

GLOBAL REPORTING INDEX 2019-20

GRI Standards mapping

We 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 2019-20](#). For some indicators, information is also included from the online [Business Responsibility Report](#) for 2019-20.

References are abbreviated as follows:

IR Annual & Integrated Report 2019-20
BRR Business Responsibility Report 2019-20

General Standard Disclosures

Disclosure	Disclosure title	Cross reference	Additional information
102-1	Name of the organisation	IR - Our company p. 13	
102-2	Activities, brands, products, and services	IR - Our globalisation strategy p. 48 - 61	
102-3	Location of headquarters	IR - Internal control systems and their adequacy p.41	
102-4	Location of operations	IR - Our globalisation strategy p. 48 - 61	
102-5	Ownership and legal form	IR - Distribution of shareholding p. 216	
102-6	Markets served	IR - Our globalisation strategy p. 48 - 61	
102-7	Scale of the organisation	IR - Our globalisation strategy p. 48 - 61	
	Total no. of employees	IR - Direct team members p. 129	
102-10	Significant changes to the organization and its supply chain	IR - Changes in the Board of Directors p. 170 - 171	
102-11	Precautionary Principle or approach	IR - Risks and oppourtunities p. 34 - 39	
102-12	External initiatives	IR - Ensuring judicious use of natural resources p. 150 - 155 IR - Innovating for sustainable packaging p. 156 - 157 IR - Darling hair and beauty skills training in Kenya p. 160	
102-13	Membership of associations	BRR - Principle 7 p. 34 - 35	
102-14	Statement from senior decision-maker	IR - Letter to our shareholders, by Nisaba Godrej p. 17 - 29	

Disclosure	Disclosure title	Cross reference	Additional information
102-16	Values, principles, standards, and norms of behavior	IR - Business model p. 32 - 33 IR - Living 'The Godrej Way' p. 130 - 133	
102-18	Governance structure	IR - Report on Corporate Governace p. 199 - 204	
102-40	List of stakeholder groups	IR - Materiality p. 06 - 11	
102-41	Collective bargaining agreements	BRR - Principle 3, Recognised employee association p. 21	
102-42	Identifying and selecting stakeholders	IR - Materiality p. 06 - 11	
102-43	Approach to stakeholder engagement	IR - Materiality p. 06 - 11	
102-44	Key topics and concerns raised	IR - Materiality p. 06 - 11	
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 - Integrated report profile p. 04 - 05	
102-47	List of material topics	IR - Materiality p. 06 - 11	
102-48	Restatements of information	N/A	
102-49	Changes in reporting	IR - Integrated report profile p. 04 - 05	
102-50	Reporting period	IR - Integrated report profile p. 04 - 05	
102-51	Date of most recent report	IR - Integrated report profile p. 04 - 05	
102-52	Reporting cycle	IR - Integrated report profile p. 04 - 05	
102-53	Contact point for questions regarding the report	IR - Address for correspondence p. 218	
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, for economic and environmental performance

Topic-specific Standards

Economic Performance

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Integrated report profile p. 04 - 05	
103-2	The management approach and its components	IR - Report on Corporate Governace p. 199 - 221	
103-3	Evaluation of the management approach	IR - Report on Corporate Governace p. 199 - 221	
201-1	Direct economic value generated and distributed	IR - Consolidated balance sheet as on March 31, 2020 p. 304 - 307	Economic value generated: INR 9,910.80 crores Economic value distributed: INR 8,182.46 crores Economic value retained: INR 1,496.58 crores
201-4	Financial assistance received from government	IR - Consolidated balance sheet as on March 31, 2019 p. 304 - 307	None
203-2	Significant indirect economic impacts	IR - Letter to our shareholders, by Nisaba Godrej p. 17	COVID-19 and lockdown measures

Procurement practices

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Materiality p. 06 - 11, Supply Chain strategic priorities p. 118	
103-2	The management approach and its components	IR - Supply Chain strategic priorities p. 118	
103-3	Evaluation of the management approach	IR - Supply Chain key focus areas p. 118 - 125	
204-1	Proportion of spending on local suppliers	BRR - Principle 2 p.15	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. 12	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. 12	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		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 - Ensuring judicious use of natural resources p. 150	
103-2	The management approach and its components	IR - Ensuring judicious use of natural resources p. 150	
103-3	Evaluation of the management approach	IR - Ensuring judicious use of natural resources p. 150	
301-1	Materials used by weight or volume		Total for India: 299,141 MT Non-renewables: 126,458 MT Renewables = 172,683 MT
302-1	Energy consumption within the organization	IR - Energy p.151 - 152	
302-3	Energy intensity	IR - Energy p.151 - 152	
302-4	Reduction of energy consumption	IR - Energy p.151 - 152	

