conducted by top management during the Safety and Conversion meet, where both internal and external boards provide valuable insights for improvement on a quarterly basis. Our Joint Safety Committee, chaired by the Site Head and Safety In-charge, comprises members from various categories, including staff, operators, and contractors. Regular training sessions are conducted for both company and contractor employees on a range of topics such as behavioural safety, fire safety, SCBA, MSDS, EMS-OHS standards, and Responsible Care. To bolster safety awareness, we conduct emergency drills and training exercises regularly. Periodic risk assessment studies, including HAZOP, HAC, JSA, JRA, PSSR, and workplace monitoring studies, are integral to our safety protocols. Additionally, we conduct weekly and monthly inspections, Artificial intelligence and HIRA assessments, cross-functional safety audits, and external safety audits.

Our management conducts safety tour rounds monthly, and safety moments are shared before formal meetings. The ritual of taking a safety pledge before commencing work in the morning reinforces our commitment to safety. We hold monthly safety meetings with all departments and conduct "Safety ki Pathshala" for contractors. Furthermore, our CEO actively participates in monthly safety meetings to review safety practices. Ensuring the well-being of our employees is paramount, and our Occupational Health Centre (OHC) operates round the clock to provide necessary medical assistance. Regular medical check-ups are conducted for all employees, including contract workers, and detailed health records are maintained diligently.

**13. Number of Complaints on the following made by employees and workers:**

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

**14. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100 % of employees working at our facility were assessed by different 3 <sup>rd</sup> party audit ISO 45001, Responsible care, SMETA and internal audits.
Working Conditions	Internal audits, ISO 45001 and SMETA.

**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 take prompt and decisive corrective actions to address the root causes and prevent recurrence. Upon conducting thorough investigations and root cause analyses, appropriate measures are implemented to mitigate risks and enhance safety practices. If an incident reveals deficiencies in equipment maintenance, we prioritize repairs or replacements to ensure optimal functioning. If the incident indicates gaps in employee training or awareness, additional training sessions or refresher courses are organized to reinforce safety protocols.

Gas Detectors are used for early detection of Hydrogen and SO2 gas.

Installation of lifeline fall arrestor system at various location at tanker unloading points.

Critical Areas in plant are monitored by CCTV for identifying deviation and early action.

Learning from event meeting, One page lesson on safety is introduced and shared month.

Significant risks or concerns identified through assessments of health and safety practices and working conditions prompt proactive measures to mitigate these risks effectively. Whether it involves addressing ergonomic hazards, chemical exposures, or procedural deficiencies, our organization prioritizes continuous improvement to enhance workplace safety.

### Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, Insurance coverage is in place for all employees and workers. The Company has policies in place to provide financial assistance to the legal dependents of the employees in case of death while in service.

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

On sample basis, Suppliers are assessed on ESG parameters and it is ensured that Statutory dues such as PF, gratuity, etc are deducted and paid accordingly.

**3. 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:**

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	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

There are no policies or transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.



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

<b>Particulars</b>	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	We assess 100% import supplier for our critical RM
Working Conditions	We assess 100% import supplier for our critical RM

**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.**

We are floating self-assessment questionnaire to our suppliers annually, along with our supplier code of conduct. Few suppliers on sample basis are selected for verification. We also provide recommendations to suppliers based on observations identified.



**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.**

We at Godrej Industries have identified and prioritized our key stakeholders on the basis of their influence on our operations and also our impact on them. We continue our engagement with them through various mechanisms such as, consultations with local communities, supplier/ vendor meets, customer/ employee satisfaction surveys, investor forums, etc. As a responsible business, we work closely with our communities to understand their needs and build synergies. In the past we carried out a detailed community needs assessment of villages around our Valia and Ambernath manufacturing plants with the help of a third-party agency.

