



# VALUE CREATION FOR ALL

Sustainability Report 2016-19



# VALUE CREATION FOR ALL

**An Introduction** - For a business to be truly sustainable in the long run, it is imperative for it to create value for all its stakeholders. Previously value was mostly based on tangible assets captured in financial statements, but now there is now much more emphasis on the importance of intangible value that businesses create for a much broader set of stakeholders, including society and the natural environment.

At Godrej & Boyce (G&B), corporate responsibility and sustainable development have been the core ethos, driving its thinking and operations throughout its long history. Internally, G&B views sustainability as a business opportunity, which is helping it create greener products and new ways of manufacturing them in an environmentally responsible manner. This not only helps it in creating financial value in a sustainable manner,

but also create positive outcomes for the society, while attracting and engaging a motivated workforce of the new generation which is more informed and sensitive to today's global challenges. Beyond its operations, sustainability initiatives undertaken by G&B are helping build capabilities and driving change in its upstream and downstream value chain as well as in the broader industry landscape. G&B's actions have led to a measurable decrease in its environmental impact and a positive change in the lives of countless people.

This commitment to create shared value for all the stakeholders will continue to guide G&B's growth journey in the years to come. The theme of 'Value Creation for All' aptly summarizes the sustainability approach and performance described in this report.

Male Baya Weaver meticulously weaving its nest with coconut leaf blades in Godrej Mangrove Palm Garden



# ABOUT THE REPORT

This report has been developed in line with the reporting principles of the Global Reporting Initiative (GRI) Standards in accordance with the 'Core' option. Assessment of material topics and indicators has been determined by using internal and external conventions, including: UN Sustainable Development Goals (UNSDGs), Industry Associations and Godrej & Boyce's (G&B's/Godrej) senior management. Through this report, the Company communicates its sustainability performance for financial years 2016-19. The information presented in the report has been reviewed internally by the management, however, it has not been subject to external assurance.

The report captures qualitative and quantitative data with respect to the Company's operations in India, covering its 14 business divisions depicted on Page No. 6 of the report. This report does not cover sales offices located outside Vikhroli, Mumbai.

Your valuable feedback and suggestions are solicited to sharpen G&B's efforts and reports. Please share your insights, suggestions/views/opinions with:

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Red Mangrove flower at creekside

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## CHAIRMAN'S MESSAGE

Dear Stakeholder,

It gives me immense pleasure to present Godrej & Boyce's Sustainability Report for the period 2016-19. This report emphasizes G&B's economic, environmental and social performance, while highlighting our strategic sustainability initiatives.

Since our inception, we have been aware of our responsibility to demonstrate, propagate and accelerate business responsibility. G&B has accelerated its approach to sustainability and actions in line with India's sustainable development growth trajectory by greening its operations and addressing needs of local community through unique and scalable community initiatives.

Our UN SDGs aligned 'Good & Green Vision', an effort to integrate sustainability in regular business practices, aims to ensure 40 per cent reduction in energy consumption, achieve zero waste and carbon neutrality, and have one-third of our portfolio revenues from green products and services. Under Good & Green we also strive to enable sustainable development of the communities through skilling of 2 million youth. I am happy to inform that we are making good progress on all three 2020 goals. At G&B, we are constantly encouraging innovation and investing in technology. I am happy to report that our 10 manufacturing units are GREENCO certified and 5 units - 3 in Shirwal and one each in Mohali and Mumbai, have got the Platinum GreenCo certification for their efforts in green manufacturing. In our operations, we achieved the water positive status in 2015, are on track to achieve the target of diverting 100% of non-hazardous waste from landfills and have significantly reduced greenhouse gas emissions (GHG) emissions through improved efficiency and use of clean sources of energy.

Matching our unwavering focus on the environment is our compassion for the community. Through 'Project Disha', our flagship program we contributed to training of around 1,31,000 underprivileged youth in vocational skills. We are also following an integrated approach towards sustainable community development around our operations, focussing on four key areas - Education, Environment, Health & Sanitation and Livelihood.

We have embedded the emerging sustainable development priorities in our design process as well. Life cycle assessment has been mainstreamed in our design process to identify opportunities to improve the green quotient of our products. Today all our consumer facing divisions offer a good range of environment friendly products for the discerning environment conscious customers steadily growing in numbers.

Going forward, from a sustainable development perspective, we will focus on integrating climate-related risks in operations; fully integrating sustainability in supply chain; wider offering of sustainable products and services and enhanced disclosures.

On behalf of the entire leadership team, I reaffirm our commitment of sustainability and look forward to your support and feedback.

Jamshyd Godrej  
Chairman  
Godrej & Boyce Mfg. Co. Ltd.

# PERFORMANCE HIGHLIGHTS



## Economic value retained

• **INR 546.50 crores**

retained during the 3-year reporting period

## Renewable Energy

**7.88 MW**

installed capacity for solar power. as on 31st march 2019



## Water positive operations

• **Water positive since**

**2015-16**, 1.38 times positive as on 31st march 2019

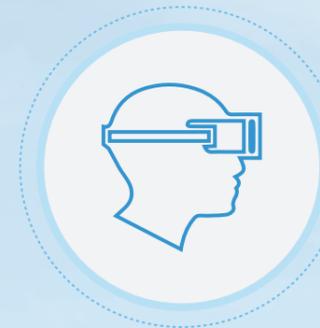


## Zero waste to landfills

Close to **99.8%** of non-hazardous waste diverted from landfills as on 31st march 2019

## Motivated workforce

**14,150** employees as on 31st March 2019



## Zero Fatalities

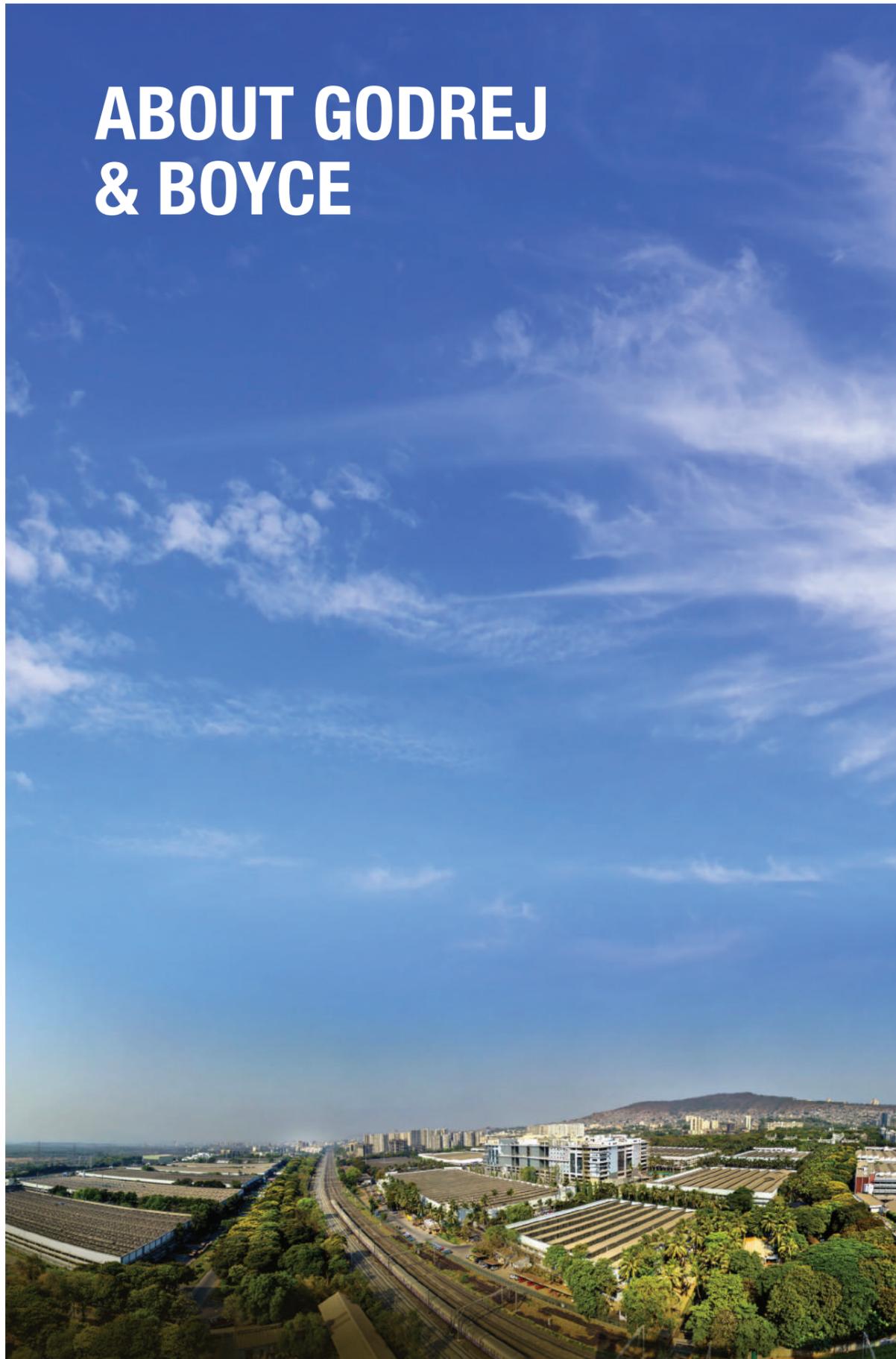
**Zero work-related fatalities** reported since 2017-18

## Skill Development

**1,31,000** youth trained through 'Project Disha' as on 31st March 2019



# ABOUT GODREJ & BOYCE



Its Aerial view of Godrej & Boyce Campus at Vikhroli Mumbai

## COMPANY PROFILE

One of the largest privately-held diversified industrial corporations in India, the Company celebrated its centenary in 1997. In 1897 a young man named Ardeshir Godrej gave up law and turned to lock Ardeshir went on to make safes and security equipment of the highest order, and then stunned the world by creating toilet soap from vegetable oil. His brother Pirojsha Godrej carried Ardeshir's dream forward, leading Godrej towards becoming a vibrant, multi-business enterprise. Pirojsha laid the foundation for the sprawling

industrial garden township (ISO 14001-certified) now called Pirojshanagar at Vikhroli in Mumbai.

Godrej touches the lives of millions of Indians every day. To them, it is a symbol of enduring ideals in a changing world. Today, the Company has 14 diverse business divisions offering consumer, office, and industrial products and services of the highest quality to every corner of India and across the globe.

## VISION, MISSION AND VALUES



### VISION

Godrej in Every Home and Workplace



### MISSION

Enriching Quality of Life Everyday Everywhere



### VALUES

- Integrity
- Trust
- To Serve
- Respect
- Environment



# NETWORK & REACH

 3 Hub Warehouses

 22 Branch Warehouses

 14,000+ Dealers

 **Supplier Base**

Critical suppliers **580**

Suppliers covered in Development program **356**

GREENCO Certified Suppliers **62**

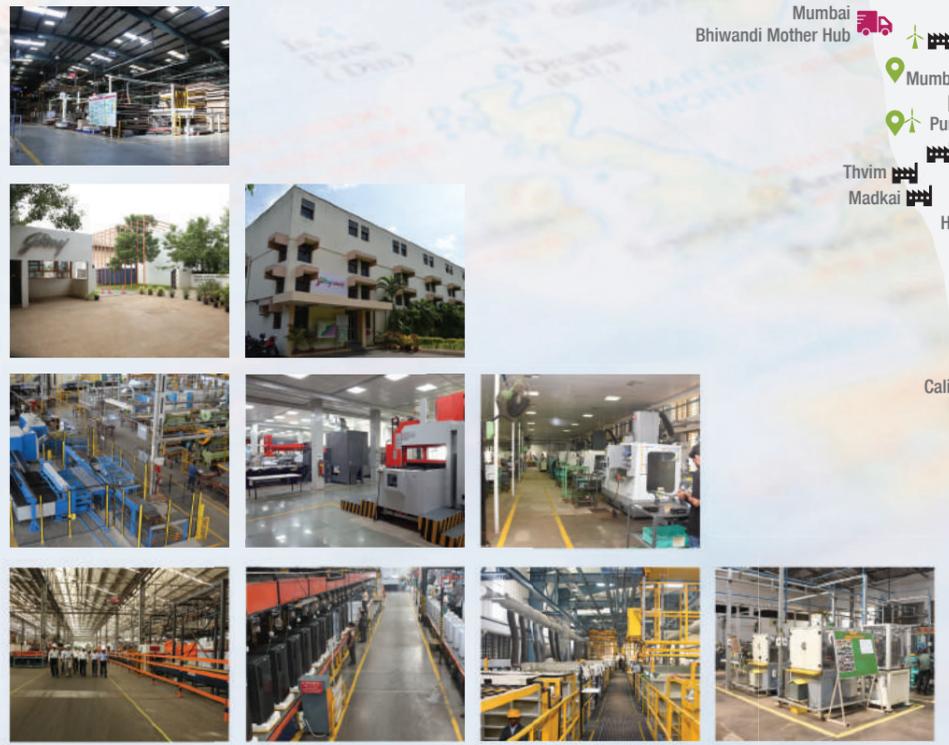
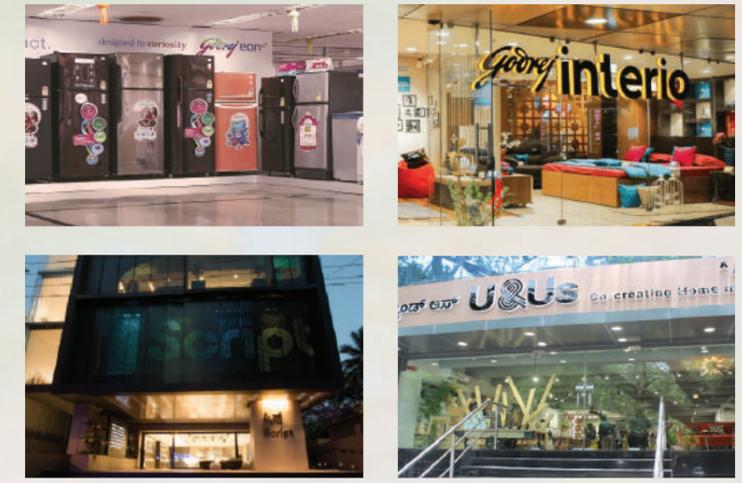
 **Manufacturing plants at 13 Locations**

Ready Mix Concrete ( RMC ) Plant **9**



**202 Showrooms**

- Godrej Appliances exclusive Brand outlets **96**
- Godrej Interio showrooms **98**
- Godrej Script Stores **2**
- Godrej US and UK Showrooms **7**



 **2400+** Authorized service providers

 **Godrej' foray into e-commerce**

With the advent of e-commerce in a big way, G&B has focussed its efforts to expand the brand in the e-commerce segment. In 2014-15, the Company started selling appliances through its own e-commerce site shop as well as through other e-com retailers like Flipkart & Amazon, and explored a furnishing & lifestyle sites like Urban ladder and Pepperfry for furniture products. The Company's presence in these

digital sites helps not just in increasing sales but is also strategic in terms of the visibility it provides. Over the next two years, advances were made in delivering a more specific product portfolio to its e-com customers. Rich product page development, complete with audio/visuals as well as favourable reviews from customers allowed the Company to leverage a positive digital impact and expand its e-com revenues.

## ACHIEVING OPERATIONAL EFFICIENCY

| LOCATION                       | BUSINESS DIVISION / PLANT                           | CERTIFICATION   |
|--------------------------------|---|---|
| Vikhroli, Mumbai (Maharashtra) | Interio / Plant 13 and 14                           | ISO 14001, ISO 45001, ISO 50001, GreenCo Gold, TPM  |
|                                | Process Equipment / Plant 15 and 19                 | SME 'U', ASME 'U2', ASME 'U3', ASME 'S', 'R', 'NB', SELO – Boilers, SELO – Pressure Vessels, ISO 9001, ISO 14001, OHSAS 18001, HP 0, DIN EN ISO 3834-2, IBR, CCOE, GreenCo Gold |
|                                | Material Handling / Plant 16                        | ISO14001, OHSAS18001  |
|                                | Security Solutions / Plant 17                       | ISO14001, OHSAS18001, GreenCo Silver, TPM   |
|                                | Tooling / Plant 1 and 8                             | Excellence Award (Category A) ISO 14001, OHSAS 18001, ISO 9001, GreenCo Gold, TPM   |
|                                | Aerospace / Plant 4 and 16A                         | AS 9100 RevD, ISO 45001, ISO 14001, ISO 27001, ISO 17025, NABL Accredited Testing & Calibration Lab, NADCAP   |
|                                | Electrical & Electronics / Plant 1                  | ISO 9001, ISO 14001, ISO 45001  |
|                                | Godrej construction / Recycled concrete block plant | ISO 9001, ISO 14001, ISO 45001, GreenPro, QCI   |
|                                | Godrej Construction / RMC plants at 9 locations     | ISO 9001, ISO 14001, ISO 45001, GreenPro, QCI   |
|                                | Ambernath (Maharashtra)                             | Security Solutions  |
| Bhosari (Maharashtra)          | Prima   | ISO 9001  |
| Shirwal (Maharashtra)          | Appliances  | ISO 9001, ISO 14001, OHSAS 18001, GreenCo Platinum, Green Factory rating, TPM - Excellence Award  |
|                                | Interio   | ISO 9001, ISO 14001, ISO 45001, GreenCo Platinum, Green Factory rating  |
|                                | Lawkim Motors                                       | ISO 9001, ISO 14001, ISO 45001, GreenCo Platinum, IGBC Green Factory - Platinum, National Safety Award (Gold)   |
| Madkai (Goa)                   | Locking Solutions and Systems                       | ISO 9001, ISO 14001, OSHAS 18001  |
| Tivim (Goa)                    | Locking Solutions and Systems                       | ISO 9001, ISO 14001, OSHAS 18001  |
| Bangalore (Karnataka)          | Electricals & Electronics                           | ISO 9001, ISO 14001, OHSAS 18001  |
| Chennai (Tamil Nadu)           | Storage Solutions                                   | ISO 9001, OHSAS 18001   |
|                                | Interio   | SEDEX, GreenCo Silver   |
| Haridwar (Uttarakhand)         | Interio   | ISO 9001, ISO 14001, ISO 45001, ISO 13485   |
| Bhagwanpur (Uttarakhand)       | Interio   | ISO 9001, ISO14001, ISO 45001   |
| Mohali (Punjab)                | Appliances  | ISO 14001, OHSAS 18001, GreenCo Platinum, IGBC Green Factory - Platinum rating, TPM   |
| Vadodara (Gujarat)             | Locking Solutions and Systems                       | ISO 9001  |
| Dahej (Gujarat)                | Process Equipment                                   | ASME 'U', ASME 'U2', ASME 'U3', ASME 'S', 'R', 'NB', SELO – Boilers, SELO – Pressure Vessels, ISO 9001, ISO 14001, OHSAS 18001, HP 0, DIN EN ISO 38342, IBR, CCOE               |

