

MESSAGE FROM THE MANAGING DIRECTOR & CEO



Vivek Gambhir, Managing Director & CEO

Dear readers,

At Godrej, we believe that the business of business is 'goodness'. This is the heart of The Godrej Way – and why, for over 121 years now, we put our people and planet alongside profit.

In the last year, we reflected on and recommitted to our purpose and values as a company. As we see it, our values are both about who we are and what we want to be. They aren't static; they must be lived, tested and made stronger every day. This is also how we approach our sustainability commitments.

This Sustainability Report details how we continue to play our part in creating a sustainable world, especially in areas linked to our purpose of bringing the goodness of health and beauty to consumers in emerging markets. It highlights our progress against the Godrej Group's 2020 Good & Green goals of creating a more employable workforce, building a Greener planet and innovating for good and green products.

We have aligned these targets with global objectives like the United Nations Sustainable Development Goals, as well as regional priorities in the geographies where we operate.

We recognise that the problems we are trying to solve for today, are more complicated than ever before – like improving health and education, managing climate change, innovating around waste management, and facilitating access to water, among others. While we may not have all the answers, we do believe that collaborating with the right partners and networks, can be very effective. So, across projects, we are teaming up with governments, non-profit organisations, and social entrepreneurs to drive greater impact.

Take for example, our approach to municipal solid waste management in India. We partner with municipal corporations that provide the land for waste segregation and recycling; civil society organisations

MESSAGE FROM THE MANAGING DIRECTOR & CEO

that oversee the adoption of sustainable practices; social enterprises that invest to ensure the project has built-in revenue streams; and informal workers who collect, sort and recycle the waste. Together, we align with the Government of India's Swachh Bharat Mission, while building a sustainable waste management system.

As leaders in household insecticides, we are helping control the spread of vector borne diseases, and strongly support the Government of India's aim to create malaria-free India by 2030. Through Project EMBED (Elimination of Mosquito Borne Endemic Diseases), we are improving the knowledge and awareness of communities through behaviour change campaigns, and empowering them to take charge of their own protection. EMBED currently reaches over 10,00,000 people, and we have seen a 70-86% decrease in the Annual Parasite Index in parts of Madhya Pradesh where it has been run; a state with one of the highest malaria burdens in India.

Skilling is high on our agenda and we have trained over 3,00,000 youth till date, across different programmes in India and Kenya, in skills that will enhance their earning potential.

We are guided by the circular economy approach. So, we have a sustainable mechanism to collect waste from end consumers and recycle it into the packaging of our products, without compromising on quality. We have set more ambitious goals for the years ahead – like having 100 per cent of our packaging material come from recyclable, reusable, recoverable or compostable material by 2025. This is a systemic shift to build long-term resilience, generate business and economic opportunities, and provide environmental and social benefits.

We are fortunate to have both the opportunity and responsibility to solve for some of the biggest social and economic problems of our times. While we are encouraged by the progress we are making, this is just the beginning. We remain committed to stepping up our efforts, thinking harder and thinking differently to make change possible.

Vivek Gambhir