**2. List stakeholder groups identified as key for your entity 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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Board</b>	<b>No</b>	Email, Annual Reports, Meetings, Personnel Visits, Notice and Agenda of Meetings	<b>Ongoing / Quarterly</b>	Role and responsibility of Board of Directors defined under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. Therefore, the Board and its Committees meet from time to time to discuss and approve the statutory requirements.
<b>Shareholders</b>	<b>No</b>	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, annual report, quarterly results, media releases, Company / SE website	<b>Ongoing</b>	Transparency, goodwill, Share price appreciation, dividends, profitability and financial stability, cyber risks, growth prospects.
<b>Employees</b>	<b>No</b>	Senior leaders' communication / talk/forum, town hall briefing, goal setting and performance appraisal meetings/review, exit interviews, arbitration/ union meetings, wellness initiatives, engagement survey, email, intranet, flat screens, websites, poster campaigns, house magazines, confluence, circulars, quarterly publication, newsletters.	<b>Ongoing</b>	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiative.
<b>Customers</b>	<b>No</b>	<ul style="list-style-type: none"> <li>•Regular business reviews with key customers.</li> <li>•Customer satisfaction surveys and feedback</li> <li>•Customer audits and customer questionnaire responses.</li> </ul>	<b>Ongoing</b>	<ul style="list-style-type: none"> <li>•Carbon footprint / Carbon disclosure.</li> <li>•Management of Environmentally hazardous substances.</li> <li>• Innovation</li> </ul>



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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		<ul style="list-style-type: none"> <li>•Meeting customer requirements and requests for improvement on environmental and social responsibility.</li> </ul>		<ul style="list-style-type: none"> <li>•Customer Satisfaction Survey.</li> </ul>
<b>Government and Regulatory bodies</b>	<b>No</b>	Statutory and Legal compliance filings	<b>Ongoing</b>	Environmental and Social compliance
<b>Suppliers &amp; Vendors</b>	<b>No</b>	<ul style="list-style-type: none"> <li>•Supplier workshops and annual suppliers meet.</li> <li>•Suppliers consultation and auditing.</li> <li>•Informing suppliers through feedback mechanism.</li> <li>•Supplier Sustainability assessment questionnaire.</li> </ul>	<b>Annually</b>	<ul style="list-style-type: none"> <li>•Environmental initiatives (e.g., reduced packaging and recycling).</li> <li>•Supply chain management.</li> <li>•Compliance with laws and regulations.</li> <li>•Work environment and hygiene.</li> <li>•Machine/ equipment safety.</li> <li>• Human Rights.</li> </ul>

**Leadership Indicators**

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

Our stakeholders are at the heart of our process of determining material topics so as to collectively address ESG aspects and develop lasting solutions. Periodic engagement with stakeholders helps us to effectively channel our strategies to be able to deliver against company wide sustainability goals while following an inclusive, multi-dimensional approach. We use the stakeholder prioritization matrix to understand key stakeholders to our business and the type of engagement to be carried out with each of them - consult, collaborate, keep informed & engage. Our regular interactions through various engagement modules aid us in collecting important feedback, thereby enhancing our performance and value addition. While the kind of our engagement methods can differ from an ad-hoc meeting to long term partnership, it is always driven by our core values. Our key stakeholder groups comprise of employees, customers, regulatory bodies, shareholders, team members, suppliers, sustainability experts, media, competitors, academia and the communities around operational sites. We use formal and informal engagement methods to communicate with our stakeholders through various communication platforms. Through this, we map stakeholder feedback and concerns. Appropriate action plans are also developed to address expectations. These concerns and expectations form a vital input for our materiality assessment and in developing short and long term business goals. The Stakeholder engagement exercise was conducted using the principles and guidelines from the AASES1000 Stakeholder engagement standard which uphold inclusivity, materiality and responsiveness. We abide by the three principles of materiality, completeness and responsiveness to ensure holistic engagement and maximum outreach.