## AWARDS AND HONOURS

| CATEGORY   | YEAR    | DIVISION                   | AWARD   |
|--|---------|----------------------------|---|
| <b>Environment Care</b><br> | 2016-17 | Interio                    | Excellent Energy Efficient Unit - CII Energy Summit 2016 - Shirwal Plant  |
|  | 2016-17 | Interio                    | GREENCO Platinum Rating-Shirwal Plant I   |
|  | 2016-17 | Interio                    | Best Environment kaizen award- CII national competitiveness and cluster summit  |
|  | 2016-17 | Appliances                 | Prize at CII National awards for Excellence in Water Management   |
|  | 2016-17 | Appliances                 | Economic Times Award - Excellence in Recycling  |
|  | 2016-17 | Lawkim                     | GREENCO Platinum Rating-Shirwal Plant   |
|  | 2017-18 | Interio                    | Best Energy Kaizen Award - CII National Competitiveness and Cluster Summit  |
|  | 2017-18 | Interio                    | IGBC Platinum Rating-Shirwal Plant-II   |
|  | 2017-18 | G&B                        | 'Certificate of Appreciation' from MCGM for Solid Waste Management at Pirojshanagar Residential Colony on Swachh Bharat Diwas         |
|  | 2018-19 | Interio                    | National Energy Leader Award-CII Energy Summit 2018   |
|  | 2018-19 | Process Equipment Division | GreenCo GOLD Certification - Vikhroli Plant   |
|  | 2018-19 | Tooling                    | GreenCo GOLD Certification - Vikhroli Plant   |
|  | 2018-19 | Appliances                 | IGBC Platinum Rating- Mohali Plant-II   |
|  | 2018-19 | Lawkim                     | IGBC Platinum rating - Shirwal Plant  |
| <b>Safety</b><br>         | 2017-18 | Construction               | International Safety Award by British Safety council for RMC plants.  |
|  | 2017-18 | Tooling                    | CII Western region Safety, Health & Environment (SHE) Excellence & Innovation Award   |
|  | 2017-18 | Electrical & Electronics   | Lowest Average Accident Frequency Rate, Longest Accident Free Period for Bhiwandi Mfg. Plant by DGFASLI                               |
|  | 2017-18 | Electrical & Electronics   | Lowest Average Accident Frequency Rate & Longest Accident Free Period for E&E Vikhroli establishment by NSC Maharashtra Chapter India |
|  | 2018-19 | Construction               | NSCI Safety Award : I-3 RMC Plant won Shrestha Suraksha Puraskar - Silver Trophy & Certificate  |
|  | 2018-19 | Electrical & Electronics   | Prashansa Patra Safety Award for Busbar Factory, Bangalore by National Safety Council of India  |
|  | 2018-19 | Tooling                    | Second Prize in the 'Manufacturing' category at the CII - IQ )National Safety Practice Competition                                    |

| CATEGORY   | YEAR    | BUSINESSLINE               | DESCRIPTION  |
|--|---------|----------------------------|--|
| <b>Process Innovation</b><br>   | 2016-17 | Process Equipment Division | Winner-CII regional level Kaizen Competition   |
|  | 2016-17 | PES                        | 1st Prize - 6th CII TPM Circle Competition for QM Pillar                               |
|  | 2016-17 | PES                        | 1st Prize, National Kaizen Champion's Award  |
|  | 2017-18 | Process Equipment Division | Winner-INDIZEN National Case study Competition by Kaizen Institute of India            |
|  | 2017-18 | PES                        | 1st Prize – Innovation Category in 30th CII Kaizen Competition.                        |
|  | 2017-18 | Locks                      | 1st Position in the trade of Tool & Die maker - CII National Work Skills Competition   |
|  | 2018-19 | PES                        | 1st Prize – Innovation Category in 32nd CII Kaizen Competition                         |
|  | 2018-19 | PES                        | 1st Prize 12th CII TPM Circle Competition KK Circle                                    |
|  | 2018-19 | Lawkim                     | Best Planned Maintenance Circle Award - national level TPM Circle Competition          |
|  | 2018-19 | Lawkim                     | Winner (Apprentice employee)- CII National Work Skill Competition                      |
|  | 2018-19 | Locks                      | 2nd Runner-up INDIZEN National Case study Competition by Kaizen Institute of India     |
|  | 2018-19 | MHE                        | Special jury award at CII national competition for low cost automation                 |
| <b>Product Innovation</b><br> | 2016-17 | Interio                    | CII Design Excellence Award for AMBIT CHAIR  |
|  | 2016-17 | Interio                    | India Design mark for 8 products   |
|  | 2016-17 | Construction               | GreenPro award for TUFF AAC blocks Certificate   |
|  | 2016-17 | Appliances                 | Golden Peacock award for EON Green Balance Split AC                                    |
|  | 2016-17 | Appliances                 | India Design Mark for 2 product  |
|  | 2016-17 | Appliances                 | G - Mark by Japan Institute of Design for 2 Products                                   |
|  | 2017-18 | Interio                    | INDIA Design Mark for 11 products  |
|  | 2017-18 | Electrical & Electronics   | GreenPro Award to AEM Team   |
|  | 2017-18 | Appliances                 | India Design Mark for 2 products   |
|  | 2018-19 | Appliances                 | GoI National Energy Conservation Awards - Most Energy Efficient refrigerator - EdgePro |
|  | 2018-19 | Locks                      | India Design Mark for 17 products  |
| <b>Brand</b><br>              | 2016-17 | Interio                    | Brand of the Year 2017 (by WCRC) in Furniture category                                 |
|  | 2016-17 | Interio                    | Home Retailer of the Year 2016 - Indian Retail Awards                                  |
|  | 2017-18 | SSD                        | 8 ABBY awards for Goldilock personal locker campaign                                   |
|  | 2018-19 | Locks                      | Fulcrum Award - Best Manufacturing Campaign - #HowSafeAreYou                           |

| CATEGORY  | YEAR    | BUSINESSLINE | DESCRIPTION   |
|---|---------|--------------|---|
| <b>Business Excellence</b><br> | 2018-19 | Construction | ACEF Award- Best Digital Marketing Campaign (Gold) - #HowSafeAreYou   |
|   | 2018-19 | Construction | Times Network National Awards for Marketing Excellence (for excellence in Building and Construction Products) for its Recycled Concrete Block (RCB) product |
|   | 2018-19 | Construction | CREDAI MCHI Golden Pillar Real Estate Award for The Best Green Project – Residential  |
|   | 2016-17 | Interio      | CII Exim Bank Award for Business Excellence ( Prize )   |
|   | 2017-18 | Appliances   | First Prize for Employability of Handicapped - National   |
|   | 2017-18 | Interio      | Society for equal opportunities for the handicapped CII Exim Bank Award for Business Excellence (Jury Award)  |
|   | 2017-18 | Appliances   | CII Exim Bank Award for Business Excellence ( Prize )   |
|   | 2018-19 | Appliances   | CII Exim Bank Award for Business Excellence ( Award )   |



Ms. Smita Crishna receiving the Earth care Award from Hon. Minister Mr. Harshvardhan & Ms. Sunita jindal.

# REINFORCING TRUST



Crab spider awaiting its prey at Godrej Hillside Colony playground

G&B strongly believes in the commitment of ensuring highest standards of governance. The Company believes that a framework based on core values of trust, integrity and respect not only enhances shareholder value, but also develops trust amongst stakeholders and ensures the sustainability and long-term continuity of the business.

Stemming from these values, the corporate governance framework at G&B branches out into a set of policies and processes that allows the organisation to grow in a fair and transparent manner.

## BOARD OF DIRECTORS

The Board of Directors of the Company is at the core of its corporate governance system and it supervises how the management serves and protects the long-term interests of all its stakeholders. Operating within the framework of a well-defined responsibility matrix, the Board is entrusted with the crucial responsibility of management, general affairs, direction and performance of the Company and has been vested with requisite powers, authorities and duties.



### JAMSHYD GODREJ

Jamshyd Godrej is the CMD of Godrej & Boyce Mfg. Co. Ltd., the holding company of the Godrej Group. He is the President of World Wide Fund for Nature - India, Chairperson of the Board of Directors of Shakti Sustainable Energy Foundation and Director of World Resources Institute, USA. He is also a member of Toyota Motor's Global Advisory Board, past President of CII and IMTMA. For his contributions to Indian industry, he has received several awards and recognitions including the Padma Bhushan in 2003.



### ADI GODREJ

Adi Godrej is the Chairman of the Godrej Group and a Non-Executive Non-Independent Director of the Company. He has been president of several Indian trade and industrial bodies and associations. He is a recipient of several awards and recognitions including the Rajiv Gandhi award 2002, AIMA-JRD Tata Corporate Leadership award 2010, the Padma Bhushan 2012 and the All India Management Association – Business Leader of the Year 2015, among others.



### NADIR GODREJ

Nadir Godrej is a Non-Executive Non-Independent Director of the Company. He is also a Managing Director of Godrej Industries Ltd., Chairman of Godrej Agrovet Ltd. He is the President of the Indo French Technical Association and the Alliance Francaise Mumbai. For his contribution to Indo-French relations, the French Government has honored Mr. Godrej with the awards of "Chevalier de L'Ordre National due Merite" and "The National Order of the Legion of Honour".



### VIJAY CRISHNA

Vijay Crishna is the Executive Director of Lawkim Motors Group. He joined Lawkim Ltd, in 1977 after eight years of management experience in Kolkata and five years in the advertising industry in Mumbai. Vijay is also a Director of Godrej Industries Ltd., Godrej Agrovet Ltd. and Precision Wires India Ltd.



### ANIL VERMA

Anil G. Verma joined Godrej & Boyce in 1983 and is currently serving as its Executive Director & President. He is an Executive Committee Member of the Employer's Federation of India (EFI), on the Advisory Board of the CII Institute of Quality, is the Chairman of the CII National Taskforce on Industrial Safety and serves on Board of Governors of the National Safety Council of India (NSCI).



### NYRIKA HOLKAR

Nyrika is the Executive Director, Godrej & Boyce and leads the legal and corporate advisory functions for all Godrej & Boyce companies. She is involved in talent management, portfolio strategy, knowledge management and risk management across the businesses. She graduated summa cum laude with a BA in Philosophy and Economics from Colorado College. She then obtained an LL.B and an LL.M degree from University College London and qualified as a Solicitor from the United Kingdom. Nyrika is on the Board of Directors of the Centre for the Advancement of Philanthropy and the Jaldhaara Foundation.



### NAVROZE GODREJ

Navroze is the Non-Executive Director at Godrej & Boyce, India. His belief that the innovation process can be used for identifying hidden opportunities which can ameliorate the lives of people in unforeseeable ways led him to set up the Innovation Centre at Godrej & Boyce. The centre implements Disruptive Innovation and Human-Centred Design and works with a diverse set of employees from various Godrej & Boyce businesses to imbibe a culture of innovation at a grassroots level. He holds a Master of Design degree from the IIT Institute of Design, Chicago.



### KAVAS PETIGARA

Kavas Petigara is a Non-Executive Independent Director of the Company and the Managing Partner of Scitech Corporation. He is a chemical consultant and a businessman and has been associated with chemical and allied business activities in India and abroad for many years. He is on the Boards of Godrej Industries Ltd., Godrej Agrovet Ltd., Vora Soaps Ltd. and Swadeshi Detergents Ltd.



### PRADIP SHAH

Pradip Shah is a Non-Executive Independent Director of the Company and was the founder Managing Director of The Credit Rating Information Services of India Limited (CRISIL), India's first and largest credit rating agency. He is a qualified Cost Accountant and ranked first in India in the chartered accountancy examinations. He has given talks in India, Europe, Southeast Asia, Australia and the United States on credit rating, housing finance, capital markets, venture capital and allied subjects.



### ANITA RAMACHANDRAN

Anita Ramachandran is a Non-Executive Independent Director of the Company. She is a leading human resources consultant in India and is well known for her work in compensation and HR strategy. She has won several academic honours and was a Dorab Tata scholar for six years. She has been a champion of various women's causes.



### KEKI ELAVIA

Keki Elavia is a Non-Executive Independent Director of the Company and a Chartered Accountant in Public Practice. He is a member of India UK Accountancy Task Force, constituted by the Ministry of Commerce, Government of India. The Reserve Bank of India appointed him as a member of the Indian Advisory Committee of the Hong Kong and Shanghai Banking Corporation Limited, where he was the Chairman of its Audit and Corporate Governance Committee. He is a member of the Board of Godrej Industries Ltd.

For details on the various committees of the board as on 31st March 2019, please refer Page Nos. 7-8 of the Annual Report FY 2018-19, available at <https://www.godrejandboyce.com/godrejandboyce/PDF/2018-19-G&B-Annual-Report.pdf>



## RISK MANAGEMENT

The global economy continues to face a growing number of complex and interconnected challenges. From climate change and slowing global growth to economic inequality, businesses need to adopt a strategic approach to address these challenges. To understand the risk landscape, it is important to take a step back and think about the changes that are happening both inside and outside of organization. The Company is managing evolving consumer behavior, forming new partnerships, converging with organizations in other sectors, and adapting to new business ecosystems.

The Company recognizes that Enterprise Risk Management ('ERM') is an integral part of business management and is committed to manage risks in a structured manner. The Company understands the effective ERM is essential to achieve strategic business objectives and long-term sustainable growth.

The Company has well documented ERM policy which lays down the framework of Risk Management giving guidelines for proactive approach of identifying, assessing, prioritizing and mitigating the risks associated with business. The Company has a sound and structured ERM framework to address and manage the volatility and complexity of external environment associated with its business by alignment of strategy, processes, people, technology and knowledge.

The current ERM framework is in line with global ERM standards which is aimed at creating a culture of Risk Enabled Performance Management (REPM) which integrates the ERM framework with strategy and planning process. The framework for ERM and the Risk management policy has been reviewed by the Audit Committee and has been approved by the Board.



The Company has created risk infrastructure by setting up an ERM Executive Committee headed by the President of the Company. The committee periodically reviews the Risk Management framework and ensures the same is working effectively. It also reviews the risks and mitigation plans drawn by various businesses and functional risk teams to avoid unforeseen events.

The individual Businesses/Functions are responsible for risk identification and mitigation plan, who as risk owners review and monitor the key risks to avoid undue deviations and adverse events and thus create value for the business. Top entity levels risks have been identified at the ERM Executive Committee level taking in the consideration the following:

- a) Bottom up approach - assessing the risks identified by businesses to identify critical risk having impact at entity level

- b) Top down approach - assessing risks emanating from long term planning
- c) Assessing and identifying risks which need mitigation at central level

For each of the risk identified, risk owner, policies and procedures are put in place for monitoring, mitigating and reporting the risks on a periodic basis. The ERM Executive Committee also helps to prioritize these entity-wide risks identified and steer mitigation efforts in line with the Company's risk capacity and appetite which in turn are reported to the Audit Committee and the Board. The entire process is independently reviewed by Internal Audit Department to ensure that the risk management framework is operating effectively.



## POLICY FOR ANTI - BRIBERY & ANTI CORRUPTION

As a part of G&B's ongoing endeavour to strengthen the Company and its commitment to carry out business operations with integrity and high standards of business conduct, the Company has revised some of its corporate policies.

Click on the links given below to view the respective policy document (also available on the Company's intranet for easy reference to employees):

- Code of Ethics and Business Conduct
- Whistle Blower Policy
- Fraud Investigation Guidelines

The Company has also detailed out the Anti-Bribery & Anti-Corruption (ABAC) Policy to ensure that employees act professionally, fairly and with integrity in all their business dealings and relationships.

The purpose of documenting these policies in the form of a Policy document is to ensure that all the Company's employees who are spread across geographies, have a shared understanding of the same and contribute towards upholding the values of the Company and stay deeply committed to unyielding integrity and the highest standards of business conduct in every action and activity that G&B does.

The policy is disseminated to stakeholders like employees and suppliers through workshops, e-mailers and e-learning programs. These policy documents are also available on the Company's website for reference of the Company's external business partners and third parties.

There were no reported incidents of corruption during 2016-2019. There were no contributions made to political parties, politicians, related institutions by the Company during 2016-2019.



## POLICY ON PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE

The Company is committed to providing work environment that ensures that every employee is treated with dignity and respect and afforded equitable treatment. Also, promoting a work environment that is conducive to the professional growth of its employees and encouraging equality of

opportunity is the Company's responsibility. The Company does not tolerate any form of sexual harassment and is committed to take all necessary steps to ensure that its employees are not subjected to any form of harassment.



## ENVIRONMENTAL COMPLIANCE

The Company has a robust environmental compliance management system. Compliance submission reports are periodically tracked through an online in-house legal compliance tool. Processes for environmental compliance-related activities are mapped under regular process management. Corporate audit and Environmental

Engineering Services teams randomly check compliances at regular intervals and work on improvement areas identified (if any). No cases of non-compliance with environmental laws and/or regulations were reported during the reporting period.



## SOCIOECONOMIC COMPLIANCE

Godrej has developed comprehensive policies, principles and processes to help ensure human rights are respected and protected, at workplace. Aligned with the Indian Laws, the organization embraces responsible workplace practices

and upholds the principles of Human Rights throughout its operations. During the reporting period, no instances of non-compliance with laws and regulations in the social and economic area were reported.



## PUBLIC POLICY

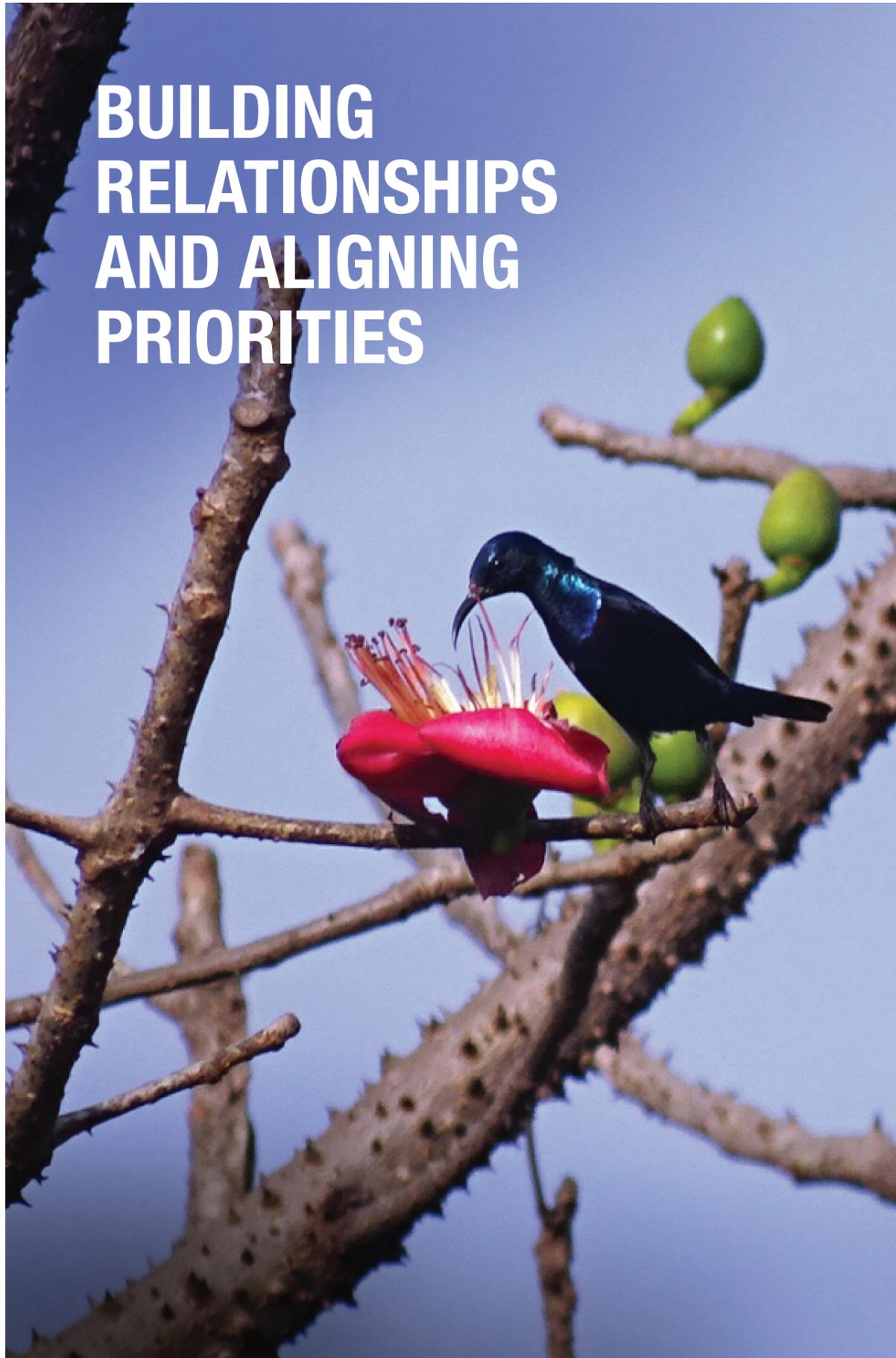
The Company is actively involved in various committees that decide on future regulations, policies and implementation plans. The senior executives are active members of various

industry bodies that participate in the development of public policy addressing issues affecting industry, business, products and customers.

