

GLOBAL REPORTING INDEX 2022-23

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. Moreover, 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 2022-23](#). For some indicators, information is also included from the online [Business Responsibility & Sustainability Report](#) for 2022-23.

References are abbreviated as follows:

IR Annual & Integrated Report 2022-23

BRSR Business Responsibility & Sustainability Report 2022-23

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 - Portfolio of our power brands p. 79 - 81	
102-3	Location of headquarters	IR - Corporate Information p. 257	
102-4	Location of operations	IR - Our globalisation strategy p. 76 - 77	
102-5	Ownership and legal form	IR - Distribution of shareholding p. 227	
102-6	Markets served	IR - Our globalisation strategy p. 76 - 77	
102-7	Scale of the organisation	IR - Our globalisation strategy p. 76 - 77	
	Total no. of employees	IR - Company snapshot p. 18	
102-10	Significant changes to the organisation and its supply chain	IR - Acquisition p. 174	
102-11	Precautionary Principle or approach	IR - Risks management p. 50 - 57	
102-12	External initiatives	IR - Protecting people from vector-borne diseases p. 162 - 167	
102-13	Membership of associations	BRSR - Principle 7 p. 42	
102-14	Statement from senior decision-maker	IR - In conversation with our Managing Director and CEO, Sudhir Sitapati p. 31 - 45	
102-16	Values, principles, standards, and norms of behavior	IR - Business model p. 48 - 49 IR - Living 'The Godrej Way' p. 148	
102-18	Governance structure	IR - Report on Corporate Governance p. 209 - 215	
102-40	List of stakeholder groups	IR - Stakeholders and their significance p. 12 - 14	

Disclosure	Disclosure title	Cross reference	Additional information
102-41	Collective bargaining agreements	BRSR - Principle 3, Membership of employees and worker in association(s) or Unions p. 21	
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. 174 - 175	
102-46	Defining report content and topic boundaries	IR - Scope and boundary 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 - Content of the report p. 5	
102-50	Reporting period	IR - Reporting period p. 5	
102-51	Date of most recent report	IR - Reporting period p. 5	
102-52	Reporting cycle	IR - Reporting period p. 5	
102-53	Contact point for questions regarding the report	IR - Address for correspondence p. 229	
102-54	Claims of reporting in accordance with the GRI Standards	IR - Management Committee endorsement and assurance p. 5	While we have reported using the Integrated Reporting framework, progress against our economic, environmental, social and governance. Our KPIs and third-part assurance is against GRI Standards.
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. 209 - 233	
103-3	Evaluation of the management approach	IR - Report on Corporate Governance p. 209 - 233	
201-1	Direct economic value generated and distributed	IR - Consolidated balance sheet as on March 31, 2023 p. 336 - 339	Economic value generated: INR 13,315.97 crores Economic value distributed: INR 11,297.54 crores Economic value retained: INR 1,702.46 crores
201-4	Financial assistance received from government	IR - Consolidated balance sheet as on March 31, 2023 p. 336 - 339	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 sustainability p. 127	
103-2	The management approach and its components	IR - Supply Chain sustainability p. 127	
103-3	Evaluation of the management approach	IR - Supply Chain sustainability p. 127 - 129	
204-1	Proportion of spending on local suppliers	BRSR - Principle 8 p. 43	We source nearly 15 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	BRSR - Principle 1 p. 15	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	BRSR - Principle 1 p. 15	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 - Energy p. 114 - 115	
103-2	The management approach and its components	IR - Energy p. 114 - 115	
103-3	Evaluation of the management approach	IR - Energy p. 114 - 115	
301-1	Materials used by weight or volume	IR - Materials p. 121	Total paper used in India: 36,793 MT Total plastic used in India: 18,750 MT
302-1	Energy consumption within the organization	IR - Energy p. 114 - 115	
302-3	Energy intensity	IR - Energy p. 112	
302-4	Reduction of energy consumption	IR - Energy p. 114 - 115	

Water

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Water p. 116 - 117	
103-2	The management approach and its components	IR - Water p. 116 - 117	
103-3	Evaluation of the management approach	IR - Water p. 116 - 117	
303-1	Water withdrawal by source	IR - Water p. 116 - 117	
303-3	Water recycled and reused	BRSR - Principle 6 p. 35	

Emissions

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Emissions p. 117 - 119	
103-2	The management approach and its components	IR - Emissions p. 117 - 119	
103-3	Evaluation of the management approach	IR - Emissions p. 117 - 119	
305-1	Direct (Scope 1) GHG emissions	IR - Emissions p. 117 - 119	
305-2	Energy indirect (Scope 2) GHG emissions	IR - Emissions p. 117 - 119	
305-4	GHG emissions intensity	IR - Emissions p. 117 - 119	
305-5	Reduction of GHG emissions	IR - Emissions p. 117 - 119	Reduced GHG emission intensity by 48% in India operations

Effluents and waste

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Waste p. 120 - 121	
103-2	The management approach and its components	IR - Waste p. 120 - 121	
103-3	Evaluation of the management approach	IR - Waste p. 120 - 121	
306-1	Water discharge by quality and destination	IR - Water p. 116	
306-2	Waste by type and disposal method	IR - Waste p. 120 - 121	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. 127	

Employment

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Developing a high-performing and diverse workforce p. 136 - 138	
103-2	The management approach and its components	IR - Developing a high-performing and diverse workforce p. 136 - 138	
103-3	Evaluation of the management approach	IR - Developing a high-performing and diverse workforce p. 136 - 138	
401-1	Employee and Employee turnover	BRSR - General disclosures, Employees p. 3	
401-3	Parental leave	BRR - Principle 3 - Parental leave p. 19	
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. 139 - 140	
103-2	The management approach and its components	IR - Occupational Health & Safety p. 139 - 140	
103-3	Evaluation of the management approach	IR - Occupational Health & Safety p. 139 - 140	
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. 139 - 140	

Training and education

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Talent development p. 148 - 151	
103-2	The management approach and its components	IR - Talent development p. 148 - 151	
103-3	Evaluation of the management approach	IR - Talent development p. 148 - 151	

Diversity

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Diversity, equity, and inclusion p. 141 - 147	
103-2	The management approach and its components	IR - Diversity, equity, and inclusion p. 141 - 147	
103-3	Evaluation of the management approach	IR - Diversity, equity, and inclusion p. 141 - 147	
405-1	Diversity of governance bodies and employees	IR - Diversity, equity, and inclusion p. 141 - 147, Board of Directors p. 20 - 21	

Local communities

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Protecting people from vector borne diseases and Transforming solid waste and plastic management p. 162 - 167	
103-2	The management approach and its components	IR - Protecting people from vector borne diseases and Transforming solid waste and plastic management p. 162 - 167	
103-3	Evaluation of the management approach	IR - Protecting people from vector borne diseases and Transforming solid waste and plastic management p. 162 - 167	
413-1	Operations with local community engagement, impact assessments, and development programs	IR - Protecting people from vector borne diseases and Transforming solid waste and plastic management p. 162 - 167	

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. 127	
103-2	The management approach and its components	IR - Supply Chain sustainability p. 127	
103-3	Evaluation of the management approach	IR - Supply Chain sustainability p. 127	
414-1	New suppliers that were screened using social criteria	IR - Supply Chain sustainability p. 128 - 129	

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. 160	
103-2	The management approach and its components	IR - Innovating sustainable packaging p. 160	
103-3	Evaluation of the management approach	IR - Innovating sustainable packaging p. 160,	
417-2	Incidents of non-compliance concerning product and service information and labeling	BRSR - Principle 9 p. 45	No incidents of non-compliance reported for FY2022-23