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**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. The Company recognizes the vitality of obtaining feedback from Stakeholders. Based on inputs: (i) the policies and procedures adopted by the Company are suitably amended / modified, (ii) critical or priority areas needing special attention are identified and policies are devised suitably.

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

Not Applicable.



**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:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	781	781	100%	742	742	100%
Other than Permanent	156	156	100%	144	144	100%
<b>Total Employees</b>	<b>937</b>	<b>937</b>	<b>100%</b>	<b>886</b>	<b>886</b>	<b>100%</b>
<b>Workers</b>						
Permanent	265	265	100%	336	336	100%
Other than Permanent	807	807	100%	895	895	100%
<b>Total Workers</b>	<b>1,072</b>	<b>1,072</b>	<b>100%</b>	<b>1,231</b>	<b>1,231</b>	<b>100%</b>

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24					FY 2022-23				
	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>Employees</b>										
<b>Permanent</b>	<b>781</b>	<b>0</b>	<b>0%</b>	<b>781</b>	<b>100%</b>	<b>742</b>	<b>0</b>	<b>0%</b>	<b>742</b>	<b>100%</b>
Male	630	0	0%	630	100%	611	0	0%	611	100%
Female	151	0	0%	151	100%	131	0	0%	131	100%
<b>Other than Permanent</b>	<b>156</b>	<b>53</b>	<b>34%</b>	<b>103</b>	<b>66%</b>	<b>144</b>	<b>0</b>	<b>0%</b>	<b>144</b>	<b>100%</b>
Male	102	51	50%	51	50%	111	0	0%	111	100%
Female	54	2	4%	52	96%	33	0	0%	33	100%
<b>Workers</b>										
<b>Permanent</b>	<b>265</b>	<b>0</b>	<b>0%</b>	<b>265</b>	<b>100%</b>	<b>336</b>	<b>0</b>	<b>0%</b>	<b>336</b>	<b>100%</b>
Male	265	0	0%	265	100%	336	0	0%	336	100%
Female	0	0	0%	0	100%	0	0	0%	0	0%
<b>Other than Permanent</b>	<b>807</b>	<b>791</b>	<b>98%</b>	<b>16</b>	<b>2%</b>	<b>895</b>	<b>879</b>	<b>98%</b>	<b>16</b>	<b>2%</b>
Male	795	779	98%	16	2%	892	876	98%	16	2%





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Category	FY 2023-24					FY 2022-23				
	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	12	12	100%	0	0%	3	3	100%	0	0%

**3. Details of remuneration/salary/wages**

**a. Medium remuneration / wages:**

Particulars	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	2	14,61,05,574	1	9,18,05,572
Key Managerial Personnel	1	2,52,57,415	1	41,46,877
Employees other than BoD and KMP	801	4,62,846	178	16,10,853
Workers	306	7,63,508	-	-

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	20%	16%

**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, we have a central Human resource team who is responsible for addressing human rights impacts or issues caused or contributed to by the business. We actively monitor that the human rights are not violated or threatened in any form. The Policy may please be accessed on:

[https://www.godrejchemicals.com//public/pdfs/codes\\_policies/ethics/Godrej\\_Chemicals\\_Human\\_Rights\\_Policy\\_L.pdf](https://www.godrejchemicals.com//public/pdfs/codes_policies/ethics/Godrej_Chemicals_Human_Rights_Policy_L.pdf).

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

- At factories, a grievance redressal system is implemented to encourage workers to freely voice any concerns regarding their work or workplace. They can raise issues or complaints to a dedicated committee, which resolves them promptly and fairly.
- We have POSH policy in place and Internal complaints committee to register, evaluate and resolve the complaints if received any.
- Whistle Blower-We have whistle blower policy that allows the employees, directors and stakeholders, including individual employees and their representatives bodies, to freely communicate their concerns about illegal or unethical practices. Anyone can report using the helpline number, email, web portal and chatbot.