## INDUSTRY ASSOCIATION MEMBERSHIP

| DIVISION                            | MEMBERSHIPS   |
|-------------------------------------|---|
| Aerospace                           | <ul style="list-style-type: none"> <li>• Society of Indian Aerospace Technologies and Industries</li> </ul>   |
| Appliances                          | <ul style="list-style-type: none"> <li>• Consumer Electronics and Appliances Manufacturers Association</li> <li>• Refrigeration and Airconditioning Manufacturers' Association</li> <li>• Bureau of Energy Efficiency</li> <li>• Confederation of Indian Industry</li> </ul>  |
| Construction                        | <ul style="list-style-type: none"> <li>• Maharashtra Chamber of Housing Industry</li> <li>• RMC Manufacturers Association</li> <li>• Practising Engineering Architects &amp; Town Planners Association</li> </ul>   |
| Electrical & Electronics            | <ul style="list-style-type: none"> <li>• CII National Power Committee</li> <li>• Indian Electrical and Electronics Manufacturers Association</li> <li>• ISHRAE (Society of Heating, Refrigerating and Air Conditioning Engineers)</li> <li>• Bureau of Energy Efficiency</li> <li>• Indian Green building council</li> <li>• Investment Promotion and Facilitation Agencies</li> </ul>  |
| Interio                             | <ul style="list-style-type: none"> <li>• Business and Institutional Furniture Manufacturers Association</li> <li>• Institute of Indian Interior Designers</li> <li>• Furniture and Fitting skill council</li> <li>• Bureau of Indian Standards – Furniture committee</li> <li>• Association of Furniture Manufacturers of India</li> <li>• Retail Association of India</li> </ul>   |
| Material Handling Equipment         | <ul style="list-style-type: none"> <li>• BIS (Bureau of Indian Standards)</li> <li>• ARAI (Automotive Research Association of India)</li> <li>• SIMHEM (Society of Indian Material Handling Equipment Manufacturers)</li> </ul>   |
| Precision Engineering               | <ul style="list-style-type: none"> <li>• Indian Atomic Industry Forum</li> <li>• Indian Nuclear Society</li> <li>• National Defence Committees, Confederation of Indian Industry</li> <li>• National Defence Committees, Federation of Indian Chambers of Commerce &amp; Industry</li> <li>• Strategic Manufacturing Sector Skill Council, Confederation of Indian Industry</li> <li>• Indian ASME Chapter II Working Group, American Society of Mechanical Engineers</li> <li>• TPM Club of India</li> <li>• National HRD Network</li> <li>• Society of Defence Manufacturers</li> </ul> |
| Process Equipment Division ( PED )  | <ul style="list-style-type: none"> <li>• The Indian Institute of Welding</li> </ul>   |
| Storage Solutions ( SSG )           | <ul style="list-style-type: none"> <li>• National Safety Council</li> <li>• TPM Club of India</li> <li>• Institute of Logistics</li> <li>• Directorate of Industrial Safety and Health, Tamil Nadu Pollution Control Board</li> </ul>   |
| Storage & Security Division ( SSD ) | <ul style="list-style-type: none"> <li>• BIS, Security Equipment Sectional Committee</li> <li>• Society of energy engineers &amp; managers</li> </ul>   |
| Tooling                             | <ul style="list-style-type: none"> <li>• Tool and Gauge Manufacturers Association of India</li> </ul>   |

# BUILDING RELATIONSHIPS AND ALIGNING PRIORITIES



Purple Sunbird feeding on the Red Silk Cotton flower in Hillside Colony

## STAKEHOLDER ENGAGEMENT

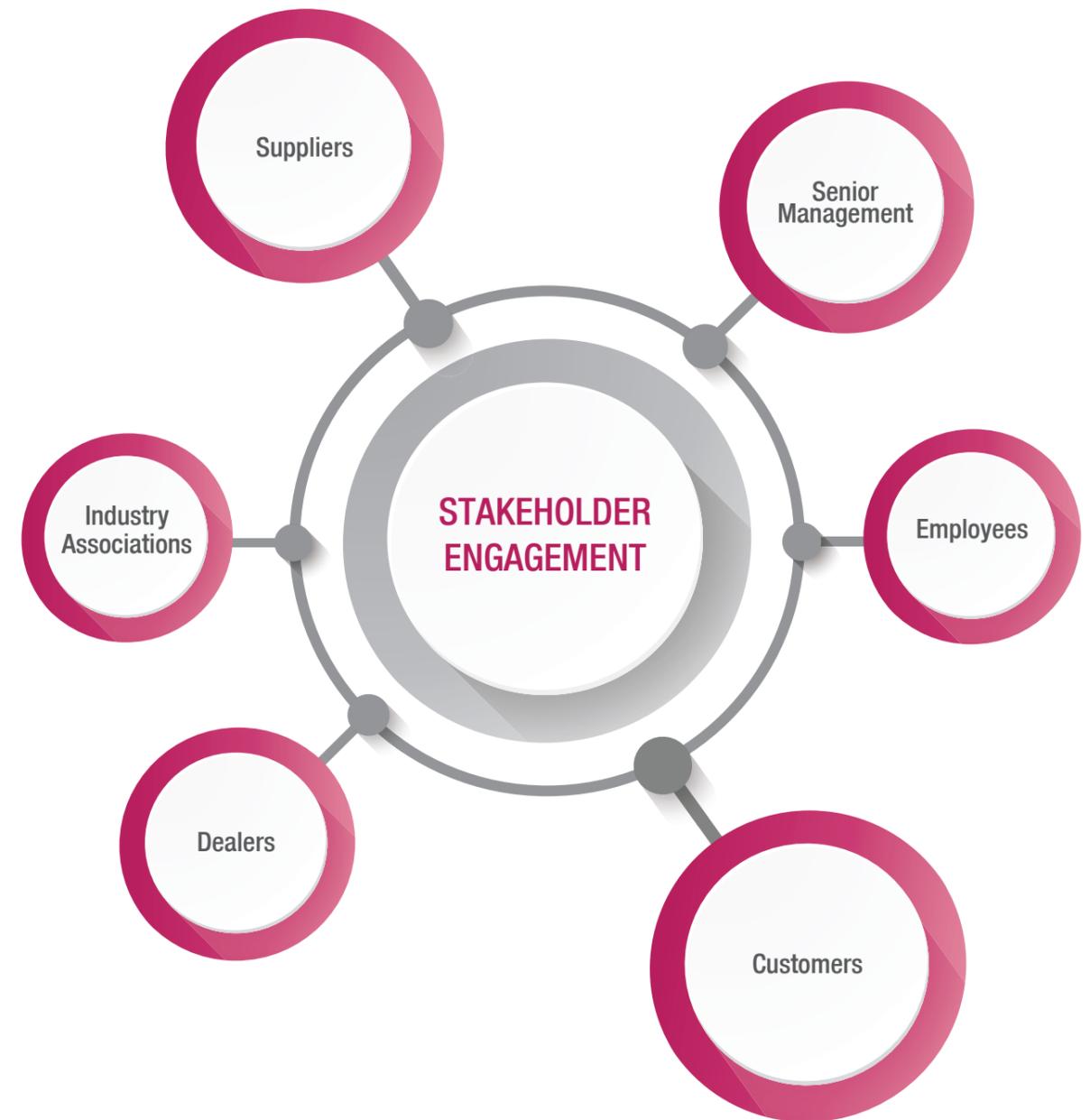
G&B continues to place great emphasis on being receptive to the expectation of its stakeholders which allows the Company to continually recalibrate its approach on the most pertinent issues identified by its internal and external stakeholders. The inputs and insights received from these engagements serve as an opportunity to address emerging risks and leverage opportunities for holistic value creation, thereby ensuring continuity and competitiveness.

This year, G&B undertook an extensive stakeholder engagement and materiality analysis exercise. As a part of the engagement, focussed consultations were conducted with the following stakeholder groups, that led to

identification and prioritization of material topics for the Company.

G&B ensures that its engagement strategies are designed to identify the needs of the stakeholder groups. This focussed approach of engaging with stakeholder groups also allows the Company to mainstream its sustainability approach across the value chain.

G&B engages with a wide spectrum of stakeholders on a continual basis through a combination of several predetermined, structured, and need-based engagement mechanisms. A summary of the engagement mechanisms is provided below:



| STAKEHOLDER GROUP     | ENGAGEMENT OBJECTIVES   | ENGAGEMENT MECHANISMS AND FREQUENCY   |
|-----------------------|---|---|
| Investors             | <ul style="list-style-type: none"> <li>Understand concerns and expectations, create higher shared value.</li> </ul>   | <ul style="list-style-type: none"> <li>Regular dissemination of financial performance through published reports</li> </ul>  |
| Employees             | <ul style="list-style-type: none"> <li>Understand their career ambitions, job satisfaction parameters, support career growth, training and development.</li> <li>Share the Company's vision, short-term and long-term goals, workplace needs and expectations.</li> </ul> | <ul style="list-style-type: none"> <li>Structured appraisals, career path guidance, training programs, employee rewards, recognition and development programmes.</li> <li>Let's Talk annual employee feedback survey</li> </ul> |
| Suppliers & Dealers   | <ul style="list-style-type: none"> <li>Sharing of mutual expectations and needs with regard to quality, cost and timely delivery, growth plans</li> <li>Sharing of best practices</li> </ul>  | <ul style="list-style-type: none"> <li>Periodic one-to-one interactions with key suppliers and dealers</li> <li>Periodic engagement meets</li> </ul>  |
| Customers             | <ul style="list-style-type: none"> <li>Develop a sustained relationship</li> <li>Anticipate short and long-term expectations</li> </ul>   | <ul style="list-style-type: none"> <li>Periodic one-to-one interactions with key customers</li> <li>Interactions at customer touch-points</li> <li>Annual Customer Satisfaction surveys</li> </ul>                              |
| Local Community       | <ul style="list-style-type: none"> <li>Developing and supporting local economies and communities</li> </ul>   | <ul style="list-style-type: none"> <li>Structured CSR initiatives</li> <li>Society Need assessment survey</li> <li>Focussed group discussions with the community</li> <li>Impact assessment studies</li> </ul>                  |
| Industry Associations | <ul style="list-style-type: none"> <li>Policy advocacy and thought leadership</li> <li>on future regulations, policies and implementation plans.</li> </ul>   | <ul style="list-style-type: none"> <li>Memberships in leading industry association</li> <li>Participation of senior management in key forums and events</li> </ul>  |
| Government            | <ul style="list-style-type: none"> <li>Understand compliance and applicable regulations</li> <li>Collaborate on nation building</li> </ul>  | <ul style="list-style-type: none"> <li>Submission of relevant compliance documents</li> <li>Participation in industry forums</li> </ul>   |

## MATERIALITY ASSESSMENT

Materiality assessment is an approach that helps in identifying significant economic, environmental and social issues. Materiality assessment helps a company better understand the sustainability landscape, which enables the Company to focus and act on those issues that are highest priority for the business. With new stakeholder campaigns, public policy debates, standards, regulations, and global

events, the universe of potential "material" issues is growing.

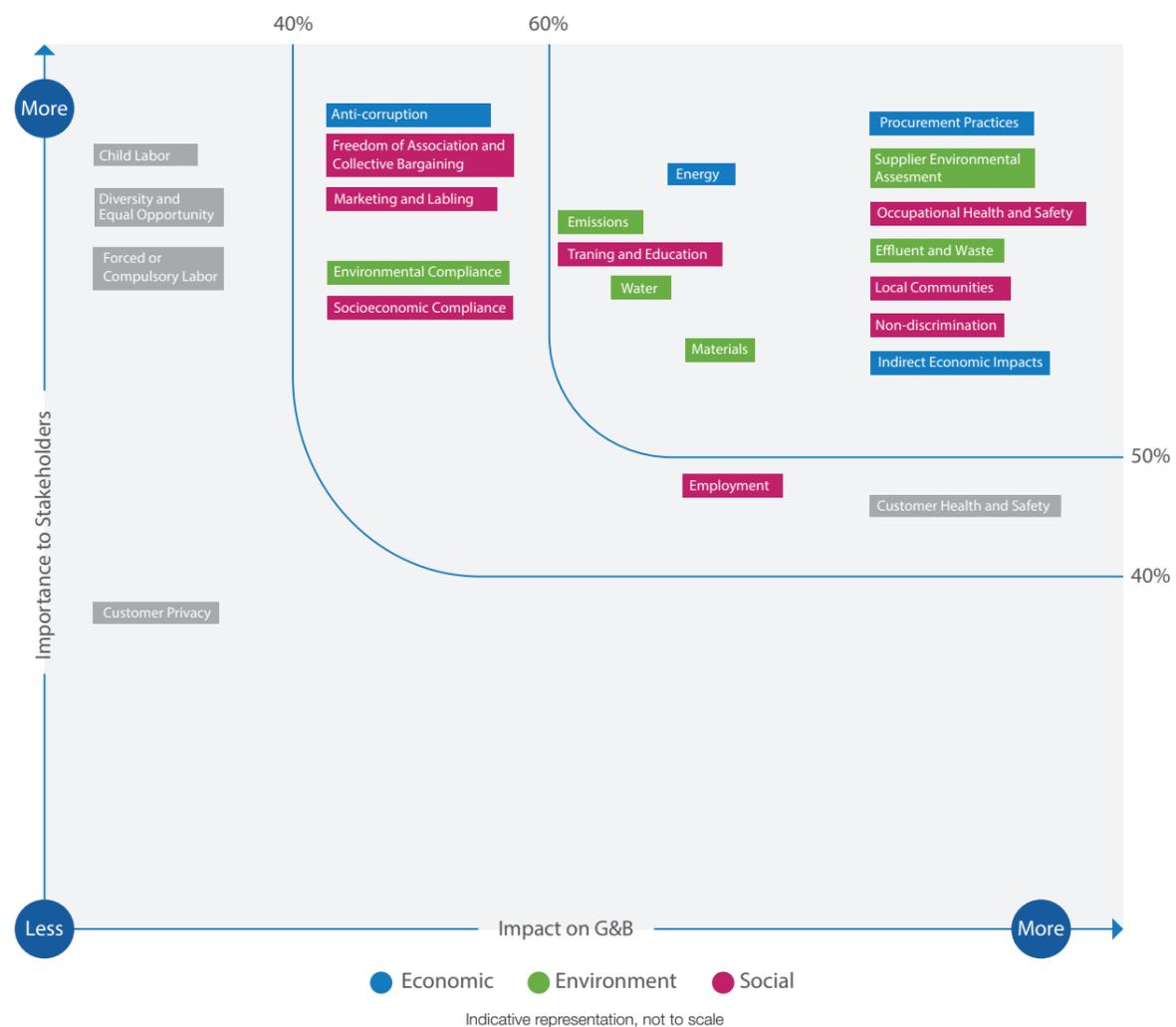
During the reporting period, G&B undertook a detailed exercise involving its key stakeholders to identify and prioritize its material issues and strengthen its focus areas for sustainability initiatives.

## MATERIALITY ANALYSIS PROCESS:



|        |  |   |
|--------|--|---|
| STEP 1 | Identification of universe of material topics        | An in-depth study was conducted to understand the megatrends, sustainability priorities for the sectors applicable to G&B's business divisions and industry best practices to identify the universe of applicable material topics.  |
| STEP 2 | Risk assessment                                      | Through consultations with the Company's senior management, each of the issue was assessed for its contribution to the mitigation of key business risks.  |
| STEP 3 | Stakeholder interactions                             | Focussed engagement with the following stakeholder groups: <ul style="list-style-type: none"> <li>Senior Management</li> <li>Employees</li> <li>Suppliers</li> <li>Dealers</li> <li>Customers</li> <li>Industry Associations</li> </ul>   |
| STEP 4 | Identification and prioritization of material topics | After gathering all inputs from stakeholders, analysis on occurrence of identified issues and business alignment, the material topics were plotted on the basis of importance to stakeholders and impact on business in a graphical representation depicting the material issues for G&B. |

The outcome of this materiality exercise is presented in the matrix below:



| IDENTIFIED MATERIAL TOPICS               | DEFINITION  | SIGNIFICANT IMPACT     | STAKEHOLDERS IMPACTED   |
|--|---|------------------------|---|
| <b>ECONOMIC</b>                          |   |                        |   |
| <b>Economic Performance</b>              | Key economic performance parameters of the Company, covering the direct economic value generated and distributed  | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Investors</li> <li>• Employees</li> </ul>                            |
| <b>Indirect Economic Impacts</b>         | Indirect impacts of business-related activities and investments on the community, including: <ul style="list-style-type: none"> <li>• Improved infrastructure</li> <li>• Enhanced economic development</li> <li>• Better job opportunities</li> </ul> | Outside G&B            | <ul style="list-style-type: none"> <li>• Government</li> <li>• Local Community</li> </ul>                     |
| <b>Procurement Practices</b>             | An organisation's support for local suppliers and how the organisation's procurement practices (such as the lead times it gives to suppliers) cause or contribute to negative impacts in the supply chain.  | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Suppliers</li> </ul>   |
| <b>Anti-corruption</b>                   | Ensuring prevention of corruption while dealing with all internal and external stakeholders, including training and awareness about the same  | Within G&B             | <ul style="list-style-type: none"> <li>• Employees</li> </ul>   |
| <b>ENVIRONMENTAL</b>                     |   |                        |   |
| <b>Materials</b>                         | Systematic approach to using and reusing materials more productively over their entire life cycles with focus on recycled input materials   | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Employees</li> <li>• Suppliers</li> <li>• Local Community</li> </ul> |
| <b>Energy</b>                            | Energy management in the organisation, including steps taken to reduce the energy intensity   | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Community</li> </ul>                      |
| <b>Water</b>                             | Water management in the organisation, including steps taken to recycle water and reduce the water intensity   | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Community</li> </ul>                      |
| <b>Emissions</b>                         | GHG and other significant air emissions generated due to operations and the steps taken to reduce the same  | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Community</li> </ul>                      |
| <b>Effluents and Waste</b>               | Management and disposal of effluents (liquid waste) and solid waste generated due to the operations, including hazardous as well as non-hazardous waste   | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Community</li> </ul>                      |
| <b>Environmental Compliance</b>          | Compliance with all applicable environmental laws   | Within G&B             | <ul style="list-style-type: none"> <li>• Investors</li> <li>• Employees</li> </ul>                            |
| <b>Supplier Environmental Assessment</b> | Incorporation of supplier environmental practices in the supplier assessment process  | Within and Outside G&B | <ul style="list-style-type: none"> <li>• Suppliers</li> </ul>   |

| IDENTIFIED MATERIAL TOPICS                              | DEFINITION   | SIGNIFICANT IMPACT | STAKEHOLDERS IMPACTED  |
|---|--|--------------------|--|
| <b>SOCIAL</b>   |  |                    |  |
| <b>Employment</b>                                       | Permanent and contract workforce of the organisation, approach towards local employment and benefits provided to it  | Within G&B         | <ul style="list-style-type: none"> <li>• Employees</li> <li>• Local Communities</li> </ul> |
| <b>Occupational Health and Safety</b>                   | Ensuring health & safety of all individuals at the workplace through risk assessment, regular trainings and awareness sessions   | Within G&B         | <ul style="list-style-type: none"> <li>• Employees</li> </ul>                              |
| <b>Training and Education</b>                           | Skill upgradation, continuous learning and performance review for the workforce  | Within G&B         | <ul style="list-style-type: none"> <li>• Employees</li> </ul>                              |
| <b>Non-discrimination</b>                               | An organisation is expected to avoid discriminating against any person on any grounds, including avoiding discrimination against workers at work   | Within G&B         | <ul style="list-style-type: none"> <li>• Employees</li> </ul>                              |
| <b>Freedom of Association and Collective Bargaining</b> | Collective bargaining is a key means through which employers and their organisations and trade unions can establish fair wages and working conditions, and ensure equal opportunities between women and men. | Within G&B         | <ul style="list-style-type: none"> <li>• Employees</li> </ul>                              |
| <b>Local Communities</b>                                | Relationship with the local community, including the community engagement and development programmes and their impact  | Outside G&B        | <ul style="list-style-type: none"> <li>• Local Community</li> </ul>                        |
| <b>Marketing and Labelling</b>                          | Fair and responsible marketing communications, as well as access to information about the composition of products, and their proper use and disposal, can help customers to make informed choices.           | Outside G&B        | <ul style="list-style-type: none"> <li>• Customers</li> <li>• Dealers</li> </ul>           |
| <b>Socioeconomic Compliance</b>                         | An organisation's overall compliance record, as well as compliance with specific laws or regulations in the social and economic area.  | Within G&B         | <ul style="list-style-type: none"> <li>• Investors</li> <li>• Local Community</li> </ul>   |

# G&B'S APPROACH TO SUSTAINABILITY – THE CORE OF ITS EXISTENCE



Butterfly eggs on Meswak leaves at creekside.

## THE VALUE CHAIN APPROACH TO SUSTAINABILITY

G&B values integrity, trust, service and respect for individuals, society, and for the environment. The Company prides itself for being one of India's most respected corporate houses, driving sustainable growth for all.

Since its inception, the Company has been following innovative and sustainable pathways towards long term business sustainability, forming an inherent connection between the people, planet and profit. The Company's sustainability approach has resulted in innovative initiatives, and strategic partnerships, positively impacting the environment and society.

G&B is evolving from focussing on its own operations to

looking at the entire value chain, from its suppliers to its customers. By doing so, the Company is forging a new path towards sustainability across the value chain. Aiming to become net positive, the Company is constantly working to restore and revitalise the ecosystems and communities it operates in.

G&B endeavours to positively impact its value chain and measures its performance based on the long-term sustainable value generated. The Company has focussed on aligning its efforts and initiatives to the global and national priorities, including the UNSDGs, and has mapped its efforts with pertinent goals, disclosing its performance through the SDG compass.



In conjunction with sustainability approach, and the vision for 'brighter living', the Company has developed a long-term vision for playing a key role in creating a more inclusive and greener India. Through its 'Good & Green' vision, the Company, by 2020, aspires to do the following:



### Ensuring Employability

India has 600 million people below the age of 25 out of which only 80 million (13 per cent) are employable. The effort is going to be on skilling these people such that they become employable. The Company's goal is to train 1 million rural and urban youth in skilled employment.



### Innovating for Good & Green Products

G&B's goal is to have a third of its portfolio revenues comprising good and/or green products and services – defined as products that are environmentally superior or address a critical social issue (e.g. health, sanitation, disease prevention) for consumers at the bottom of the income pyramid.



### Creating a Greener India

For the Company's businesses to truly become sustainable, efforts will be focused on creating carbon neutral, zero waste, water positive and energy efficient businesses. The Godrej Group has already been working on these goals as we are signatories to the CII code for Mission of Sustainable Growth (MSG) which is a 10-point programme for ecologically sustainable business growth.