Water

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Ensuring judicious use of natural resources p. 150	
103-2	The management approach and its components	IR - Ensuring judicious use of natural resources p. 150	
103-3	Evaluation of the management approach	IR - Water p. 153	
303-1	Water withdrawal by source	IR - Water p. 153	Total water withdrawal for India: 463,783 kL, Surface water withdrawal: 93,745 kL
303-3	Water recycled and reused		168,098 kL

Emissions

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Ensuring judicious use of natural resources p. 150	
103-2	The management approach and its components	IR - Ensuring judicious use of natural resources p. 150	
103-3	Evaluation of the management approach	IR - Emission p.155	
305-1	Direct (Scope 1) GHG emissions	IR - Emission p.155	
305-2	Energy indirect (Scope 2) GHG emissions	IR - Emission p.155	
305-4	GHG emissions intensity	IR - Emission p.155	
305-5	Reduction of GHG emissios	IR - Emissions p. 155	Reduced specific GHG emissions by 37 per cent compared to baseline

Effluents and waste

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Ensuring judicious use of natural resources p. 150	
103-2	The management approach and its components	IR - Ensuring judicious use of natural resources p. 150	
103-3	Evaluation of the management approach	IR - Waste p. 154	
306-1	Water discharge by quality and destination	-	
306-2	Waste by type and disposal method	IR - Waste p. 154	Of the 739 MT of hazardous waste, only 2.5 MT was sent to landfill. Overall diverted 99.7% 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 p. 124 - 125	

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. 128 - 129	
103-2	The management approach and its components	IR - Fostering an inclusive, agile and high-performance culture p. 128 - 129	
103-3	Evaluation of the management approach	IR - Fostering an inclusive, agile and high-performance culture p. 128 - 129	
401-1	Employee and Employee turnover	BRR - Principle 3 p. 21	Number of permanent employees on our payroll as on March 31, 2020 is 2768.
401-3	Parental leave	BRR - Principle 3 - Our progressive HR policies p. 18	
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. 142	
103-2	The management approach and its components	IR - Occupational Health & Safety p. 142	
103-3	Evaluation of the management approach	IR - Occupational Health & Safety p. 142	
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. 142	

Training and education

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Investing in leadership development p. 138 - 141	
103-2	The management approach and its components	IR - Investing in leadership development p. 138 - 141	
103-3	Evaluation of the management approach	IR - Investing in leadership development p. 138 - 141	

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. 134 - 137	
103-2	The management approach and its components	IR - Fostering a diverse and inclusive GCPL p. 134 - 137	
103-3	Evaluation of the management approach	IR - Fostering a diverse and inclusive GCPL p. 134 - 137	
405-1	Diversity of governance bodies and employees	IR - Fostering a diverse and inclusive GCPL p. 133 - 136, Composition of the board p. 202	

Local communities

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Enhancing employability p. 158 - 164	
103-2	The management approach and its components	IR - Building a more inclusive and greener world p. 146 - 149	
103-3	Evaluation of the management approach	IR - Building a more inclusive and greener world p. 146 - 149	
413-1	Operations with local community engagement, impact assessments, and development programs	IR - Building a more inclusive and greener world p. 146 - 149, p. 158 - 164, BRR - Principle 4 p. 23 - 28	

Supplier Social Assessment

Disclosure	Disclosure title	Cross reference	Additional information
103-1	Explanation of the material topic and its boundaries	IR - Supply chain p. 124 - 125	
103-2	The management approach and its components	IR - Supply chain p. 124 - 125	
103-3	Evaluation of the management approach	IR - Supply chain p. 124 - 125	
414-1	New suppliers that were screened using social criteria	IR - Supply chain p. 124 - 125	

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 for Sustainable packaging p. 156 - 157	
103-2	The management approach and its components	IR - Innovating for Sustainable packaging p. 156 - 157	
103-3	Evaluation of the management approach	IR - Innovating for Sustainable packaging p. 156 - 157, BRR - Principle 9 p. 39	
417-2	Incidents of non-compliance concerning product and service information and labeling	BRR - Principle 9 p. 39	No incidents of non-compliance reported for FY18-19