Various forums such as Townhalls, Senior Leadership Connects, CEO Connect, Open House, and Employee Suggestion Boxes provide avenues for employees to share ideas, suggestions, improvements, or concerns with senior management.

Additionally, a dedicated POSH complaint mechanism and whistle-blower policy are in place to address issues related to harassment or violations of ethical conduct. An online system named 'Conduct' is also introduced to facilitate the reporting and tracking of complaints for employees. The employees can use the POSH hotline no. 18002662068 to raise any concerns.

Moreover, all employees and workers, including contractual workforce, have the option to approach Human Resource representatives such as HR Business Partners, HR Head, or Factory HRs at their respective locations for any concerns regarding work, resources, equipment, or infrastructure support.

**6. Number of Complaints on the following made by employees and workers:**

Particulars	FY 2023-24			FY 2022-23		
	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

- a. In line with the Godrej values, GIL Industries is committed towards creating a safe and dignified working environment and culture free from any form of Sexual Harassment, exploitation or intimidation, and has a zero-tolerance policy towards any Sexual Harassment at the Workplace.



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- b. We have formed Internal Committee (IC) for each of our work locations - head office, factories, and branches, to conduct an Inquiry into a complaint of Sexual Harassment at the Workplace. We have also brought in online system called 'Conduct' to raise and track status against complaints for employees.
- c. The Company and the IC will take all reasonable measures to ensure that any person who has lodged a complaint under this policy or given evidence or other assistance as part of an Inquiry under this policy, in good faith, is protected and not subjected to any Retaliatory Conduct.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes. We ensure that all our business partners are committed to respect human rights and comply with international, state laws and regulations and in line with Godrej's way of working, as reflected in our business contracts and supply chain sustainability audits.

**10. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced / involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- please specify	-

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

At GIL, we conducted an internal audit of Human Right practices for each work location including factories. From the findings of this assessment, we identified a few areas of Human Rights to strengthen further across our factories and the team has worked on those areas by doing awareness trainings for all employees on POSH, Human Rights and Ethics, across all our locations. Also, reinforcement assessments are conducted on the above topics.

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

Our human rights policy, publicly available, aligns with internationally recognized frameworks such as the International Bill of Human Rights. This policy encompasses diverse aspects, including respect for human rights in terms of diversity, equality of opportunity, and fair treatment. Specifically, it addresses human rights in the workplace, emphasizing the prohibition of child labor and forced labor, adherence to industry standards regarding wages and benefits, and ensuring a safe working environment free from harassment. Additionally, our policy extends to human rights in the communities where we operate, encompassing various community initiatives and year-round volunteering programs. In FY 2023-24 we have not made any modification in business processes for our current monitoring, addressing human rights, grievances/complaints.



**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

The organization upheld the principles of human rights and it is aligned with Human Rights policy. The organization regularly create awareness among its employees on the /human rights policy through various training programs. The Human Rights assessment is conducted on a yearly basis. Supplier engagement was enhanced by conducting Supplier meet at our factories where they were made aware about Responsible Care and Human Rights. Our both the manufacturing facilities have demonstrated SMETA 4 pillar audit.

**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?**

Yes.

**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	100 %
Discrimination at workplace	100 %
Child Labour	100 %
Forced Labour / Involuntary Labour	100 %
Wages	100 %
Others- please specify	-

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

No such significant risks / concerns and hence not applicable.