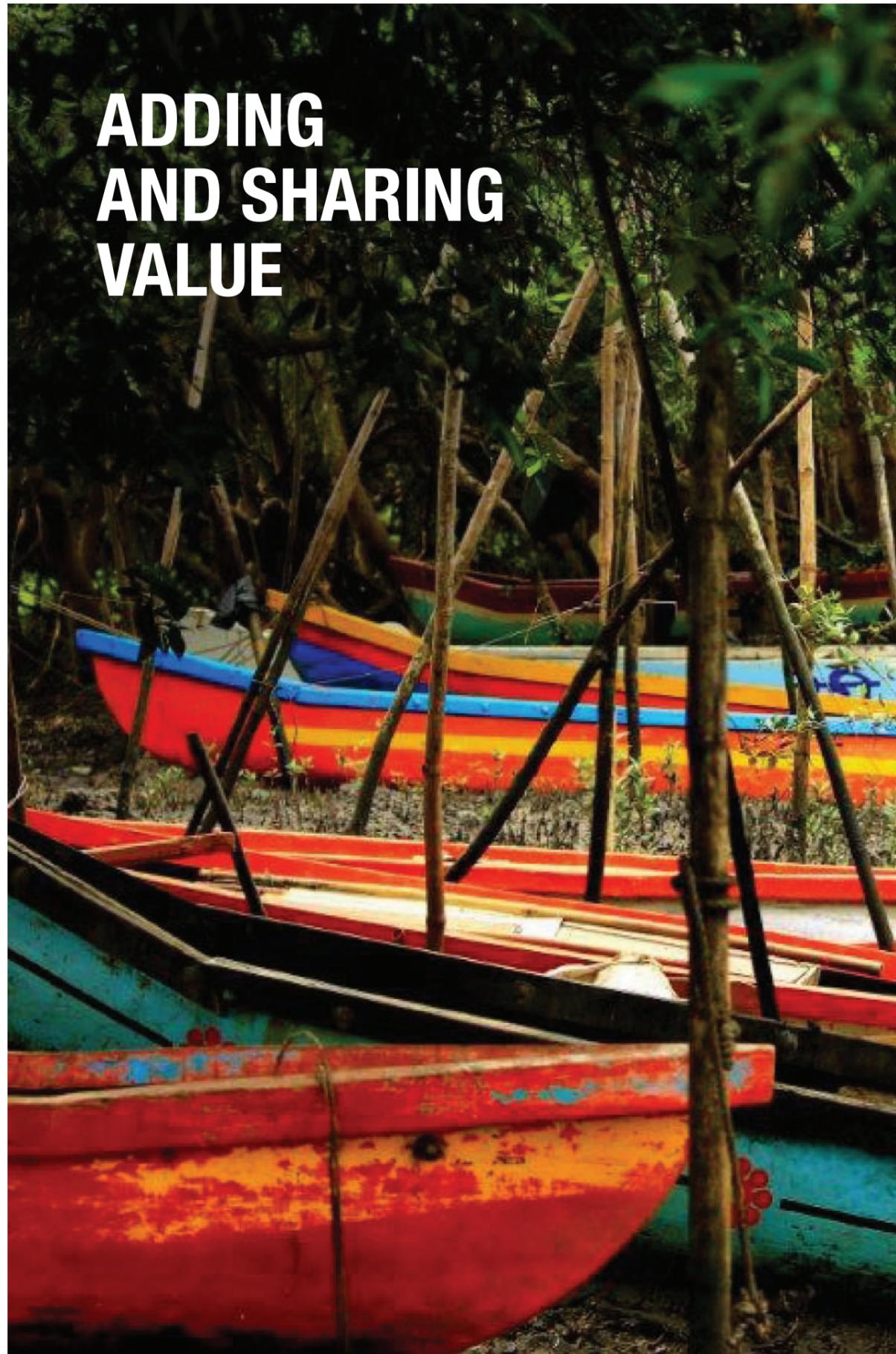
### Community Development

Help develop communities around the Company's facilities outside Mumbai. The four focus areas of community development are:

- Education
- Environment
- Health & Sanitation
- Livelihood

While, the 'Good & Green' vision lays the foundation for the Company's long-term vision and a set of time-bound commitments, the Company is taking significant actions to embed sustainability principles across its business operations and supply chain aimed at positive outcomes and long-term value for the society at large.

# ADDING AND SHARING VALUE



Boats of Vikhroli fisherfolk at Godrej mangroves after day-long fishing

## ECONOMIC PERFORMANCE

G&B believes that a profitable business can consistently provide the necessary means to drive positive sustainable change, not only for the shareholders and employees, but also for the external stakeholders like ancillary businesses, local communities and the nation at large. The Company is committed to generating economic value in the most environmentally responsive and socially inclusive manner.

The Company measures its economic performance on the parameters of revenue, profitability and cash flows. In addition, it recognizes the need to create economic value for its various stakeholders by focusing on delivering adequate returns on capital employed. It measures these parameters for each of its business units spread across consumer durables and industrial product segments, internally reporting operational results at the levels of individual lines of business.

The Company delivered resilient economic performance in the face of significant headwinds from a sluggish economic environment; a complex regulatory environment, global competitive forces, domestic and international macroeconomic uncertainty and volatility, and a general lack of optimism for the future, leading to pressure on sales, profitability and return on assets employed.

Despite these challenges, revenue in the last 3 years grew by 8.8% YOY. The consumer durables segment registered a steady CAGR of 6.6% while the industrial products segment showed an impressive growth of 16.1% for the period of FY 16 -19 Return on capital employed was 11% for FY 18 -19 as compared to 6% for FY 15 -16.

The Company has continued to make significant investments for the future, across its business domains.

### Snapshot of G&B's financial performance (INR) Economic Value Generated & Distributed

| Economic Value Generated & Distributed (Rupees in crore) | FY 2018-19       | FY 2017-18      | FY 2016-17      |
|--|------------------|-----------------|-----------------|
| <b>Economic Value Generated</b>                          | <b>11,167.19</b> | <b>9,904.16</b> | <b>9,898.32</b> |
| Revenues   | 11,167.19        | 9,904.16        | 9,898.32        |
| <b>Economic Value Distributed</b>                        | <b>10,937.93</b> | <b>9,636.27</b> | <b>9677.4</b>   |
| Operating Costs  | 9,254.64         | 7,888.11        | 7,496.85        |
| Employee Benefits and Wages                              | 1,170.71         | 1,097.17        | 1116.04         |
| Payment to Providers of Capital                          | 380.37           | 360.17          | 299.87          |
| Payments to Government                                   | 126.62           | 286.2           | 759.57          |
| Community Investments                                    | 5.59             | 4.62            | 5.07            |
| <b>Economic Value Retained</b>                           | <b>229.26</b>    | <b>267.89</b>   | <b>220.92</b>   |



### DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS

As a policy, the Company maintains wages of its permanent employees as per wage settlements and industry benchmarks and for contractual employees as per statutory requirements of minimum wages fixed by the state government. The company does not differentiate in the employee remuneration based on gender

The Company has the following benefit plans for its employees:



Group Mediclaim Policy



Employee's gratuity fund



Leave encashment



Superannuation Fund



Contributory Death Relief Scheme



The Company has a trust for Employee Provident Fund. The Company also offers its employees a voluntary provident fund and fixed deposit scheme.

# PREPARING FOR TOMORROW



Baya Weaver nesting colony at Palm Garden of Creekside area

## MATERIALS

G&B believes that a growing business and a prosperous society can only exist in a sustainable natural environment. The Company, as one of India's most respected corporate houses, believes in a philosophy of rejuvenation of the environment, going beyond compliance to greener business operations and products.

Pursuit of climate change mitigation is rooted deep in the belief that we need to give back more than we take from the planet, to reverse the existing trend of over consumption of

natural resources. The Good & Green vision facilitates lays the foundation for effective implementation of the Company's sustainability initiatives.

Manufacturing is inherently dependent on natural resources. Going forward, there will be constraints on the quantity and quality of naturally available materials as well as the prospect of stringent regulations surrounding their extraction and use. It is therefore prudent for the Company to ensure efficient use of natural resources.

### Raw material consumption

| SR. NO | TYPE OF RAW MATERIAL | U.O.M. | CONSUMPTION ( FY 18-19 ) |
|--------|----------------------|--------|--------------------------|
| 1      | Mild Steel*          | Tonnes | 1,75,760                 |
| 2      | Mazak/ Zamak*        | Tonnes | 370                      |
| 3      | Brass Sheets*        | Tonnes | 1,039                    |
| 4      | Aluminium Sheets*    | Tonnes | 1,354                    |
| 5      | Foaming Components   | Tonnes | 13,567                   |
| 6      | Paint & Powder       | Tonnes | 2570                     |
| 7      | Aggregates           | Tonnes | 4,87,809                 |
| 8      | Cement               | Tonnes | 1,64,735                 |
| 9      | Sand                 | Tonnes | 3,62,803                 |
| 10     | Flyash               | Tonnes | 21,658                   |
| 11     | Plastic*             | Nos    | 20,31,97,551             |

NOTE : Only Major UOMs are Reported

Principal Items reported are items consumed across divisions with same UOM (unit of measurement) and individually contributing to 10% or more of the total raw materials consumed for the division.

As a responsible manufacturer, the Company continues to explore ways to reduce its dependence on natural

resources through alternative sources of fuels and materials. The Company also ensures productive use of waste and continuously measure, monitor and benchmarks its consumption to identify opportunities for minimising resource consumption.

Select material conservation initiatives undertaken are presented below:

### A. APPLIANCES DIVISION - SHIRWAL UNIT

#### Reduction in sheet thickness for side panels and table top used for refrigerators

Steel contributes to almost 50% to the total material content of a refrigerator. The unit undertook an ambitious project for reduction of steel content in a refrigerator by optimising the sheet thickness used for making the side panels and table tops of a refrigerator. In the first phase of the project, the team with various designs and trials,

achieved a reduction in thickness from 0.42mm to 0.35mm. Further reduction was a challenge and with a lot of research and benchmarking studies, the team could achieve further reduction from 0.35mm to 0.32mm with the introduction of embossed sheet material. This has led to a successful reduction of steel sheets by almost 1.3 kg per refrigerator.

#### Material content reduction in roll bond panel - Reduction in depth by 30 mm for DC Refrigerators

This is one more example of how benchmarking studies helped in reduction of aluminium content in direct cool refrigerator by almost 60 grams per refrigerator. This was made possible by a completely new design for the roll bond panel with modified refrigerant flow. This has resulted in reduction in depth by 30 mm for DC Refrigerators and reduction in weight by 60 grams per refrigerator.

#### HIP (High impact polystyrene) sheet thickness reduction for all SPIN model Freezer liners from 4.5mm to 4mm.

This is an example of value engineering project carried out for reduction of plastic material content in making of liners for refrigerators. In this case with various design of experiments, the Company has optimised various machine and process parameters. The Company has successfully reduced sheet thickness of HIP sheets from 4.5mm to 4mm. This resulted in reduction of weight by almost 200 grams per refrigerator.

## B. APPLIANCES DIVISION - MOHALI UNIT

### Reduction in weight of Compressor by replacing induction type motor with BLDC motor

With an ever-increasing demand for more energy efficient appliances, efforts are being made every year to improve the efficiency of the Company's products and its components. The Company is using induction motors for manufacturing our compressors. Induction motors were bigger in size and less efficient when compared to brushless drive motors. To improve the energy efficiency of refrigerator, variable speed compressor with BLDC motor replaced the existing the fixed speed compressor with AC motors. Weight of rotor and stator was reduced from 5,573 grams to 4,071 grams which brought down the weight of compressor by almost 1,500 grams. This project not only resulted in savings of almost 331 MT of material in 2018-19, but also improved the efficiency of refrigerator.

### Introduction of Mini Compressors

Introduction of mini compressors was another benchmark in the Company's continuous efforts of providing customers with reliable and more efficient products. This project reduced the weight of compressor from 7700 grams to 4300 grams, resulting in 44.2% weight reduction of the existing compressor. For implementation of this project,

and investment of INR 120 lacs was made, which eventually led to savings of INR 173 lacs in a year, along with a total material saving of 692 MT in a year.

### Reduction in EPS consumption by optimising the weight of EPS in washing machine packing

Studies suggests that thermocol is non-bio degradable and takes lot time to degrade naturally in the environment. Hence, thermocol is burnt to reduce the waste but incinerating thermocol is more harmful than littering those in our environment. To control this environmental effect, the Company undertook several projects aiming to reduce thermocol consumption in its product packing. In one of the projects, thermocol packing of washing machine was optimised by reducing the weight of thermocol bottom cushion by 430 grams, while retaining to quality and necessity of packaging. After implementation this project, 52.3 MT of thermocol was eliminated from packagin. Another project taken for reduction in thermocol usage in washing machine packing was to optimise the weight of washing machine top cushion. This project successfully reduced the weight of top cushion from 503.3 grams to 449.4 grams, optimizing the weight by 11%.

## ENERGY

G&B believes that energy is the most important aspect for nation building and a vital gear for driving a greener and cleaner future. The Company is entrenching an energy efficient culture through improved operational efficiencies, energy conservation mechanisms and increased focus on inclusion of renewable sources into the energy mix.

G&B Good & Green goal is to reduce specific energy consumption by 40% and increase renewable energy share by 30% by 2020 across all manufacturing locations. Fuel consumed includes high speed diesel, piped natural gas, liquefied petroleum gas, furnace oil, biomass energy, energy from grid electricity and solar energy.

### Energy Performance

|   | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|---|------------|------------|------------|
| Total energy consumption (in GJ)                          | 6,65,268   | 6,87,901   | 7,44,322   |
| Energy intensity (GJ/MVA)                                 | 315        | 276        | 251        |
| Energy intensity reduction from base year FY 2010-11 ( %) | 38%        | 42%        | 43%        |

### Energy Efficiency and Reduction of energy requirements of products and services

Energy management has assumed a large role in sustainable and inclusive growth at Godrej & Boyce. With humble beginnings as an energy conservation cell way back in 1980, new dimensions such as green certification, carbon foot printing and sustainability reporting have been added. The Vikhroli manufacturing facility has maintained unity power factor for more than two decades, resulting in substantial cost savings.

G&B is conscious of the preparedness required to meet the

potential future scenarios related to energy consumption. In line with its commitment, the Company invested INR 67 million during the reporting period in various energy efficiency initiatives that resulted in savings of over 21 lakh kWh of electricity per annum. Key initiatives were related to optimisation of Heating, ventilation, and air conditioning (HVAC), Compressed air system, Pumps and motors, Variable Frequency Drive (VFD) and lighting, among others.

To extend the savings across the value chain, The Company is also encouraging its business divisions to innovate and develop products that significantly reduced the energy requirements during the 'consumer use' phase.

G&B has estimated that through energy efficient star label refrigerators, over 22 million units of electricity are saved each year

### Energy Efficiency and Reduction of energy requirements of products and services

| YEAR  | LOCATION   | PROJECT TITLE  |
|-------|------------|--|
| 16-17 | Vikhroli   | Conversion of DX type water cooler to chilled water cooling system |
| 16-17 | Chennai    | Inverter based Welding Machine                                     |
| 16-17 | Shirwal    | Servo Motor For IMD  |
| 16-17 | Shirwal    | Evaporative Cooling for Shop floor                                 |
| 16-17 | Bhagwanpur | Installation of VFD for Compressor                                 |
| 16-17 | Vikhroli   | Auto timer cut off valve for Compressed Air System                 |
| 17-18 | Mohali     | Replacement of ATH operation with Electric Heater                  |
| 17-18 | Vikhroli   | Installation of Centralize Screw HVAC System                       |
| 17-18 | Vikhroli   | Installation of Energy Efficient Motor for Mechanical press brake  |
| 17-18 | Bhagwanpur | Prodcuer Gas Plant for Heating Application                         |
| 17-18 | Vikhroli   | Use of Low Temperature Chemical to Eliminate Pump in PT Line       |
| 17-18 | Shirwal    | Waste Heat Recovery at Compressor                                  |
| 17-18 | Vikhroli   | Modification in Paint Booth blower System                          |
| 17-18 | Shirwal    | Installation of 1 MW Solar Rooftop Project                         |
| 18-19 | Vikhroli   | Energy Efficient 2 Stage Air Compressor Installation               |
| 18-19 | Vikhroli   | Installation of IFC and Optimization of compressed air uasge       |
| 18-19 | Vikhroli   | Industry 4.0 Enabled realtime Energy Monitoring System             |
| 18-19 | Vikhroli   | Reducing Compress. Air Leakges                                     |
| 18-19 | Shirwal    | Servo Motor Installation at 1200/800 IMD Machine                   |
| 18-19 | Bhagwanpur | Instllation of VFD for Compresor                                   |
| 18-19 | Shirwal    | Waste Heat Recovery at Heat Pipe                                   |
| 18-19 | Vikhroli   | VFD for Hot air ciculation blower in paint shop                    |

## CASE STUDY

### Waste Heat Recovery Through Heat Pipe - Godrej Interio Shirwal Plant

#### Challenge

At Godrej Interio's Shirwal plant, thermic fluid heater (TFH) is used to heat the thermic fluid for wood working processes. The fuel used in TFH is the briquettes which contain agro-waste, saw dust and other biomass. After combustion, the exhaust flue gases are emitted in air at temperature of 120 Degree C.

#### Intervention

The Plant has implemented a waste recovery system with installation of heat pipe technology. The waste heat in hot flue gases which are emitted to air at 120 Degree C is captured through heat pipe and used to preheat the inlet air to TFH. The inlet air temperature is increased by around 40 Degree C as compared to earlier inlet air atmospheric temperature. The increase in inlet air temperature decreases the requirement of heat required from briquettes and increase combustion efficiency. Further to the installation of heat pipe, the standard operating procedure of briquette feeding was revised post mapping of wood briquette quantity required per hour.

#### Benefits

This waste heat recovery through installation of heat pipe benefited in increasing inlet heat temperature by 40 Degree C. This helped in increasing the combustion efficiency of TFH resulting in reduction of briquette consumption by 90 Tons per annum.



• Thermic Fluid Heater using Biomass as fuel



• Heat Pipe system for waste heat recovery



• Drying of Briquettes using exhaust of compressed air

## CASE STUDY

### Energy Efficiency Through Retrofits At Godrej Interio Vikhroli Plant

#### Challenge

At Godrej Interio Vikhroli unit, GSL (Godrej Slitting Line) machine is the heart of notching process which is used to slit the metal coils. The GSL machine is operational since last 35 years in which the hydraulic system plays a very important role. The hydraulic pump pressurizes the hydraulic circuit with high pressure (100 Bar) irrespective of pressure requirement. Operation of system on continuous high-pressure results in energy wastage, heating of oil, exerting unnecessary pressure on the seals resulting in leakage and impacting the life of pump.

#### Intervention

Godrej Interio developed a 'multifunctional integrated mono-block valve assembly ' which provides high pressure, low volume, high volume and low pressure as and when required. An Accumulator is installed to hold the pressure developed. After retrofit, most of the time the pump is operational only for loading as per the demand in system (Approx. 10% of the time). The same project is horizontally deployed in another machine. As the system is not exposed to undue pressure all the time, life of the seals and leakage have also been addressed.

#### Benefits

The retrofitting project benefited in reducing the power consumption from 13.5kW to 6.8 kW. The cooling tower in the process is eliminated. The total saving in a year is 16,080 kWh of electricity unit.

## CASE STUDY

### The Godrej Control AiR IFC - Demand Side Management System

The Control AiR Intelligent Flow Control System (IFC) controls the air flow and pressure being delivered thereby reducing artificial demand in the plant. The IFC is designed specifically to operate at intermediate point of the compresses air system i.e. on the downstream side of the filter/dryer/receiver and upstream side of the main piping distribution system.

#### Where is the opportunity for energy savings?

The lag in response time between demand and supply forces the compressor operators to maintain higher level of pressure in the air system to sustain a sudden demand as a result of which more compressors are needed to meet the artificial demand along with real air demand. This causes wastage of compressed air and leads to an inefficient energy system, translating into higher energy bills.

#### How does Godrej Control AiR IFC help?

Control AiR IFC creates useful storage by introducing a controlled differential pressure across an upstream receiver and itself. This storage isolates the compressors from demand side fluctuations. Peaks are dealt with using the reserve energy in storage instead of additional horsepower, allowing the compressors to run on reduced load.

By providing air at a controlled differential and at an optimum pressure to the plant, the mass of air consumed by pneumatic equipment, tools and leakages is reduced which in turn results in reductions in the energy consumed by air compressors. It is estimated that since its inception in FY 2016-17, over 7.5 million units of electricity is saved.

For more details, please visit

<http://www.godrej-airsolutions.com/ElectricalsAndElectronics/cascontrolair.aspx?id=13&menuid=725>

## RENEWABLE ENERGY

G&B aims to enhance the alternative sources of energy across its businesses. As on 31st March 2019, the Company has an installed capacity of 7.88 MW of solar

power with roof top installations at Chennai, Mohali, Shirwal and Vikhroli, out of which 4 MW is through a power purchase agreement at Vikhroli.

### Energy Mix (in%)

|                 | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|-----------------|------------|------------|------------|
| Non - renewable | 88         | 89         | 88         |
| Renewable       | 12         | 11         | 12         |



1.5 MW Solar PV installation at Godrej Appliance factory at Shirwal

## EMISSIONS

G&B is cognisant of the adverse effects on the atmosphere resulting from increased usage of fossil fuels. With a belief that good air quality is crucial for ensuring environmental and human health and also to decrease impact of global warming, the Company constantly monitors its emissions to access its footprint and devise mitigation measures.

Air quality monitoring devices are installed across all locations and stack emissions are analysed, reported and

monitored regularly. The Company ensures that all air pollution parameters are maintained much below the government limits indicating efficient management of industrial operations and stringent air pollution control processes. In addition to regulatory norms, G&B sets stringent limits for parameters such as SOx, NOx, TPM, SPM, etc.

