

# GLOBAL REPORTING INDEX 2020-21

## GRI Standards mapping

At Godrej Consumer Products Limited (GCPL) have been providing updates on our sustainability journey through our Annual Integrated Report. We have adopted the International Integrated Reporting Council <IR> framework, however our Environmental, Social and Governance KPIs are in adherence to the Global Reporting Initiative (GRI) framework. The index below has been prepared in accordance with the GRI Standards: Core option to correspond to information and data required by the GRI framework. Majority of information is located in our [Annual & Integrated Report 2020-21](#). For some indicators, information is also included from the online [Business Responsibility Report](#) for 2020-21.

References are abbreviated as follows:

IR        Annual & Integrated Report 2020-21  
 BRR     Business Responsibility Report 2020-21

## General Standard Disclosures

Disclosure	Disclosure title	Cross reference	Additional information
102-1	Name of the organisation	IR - Our company p. 16	
102-2	Activities, brands, products, and services	IR - Our globalisation strategy p. 67 - 81	
102-3	Location of headquarters	IR - Internal control systems and their adequacy p. 59	
102-4	Location of operations	IR - Our globalisation strategy p. 67 - 81	
102-5	Ownership and legal form	IR - Distribution of shareholding p. 264	
102-6	Markets served	IR - Our globalisation strategy p. 67 - 81	
102-7	Scale of the organisation	IR - Our globalisation strategy p. 67 - 81	
	Total no. of employees	IR - Direct team members p. 173	
102-10	Significant changes to the organization and its supply chain	IR - Changes in the Board of Directors p. 215 - 216	
102-11	Precautionary Principle or approach	IR - Risks and oppourtunities p. 44 - 57	
102-12	External initiatives	IR - Building a more inclusive and Greener world p. 198 - 213	
102-13	Membership of associations	BRR - Principle 7 p. 37 - 38	
102-14	Statement from senior decision-maker	IR - Letter to our shareholders, by Nisaba Godrej p. 21 - 39	
102-16	Values, principles, standards, and norms of behavior	IR - Business model p. 42 - 43 IR - Living 'The Godrej Way' p. 174 - 176	
102-18	Governance structure	IR - Report on Corporate Governace p. 247 - 269	
102-40	List of stakeholder groups	IR - Materiality p. 06 - 07	

<b>Disclosure</b>	<b>Disclosure title</b>	<b>Cross reference</b>	<b>Additional information</b>
102-41	Collective bargaining agreements	BRR - Principle 3, Recognised employee association p. 23	
102-42	Identifying and selecting stakeholders	IR - Materiality p. 06 - 15	
102-43	Approach to stakeholder engagement	IR - Materiality p. 06 - 15	
102-44	Key topics and concerns raised	IR - Materiality p. 06 - 15	
102-45	Entities included in the consolidated financial statements	IR - Subsidiaries, Associates and Joint Venture p. 219 - 220	
102-46	Defining report content and topic boundaries	IR - Report profile p. 5	
102-47	List of material topics	IR - Materiality p. 10 - 11	
102-48	Restatements of information	N/A	
102-49	Changes in reporting	IR - Report profile p. 5	
102-50	Reporting period	IR - Report profile p. 5	
102-51	Date of most recent report	IR - Report profile p. 5	
102-52	Reporting cycle	IR - Report profile p. 5	
102-53	Contact point for questions regarding the report	IR - Address for correspondence p. 266	
102-54	Claims of reporting in accordance with the GRI Standards		While we have reported using the Integrated Reporting framework, progress against our economic, environmental, social and governance are inspired by GRI Standards, and hence we have GRI content map at Core level
102-55	GRI content index	GRI content map	
102-56	External Assurance	Yes, IR - Report profile p. 5	The non-financial assurance statement is based on the principles of IIRC Integrated Reporting, GRI standards, and ISAE 3000 standard.

## Topic-specific Standards

### Economic performance

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Report profile p. 3, IR - Materiality p. 06 - 15	
103-2	The management approach and its components	IR - Report on Corporate Governance p. 247 - 269	
103-3	Evaluation of the management approach	IR - Report on Corporate Governance p. 247 - 269	
201-1	Direct economic value generated and distributed	IR - Consolidated balance sheet as on March 31, 2021 p. 352 - 355	Economic value generated: INR 11,028.62 crores Economic value distributed: INR 8,970.85 crores Economic value retained: INR 1,720.82 crores
201-4	Financial assistance received from government	IR - Consolidated balance sheet as on March 31, 2019 p. 352 - 355	None
203-2	Significant indirect economic impacts	IR - Letter to our shareholders, by Nisaba Godrej p. 21 - 39	COVID-19 impact and measures

### Procurement practices

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Materiality p. 06 - 15 Supply Chain strategic priorities p. 152	
103-2	The management approach and its components	IR - Supply Chain strategic priorities p. 152	
103-3	Evaluation of the management approach	IR - Supply Chain key focus areas p. 152 - 157	
204-1	Proportion of spending on local suppliers	BRR - Principle 2 p. 16	We source nearly 80 per cent of our materials from our local suppliers

## Anti-corruption

Disclosure	Disclosure title	Cross reference	Additional information
205-1	Operations assessed for risks related to corruption	BRR - Principle 1 p. 13	All our functions are assessed for risks related to corruption. We have an internal audit team at Group level who keeps a regular check on compliance and corruption cases
205-2	Communication and training about anti- corruption policies and procedures	BRR - Principle 1 p. 13	We have a Code of Conduct, which is applicable to all our employees. It includes policy relating to ethics, bribery, and corruption. For subsidiaries and joint ventures, the Code is applicable in line with the local requirements prevailing in the country of operation. We also encourage our business partners to follow the Code.
205-3	Confirmed incidents of corruption and actions taken	None	In the last three fiscal years, we did not have any case of corruption or bribery