**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:**

Parameter	FY 2023-24	FY 2022-23
<b>From renewable resources</b>		
Total electricity consumption (A) (GJ)	16,080	14,798
Total fuel consumption (B) (GJ)	9,88,571	14,99,293
Energy consumption through other sources (C) (GJ)	-	-
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>10,04,651</b>	<b>15,14,091</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	2,14,900	1,35,462
Total fuel consumption (E) (GJ)	5,74,241	5,72,738
Energy consumption through other sources (F) (GJ)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F) (GJ)</b>	<b>7,89,141</b>	<b>7,08,200</b>
<b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>	<b>17,93,792</b>	<b>22,22,291</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) GJ/INR	0.00006	0.00005
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>  (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
<b>Energy intensity in terms of physical output GJ/MT of production</b>	9	10
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-

**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, by TUV India Private Limited**

**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	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	8,33,149	7,98,665
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater /desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	8,33,149	7,98,665
<b>Total volume of water consumption (in kilolitres)</b>	8,33,149	7,98,665
<b>Water intensity per rupee of turnover</b> (Total water consumption /Revenue from operations)	0.00003	0.00002
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)	-	-
<b>Water intensity in terms of physical output (KL/MT)</b>	3.97	3.59
Water intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-

**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, by TUV India Private Limited.**

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharged by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Both our Manufacturing Facilities are Zero Discharge Liquid	
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</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, by TUV India Private Limited.**

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

At GIL, we have developed a robust waste management framework to meet with the sustainability challenges of the chemical industry. All materials and manufacturing processes are conducted in a conscious manner to yield minimal waste. We follow five R's of waste management - reduce, reuse, recycle, recover and residual management. We go beyond compliance to ensure effective waste management. Our waste management strategy includes collection, segregation, recycling and disposal in a scientific manner. We have an in-house effluent treatment plant (ETP) to treat wastewater generated at our facilities. Our ETP plant manages effluents generated from our facilities. Our effluent management has helped us reduce our impact on local water resources. Both our manufacturing sites - Valia and Ambarnath - are zero liquid discharge facilities (ZLD).

**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an**

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	MT	53	12
Sox	MT	41	26
Particulate matter (PM)	MT	80	56
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

**external agency? (Y/N) If yes, name of the external agency.-Yes, by TUV India Private Limited.**

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	32,268	32,335
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	47,149	29720
<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)	TCO2/INR	0.000003	0.000001



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Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Tco2e/ton of production	0.37	0.28
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	-	-	-

**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, by TUV India Private Limited.

Please note that the values of GHG emissions reported here are in terms of metric T CO2 only. However, going forward we plan to develop a mechanism to calculate the emissions in terms of CO2 equivalent.

**8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

We are committed to the Group’s Good & Green vision of building an inclusive and greener world. At the core of our sustainability strategy, we focus on maximizing our resource efficiency and reducing our environmental impact. All our green targets are focused around these two aspects. To reduce scope 1 emissions in our operational areas, we have increased the number of briquette boilers for steam generation and also for thermic fluid heating in plant. We have decentralized Cooling tower in Ambernath unit which reduced our power consumption for cooling water circulation across the plant. For controlling our scope 2 emissions, we have installed solar rooftop for electricity generation and have also started wheeling our wind energy power for Ambernath unit. For Valia, we have commissioned biomass-based cogeneration plant that generates green electricity and also fulfill the steam requirement. It will reduce our scope 2 emissions and also drastically improve our renewable portfolio. We are committed to decarbonizing our operations in line with the WB2DS set by the global SBTi committee.

**9. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic Waste (A)	224.19	104
E-waste (B)	32.67	-
Bio-medical waste (C)	0.005	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	8,972	13,811





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Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Other Non-Hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,282	518
<b>Total (A + B + C + D + E + F + G + H)</b>	13,510.87	14,433
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000005	0.0000003
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	-	-
<b>Waste intensity in terms of physical output (MT/ton of production)</b>	0.064	0.064
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<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	12,198	13,997
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	12,198	13,997
<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	80	437
(ii) Landfilling	841	-
(iii) Preprocessing	17,07	-
<b>Total</b>	2,628	437

**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, by TUV India Private Limited.**

- 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.**

At GIL, we have developed a robust waste management framework to meet with the sustainability challenges of the chemical industry. All materials and manufacturing processes are conducted in a conscious manner to yield minimal waste. We follow five R's of waste management - reduce, reuse, recycle, recover and residual management. We go beyond compliance to ensure effective waste management. Our waste management



strategy includes collection, segregation, recycling and disposal in a scientific manner. Policy is available- <https://www.godrejchemicals.com/sustainability/codes-and-policies>.