### Absolute GHG Emissions (in tCO<sub>2</sub>e)

|                              | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|------------------------------|------------|------------|------------|
| Direct emissions (Scope 1)   | 11,092     | 12,589     | 12,441     |
| Indirect emissions (Scope 2) | 76,118     | 77,049     | 84,983     |
| Total GHG emissions          | 87,210     | 89,638     | 97,424     |

### GHG emissions intensity

|   | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|---|------------|------------|------------|
| Total GHG emissions (tCO <sub>2</sub> e)          | 87,210     | 89,638     | 97,424     |
| GHG emissions intensity (tCO <sub>2</sub> e/MVA)  | 41         | 37         | 37         |
| Intensity reduction against base year 2010-11 (%) | DA         | DA         | DA         |

### Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions

|               | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|---------------|------------|------------|------------|
| SPM (TONS )   | 53.4       | 61.0       | 74.6       |
| NOX ( TONS )  | 35.9       | 51.9       | 57.7       |
| ISOX ( TONS ) | 7.6        | 9.8        | 13.2       |

### Emissions of ozone-depleting substances (ODS) (in Kgs.)

|       | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|-------|------------|------------|------------|
| R134a | 793        | 549        | 508        |

## WATER

G&B understands that water is essential for the survival of all the three bottom-lines – critical for business growth, survival of nature as well as human well-being. The Company's water sustainability strategy focusses on achieving the following by 2020:

- Reduce specific fresh water consumption
- Achieve zero discharge across locations
- Become water positive across locations

**The Company achieved 'Water Positive' status in FY 2015-16 surpassing the 2020 ambition and is currently 1.38 times positive.**

### Initiatives that led to water positive status:

- Adaptation of water efficient processes within the campuses
- 100 per cent treatment and recycling of effluent
- Rainwater harvesting (within premises and even beyond the boundary, as a part of its CSR initiatives).

The Company's facilities are zero discharge facilities, and hence no water bodies have been affected by water discharges and/or runoff. In addition, all upcoming new manufacturing facilities are designed on the principles of 'Green Buildings' have comprehensive effluent and sewage treatment and recycling systems designed for 100 per cent recycling of treated water and ensuring zero discharge from the facility outside the boundary.

### Water Consumption (m3)

|                 | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|-----------------|------------|------------|------------|
| Municipal Water | 5,53,718   | 6,49,566   | 6,05,034   |
| Ground Water    | 3,08,120   | 2,95,396   | 3,70,413   |

### Water recycled and reused (m3)

|   | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|---|------------|------------|------------|
| Total fresh water consumption                                     | 9,58,293   | 1,047,935  | 1,089,121  |
| Total water recycled and reused (including rain water harvesting) | 1,109,965  | 1,393,013  | 1,507,813  |



Common Effluent Treatment Plant (CETP) at Vikhroli

## CASE STUDY

### Minimizing Fresh Water Requirement Through Waste-water Recovery

The recent acute water shortage in Chennai has fuelled concerns that a potential water crisis is awaiting India's large cities, which are grappling with the pressures of rapid population growth, depletion of water resources and adverse effects of climate change. To ensure minimum impact of its operations on the environment, G&B initiates the water conservation procedure, 'Waste-Water Recovery', in 2018. The Godrej Interio plant in Chennai requires fresh water supply for various operations. The powder coating process being the most water consuming process. Therefore, to reduce/eliminate the use of fresh water, the output water of the ETP is treated through Reverse Osmosis (RO) procedure to increase the utilisation of recycled water. The recycled water is then re-utilised for pre-treatment process. This initiative has eliminated the need of fresh water for pre-treatment process. ETP and RO procedures enable the plant to recover 92 per cent of waste water for reuse. Lowered waste volumes decrease the cost associated with waste management and improve environmental performance.

## CASE STUDY

### Water Conservation And Plant Survival Rate Improvement Through Drip Irrigation For Godrej Appliances At Shirwal

Godrej Appliances, the consumer durables division, is taking efforts to conserve water at its Shirwal plant, Maharashtra, through drip irrigation technologies. The project was initiated in 2017, the hill side area of approximately 6.2 hectares having more than 4,000 trees/plants was covered with drip irrigation. The procedure of drip irrigation has helped saved 60 per cent of the water used in this area by saving 24kL of water being saved every day. Due to this initiative, tree plantation survival rate has improved and has also contributed in saving 2 manpower.

## CASE STUDY

### Rain Water Harvesting At Mohali Plant Of Godrej Appliances

With the objective of conserving water and reducing fresh water consumption, project of rainwater harvesting was initiated in 2013-14 and expansions/improvements were done on a Y-o-Y basis. A water body of rainwater harvesting (RWH) with a capacity of 1,88,347 kL was created in 2014 as a first step towards rain water harvesting initiative. After that, a bore- well was connected to capture overflow of the pond resulting in increase of total RWH capacity to 2,62,442 kL. Further, RWH was initiated on the roof top of Appliance Mohali's new plant building and ware house as well. In the last couple of years, addition of eight new recharge wells has resulted in an increase of total RWH capacity to 5,41,255 kL thus achieving a recharge ratio of more than 1:1.8 times.

## EFFLUENTS AND WASTE

G&B's waste management practices are designed to reduce the environmental impact associated with waste generation and disposal. The Company focusses on reduction of waste generation at source, segregation for better management and responsible disposal.

Under the 'Greener India' goal, the Company had set ambitious targets to reduce the generation of hazardous waste by 40 per cent and ensure zero non-hazardous waste to the landfills by 2020.

G&B has also set up a solid waste recycling facility in the premises to manage entire solid waste generation at Pirojshanagar, Vikhroli, as a step towards a 'Zero waste to landfill' goal under 'Greener India'. The Company manages solid Waste generated from its manufacturing, leased and residential premises at Vikhroli by adopting the 4R approach. Approximately 10,350 MT of solid waste was processed by during last 3 years, out of which 8,359 MT was composted and 1,964 MT of dry waste was sent for recycling. By doing this, the Company has avoided 10,350 MT of waste burden on city landfills as shown in the graphic below:

| TARGET  | STATUS   |
|---|--|
| 40% reduction in generation of specific Hazardous Waste by FY 18-19 | 39% reduction achieved                           |
| Zero waste to landfill FY 18-19                                     | 99.8% Non-hazardous waste diverted from landfill |

The Company has in place well established processes for monitoring and managing different categories of waste generated in its operations. No significant spills were reported during the reporting period.

### Total waste generated and disposed

| TYPE (IN MT)   | METHOD OF DISPOSAL                         | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|----------------|--|------------|------------|------------|
| Hazardous*     | Sent to authorised vendors                 | 321        | 273        | 255        |
| Non-hazardous# | Recycling or upcycling (wherever possible) | 9,712      | 9,651      | 9,970      |

\*Excludes disposal of empty barrels/containers/liners contaminated with hazardous chemicals/waste and used batteries sent to authorised recyclers, as per below break-up, which are sent to authorised vendors for recycling tyres.



waste management yard at Godrej Appliances plant at Shirwal

| (IN NUMBERS)  | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|---|------------|------------|------------|
| Empty barrels / containers / liners contaminated with hazardous chemicals/waste | 12,159     | 14,713     | 3,079      |
| Used batteries  | 101        | 118        | 99         |

# Excludes disposal of empty paint drums, empty carboy and rubber which are recycled as per below breakup

| (IN NUMBERS)             | FY 2016-17 | FY 2017-18 | FY 2018-19 |
|--------------------------|------------|------------|------------|
| Empty Paint Drums        | 16,652     | 13,283     | 4,599      |
| Empty Drums (200 litres) | 7,472      | 3,496      | 2,201      |
| Empty Carboy             | 715        | 734        | 653        |
| Rubber Tyres             | 147        | 171        | 100        |

### Select waste management projects initiated during the reporting period:

- Installation of filter press at Vikhroli East RMC for sludge management
- Utilization of RMC sludge for manufacturing of recycled concrete blocks
- Effluent Treatment Plant (ETP) sludge reduction by using nano-chemicals
- Oil Filtration and Reuse
- Forklift battery regeneration
- Re-filtration and reuse of waste hydraulic oil
- Reduction of the used oil cotton gloves
- Composting of Sewage Treatment Plant (STP) Sludge
- Scrap reduction by Implementation of trolley for material movement and delivery
- Reduction in paint sludge waste and thinner
- Recycling of wood
- Construction of new scrap yard to improve the waste segregation
- Reduction of the paper waste generation

### Plastic Waste Management and Extended Producer Responsibility

As a brand owner, the Company manages its extended responsibility for collection and channelization of e-waste generated through appointed PROs by scientifically disposing the e-waste. G&B is also registered as a 'brand owner' with the Central Pollution Control Board (CPCB) under the Plastic Waste Management Rules 2016, amended in 2018. As a brand owner, the Company ensures that it offsets the amount plastic packaging material that has been released into the market with its products through appointed PROs across the India. In parallel, the Company's priority is also on reducing the consumption of plastic in packaging material, substitute non-recyclable plastic material with recyclable type, channelize the waste materials

and offset the waste at the end of useful life.

G&B has also set up a solid waste recycling facility in the premises to manage entire solid waste generation at Pirojshanagar, Vikhroli, as a step towards a 'Zero waste to landfill' goal under 'Greener India'. The Company manages solid Waste generated from its manufacturing, leased and residential premises at Vikhroli by adopting the 4R approach. Approximately 10,350 MT of solid waste was processed by during last 3 years, out of which 8,359 MT was composted and 1,964 MT of dry waste was sent for recycling. By doing this, the Company has avoided 10,350 MT of waste burden on city landfills as shown in the graphic below

### Solid Waste Management at G&B Vikhroli

|                                  | FY 17 | FY 18 | FY 19 |
|----------------------------------|-------|-------|-------|
| Total Solid Waste Processed (MT) | 3258  | 3818  | 3274  |
| Composted Waste (MT)             | 2625  | 3084  | 2650  |
| Recycled Waste (MT)              | 633   | 734   | 597   |

## CASE STUDY

### Recycling Of Welding Flux

Waste generation and waste disposal are issues that are becoming increasingly prominent in the environmental arena both from a policy perspective and in the context of delinking analysis. The challenge at hand was huge quantity of welding flux that was being generated from short blasting and welding activities at process equipment division. The waste being generated was being disposed of in the landfills due to lack of other disposal or re-use mechanisms. The yearly flux waste generation is approximately 360 MT.

Environment Engineering Services (EES) department in co-ordination with process equipment division and in consultation with various stakeholders took up the initiative to check the recyclability of waste submerged arc welding flux. Accordingly, 500 kg of flux sample was collected and sent for analysis at QA lab. The flux waste was crushed and feasibility of using that crushed, segregated and sieved flux in construction block was checked. The block manufactured using this flux was tested in QA lab. On obtaining positive results, the recyclability and reusability of this flux was informed to the process equipment division. The division has now started segregating the flux waste at source and it is being used in blocks manufacturing at Godrej Construction's Recycled Concrete Block (RCB) plant in Vikhroli, Mumbai. Some of benefits of using this technology are as follows:

- Annually, 360 MT flux wastes is now recycled instead of being landfilled
- Savings incurred by using the technology – INR 10.8 Lakh
- Easy source of raw material to RCB plant
- Reflecting G&B's commitment to 'Zero Waste to Landfill'

## CASE STUDY

### Recycling Of Paint Sludge

Paint sludge consists of many toxic substances hence its correct disposal is important to protect the environment and safeguard public health. G&B is particular about disposal of paint sludge; however, the state pollution control board does not provide its consent for treatment and disposal of sludge through incineration. Also, the procedure of incineration has high costs involved. Therefore, to address both the challenges, G&B decided to adapt recycling of paint sludge, thus, focusing on circular economy. Not only the Company wants to conserve resources but also ensure fulfilment of 'zero waste to landfill'.

Post receiving consent from state pollution control board permitting the disposal of paint sludge through recycling, G&B started sending paint sludge generated from businesses such as security solutions, precision engineering, material handling and Interio for recycling from June 2017.

#### As an outcome of the above practise, G&B could achieve the following:

- ~100 MT of paint sludge diverted from incineration
- Conservation of resources
- Shift towards circular economy
- Presently, rate of recycling per kg paint sludge is INR 11 which results in a saving of INR 19 per kg i.e. an annual saving of INR 19 lakh

## BIODIVERSITY

### Commitment for biodiversity conservation

Biodiversity management that began as Godrej family's philanthropy is now integrated into organization's policy, processes and infrastructure management. G&B has Corporate Environment Policy which explicitly mentions "Protection, conservation and enhancement of green cover and biodiversity". G&B has established dedicated support services such as EES (Environmental Sustainability), HMS (Green Cover Management) and WMS to translate its policy into action and outputs. These teams follow same qualitative and quantitative processes, performance indicators, monitoring mechanisms to ensure professional

outputs. These teams are responsible for management of campuses, employee initiatives and community initiatives beyond Godrej campuses. The biodiversity management initiatives also consider Godrej's commitments as a responsible corporate citizen under various certifications and initiatives such as CII Code for Ecologically Sustainable Business, India Business & Biodiversity Initiative (IBBI) etc. Each biodiversity management activity has qualitative and quantitative targets. The progress of each task is reviewed every week, quarterly and annually. Annual budgeting exercise ensures financial sustainability of activities.

### Highlights of biodiversity management initiatives

Substantial area of Godrej campus in Vikhroli is covered by mangrove ecosystem. Mangrove management is based on three-pronged approach of Research, Conservation and Awareness. Biodiversity management in the campus is approached as highlighted below

- Increase in green cover, indigenous species and biodiversity index of the campus

- Stringent pollution monitoring and control mechanisms and targets
- 'Beyond the Compliance' approach for biodiversity management
- Active engagement of internal and external stakeholders in environment management and community development

### Key Measures for biodiversity management

| KEY MEASURES   | IMPACT (FY 17, 18, 19)                       |
|--|--|
| Maintaining stability of slope by plantation and soil treatment  | 150 sq. meter                                |
| Treatment of Indian Rubber Tree ( <i>Ficus elastica</i> )  | 2 trees                                      |
| Afforestation at Donvat, Khalapur in collaboration with Maharashtra Forest Department, Gram Panchayat and other local stakeholders | 6,000 trees                                  |
| Tree conservation by monitoring, treating and filling up cavities  | Enhancement in green cover                   |
| Tree conservation by root restructuring along service lines to ensure tress & utility infrastructure co-exist                      | Enhancement in green cover                   |
| Transplanting trees to avoid cutting during infrastructure development   | 4 trees                                      |
| Tree plantation for legal compliance   | 60 trees                                     |
| Pruning of invasive species to restrict their proliferation  | Conservation of native biodiversity          |
| Monitoring species density for scheduled maintenance activities  | Conservation of biodiversity                 |
| Making a permeable area at the tree base to ensure natural water supply to reduce need of watering                                 | 43 trees                                     |
| Indigenous tree seed collection to propagate green cover and enhance ratio of indigenous species                                   | 5,000 trees                                  |
| Treating and filling up cavities made by birds, infection etc.   | Increasing tree lifespan                     |
| Retaining plantation soil by making barriers   | Soil conservation                            |
| Research on carbon sequestration by terrestrial green cover of Godrej campus, Vikhroli   | Approximately 1,00,000                       |
| Zero Waste to Landfill initiative through Integrated Waste Management System   | Avoiding adverse impacts on biodiversity     |
| Creating 15 artificial water holes for biodiversity along the Mangroves  | Avoiding man-wildlife conflict               |
| Water recharging, conservation, recycling and reusing to make Godrej 'Water Positive' campus                                       | Enhancing water availability to biodiversity |

The Vikhroli mangroves, one of the largest mangrove forests in Maharashtra, stores more than 6,95,000 tonnes of carbon, mostly from pollutants that humans release into the atmosphere. Godrej's Pirojshanagar Township inhabited and used by 50,000 employees, residents and visitors every day, spread across Vikhroli in Mumbai is a role model of integrated sustainable habitat with more than 1,200-hectare mangrove forest thriving along with industrial plants, commercial offices, schools, hospital and residential colonies.

Godrej mangrove boasts of 16+ mangrove and mangrove associate species, 82 butterfly species, 45+ spider species, 208 bird species, 13 crab species, 7 prawn species and 20 fish species and several other terrestrial and coastal

species. The terrestrial flora of Godrej campus has been documented, conserved and enhanced over the decades. In 2017-18 G&B added 2.2 acres of green cover to Pirojshanagar campus. One of the main features of mangrove trees is that they sequester more carbon than most of the terrestrial plants. Due to proper protection, over the years, the green cover has increased, which is why the biodiversity of the area is also increasing. G&B's Wetland Management Services (WMS) and Horticulture Management Services (HMS) departments are responsible for conservation and management of mangrove and terrestrial ecosystem, respectively. No mangrove area of Pirojshanagar has been reclaimed. In 2017-18, HMS collected 5,000 seeds of various indigenous plant species which are being used for plantation.

### Glimpses of Biodiversity at in Godrej Vikhroli Campus

|  |   |   |
|--|---|---|
| <p><b>FLORA</b><br/>         Number of tree species: 167<br/>         Number of shrub species: 287<br/>         Number of palm species: 28<br/>         Number of fern species: 51<br/>         Number of climber species: 113<br/>         Number of cacti species: 162<br/>         Number of succulent species: 190<br/>         Number of aromatic &amp; medicinal species: 187<br/>         Number of true mangrove &amp; mangrove associate species: 16<br/>         Total Plant species: 1185</p> | <p><b>WILD MAMMAL BIODIVERSITY</b><br/>         Number of mammals species: 6</p> <p><b>AQUATIC BIODIVERSITY</b><br/>         Number of fish species: 22<br/>         Number of crab species: 13<br/>         Number of prawn species: 7</p> <p><b>INSECT BIODIVERSITY</b><br/>         Number of butterfly species: 82<br/>         Number of other insect species: 75+ species</p> | <p><b>AVAIAN BIODIVERSITY</b><br/>         Number of nesting bird species: 72<br/>         Number of total bird species: 208</p> <p><b>REPTILIAN BIODIVERSITY</b><br/>         Number of snake, gecko, lizard species: 31</p> <p><b>ARACHNID BIODIVERSITY</b><br/>         Number of spider species: 81</p> |
|--|---|---|

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### Biodiversity Awareness Events

G&B's teams conduct biodiversity awareness events for internal and external stakeholders. In 2017-18, the team stepped beyond the fence and increased its outreach among stakeholders of Mumbai Metropolitan Region. G&B encourages engagement with key external stakeholders for biodiversity research, conservation and awareness. The programs for external stakeholders mainly focus on posters exhibition, presentations in schools, colleges and

seminars-conferences in addition of the nature trails conducted for external groups in Godrej mangroves. As a result, G&B outreach among stakeholders has steadily increased over the years.

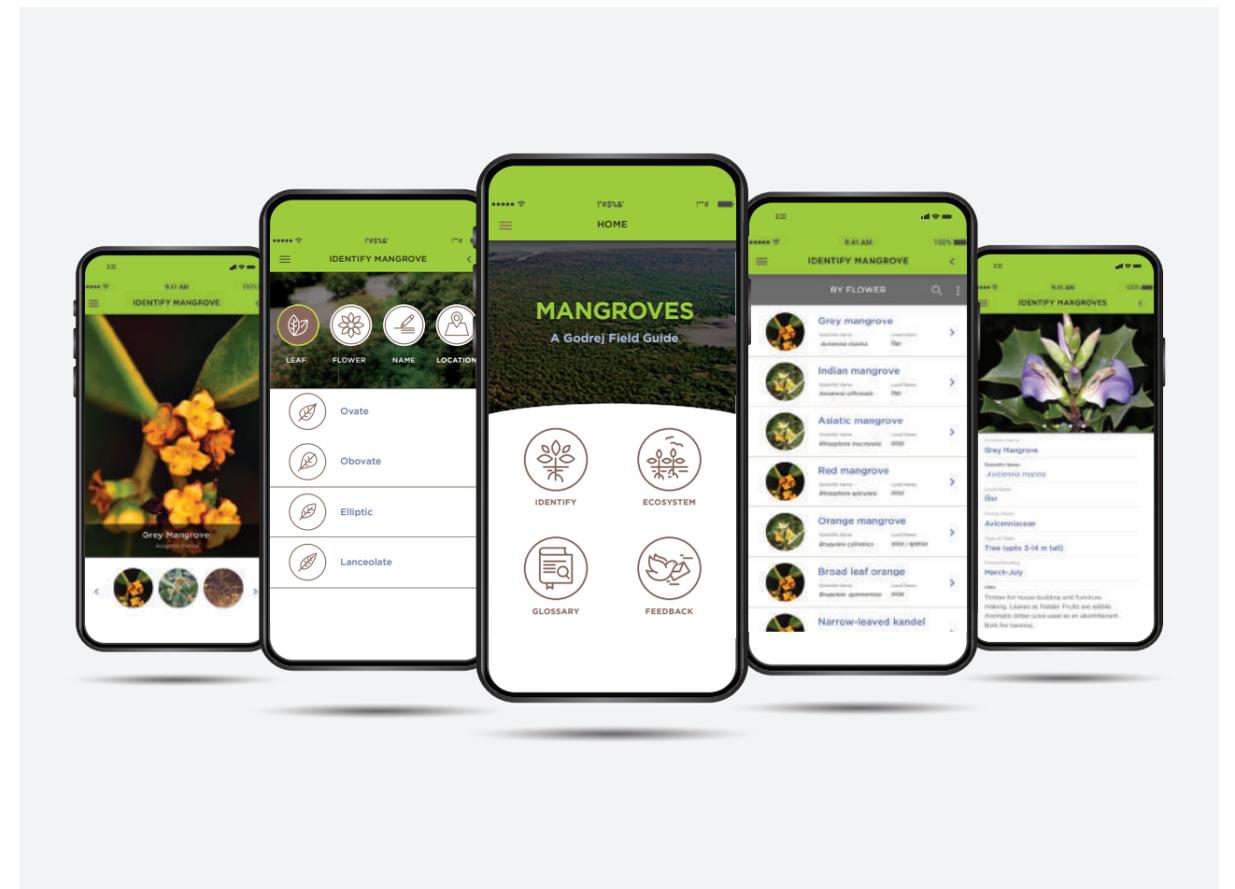
Additionally, its Mangroves App has been downloaded by 4500+ users from 65 countries which becomes a unique biodiversity awareness initiative by an Indian corporate.