## Energy

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Sustainability of the process p. 158	
103-2	The management approach and its components	IR - Sustainability of the process p. 158	
103-3	Evaluation of the management approach	IR - Sustainability of the process p. 158	
301-1	Materials used by weight or volume		Total for India: 290,941 MT Non-renewables: 122,635 MT Renewables = 168,306 MT
302-1	Energy consumption within the organization	IR - Energy p.160 - 162	
302-3	Energy intensity	IR - Energy p.160 - 162	
302-4	Reduction of energy consumption	IR - Energy p.160 - 162	

## Water

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Sustainability of the process p. 158	
103-2	The management approach and its components	IR - Sustainability of the process p. 158	
103-3	Evaluation of the management approach	IR - Water p. 163 - 164	
303-1	Water withdrawal by source	IR - Water p. 163 - 164	Total water withdrawal for India: 458,058 kL, Surface water withdrawal: 88,258 kL
303-3	Water recycled and reused		54,135 kL

### Emissions

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Sustainability of the process p. 158	
103-2	The management approach and its components	IR - Sustainability of the process p. 158	
103-3	Evaluation of the management approach	IR - Emission p.166 - 167	
305-1	Direct (Scope 1) GHG emissions	IR - Emission p.166 - 167	
305-2	Energy indirect (Scope 2) GHG emissions	IR - Emission p.166 - 167	
305-4	GHG emissions intensity	IR - Emission p.166 - 167	
305-5	Reduction of GHG emissios	IR - Our goals and performance p. 59	Reduced specific GHG emissions by 37.4% in India operations

### Effluents and waste

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Sustainability of the process p. 158	
103-2	The management approach and its components	IR - Sustainability of the process p. 158	
103-3	Evaluation of the management approach	IR - Waste p. 165 - 166	
306-1	Water discharge by quality and destination	-	
306-2	Waste by type and disposal method	IR - Waste p. 165 - 166	We have diverted 100% of our waste from landfill.

### Supplier environmental assessment

Disclosure	Disclosure title	Cross reference	Additional information
308-1	New suppliers that were screened using environmental criteria	IR - Supply chain sustainability p. 169	

## Employment

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Fostering an inclusive, agile and high-performance culture p. 172 - 173	
103-2	The management approach and its components	IR - Living the 'Godrej Way' p. 174 - 175	
103-3	Evaluation of the management approach	IR - Living the 'Godrej Way' p. 174 - 175	
401-1	Employee and Employee turnover	IR - Annexure C p. 226	Number of permanent employees on our payroll as on March 31, 2021 is 2698.
401-3	Parental leave	BRR - Principle 3 - Our progressive HR policies p. 20	
402-1	Minimum notice periods regarding operational changes	N/A	

## Occupational Health & Safety

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Occupational Health & Safety p. 179 - 181	
103-2	The management approach and its components	IR - Occupational Health & Safety p. 179 - 181	
103-3	Evaluation of the management approach	IR - Occupational Health & Safety p. 179 - 181	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	IR - Occupational Health & Safety p. 179 - 181	

## Training and education

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Enabling bespoke learning p. 184 - 186	
103-2	The management approach and its components	IR - Enabling bespoke learning p. 184 - 186	
103-3	Evaluation of the management approach	IR - Enabling bespoke learning p. 184 - 186 BRR - Principle 3 - Safety and skill training p. 24	

## Diversity

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Fostering a diverse and inclusive GCPL p. 182 - 183	
103-2	The management approach and its components	IR - Fostering a diverse and inclusive GCPL p. 182 - 183	
103-3	Evaluation of the management approach	IR - Fostering a diverse and inclusive GCPL p. 182 - 183	
405-1	Diversity of governance bodies and employees	IR - Fostering a diverse and inclusive GCPL p. 182 - 183, Composition of the board p. 249 - 250	

## Local communities

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Good & Green p. 199	
103-2	The management approach and its components	IR - Good & Green p. 199	
103-3	Evaluation of the management approach	IR - Building inclusive and prosperous communities p. 200 - 213	
413-1	Operations with local community engagement, impact assessments, and development programs	IR - Building inclusive and prosperous communities p. 200 - 213	COVID-19 relief and response Livelihood initiatives Public health Waste management Watershed management Community initiatives Donations Volunteering

## Supplier Social Assessment

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Supply chain sustainability p. 169	
103-2	The management approach and its components	IR - Supply chain sustainability p. 169	
103-3	Evaluation of the management approach	IR - Supply chain sustainability p. 169	
414-1	New suppliers that were screened using social criteria	IR - Supply chain sustainability p. 169	

#### Customer health and safety

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	-	
103-2	The management approach and its components	-	
103-3	Evaluation of the management approach	-	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	

#### Marketing and labeling

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Innovating sustainable packaging p. 168	
103-2	The management approach and its components	IR - Innovating sustainable packaging p. 168	
103-3	Evaluation of the management approach	IR - Innovating sustainable packaging p. 168, BRR - Principle 9 p. 47 - 48	
417-2	Incidents of non-compliance concerning product and service information and labeling	BRR - Principle 9 p. 47 - 48	No incidents of non-compliance reported for FY2020-21