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 following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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
EC Expansion application for increment in some existing products & addition of new products	EIA Notification, 2006 & subsequent amendments	07-05-2023	Yes (M/s. Siddhi Green Excellence Pvt. ltd.)	No	PARIVESH 2.0

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 following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	We are complying with the applicable environmental law/ regulations/ guidelines in India such as the Water (Prevention and Control of Pollution) Act, Air (Prevention	Nil	Nil	Nil



	and Control of Pollution) Act, Environment Protection act.			
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### 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 - Valia and Ambernath.
- (ii) Nature of operations - Manufacturing of Oleo Chemicals.
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	8,33,149	7,98,665
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>8,33,149</b>	<b>7,98,665</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>8,33,149</b>	<b>7,98,665</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover) (KL/INR)</b>	<b>0.00003</b>	<b>0.00002</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity (KL/MT) of production</b>	<b>3.97</b>	<b>3.59</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Both our Manufacturing Facilities are Zero Discharge Liquid	
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment- please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</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, by TUV India Private Limited.**

**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	3,44,803	3,72,434
<b>Total Scope 3 emissions per rupee of turnover</b>	(T Co2 e /INR)	0.000013	0.000010
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity	(T Co2e/MT of production)	1.6	1.92

**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, by TUV India Private Limited.**

- 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 along-with prevention and remediation activities. -Not Applicable.**
- 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 following format:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Screw Blower Installation	<a href="https://www.godrejindustries.com/investors/annual-reports">https://www.godrejindustries.com/investors/annual-reports</a>	1,23,677 KWH
2	Cogeneration plant reducing Scope 2 emissions and increasing renewable energy	<a href="https://www.godrejindustries.com/investors/annual-reports">https://www.godrejindustries.com/investors/annual-reports</a>	7900 T co2 e GHG emissions reduced
3	Installation of Heat exchanger	<a href="https://www.godrejindustries.com/investors/annual-reports">https://www.godrejindustries.com/investors/annual-reports</a>	4900 KWH/Day

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

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 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



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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, organization conducts internal risk assessments and trainings for its employees and workers. Major organizational risks are identified, measured, monitored and reviewed by central risk review committee. This risk review committee consists of 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.**

Environmental Aspects and Impact analysis is conducted and reviewed on an annual basis to identify significant and non-significant environmental aspects. Preventive and additional control measures are taken to mitigate or minimize the identified significant environmental impacts. No adverse impacts identified

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

We expect our suppliers to engage and improve their sustainability performance to achieve the larger goal of creating a sustainable value-chain. In case of a severe or major violation of our code of conduct, a follow-up assessment takes place based on or within the mutually agreed target date of completion of identified findings. We have even floated self-assessment questionnaire and are planning to rate the suppliers based on their self-assessment report. Moreover, we've conducted supplier engagement meetings to spread awareness on the E, S and G pillars.



**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.
- 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.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Chemical Council	National
2	CII (Confederation of Indian Industries)	National
3	Council & CII Western Region	National
4	IFCCI-Indo French Chamber of Commerce	International
5	RSPO-Roundtable for Sustainable Palm Oil	International
6	Responsible care	International
7	FICCI	National
8	QCFI	National
9	CHEMEXCIL	National
10	Federation of Gujarat Industries	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.