## CASE STUDY

### Development Of Mangrove Mobile App

G&B launched a mobile app on mangroves in 2016, making it a first in the whole of Asia. The app has now been made available in 10 Indian languages of the coastal states. The first of its kind app is available on Android, iOS, and Windows platforms in regional languages Gujarati, Marathi, Konkani, Kannada, Telugu, Tamil, Malayalam, Odiya and Bengali, in addition to Hindi. The key beneficiaries of the app are teachers, students, Forest department of Maharashtra and other coastal states, NGOs involved in biodiversity research, conservation, and awareness, mangrove researchers, nature enthusiasts and photographers participating in nature trails. The objective behind launching the app was to ensure seamless experience for all participants. Stakeholders found it difficult to carry a field guide book during their visit to mangrove sites for awareness and identification of various mangrove species.

The Mangrove app users have a choice to identify the species based on species location leaf shape, flower colour and name of the species. Besides identification feature, the app offers other interesting information such as description of every plant species and its uses, mangrove distribution and ecosystem, plant adaptations, faunal biodiversity in mangroves, current threats and conservation measures, role of stakeholders, glossary of technical terms and information about mangroves in Vikhroli.



G&B's Mangroves app describing 67 mangrove species in 11 languages.

Highlights of G&B 's 2016-19 journey

| STRATEGY   | 2016-17  | 2017-18   | 2018-19  |
|--|--|---|--|
| <b>Awareness</b><br>  | Development of a presentation and an audio-visual on the biodiversity of Godrej campus for mass awareness                  | The mangrove mobile app launched by Shri Devendra Fadnavis, Former Chief Minister of Maharashtra and Dr. (Mrs.) Pheroza Godrej. It has been downloaded by 1,850 individuals from 50 countries so far. | The mangrove mobile app has been downloaded by 3,000+ individuals from 65 countries so far. Being including to cover all 67 Indian mangrove species in 9 local Indian languages other than English and Hindi |
|  | Publishing summary of research projects conducted at Godrej mangroves website for mass awareness                           | Policy inputs to GoI through a National Workshop on CRZ Notification 2011 organized by Gujarat Ecology Commission and MoEF&CC   | G&B facilitated two-day National Conclave on Biodiversity in collaboration with K C College  |
|  | Upgradation of the Mangrove Information Centre for conducting indoor awareness activities for visitors at Godrej mangroves | Godrej Mangroves Facebook group outreach increased to 900+ members.   | Godrej Mangroves Facebook group outreach increased to 1,000+ members.  |
|  | 245 mangrove awareness programs, the highest since the inception of the mangrove conservation project in 1985              | Godrej case study of Mangrove management in 'Sustainability for Breakfast' event organized by Treeni Sustainability Solutions and Tata Motors   | Mangrove awareness programs' outreach jumped to 10,020 in 2018-19 from 9,100 in 2017-18  |
|  | Session on animal rescue by PAWS NGO for Wildlife Week   | Development of a portable exhibition of 8 posters in English and Marathi for mass awareness   | G&B conducted mangrove poster exhibitions in 6 academic institutes of the MMR  |
|  |  | Presentation at Marathi Vigyan Parishad at Kudal. Attended by 500+ science teachers and educators. 38 science educators trained as resource persons.  | G&B delivered presentations in 4 national conferences and published 5 papers in conference proceedings and journals  |
|  |  |   |  |
| <b>Research</b><br> | Study of mangrove biodiversity and avifauna at Godrej mangroves  | G&B participated in HSBC India Bird Race recording 54 bird species on Godrej campus in a single day   | G&B participated in HSBC India Bird Race recording 69 bird species on Godrej campus in a single day  |
|  |  | Photo-documentation of 75+ insect species, 5 reptile & amphibian. Four research papers in National conferences  | Photo documentation and identification of 45 spider species adding substantial data to Pirojshanagar Township's biodiversity index.  |
|  |  |   | Camera Trap study to study Mammals diversity in mangroves, a first of its kind by an industrial township   |

| STRATEGY   | 2016-17   | 2017-18  | 2018-19  |
|--|---|--|--|
| <b>Conservation</b><br> | Augmentation of species diversity and awareness infrastructure in the Medicinal Garden, Palm Garden of Godrej mangroves | Rescue of 41 wild reptiles, birds and mammals in distress from Pirojshanagar Township with support from RAWW.  | Rescue of 44 wild reptiles, birds and mammals in distress from Pirojshanagar Township with support from RAWW.  |
|  | Development of a Butterfly Garden to conserve butterfly diversity and create awareness                                  | Facilitation of plantation of mangroves on 100-hectare land at Dahej, Gujarat with Gujarat Ecology Commission. | Facilitation of plantation of mangroves on 100-hectare land at Dahej, Gujarat with Gujarat Ecology Commission. |
|  | 'Seed collection and maintenance of saplings' Training NGO for Van Mahotsav   | Donation of 600 mangrove saplings to Mira Bhayander Municipal Corporation through Terracon Consultancy.        | Installation of 120 plant labels in medicinal garden   |
|  | Session on animal rescue by PAWS NGO for Wildlife Week  | Procuring 4 new mangrove species for biodiversity enhancement.   | Reactivation of marine aquarium for awareness  |



Where the land meets the sea - The stretch of mangroves conserved by Godrej at Vikhroli

## SUPPLY CHAIN SUSTAINABILITY

The Procurement function at G&B aims to provide a substantial and sustainable value contribution for business continuity, in line with Godrej's vision to do business sustainably.

In order to build a sustainable value chain, the Company encourages its suppliers to be conscious in their business operations. The Company is committed to working in partnership with its suppliers to realise the full value of its relationships and to positively contribute to sustainable outcomes.

The Company has in place a Supplier Code of Conduct (COC), based upon G&B's values of Trust, Integrity, Respect, To Serve & Environment. The COC serves as a guidance document for suppliers to meet industry best practices. While the Company currently does not have formal mechanisms to screen new suppliers based on sustainability-criteria, it creates awareness among its suppliers and encourages them to adopt sustainable practices.

**The Company has undertaken following initiatives to ensure supply chain sustainability and responsible business operations:**

- Supplier Cluster Program for operational excellence

- GreenCo certifications for suppliers
- Reduce, Reuse and Recycle (3R) implementation
- Value engineering
- Reductions in lead time
- Inventory optimization
- Kaizen

The Company sources its input materials and other services from across the globe without compromising on quality and value. The Company wants to optimise its infrastructure processes and systems and promote local procurement to deliver competitive customer service. Preference may be given to local suppliers if they satisfy the requisite specifications.

The deeper supplier engagement achieved over last 3-4 years has resulted in creating a good supplier base more in tune with business ethos, social commitment and agile business needs of the company. Many of the suppliers have also received national and regional level awards for the outstanding work in area of kaizen, manufacturing practices, energy conservation as well as CSR work in their communities.

### GreenCo Certified Vendors ( Till March 2019 )

| GREENCO RATINGS          |          |      |        |        |           |       |
|--------------------------|----------|------|--------|--------|-----------|-------|
| DIVISION                 | PLATINUM | GOLD | SILVER | BRONZE | CERTIFIED | TOTAL |
| Appliances Shirwal       | 2        | 13   | 2      | 6      | 1         | 24    |
| Appliances Mohali        | 1        | 4    | 4      | 6      | 1         | 16    |
| Interio Shirwal & Mumbai | 1        | 2    | 6      | 3      | 0         | 12    |

## GreenCo Rating System

GreenCo Rating is the "first of its kind in the World" holistic framework that evaluates companies on the environmental friendliness of their activities using life cycle approach. Implementation of GreenCo rating provides leadership and guidance to companies on how to make products, services and operations greener. Industry personnel are trained on the latest Green concepts and facilitated for implementing better systems and implementing global best practices in green. The Green Company Rating System advocates a performance based approach. The rating system evaluates green features of companies against the performance

parameters like energy efficiency, water conservation, waste management, GHG mitigation, product stewardship.

Along with implementation of this certification at its facilities, G&B also encourages its key suppliers to undergo evaluation for SME version of the GreenCo rating system. G&B plant and purchase teams worked diligently with group of suppliers to prepare the program and in the process improve the environmental performance of these suppliers.

## CASE STUDY

### Corru Cartons (I) Pvt Ltd.

Corru Cartons (I) Pvt Ltd.  
Resource Conservation Initiatives



#### Objective

To make optimum utilization of specific resources by incorporating "Green Thinking" across the supply chain.

#### Intervention

M/s. Corru Cartons (I) Pvt Ltd. is one of the key suppliers of Godrej Interio. This company has been involved in cluster programs and has implemented various projects in the area of energy, water and waste management. The following are the initiatives taken by the vendor

#### Benefits Achieved:

M/s. Corru Cartons has achieved 30% weighted average reduction in specific energy consumption, specific water consumption and waste percentage.

These efforts have enabled the vendor to get

- GreenCo Gold Certification in June 2017
- 1<sup>st</sup> Prize in Green Manufacturing Case Study at 10<sup>th</sup> CII National Summit in Dec 2017
- 1<sup>st</sup> Prize in Environment Kaizen at 10<sup>th</sup> CII National Summit in Dec 2017.

#### Reduction over 3 years

|  |                        |        |
|--|------------------------|--------|
|   | Electricity (Kwh /Ton) | 18.25% |
|   | Water (Ltr/Person/Day) | 36.20% |
|  | Waste (Kgs/Ton)        | 33.70% |

#### Resource Conservation Projects Implemented

| ENERGY   | WATER   | WASTE   |
|--|---|---|
| Installation of Roof Top Solar Power of 30 kwp, offset 37570 units of electricity. | Recharging groundwater by Rain water harvesting.                      | Reduced inventory of material leading to reduction in wastage due to handling |
| Installed Biogas plant, to use biogas for canteen purpose.                         | Waste water released from R.O reused to Gardening, Gum Tank & Toilet. | Improved materials handling through usage of trolley and pallets.             |
| Energy Audit conducted by ISTSL for checking efficiency.                           | 20 Push Taps installed to save maximum water.                         | Kaizens done on Paper Yield Improvements to reduce paper wastage.             |
| Kaizen- Circulate the steam pipeline surrounding to F.O Tank to keep oil hot.      | Celebrated World Water Day by creating awareness among employees.     | Reduced cotton wastage by replacing foam to clean machine parts.              |
| 45 Tube lights Changed to CFL & LEDs   |   |   |

#### Testimonial



#### Mr. Sandeep Agarwal

Managing Director  
Corru Cartons (I) Pvt Ltd.

"A journey of a thousand miles begins with a single step. Team Godrej and CII always supported us to grow and develop into

different spheres one of which was to become an Eco-Friendly Company. We are dedicated towards sustainability and keep reviewing our set targets of specific resource consumption at regular intervals. Furthermore we believe in awareness beyond the fence and as such we keep on doing CSR activities related to Save Environment like Tree plantation drive, Poster making competition, National Energy Conservation Day celebration and so on. Our journey of sustainability has still long to go."

## CASE STUDY

### Sustainable Supplier Base

**M/s Windsor Industries Pvt. Ltd.**  
Resource Conservation Initiatives



#### Objective

To enhance the productivity and contribute to environment through Green practices across the industry.

#### Intervention

TM/s Windsor Industries Pvt. Ltd. is the key supplier to Godrej Appliances ,Mohali Division and is part of various initiatives like Godrej supplier cluster programme ,Resource efficiency, and implemented various projects in the area of Energy, Water and Emission of Green house gases reduction wrt Green Co Journey for SMEs .The following are the key initiatives taken by the supplier:

#### Resource Conversation Projects Implemented

| ENERGY  | WATER  | GHG EMISSION  | WASTE   |
|---|--|---|---|
| Installation of New Generation compressors  | Rain Water harvesting system implemented                     | Scrubber installed to control air pollution and emission to environment | Recycling of transformer oil after filtration through authorised recycler |
| Installation of APFC panels to main power line.                                   | Push taps installs at wash basins and drinking water areas   | Implementation of Milk Run System for customer deliveries               | EPS Waste to solid mass converter used as RM for other products(Recycled) |
| 100% implementation of LED lights in the plant                                    | 100% water reuse in process ensured to stop wastage of water | Use of Green gas to Top-up air conditioners                             | Recycling of wooden scrap for making boxes for export consignment         |
| Installation of transparent roofs in the plant                                    | Usage of Water Sprinklers for Garden irrigation.             | Transport optimization for GAD through delivery in bigger size vehicle  | Recycling brown paper for making carry bags                               |
| Intsallation of VFD(Variable frequency Drives on the machines in BOPP Tape plant. | ECO urinals implemented..                                    | Transport optimization by hiring local employees within 5 km radius     | Modification in moulds  |

#### Testimonial



**Mr. P.S Sahni**

Director  
Windsor Industries Pvt. Ltd.

We in Windsor Industries always have a goal to develop customer based, result oriented platforms for achieving Manufacturing Excellence.

#### Benefits Achieved

M/s Windsor Industries has achieved remarkable reduction of Average 29% wrt Specific energy consumption ,Specific water consumption and Green House gases emission intensity.

These factors have enabled the supplier to get

- GreenCo Gold Certification in June 2017
- Gold Award received at 2nd National Kaizen Circle competition 2019 for Improving the process capability
- CII National Competitiveness Award in 5S Excellence

#### Reduction over 3 years

|  |                         |     |
|--|-------------------------|-----|
|  | Energy (kWh/MT)         | 30% |
|  | Water (Lit/person/day)  | 31% |
|  | Waste (kg/MT)           | 27% |
|  | GHG Emissions (MT Co2e) | 26% |

And keep on exploring the possible opportunities to develop the way.

For achieving that we came across Godrej Supplier cluster programme followed by CII GreenCo journey for SMEs,CII resource efficiency programme,Making factory smart by Digitization(Industry 4.0),continuously benchmarking for best industry practices by participating in various competition at National level .Sustaining all improvements has been achieved through Digitization as online factory performance dashboard is always available.

## CASE STUDY

### Sustainable Supplier Base

**M/s Chandla Industrial Plastics Pvt. Ltd.**  
Resource Conservation Initiative



#### Objective

To conserve natural resources & reduce carbon foot print.

#### Intervention

M/s Chandla Industrial Plastics Pvt Ltd is one of the key supplier of Godrej Appliances for injection moulded items. This organisation has undergone supplier cluster program & implemented various projects for conservation natural resources.

#### Resource Conversation Projects Implemented

| ENERGY   | WATER  | WASTE   | GHG EMISSION   |
|--|--|---|--|
| Replacement of old hydraulic machines with servo technology machines | Implementation of rain water harvesting system               | Development of 3C trolleys to avoid packaging waste   | Installation of 100 kVA roof top solar system        |
| High density ceramic wool for machine barrel to avoid heat loss      | Use of push type taps at all the places                      | Modification of moulds – cold runner to hot runner    | Solar cookers for workers quarters                   |
| AC drives for injection moulding machines                            | Drip irrigation system for watering plants & trees in garden | Mould modifications to avoid flashes                  | CNG vehicles & electric scooter for employee commute |
| Installation of APFC panel for maintain PF                           |  | Installation of auto material loader for all machines |  |
| Use of LEDs on shop floor  |  |   |  |
| Auto on off sensor for outskirt lighting                             |  |   |  |

#### Testimonial



**Mr. Ashok Kulkarni**

Head Operations  
Chandla Industrial Plastics Pvt Ltd

“We thank Godrej Appliances for selecting our company for inculcating culture of operational

#### Benefits Achieved

Thorough implementation of concepts of Supplier Cluster Program and GreenCo has helped supplier to achieve

- GreenCo Gold Certification in June 2018.
- Best Support – Green Supply Chain award form GAD, Shirwal during Annual Supplier Conference 2019.

#### Reduction over 3 years

|  |                         |     |
|--|-------------------------|-----|
|  | Energy (kWh/MT)         | 34% |
|  | Water (Lit/person/day)  | 50% |
|  | Waste (kg/MT)           | 52% |
|  | GHG Emissions (MT Co2e) | 46% |

excellence through a structured Cluster Program . Godrej Supplier Cluster Program had bought a complete mind-set change in our organisation.

Thorough implementation of Green Module of Cluster Rod map had helped us achieve GreenCo Gold Certification effortlessly. This has also helped us getting EMS & OHSAS certification in very short time span.”

# CO-CREATING VALUE



The fiddler crabs on mudflats feeding on organic matter

Godrej & Boyce provides a conducive work environment for employees to realize their potential and contribute to its growth. The strong commitment of employees enables the Company to overcome challenging business and economic situations and emerge stronger.

The Company strongly believes and nurtures the culture of innovation, performance, collaboration, transparency and openness. The Company has put in place various communication and feedback seeking forums. The Company regularly reviews, and updates HR policies based on feedback received in various communication forums and based on benchmark data of best practices from across the industry. HR policies are communicated to all employees each time there is an update and to all new employees at the time of induction.

G&B strives towards maintaining healthy employee relations and provide its employees with opportunities to learn new skills and capabilities for their professional development and growth. A six-monthly training calendar is developed twice each year based on the outcome of the training needs identified. Apart from basic technical and functional training, enhancement of functional skills is done through on job training (OJT).

## EMPLOYMENT

Godrej & Boyce is an equal opportunity employer and endeavours to attract and retain the best talent regardless of an applicant's race, colour, religion, gender, age, nationality, disability, marital status, or any other status protected by law. Its process focuses on ensuring fair and impartial dealing throughout the hiring cycle. The Company continues to build its talent pipeline by hiring from internal and external sources. Employee referrals are another strong source in recruiting talent and extending commitment and belief in its employer brand value.

The Company advocates gender equality and strives to achieve a balance in its workforce. To ensure equal opportunity is provided to all aspiring candidates, a

## NON-DISCRIMINATION

The Company is committed to providing a work environment that fosters professional growth and provides equal opportunities for all. The Company also ensures that there is no discrimination against any employee on grounds of race, colour, religion, caste, gender, age, marital status, disability, nationality or any other factors under applicable

## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Company follows the law of the land and allows freedom of association for workmen, which is a fundamental right guaranteed by India's constitution. It also allows workmen to bargain collectively for compensation and various benefits given to them. Compensation and benefits given to workmen are driven by the wage

Employees are provided a platform for growth opportunities, encouraging internal movements for enhancing individual & organisational effectiveness. The Company also ensures that there is no discrimination against any employee on grounds of race, colour, religion, caste, gender, age, marital status, disability, nationality or any other factors under applicable laws and contemporary practices at the workplace. Recruitment, promotion, transfer, compensation, training and other benefits are based on the merit and competency of the individual and the business needs of the Company.

Occupational health and safety is of vital importance for the Company. G&B has developed a robust safety culture across the organisation. Over the years, the Company has strengthened safety practices by introducing several company-wide initiatives.

G&B's values of integrity, trust, to serve and respect the environment also demonstrate the importance the management places on human rights and the collective bargaining process. Its mission statement 'Enriching quality of life every day and everywhere' is also an embodiment of the said values.

proactive attempt is made to send resumes of female candidates in proportion to the pool to line manager for every open position. The Company employs female workmen at shop-floor with no discrimination with regards to working conditions and payment of wages. Also, the Company contributes to increase in skilled employability for our businesses and the industry by hiring technically qualified GETs/DETs as per the Apprenticeship Act and giving them hands-on exposure.

Country's best engineering, graduate and business school students begin their careers at G&B and rise to spearhead leadership positions. Much of this can be attributed to living and espousing the Company's values, employee-friendly policies and practices and nurturing a culture of shared vision and commitment.

laws and contemporary practices at the workplace. Recruitment, placement, promotion, transfer, compensation, training and other benefits are based on the merit and competency of the individual and the business needs of the Company.

There were no incidents of discrimination reported during the reporting period.

settlement, arrived at through a collective bargaining process involving recognised unions. The human rights practices of the Company assure right to freedom of association and recognise workmen rights to bargain collectively. The Company has recognized workmen associations or union at its manufacturing facilities in Vikhroli, Mohali, Shirwal and Shindewadi. the reporting period.

## NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

### Employee Strength

| 2018-19              |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|----------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                      |            |              | Male               |                |                    | Female             |                |                    |
|                      |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees  | Management | 8776         | 2050               | 5309           | 692                | 279                | 410            | 36                 |
|                      | Workmen    | 2589         | 65                 | 1349           | 1098               | 9                  | 66             | 2                  |
|                      | Total      | 11365        | 2115               | 6658           | 1790               | 288                | 476            | 38                 |
| Temporary            | Management | 545          | 280                | 205            | 13                 | 39                 | 8              | 0                  |
|                      | Workmen    | 1170         | 723                | 422            | 19                 | 6                  | 0              | 0                  |
|                      | Total      | 1715         | 1003               | 627            | 32                 | 45                 | 8              | 0                  |
| Trainee              | Management | 367          | 329                | 1              | 0                  | 36                 | 1              | 0                  |
|                      | Workmen    | 703          | 675                | 2              | 0                  | 26                 | 0              | 0                  |
|                      | Total      | 1070         | 1004               | 3              | 0                  | 62                 | 1              | 0                  |
| <b>G&amp;B Total</b> |            | <b>14150</b> | <b>4122</b>        | <b>7288</b>    | <b>1822</b>        | <b>395</b>         | <b>485</b>     | <b>38</b>          |

| 2017-18              |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|----------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                      |            |              | Male               |                |                    | Female             |                |                    |
|                      |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees  | Management | 8803         | 2268               | 5165           | 640                | 308                | 393            | 29                 |
|                      | Workmen    | 2760         | 94                 | 1464           | 1123               | 10                 | 68             | 1                  |
|                      | Total      | 11563        | 2362               | 6629           | 1763               | 318                | 461            | 30                 |
| Temporary            | Management | 489          | 235                | 204            | 12                 | 32                 | 6              | 0                  |
|                      | Workmen    | 1021         | 686                | 322            | 13                 | 0                  | 0              | 0                  |
|                      | Total      | 1510         | 921                | 526            | 25                 | 32                 | 6              | 0                  |
| Trainee              | Management | 341          | 293                | 4              | 0                  | 44                 | 0              | 0                  |
|                      | Workmen    | 779          | 751                | 2              | 0                  | 26                 | 0              | 0                  |
|                      | Total      | 1120         | 1044               | 6              | 0                  | 70                 | 0              | 0                  |
| <b>G&amp;B Total</b> |            | <b>14193</b> | <b>4327</b>        | <b>7161</b>    | <b>1788</b>        | <b>420</b>         | <b>467</b>     | <b>30</b>          |

| 2016-17              |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|----------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                      |            |              | Male               |                |                    | Female             |                |                    |
|                      |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees  | Management | 8872         | 2547               | 4960           | 619                | 353                | 368            | 25                 |
|                      | Workmen    | 2878         | 74                 | 1553           | 1180               | 3                  | 67             | 1                  |
|                      | Total      | 11750        | 2621               | 6513           | 1799               | 356                | 435            | 26                 |
| Temporary            | Management | 403          | 178                | 185            | 9                  | 26                 | 5              | 0                  |
|                      | Workmen    | 994          | 686                | 281            | 8                  | 18                 | 1              | 0                  |
|                      | Total      | 1397         | 864                | 466            | 17                 | 44                 | 6              | 0                  |
| Trainee              | Management | 520          | 455                | 8              | 0                  | 57                 | 0              | 0                  |
|                      | Workmen    | 606          | 563                | 0              | 0                  | 43                 | 0              | 0                  |
|                      | Total      | 1126         | 1018               | 8              | 0                  | 100                | 0              | 0                  |
| <b>G&amp;B Total</b> |            | <b>14273</b> | <b>4503</b>        | <b>6987</b>    | <b>1816</b>        | <b>500</b>         | <b>441</b>     | <b>26</b>          |

### New Hires

| 2018-19             |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|---------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                     |            |              | Male               |                |                    | Female             |                |                    |
|                     |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees | Management | 1003         | 570                | 348            | 4                  | 59                 | 22             | 0                  |
|                     | Workmen    | 0            | 0                  | 0              | 0                  | 0                  | 0              | 0                  |
| Total               |            | 1003         | 570                | 348            | 4                  | 59                 | 22             | 0                  |

| 2017-18             |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|---------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                     |            |              | Male               |                |                    | Female             |                |                    |
|                     |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees | Management | 831          | 555                | 191            | 2                  | 66                 | 16             | 1                  |
|                     | Workmen    | 21           | 12                 | 1              | 0                  | 7                  | 1              | 0                  |
| Total               |            | 852          | 567                | 192            | 2                  | 73                 | 17             | 1                  |

| 2016-17             |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|---------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                     |            |              | Male               |                |                    | Female             |                |                    |
|                     |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees | Management | 881          | 593                | 198            | 2                  | 76                 | 12             | 0                  |
|                     | Workmen    | 6            | 3                  | 1              | 0                  | 2                  | 0              | 0                  |
| Total               |            | 887          | 596                | 199            | 2                  | 78                 | 12             | 0                  |

### Separations

| 2018-19             |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|---------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                     |            |              | Male               |                |                    | Female             |                |                    |
|                     |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees | Management | 972          | 423                | 451            | 11                 | 61                 | 26             | 0                  |
|                     | Workmen    | 4            | 3                  | 1              | 0                  | 0                  | 0              | 0                  |
| Total               |            | 976          | 426                | 452            | 11                 | 61                 | 26             | 0                  |

| 2017-18             |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|---------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                     |            |              | Male               |                |                    | Female             |                |                    |
|                     |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees | Management | 849          | 412                | 327            | 10                 | 75                 | 25             | 0                  |
|                     | Workmen    | 2            | 0                  | 2              | 0                  | 0                  | 0              | 0                  |
| Total               |            | 851          | 412                | 329            | 10                 | 75                 | 25             | 0                  |

| 2016-17             |            | Total Number | Gender & Age Group |                |                    |                    |                |                    |
|---------------------|------------|--------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                     |            |              | Male               |                |                    | Female             |                |                    |
|                     |            |              | Less than 30 years | 30 to 50 years | More than 50 years | Less than 30 years | 30 to 50 years | More than 50 years |
| Permanent Employees | Management | 811          | 393                | 310            | 5                  | 79                 | 24             | 0                  |
|                     | Workmen    | 3            | 0                  | 2              | 1                  | 0                  | 0              | 0                  |
| Total               |            | 814          | 393                | 312            | 6                  | 79                 | 24             | 0                  |

Other than salary, the company provides several benefits to its permanent employees, including:



Mediclaim Policy or Government ESIC Scheme



Health programmes through Factory



Subsidized housing facility for employees at Vikhroli location



Schools (pre-primary to high school) at Vikhroli location



Consumer society at Vikhroli location



Credit society at Vikhroli location



Meals at subsidized rates at Vikhroli Location



Dispensary at Vikhroli Location



Contribution to Death Relief Scheme



Vaccination drives



Pragati Kendra



Clubhouse at Vikhroli location



Community Hall at Vikhroli Location

The Company offers Maternity Benefits to women employees under Maternity Benefit Act, 1961. The Maternity leave policy was revised w.e.f. 1st April 2017 as

per the provisions of the amendment to the Act. All women employees of G&B are entitled to benefits as per the policy and our return to work ratio is 98%.



Entire line of Air conditioner assembly is handled by female staff at Godrej Appliance factory at Shirwal

## PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

The performance culture of the Company drives leadership by encouraging empowerment, accountability and ownership through SMART goals. It helps employees align their personal 'mission' to a nobler purpose in line with the business.

The Company's philosophy on performance management process is based on differentiating performance. It is a tool used to deploy business strategy to individual employee levels and facilitate achievement of business goals and

targets. The business objective is cascaded to departmental key focus areas further cascaded to an individual's key result areas and goals. It focuses on employee development through communication of clear expectations, support and guidance being provided in achieving goals, freedom of operation, objective feedback and fair assessment, and reward and recognition. There is an emphasis on building competencies in technical and leadership areas as part of personal development.

All employees receive regular performance and career development reviews.

## LEADERSHIP AND TALENT DEVELOPMENT

As part of strengthening our leadership and talent development capabilities, one focus area was institutionalization of a structured talent management process. Talent Development Committees are formulated

with an objective to identify and develop talent and all employees in the respective responsibility band. Mentors are assigned to individuals who help in creating customised Individual Development Plans. The Mentors play the role of guiding and nurturing the mentees regarding the overall development of the employee.

## TRAINING AND EDUCATION - LEARNING & DEVELOPMENT PROGRAMMES

Capability Building and Talent Management are one of the key levers of the HR strategy at Godrej & Boyce. To further strengthen its capabilities, a structured leadership development and talent management process has been established to help identify and nurture leaders in the organisation.

The leadership competency framework was reviewed and revised with inputs from the senior leadership, industry experts and learnings from best global practices with a view to enhancing the same keeping in mind the changing

business environment. The competency framework is aligned with other HR processes and systems in talent acquisition and placement, capability building and development, performance management, rewards and recognition, growth and development, succession planning and so on.

The Capability Building framework of the organisation focuses on short-term and long-term programmes to develop technical, functional, behavioural and leadership competencies of employees for their present roles and career development. Learning and development programmes and other interventions are aligned to the same.

An overview of the learning and development programmes is presented below:

| PROGRAMME  | DESCRIPTIONS  |
|--|---|
| Corporate Induction Programme for Lateral Recruits                           | One-week induction programme for lateral joiners focusing on familiarizing them with the businesses of the Company, culture, code of ethics, values, safety, CSR and other processes related to the work environment.   |
| Godrej Leadership Induction Programme for Development and Excellence (GLIDE) | One-month induction programme for management graduates to enable smooth transition from academic to professional setup. The program focuses on familiarizing them with the businesses of the Company, culture, code of ethics, values, safety, CSR and other processes related to the work environment. |
| Buddy Connect  | All new recruits are aligned with buddies who help them get accustomed to the work environment in the organisation and ensure a smooth transition into the organisation.  |
| Training calendar  | Six-monthly rolling calendar for in-house learning and development programmes based on the leadership competency framework. Specific training programmes modules are conducted across identified areas such as innovation, global adaptability and project management.                                  |
| Sprint   | The programme helps employees to work upon business ideas and helps the employees to enhance their business and strategic thinking  |
| Masterclass  | Customised learning programmes in which industry experts are invited to share best practices, accelerated learning programme in safety, production and design which strengthen the functional capabilities of employees.  |

| PROGRAMME  | DESCRIPTIONS  |
|--|---|
| Management Development Programmes  | G&B has tie-ups with various prestigious institutes like Symbiosis, Great Lakes Institute of Management, IIM Kolkata, BITS, Pilani, CII-Visionary Leadership Programmes for Manufacturing (VLFM) to enhance functional and managerial competencies amongst employees.   |
| Student industry exchange programmes   | The Company offers exchange programmes with institutes like AOTS (Association of Overseas Technical Scholarship), Japan, Employers Federation of India, etc. to improve job-related skills and knowledge base of employees. The knowledge enhancement policy encourages employees to pursue higher studies in their domain area.  |
| 'I-Build'  | 'I-Build' is a leadership development programme designed and introduced across various levels in the organisation in which employees are able to go through case lets, articles, videos, solve puzzles and much more to develop their leadership attributes. Customised leadership programmes are designed and implemented for the senior management team. It is based on cohort level leadership themes identified for G&B, through assessments conducted for the target group.  |
| Functional and cross-functional assignments  | Businesses are encouraged to plan and create job experiences for employees through functional and cross functional assignments, projects, job rotations within and across functions etc. This gives employees the opportunity to take up functional and cross functional assignments thereby helping them meet career aspirations.  |
| ITI apprentices programme  | The program covers more than 600 trainees in 20 trades annually, giving them exposure to modern manufacturing practices.  |
| NETAP (National Employability through Apprentice Programme) Trade Apprentices                                    | The NETAP programme is organized under the NEEM initiative (National Employability Enhancement Mission) by the Government of India under which candidates get the opportunity to hone their skills and the chance to secure a job. It is a 24-month training programme with more than a 1000 candidate under its purview in the Company. Monitoring of on the job training of trade apprentices across 9 divisions in Vikhroli. Related instructions training is provided along with support to trade apprentices in preparing for their end examination. |
| Trade Apprentices  | Monitoring of on the job training of trade apprentices across 9 divisions in Vikhroli. Related instructions training is provided along with support to trade apprentices in preparing for their end examination.  |
| Workmen Training   | <ul style="list-style-type: none"> <li>Providing up-skilling and re-skilling training to workmen as per requirements</li> <li>Corporate induction for freshly inducted workmen</li> </ul>   |
| Technical Training Programme (TTP) to Graduate Engineering Trainees (GETs) / Diploma Engineering Trainees (DETs) | Conducting TTP for a duration of 15 days for freshly inducted GETs/DETs on 8 core technical processes - welding, press shop, finishing, machine shop, maintenance, quality, design, assembly and fitting.   |

#### Average hours of training per year per employee

| EMPLOYEE CATEGORY | FY 2016-17 |         | FY 2017-18 |         | FY 2018 -19 |         |
|-------------------|------------|---------|------------|---------|-------------|---------|
|                   | Males      | Females | Males      | Females | Males       | Females |
| Management        | 20.63      | 21.49   | 20.82      | 22.61   | 28.02       | 24.71   |
| Workmen           | 3.00       | 3.00    | 3.00       | 0.00    | 3.00        | 3.00    |
| Trainee           | 126.83     | 97.81   | 116.75     | 113.69  | 94.76       | 70.53   |

## EMPLOYEE ENGAGEMENT

Employee engagement at G&B involves listening to employees and tailoring the organisation's systems, processes and practices to reflect emerging concerns. The Company believes in connecting work of employees with the larger purpose of the organisation. All new joiners undergo the 'Leading Change' programme which gives an opportunity to analyse one's strengths, weaknesses,

opportunities and threats. The programme also helps one to come up with their life's purpose, values and vision. The purpose of this workshop is to give an insight into oneself, which would enable the person to lead a better life professionally and personally, by aligning oneself better with self-knowledge and awareness.

Other mechanisms through which the Company engages with its workforce are provided below:

| ENGAGEMENT MECHANISM     |                                   | ENGAGEMENT OBJECTIVES   |
|--------------------------|-----------------------------------|---|
| Employee Voice           | Town Halls                        | Employee contribution towards the preparation of business plans   |
|                          | Conferences / meets               |   |
|                          | 'Let's Talk' survey               | The survey looks at various dimensions such as leadership, commitment to environment and society, work environment, job related aspects, etc. |
| Rewards and recognitions | Kaizen fest                       | Employee contribution towards work ideas  |
|                          | Applause                          | Platform for employees to express gratitude and appreciate each other for their support and guidance  |
|                          | Gratitude                         |   |
| Events                   | Star Kalakaar                     | Enhanced motivation, enthusiasm and energy level at work.   |
|                          | Sports events                     |   |
|                          | Photothon                         |   |
|                          | Celebrations (festivals/occasion) |   |



Employees performing at the finale of Godrej Star Kalakar

## OCCUPATIONAL HEALTH & SAFETY (OHS)

G&B's journey towards zero harm

G&B believes that safety goes way beyond compliance and should be embedded into each stage of operations. Strict adherence to safety standards, rigorous on-ground implementation and effective safety communication are the key enablers of a safe working environment at the Company.

The Company has an Occupational Health & Safety Policy which extends to all workplaces and project sites. The policy is supported by systems, guidelines and procedures to fulfil the workplace safety requirements.

G&B has robust and well-established procedures to

determine safety-related risks, its impact on the business and mitigation measures. Hierarchy of controls is being followed to control or minimise the identified risks. Detailed risk assessment is carried out before the start of any new project, followed by periodic safety inspection and audits. A dedicated on-line system has been developed to report the hazards and incidents and for work permit system. The system generates auto email notifications to all concerned employees for the required corrective and preventive action.

The Company also formed Core Behavioural Based Safety Committee to deploy behavioural-based safety practices at business unit level. The Committee has representation from various Manufacturing and Divisional Safety Heads.



Workman in personal protective equipment ( PPEs ) supporting Godrej Safety first approach

## Overview of G&B safety performance

| Parameters (Unit)              | 2016-17  | 2017-18  | 2018-19  |
|--------------------------------|----------|----------|----------|
| Work related Fatal Incidents   | 1        | 0        | 0        |
| Reportable Incidents           | 8        | 6        | 6        |
| Non-Reportable Incidents       | 16       | 9        | 18       |
| Near Miss incident reported    | 3,236    | 2,951    | 2,805    |
| Man-Days Lost                  | 6,522    | 424      | 249      |
| Fire Incidents                 | 9        | 18       | 19       |
| Severity Rate                  | 168.04   | 10.89    | 5.83     |
| Hazardous Incidents            | 0        | 0        | 0        |
| No. of Committee Meetings held | 5,524    | 5,400    | 5,725    |
| Safety Improvement Kaizen      | 25,718   | 25,472   | 26,997   |
| Frequency Rate                 | 0.21     | 0.17     | 0.14     |
| Total Training – Manhours      | 1,99,865 | 1,80,822 | 1,93,571 |

Noted: During the reporting period, no incidents were reported for female employees

### Health, Safety and Environment (HSE) management system

Being an engineering Company, limited workforce is exposed to health hazards. Occupational Health and Safety (OHS) impacts are identified, assessed and addressed through the Company's integrated HSE management system. Identification of health-related hazards are being identified as per the statutory requirement. About 8% workforce are exposed to such hazardous processes. In addition to provision of various engineering controls, the Company provides appropriate personal protective

equipment, conducts periodical workplace monitoring and medical examination of all employees, and allows only trained employees to be deployed. There have been no reported cases of health-related issues till date. To ensure effective management of safety controls, the Company has divisional and departmental safety committees which have equal representation from management and non-management cadres.

### Health & Safety awareness initiatives

At the corporate level, occupational health and safety performance is recognized through various forums including:

- Interdivisional Housekeeping Contest: Management engages two external safety experts for quarterly audit and assessment. Safety experts identify the gaps in the process and gives rating accordingly. At the end of year, based on the assessment, division are rated under three levels - Level 1 (above 90 per cent), Level 2 (80 to 89 per cent) and Level 3 (below 79 per cent).

- Safety First Contest: It is the result of compilation of lag and lead indicators. Lead indicator consists hazard closure, safety kaizens, training hours, number of safety committee meetings, near miss captured and b-Safe observations. Lag indicators consists of reportable and non-reportable incidents. Negative rating in case of lag indicators. Top performing businesses are rated according to the assessment.

Businesses are also expected to organize similar assessments and recognize good performers and recognise shop floor improvements and value feedbacks.

### Extending the safety culture across the value chain

With a view to encouraging and ensuring a totally safe and healthy work environment, as a part of the formal agreements, the workmen are eligible to receive a safety incentive. In the event of any reportable accident taking place in a particular plant of a division or support services, all the workmen of that particular site, irrespective of whether they were or not were present at the site on the date of the said accident, will not be eligible to receive this Incentive for the month in which the said reportable accident has taken place.

Further, as a part of formal trade agreements with the unions, workers are advised to observe all the safety

regulations of the Company. The Workers' union also agrees that it will suitably advise the Workmen and make them aware of the importance and need for observing safety regulations.

To extend the safety culture across the value chain, the Company supports its suppliers in improving the health and safety performance at their workplace. Health and Safety is a part of the vendor development programme, where the suppliers are encouraged to adopt established best practices concerning the safety of their workforce.

## SOCIETY

Godrej & Boyce embodies the philosophy of creating and sharing value for the larger good of the society. The Company is focussing on transforming the neighbouring communities into self-sustaining ecosystems in conjunction with the Company's vision for 'brighter living' for all stakeholders.

Godrej Group redefines CSR with its Good & Green vision that puts sustainability and community empowerment at the core of its operations and initiatives. By 2020, the Godrej Group aspires to create a more employable Indian workforce, build a greener India, and innovate for 'good' and 'green' products. The Group's Good & Green goals for 2020 are:

- Ensuring employability: Train a million youth in skills that can enhance their earning potential
- Greener India: Focus on environmental sustainability

- Product innovation: Generate a third of G&B's portfolio revenues through 'good' products that either cater to consumers at the bottom of the pyramid, or are environmentally sustainable
- Community development: Help develop communities around the Company's facilities outside Mumbai

The Company has constituted a robust and transparent governance structure to oversee the implementation of its policy, in compliance with the requirements of Section 135 of the Companies Act, 2013. Governance of CSR is headed by a board-level CSR committee. For more details on the CSR governance framework and spends, please refer Page No. 8 of G&B Annual Report FY 2018-19, available at

<https://www.godrejandboyce.com/godrejandboyce/PDF/2018-19-G&B-Annual-Report.pdf>.

## EMPOWERMENT THROUGH EMPLOYMENT

The 'demographic dividend' can only become a reality when India has youth that are skilled enough to be employable, or become entrepreneurs. This will not only drive employment but also fuel consumption that is needed to sustain our economic growth trajectory. Initiatives such as Skill India and efforts to revamp the approach to education and encourage entrepreneurship are critical to making people employable, and enabling them to take up emerging opportunities.

In line with this, G&B launched an initiative called Godrej Disha, through which the company collaborate with non-profit organizations and social enterprises on training

programs in vocational skills that are relevant to our businesses. These include sales, service, rural entrepreneurship, construction, manufacturing and technical training. As of March 2019, nearly 1,31,000 young people have been trained across the country.

Currently for DISHA program is working in 23 states, with 29 partners, at 88 centers. The company support to partners vary from support to improve infrastructure, procurement of critical training aids, creating complete state of art labs , case to case basis gap funding , training content , exposure visits etc. Few new areas the company plans to explore in near future are 1) Women centric trades for training centers 2) Training related to IOT, Industry 4.0 and ERP systems 3) Special Trainings for PwDs.



