



# **Safety and Health Policy**

May, 2024

## Policy ownership and management

### Owner

Managing Director and CEO

**Sudhir Sitapati**

### Approver

Head – Product Supply Organization (PSO),  
India & SAARC

**Saurabh Jhawar**

### Reviewer

Global Lead – GCPL Safety and Health  
Head – Corporate Audit & Assurance

**Pushpendra Bhardwaj**  
**V. Swaminathan**

### Policy change log

Version	Issued on	Effective from	Purpose of change
1	July, 2022	July, 2022	New policy release
2	May, 2024	May, 2024	Review and update

## **Introduction**

At Godrej Consumer Products Limited (GCPL), we firmly believe that the safety and health of all our stakeholders is of paramount importance to our sustainable progress and that all injuries and incidents are preventable.

## **Our vision**

Our vision is to be a zero injury organisation where everyone goes home safe everyday, everywhere.

## **Our commitment**

We are committed to create a safe and healthy work environment for all GCPL stakeholders, namely GCPL employees, workers and their representatives, business associates, processors, contractors, sub-contractors, vendors, transporters, customers, and visitors.

## **Scope**

This safety and health policy applies to all GCPL business units, functions, the entities we own and the entities in which we own a majority interest. Across our diverse and extended supply chain, we prefer suppliers and business partners to have similar policies and practices and include relevant expectations in our contracts with them.

## **Responsibility and accountability**

The Board-level ESG committee oversees GCPL's safety and health performance against annual quantitative targets. Moreover, all members of the GCPL Management Committee are responsible for implementing this policy within their respective areas of operation. They are also accountable for ensuring that necessary resources are available to implement the required health and safety standards and ensure their compliance.

The Management Committee members specify and notify those responsible for implementing the policy at all levels, down to frontline executives. GCPL employees at all levels and other stakeholders are responsible, accountable, and empowered to manage the workplace safety and health.

## **Safety objectives and targets**

In line with our vision and commitment, we set annual quantitative goals for safety and health. We review these periodically to ensure that these are being met at the individual site and business levels. We have established Safety and Health (S&H) reporting system to regularly report mandatory Key Performance Indicators (KPIs), incidents, accidents, and near misses in line with internal and legal reporting requirements.

## **Our operating principles**

### **Strong organisational culture**

We develop our business plans and processes integrating safety and health requirements, which helps to inculcate health and safety in organization's culture. We ensure implementation of all necessary safety and health parameters in various decisions with respect to employees, workers, plant, machinery, equipment, building, and other assets of the Company. We ensure that adequate resources, support, and supervision are provided to employees and workers to carry out their job safely. We link safety-related performance to an overall reward and recognition programme.

### **Training, participation and consultation**

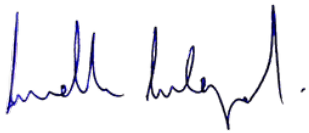
We train, encourage, and empower all GCPL employees, workers and other stakeholders to participate in and add value to our safety and health management programmes. We have established systems for appropriate dissemination of information and periodic consultation on safety and health within GCPL and among our stakeholders.

### **Continual improvement**

We regularly identify and evaluate safety and health hazards and risks in all our operations. We continually implement risk reduction programmes to reduce hazards and risks associated with our operations. We engage with external agencies, experts, and peer organisations to share learnings and best practices and continually improve our safety performance.

## Compliance

We meet, and even strive to exceed, the requirements of safety and health laws applicable in the countries where we operate.

A handwritten signature in blue ink, appearing to read 'Sudhir Sitapati'.

**Sudhir Sitapati**

MD & CEO

Godrej Consumer Products Limited