Name of authority	Brief of the case	Corrective action taken
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 (Annually/ Half yearly/ Quarterly/ Others-please specify)	Web Link, if available
-	-	-	-	-	-
-	-	-	-	-	-

**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 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
Not applicable, however Giving back is also a crucial part of our business development strategy. We also have a CSR committee in place to review, monitor and provide strategic inputs on our sustainability efforts. Our CSR interventions include initiatives related to Education, Water, Sanitation and Skill Building Initiatives. At GIL Chemicals, we continue to uphold Godrej Group's Good and Green vision, that aims to create a more inclusive and greener world.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your 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 FY (in INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

The Community grievances, if any can be submitted at the security desk. Any complaint so received is forwarded to Admin department for further action

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	30%	39 %
Directly from within India	64%	76%

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	FY 2023-24	FY 2022-23
Rural	-	-
Semi-urban	-	-
Urban	25.65%	27.48%
Metropolitan	74.35%	72.52%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

**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 your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount Spent (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)- No  
 (b) From which marginalized /vulnerable groups do you procure?- No  
 (c) What percentage of total procurement (by value) does it constitute?-No

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your 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
-	-	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order inintellectual 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 CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
-	Not Applicable	-	-





**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.**

At Godrej Industries limited, we have a dedicated Quality assurance team which conducts customer satisfaction survey once in every two years to understand levels of customer satisfaction with products and services provided by the Company.

**2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:**

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	100 %
Safe and responsible usage	100 %
Recycling and/or safe disposal	100 %

**3. Number of consumer complaints in respect of the following:**

Particulars	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
<b>Data privacy</b>	Nil	NIL	-	Nil	NIL	-
<b>Advertising</b>	Nil	NIL	-	Nil	NIL	-
<b>Cyber-security</b>	Nil	NIL	-	Nil	NIL	-
<b>Delivery of Essential services</b>	Nil	NIL	-	Nil	NIL	-
<b>Restrictive Trade Practices</b>	Nil	NIL	-	Nil	NIL	-
<b>Unfair Trade Practices</b>	Nil	NIL	-	Nil	NIL	-
<b>Other</b>	Nil	NIL	-	Nil	NIL	-

**4. Details of instances of product recalls on account of safety issues:**

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable



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**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, we have a GILAC Information Security policy which is applicable to all Godrej companies to incorporate, access and monitor cyber security practices/incidents; conduct cyber security related awareness campaigns across GILAC; Identification and mitigation of Cyber Security vulnerabilities. Our security systems are ISO 27001:2022 certified.

**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.**

Since your company is compliant, there was no corrective action suggested by an auditing or inspecting authority for FY 2023-24

**7. Provide the following information relating to data breaches: None**

- a) Number of instances of data breaches
- b) Percentage of data breaches involving personally identifiable information of customers
- c) Impact, if any, of the data breaches

### Leadership Indicators

**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

We display product information like product trade name, gross weight, tare weight etc. on regular product labels. Our product labelling carry adequate information about Storage, Handling, transportation and dispatch enabling safe and effective usage of our products. Along with each product shipment, we provide MSDS (Material Safety data sheet) that includes details of material storage, transportation, and handling. Also, we share information concerning product hazard as per the GHS (Globally Harmonized System of Classification and Labelling of Chemicals). All our raw materials which are developed to provide the highest efficacy and safety according to decades of accumulated technology and strict internal standards. We have developed method that can verify quality of each raw material. The process for verification is based on chemical properties, Manufacturing processes , MSDS(Material Safety Data sheet) and international guidelines and safety assessment results. And we have REACH, KOSHER and HALAL certifications for our products as per EU regulations. Website link - <https://www.godrejchemicals.com>.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

We educate consumer through our Safety Data Sheets (SDS), Questionnaires, Product Brochures, Customer Interactions.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

We keep our customers informed about any disruption time to time if any in case of any changes that would impact our customers.



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- 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. Did your 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, we have storage and handling instructions on labels. We display product information like product trade name, gross wt., tare wt. etc. on regular product labels. And our dedicated team conducts customer satisfaction survey once in every two years to understand levels of customer satisfaction with products and services provided by the Company. Technical data sheet and safety data sheet provided for more information as per Globally Harmonized System.

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