

GLOBAL REPORTING INDEX 2021-22

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 2021-22](#). For some indicators, information is also included from the online [Business Responsibility Report](#) for 2021-22.

References are abbreviated as follows:

IR Annual & Integrated Report 2021-22
BRR Business Responsibility Report 2021-22

General Standard Disclosures (Done)

| 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 - Extending leadership in our core categories and geographies p. 68 - 83 | |
| 102-3 | Location of headquarters | IR - Internal control systems and their adequacy p. 61 | |
| 102-4 | Location of operations | IR - Extending leadership in our core categories and geographies p. 68 - 83 | |
| 102-5 | Ownership and legal form | IR - Distribution of shareholding p. 272 | |
| 102-6 | Markets served | IR - Extending leadership in our core categories and geographies p. 68 - 83 | |
| 102-7 | Scale of the organisation | IR - Extending leadership in our core categories and geographies p. 68 - 83 | |
| | Total no. of employees | IR - Employees on payroll p. 229 | |
| 102-10 | Significant changes to the organization and its supply chain | IR - Composition of the Board of Directors p. 257 - 258 | |
| 102-11 | Precautionary Principle or approach | IR - Risks and oppourtunities p. 46 - 59 | |
| 102-12 | External initiatives | IR - Building a more inclusive and Greener world p. 196 - 217 | |
| 102-13 | Membership of associations | BRR - Principle 7 p. 40 - 41 | |
| 102-14 | Statement from senior decision-maker | IR - Letter to our shareholders, by Nisaba Godrej p. 23 - 29 | |
| 102-16 | Values, principles, standards, and norms of behavior | IR - Business model p. 44 - 45 IR - Living 'The Godrej Way' p. 164 - 165 | |
| 102-18 | Governance structure | IR - Report on Corporate Governace p. 255 - 278 | |
| 102-40 | List of stakeholder groups | IR - Materiality p. 06 - 07 | |

| Disclosure | Disclosure title | Cross reference | Additional information |
|-------------------|--|--|---|
| 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. 222 - 223 | |
| 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. 274 | |
| 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 - Materiality p. 06 - 15 | |
| 103-2 | The management approach and its components | IR - Report on Corporate Governance p. 255 - 278 | |
| 103-3 | Evaluation of the management approach | IR - Report on Corporate Governance p. 255 - 278 | |
| 201-1 | Direct economic value generated and distributed | IR - Consolidated balance sheet as on March 31, 2022 p. 374 - 378 | Economic value generated: INR 12,276.50 crores Economic value distributed: INR 10,210.48 crores Economic value retained: INR 1,783.39 crores |
| 201-4 | Financial assistance received from government | IR - Consolidated balance sheet as on March 31, 2022 p. 374 - 378 | None |
| 203-2 | Significant indirect economic impacts | IR - Letter to our shareholders, by Nisaba Godrej p. 23 - 29 | |

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. 140 | |
| 103-2 | The management approach and its components | IR - Supply Chain strategic priorities p. 140 | |
| 103-3 | Evaluation of the management approach | IR - Supply Chain key focus areas p. 140 - 145 | |
| 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. 146 | |
| 103-2 | The management approach and its components | IR - Sustainability of the process p. 146 | |
| 103-3 | Evaluation of the management approach | IR - Sustainability of the process p. 146 | |
| 301-1 | Materials used by weight or volume | | Total paper used in India: 22,000 MT Total metal and glass: 4,190 MT Total plastic used in India: 19,500 MT |
| 302-1 | Energy consumption within the organization | IR - Energy p.148 - 150 | |
| 302-3 | Energy intensity | IR - Energy p.148 - 150 | |
| 302-4 | Reduction of energy consumption | IR - Energy p.148 - 150 | |

Water

| Disclosure | Disclosure title | Cross reference | Additional information |
|------------|--|---|---|
| 103-1 | Explanation of the material topic and its boundaries | IR - Sustainability of the process p. 146 | |
| 103-2 | The management approach and its components | IR - Sustainability of the process p. 146 | |
| 103-3 | Evaluation of the management approach | IR - Water p.151 - 152 | |
| 303-1 | Water withdrawal by source | IR - Water p.151 - 152 | Total water withdrawal for India: 431,999 kL, Surface water withdrawal: 115,768 kL |
| 303-3 | Water recycled and reused | | 103,388 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. 146 | |
| 103-2 | The management approach and its components | IR - Sustainability of the process p. 146 | |
| 103-3 | Evaluation of the management approach | IR - Emission p.154 - 155 | |
| 305-1 | Direct (Scope 1) GHG emissions | IR - Emission p.154 - 155 | |
| 305-2 | Energy indirect (Scope 2) GHG emissions | IR - Emission p.154 - 155 | |
| 305-4 | GHG emissions intensity | IR - Emission p.154 - 155 | |
| 305-5 | Reduction of GHG emissios | IR - Our goals and performance p.147 | Reduced GHG emission intensity by 42% 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. 146 | |
| 103-2 | The management approach and its components | IR - Sustainability of the process p. 146 | |
| 103-3 | Evaluation of the management approach | IR - Waste p.152 - 153 | |
| 306-1 | Water discharge by quality and destination | - | |
| 306-2 | Waste by type and disposal method | IR - Waste p.152 - 153 | 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. 159 | |

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. 177 - 179 | |
| 103-2 | The management approach and its components | IR - Living the 'Godrej Way' p. 164 - 165 | |
| 103-3 | Evaluation of the management approach | IR - Living the 'Godrej Way' p. 164 - 165 | |
| 401-1 | Employee and Employee turnover | IR - Annexure C p. 229 | Number of permanent employees on our payroll as on March 31, 2022 is 2601. |
| 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. 171 - 185 | |
| 103-2 | The management approach and its components | IR - Occupational Health & Safety p. 171 - 185 | |
| 103-3 | Evaluation of the management approach | IR - Occupational Health & Safety p. 171 - 185 | |
| 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. 171 - 185 | |

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. 180 - 185 | |
| 103-2 | The management approach and its components | IR - Enabling bespoke learning p. 180 - 185 | |
| 103-3 | Evaluation of the management approach | IR - Enabling bespoke learning p. 180 - 185 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. 177 - 179 | |
| 103-2 | The management approach and its components | IR - Fostering a diverse and inclusive GCPL p. 177 - 179 | |
| 103-3 | Evaluation of the management approach | IR - Fostering a diverse and inclusive GCPL p. 177 - 179 | |
| 405-1 | Diversity of governance bodies and employees | IR - Fostering a diverse and inclusive GCPL p. 177 - 179, Composition of the board p. 257 - 258 | |

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 - 217 | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | IR - Building inclusive and prosperous communities p. 200 - 217 | COVID-19 recovery and vaccination 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. 159 | |
| 103-2 | The management approach and its components | IR - Supply chain sustainability p. 159 | |
| 103-3 | Evaluation of the management approach | IR - Supply chain sustainability p. 159 | |
| 414-1 | New suppliers that were screened using social criteria | IR - Supply chain sustainability p. 159 | |

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. 158 | |
| 103-2 | The management approach and its components | IR - Innovating sustainable packaging p. 158 | |
| 103-3 | Evaluation of the management approach | IR - Innovating sustainable packaging p. 158, BRR - Principle 2 p. 14 - 17 | |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | BRR - Principle 9 p. 51 | No incidents of non-compliance reported for FY2021-22 |