Women trained for forklift driving under DISHA skill development program



Training of youth at DISHA center at Khalapur



## COMMUNITY DEVELOPMENT

The Company follows an integrated approach towards sustainable community development around its areas of operation. The four focus areas of community development are:

- Education: Improving the infrastructure in government schools, enhancing the quality of education and reducing drop-out rates by 10 per cent, and ensuring all children between 3-6 years are enrolled in anganwadis.
- Environment: Conducting regular awareness camps on energy, water and biodiversity, integrated watershed development, facilitating need-based community drinking water projects, waste water recycling, and enhancing biodiversity through afforestation.
- Health & Sanitation: Initiatives include conducting regular health camps for women, ensuring 100 per cent immunisation, improving infrastructure in primary health

- centres, reducing water-borne diseases from polluted potable water and development of community-based solid waste management systems.
- Livelihood: Disha centres have been set up across locations to provide skill training for youngsters, self-help groups (SHGs) that focus on women have been formed, and assistance has been provided to set up agriculture and non-agriculture-based businesses.

To transform its CSR into action, the Company has in place a robust CSR value chain that designs and implements effective strategies with the objective of creating sustainable positive outcomes. The Company has collaborated with social enterprise partners on holistic programmes in five states and 23 villages across India. Some of the notable initiatives undertaken by the Company around its manufacturing facilities are:

| LOCATION GEOGRAPHICAL SPREAD                           | NEED OF THE REGION  | PROJECTS   | NUMBER OF THE BENEFICIARIES IN FY19   |
|--|---|--|---|
| <b>Khalapur</b><br>3 villages consisting of 14 hamlets | <ul style="list-style-type: none"> <li>• Drinking water intervention</li> <li>• Check dam repair</li> <li>• Improving quality of education</li> <li>• Women empowerment</li> <li>• Children health and hygiene</li> <li>• Youth skill development</li> <li>• Livelihood opportunities for women</li> </ul>  | <ul style="list-style-type: none"> <li>• Women empowerment through health sanitation and drinking water intervention</li> <li>• Skill development Disha centre</li> <li>• E-learning facility</li> <li>• Creating model school</li> <li>• Afforestation project</li> <li>• Enterprise development for women</li> </ul>   | <ul style="list-style-type: none"> <li>✓ Families: 1500</li> <li>✓ Women: 1200</li> <li>✓ Men: 500</li> <li>✓ Children: 656</li> <li>✓ Adolescents: 2182</li> <li>✓ Youth: 264</li> <li>✓ Rain water harvested: 120 lakh litres</li> <li>✓ Drinking water available: 1,10,000 litre</li> <li>✓ Trees planted: 6500</li> </ul> |
| <b>Shirwal</b><br>10 villages consisting of 13 hamlets | <ul style="list-style-type: none"> <li>• Farmers income enhancement</li> <li>• Improving quality of education</li> <li>• Children health and hygiene</li> <li>• Women empowerment</li> <li>• Tourism development</li> <li>• Waste water management</li> <li>• Livelihood opportunities for women</li> </ul> | <ul style="list-style-type: none"> <li>• Women empowerment through health sanitation and drinking water intervention</li> <li>• Skill development Disha centre</li> <li>• Farmers income enhancement</li> <li>• Rural tourism development</li> <li>• Rain water harvesting</li> <li>• Model school, ISO certification of school</li> <li>• Enterprise development for women</li> </ul> | <ul style="list-style-type: none"> <li>✓ Families: 1700</li> <li>✓ Women: 1020</li> <li>✓ Men: 600</li> <li>✓ Children: 587</li> <li>✓ Adolescents: 2793</li> <li>✓ Youth: 289</li> <li>✓ Rain water harvested: 100 lakh litres</li> <li>✓ Trees planted: 500</li> </ul>  |
| <b>Bhagwanpur</b><br>2 Villages                        | <ul style="list-style-type: none"> <li>• Children health and hygiene</li> <li>• Waste water management</li> <li>• Sanitation facility</li> <li>• Livelihood opportunities</li> <li>• Improving quality of education</li> </ul>  | <ul style="list-style-type: none"> <li>• Women empowerment</li> <li>• Women empowerment</li> <li>• Toilet construction</li> <li>• WASH program</li> <li>• Improving quality of education</li> <li>• Enterprise development for women</li> </ul>  | <ul style="list-style-type: none"> <li>✓ Families: 100</li> <li>✓ Women: 150</li> <li>✓ Men: 100</li> <li>✓ Children: 250</li> </ul>  |

| LOCATION GEOGRAPHICAL SPREAD  | NEED OF THE REGION  | PROJECTS   | NUMBER OF THE BENEFICIARIES IN FY19   |
|-------------------------------|---|--|---|
| <b>Dahej</b><br>1 Villages    | <ul style="list-style-type: none"> <li>• Community waste management</li> <li>• Women empowerment</li> <li>• Children health and hygiene</li> <li>• Livelihood opportunities</li> </ul>                | <ul style="list-style-type: none"> <li>• Community waste management</li> <li>• Women empowerment</li> <li>• Enterprise development for women</li> </ul>  | <ul style="list-style-type: none"> <li>✓ Families: 110</li> <li>Women: 60</li> <li>Men: 30</li> <li>Children: 230</li> </ul>                                  |
| <b>Vadodara</b><br>2 Villages | <ul style="list-style-type: none"> <li>• Community health and hygiene</li> <li>• Livelihood opportunities</li> <li>• Skill development for youth</li> <li>• Improving quality of education</li> </ul> | <ul style="list-style-type: none"> <li>• Health and hygiene improvement in community</li> <li>• Women empowerment</li> <li>• Enterprise development for women</li> <li>• Science lab for school</li> </ul> | <ul style="list-style-type: none"> <li>✓ Families: 60</li> <li>✓ Women: 95</li> <li>✓ Men: 60</li> <li>✓ Children: 200</li> <li>✓ Adolescents: 270</li> </ul> |
| <b>Chennai</b><br>1 Villages  | <ul style="list-style-type: none"> <li>• Road safety</li> </ul>   | <ul style="list-style-type: none"> <li>• Safe pedestrian pathway</li> <li>• High mast light</li> </ul>   | <ul style="list-style-type: none"> <li>✓ People: 1000</li> </ul>  |
| <b>Madkai</b><br>1 Villages   | <ul style="list-style-type: none"> <li>• Improving quality of education</li> <li>• Strengthening primary health centres</li> </ul>  | <ul style="list-style-type: none"> <li>• School infra upgradation</li> <li>• Strengthening primary health centres</li> </ul>   | <ul style="list-style-type: none"> <li>✓ Children: 30</li> </ul>  |

## KEY CSR PROJECTS



Meeting of Mahila Parivartaks at Khalapur.

### Women empowerment through health and sanitation

Godrej & Boyce has always been a firm follower of gender equality. The Company along with its NGO partners lays significant emphasis on equal opportunities for women and men. Improving social capital, building management capabilities and organizing women into solidarity groups are some of the focus areas for G&B. Key elements of the programme are as follows:

- Building women centric institutions like Sanyukta Mahila Samiti, creation and capacity building of women who are the change agents voicing concerns and actively participate in village developmental projects
- Project includes initiatives targeted towards improving awareness regarding maternal and child health parameters. Under this project, the team monitors child

growth to track instances of malnourishment and stunting

- Capacity building of women to champion projects related to access to water, drinking water and improving sanitation in villages
- Constitution of SHGs to enable a collective voice for women in villages, impart financial literacy, enable micro savings and capacity building for various range of income generation activities
- Support for micro enterprise development for SHGs or other progressive women groups. Godrej is working on women empowerment projects at 6 locations (Khalapur, Bhiwandi, Shirwal, Dahej, Vadodara and Bhagwanpur). Through these projects the Company has created 75 women change agents, 93 SHGs, and 11 micro enterprises.

### Enhancing health and sanitation levels

G&B has actively championed the nationwide mission of Swacch Bharat in the communities, in and around its areas of operations. Several projects have been implemented to create awareness regarding the importance of sanitation and advocating the need for community waste segregation and waste water management. All the projects have been executed with active support from local governance bodies, community households and experts in sanitation field.

In the last three years, the Company has been successful in:

- Creating WASH clubs in our schools (Mandawar & Chauli)
- Building 40 individual toilets and a good drainage system at village Mandawar (Bhagwanpur)
- Creating a waste water diversion and treatment system at Shirwal, which daily treats about 3 lakh liters of water.



Wash awareness session at Badi Chauli Village near Bhagwanpur.



Student using STEM science lab facility at Khalapur.

### Improving education infrastructure and learning outcomes

Working with young and emerging minds has always been a focus at G&B hence has taken up various projects with the local schools focused at creating a conducive environment for learning. The projects in this area range from improving basic infrastructure like toilets, desks, digitization of schools, creation of mini science labs, special workshops for teachers for understanding student psychology and easy methods to improve leaning outcomes of students.

Initiatives taken in the past three years are as follows:

- Creation of model school - Improving school infrastructure with focus on creating more class rooms, toilets, safe pathways, class room furniture, repair of roof, windows, development of play area etc. Two schools in Khalapur and Shirwal were covered in the period FY 16-19 development of play area etc. Two schools in Khalapur and Shirwal were covered in the period FY 16-19

- Support for early child education - G&B works in this area with local Anganwadis, till date the intervention is limited to creating a colorful and vibrant learning zone. In recent past Godrej has supported in building a new Anganwadi at Madkai and improving the condition of two Anganwadis at Shirwal
- Digitization of Schools - Many schools due to remote location and low enrollment level are managed by just one teacher. To support such schools G&B has given e-learning equipments and software to seven primary schools and one high school at Khalapur location
- Focus on improving learning outcomes - Overall learning experience of students is ensured by having motivated and trained teachers. G&B supports programmes for teacher training in various aspects like activity-based learning, ABL concept implementation, understanding student psychology and special techniques to improve learning outcome of slow learners, students impacted due to migration.



Varied capacity water tanks built at Khalapur village of Tambati & Vadval.

#### Improving access to water

Water is one of the basic amenities for livelihood and every citizen has a right to have an easy access to water. G&B had always endeavoured to work towards improving water sufficiency and quality in the villages in and around its areas of operations. The initiatives range from enabling collection, recharging of ground water level, restoration and rejuvenation of existing water bodies, construction of water storages based on current and future needs, creation of water distribution system and water filtration to make it suitable for drinking. All these projects have been taken up with active support and contribution from the gram panchayats and local households.

Under this programme, the Company has worked on creating three check dams, three water tanks and one well in Khalapur region which has led to water storage of more than 2 lakh litres. The water tanks were fitted with water filters wherever quality was not found to be fit for drinking purpose. In Bhiwandi 2 water tanks of 5000 liters along with water filters were installed to enable water access to remotely situated Tribal hamlets. In Shirwal region 2 water bodies were created under the government program of Jal Yukta Shivar.

#### Environment Centric projects

With environment being one of its core values, G&B also focusses on environment sustainability projects as a part of its CSR programme. The environment projects are centred around increasing the forest cover. A major project of plantation of 7,000 trees was completed in Khalapur region, where 6 hectares of barren land available with forest

department was covered with plants of indigenous variety. In carrying out this activity the local community was involved in the plantation and thereafter will be responsible for the maintenance as well. The project duration is 5-7 years to ensure proper nurture of trees ensuring good survival rate.

#### Enhancing farmer income

While agriculture is the primary occupation in Shirwal region, it was observed that agriculture productivity per unit was very low as compared to state's average crop yields. To help the local families get more income from their lands, G&B partnered with NGO-AWARD for implementation of multiple income enhancing intervention activities.

The activities undertaken are targeted towards the following:

- Reducing the input cost - Activities include formation of common 'Farm Equipment Bank' to reduce per acre labour cost, vermicomposting beds to reduce pesticide and fertilizer cost
- Increase the yield - New farming techniques in collaboration with local agriculture department are

promoted to increase the crop yield. Also, crops having more market value are promoted

- Organic Farming - Creation of demo plots to encourage more farmers to go for organic farming, thereby improving the value of produce.
- Augmenting income through farm allied businesses - Farmers are encouraged to take up additional activities like poultry, goat rearing, vermicomposting in addition to regular farming. These activities can also be spear headed by women in the family

The project was started in 2018 for farmers with small land holding. In the first year, 190 farmers were covered under various initiatives. The Company plans to cover around 300 farmers in the next 3 years.



Farmer in Shirwal using wheat harvester made available through farm equipment bank supported by Godrej

### Livelihood generation through rural tourism

Each Village supported by G&B's CSR has its unique story and locational and demographic advantages which are leveraged to create livelihood opportunities for the local community. The village Bazarwadi, near Godrej Shirwal plant had a dual location advantage of presence of a historical fort (Rohida – The fort built by revered Maratha King Chharapati Shivaji Maharaj) as well as scenic mountain valley, thereby creating a unique livelihood opportunity through promotion of tourism.

In 2017-18, G&B appointed Grassroutes, an NGO, to undertake the initial development of community-based tourism. Till date, Grassroutes has successfully

accomplished the following:

- Has trained over 40 households in community-based hospitality services
- Developed rural tourism packages for tourists
- Undertaken initial market linkage development with travel agents in Pune
- Installed 25 benches on foot
- Made washrooms and toilet facility for tourists
- Provided safe drinking water facility for tourists
- Installed street lights for road safety

With these interventions local community has seen considerable improvements in earnings from the visiting tourists.



Tourist enjoying the bullock cart ride through the village

### CSR-focussed employee engagement

G&B believes that volunteering fosters collaboration, teamwork, gratitude and a positive attitude. The Company encourages and provides its employees, opportunities to channelize their energy towards various social causes through avenues to engage in the Company's CSR journey.



#### Blood Donation Drives

Every year on the death anniversaries of the Company's founders, Mr. N. P. Godrej and Mr. B. P. Godrej, a blood donation drive is organized wherein Godrej employees and their families donate blood to the local blood banks. For last 3 years 5805, 5595 and 5590 Godrej employees participated in the drive, pan-India.



#### Tata Mumbai Marathon (TMM) Fund Raiser

Godrej supported Republican Sports Club, War Wounded Foundation, Vasantha Memorial Trust and National Society for Equal Opportunities (NASOEH) for the Handicapped) through annual contributions to Tata Mumbai Marathon (formerly known as Standard Chartered Mumbai Marathon). Along with the Company's monetary donation each year, employees participating in the marathon are encouraged to support these NGOs through their contributions. In the last three years employees have contributed a sum of 3.32 Crs



#### Rose Day

Every year, on 22nd September, Cancer Patients Aid Association (CPAA) celebrates National Cancer Rose Day, a day marked out to bring cheer to all cancer patients. G&B has been supporting the cause of National Rose Day, since the last 18 years. Employee contribution is spent by CPAA on distributing toys and utility items at various hospitals and dharmshalas.



#### Joy of Giving Week

The Joy of Giving Week (JGW) is a 'festival of philanthropy', with a week being celebrated every year starting from 2nd October - Gandhi Jayanti – engaging employees through "acts of giving" - money, time, resources and skills. The items collected are donated to NGOs like Children Toy Foundation, Goonj & Umang Foundation



#### The Earth Hour

A WWF-India initiative, supported by Godrej, is a global campaign to raise awareness and inspire individual action towards a better environment. Every year, for one hour 'Complete switch off lights' is observed at Godrej plants, offices and residential colonies in Vikhroli.



#### Helping Hand

At Godrej, employees are encouraged to contribute to relief and rehabilitation activities in calamity struck areas. Employees can contribute in cash or kind and the Company supports in terms of identifying NGOs or implementation agencies working in affected areas. The Company tracks the work progress of the agencies and ensures resources contributed by the employees reach the people in need. The funds are utilized in rehabilitating activities like public utility infrastructure like schools, bridges and construction of houses for the poor.

In the last 3 years Godrej employees contributed towards the relief and rehabilitation work carried out for people affected by Nepal earthquake (INR 74 lacs), Kerala floods (INR 77 lacs). Employees have also contributed INR 37.7 lacs towards the government promoted 'Bharat Ke Veer funds'



Godrej jets participating in tata marathon

# RESPONSIBLE STEWARDSHIP



Golden Jackal at Medicinal Garden of creekside

G&B believes that its products and services need to deliver the greatest possible customer benefit, together with highest safety standards and maximum environmental and social compatibility.

One of the three pillars of the Group's sustainability vision – Good & Green is 'Innovating for Good & Green' products. The goal is to have a third of portfolio revenues comprising good and/or green products and services – defined as products that are environmentally superior or address a critical social issue (e.g. health, sanitation, disease prevention) for consumers at the bottom of the income pyramid. Focus is also given to customer health and safety considerations.

Continuous improvement, technological advancement and consumer insights are some of the triggers which initiate the embedment of sustainability features in the Company's products and service offerings.

In line with this vision, different business divisions of the company are innovating and adopting better and improved technologies to create products that not only reduce the amount of energy consumed during production, but significantly reduces the energy requirements during the consumer use phase.

### The Company defines Green Products as products with at least one of the following attributes:

- Reduces energy consumption by at least 20%
- Reduces water consumption by at least 20%
- Reduces GHG emissions by at least 20%
- Uses 100% recyclable, renewable and/or natural material in product including its packaging
- Eliminates toxic materials such as PVCs, BFRs, mercury, among others

| BUSINESS DIVISION  |   |  |
|--|---|--|
| <br>Appliances                      | Products                                | • Refrigerators (BEE-certified 3, 4 & 5 stars) • Air Conditioners (BEE-certified 3 star and above)   |
|  | Green Features                          | • Highly-efficient Inverter compressor • Green refrigerant R 290 or R 32.  |
|  | Customer Health & Safety Considerations | • Environment-friendly i.e. 100% CFC, HCFC and HFC Free, Protects the ozone layer  |
| <br>Interio                       | Products                                | • Seating furniture • Desking furniture • OPOS (Open Plan Office Systems ) • Storages • Residential Furniture  |
|  | Green Features                          | • Use of E1 grade boards (low VOC emissions)<br>• Use of low VOC adhesives (Hotmelt / water based)<br>• Use of PEFC-certified boards • Use of lead-free powders<br>• Green Product Certifications- Greenguard, Indoor Air Advantage, BIFMA Level, GRIHA & GreenPro |
|  | Customer Health & Safety Considerations | • All the products are designed as per benchmark ergonomic standards   |
| <br>Locking Solutions and Systems | Products                                | • Mortise - Europrofile Cylinder • Door Closer • Padlock   |
|  | Green Features                          | • Reduction in product weight, leading to lesser impacts during the life cycle • 21% reduction in product weight, leading to lesser impacts during the life cycle • 26.5% reduction in product weight, leading to lesser impacts during the life cycle             |
|  | Customer Health & Safety Considerations | • All products designed avoiding sharp edges and considering user comfort while in use.  |
| <br>Material Handling             | Products                                | • Electric forklift (Model - GX Neo E and GX Bravo E)  |
|  | Green Features                          | • One hydraulic motor, instead of 2 used in conventional lifts<br>• Drive and hydraulic motors are both AC (brushless and more efficient than conventional forklift with DC motors)<br>• Use of LED lights   |
|  | Customer Health & Safety Considerations | • Zero Emissions In Use phase – safe for the driver and the environment  |

**BUSINESS DIVISION**

|  |   |  |
|--|---|--|
|  <p>Lawkim Motors</p>                   | Products                                | <ul style="list-style-type: none"> <li>• IE3 motors</li> <li>• Electric vehicle motors</li> <li>• Hermetic Motors</li> </ul>   |
|  | Green Features                          | <ul style="list-style-type: none"> <li>• IE3 motors consume significantly less power and are more efficient than previous models</li> <li>• Replacement of diesel engine with an electric engine</li> <li>• Reduction of raw material content in weight and improvement in efficiency, leading to lower environmental impacts during the life cycle</li> </ul>   |
|  | Customer Health & Safety Considerations | <ul style="list-style-type: none"> <li>• Thermal protection - a method of motor protection that is activated when a motor operating at the rated voltage locks up for some reason with the power still being supplied.</li> <li>• Insulation strength to ensure earth leakage needs as per IS302</li> <li>• Thermal protection</li> <li>• Insulation strength to ensure earth leakage needs as per IS302</li> <li>• Thermal protection</li> <li>• Insulation strength to ensure earth leakage needs as per IS302</li> </ul>  |
|  <p>Construction</p>                    | Products                                | <ul style="list-style-type: none"> <li>• Recycled concrete blocks</li> <li>• Tuff Block AAC</li> <li>• EASY TUFF - Self compacting concrete</li> <li>• ENVIRO TUFF - Eco-friendly concrete</li> <li>• XTRA TUFF – high-strength concrete</li> </ul>  |
|  | Green Features                          | <ul style="list-style-type: none"> <li>• Energy Efficient: The thermal insulation characteristics contribute to a cooler interior environment leading to greater savings in air conditioning. Reuse of autoclave condensate</li> <li>• Use less virgin material and more recycled material Fly ash, gypsum.</li> <li>• Use of 100% natural sand, free from silt.</li> <li>• Fly-ash/GGBS based concrete. Industrial by-products are carefully blended to deliver highly durable eco-friendly concrete mixes which also help in improving our project's Green Building Rating.</li> <li>• High porosity allows water from precipitation or other sources to percolate through the flooring. This in turn reduces run-off and ensures recharge of ground water.</li> </ul> |
|  | Customer Health & Safety Considerations | <ul style="list-style-type: none"> <li>• No use of hazardous/ toxic materials</li> </ul>   |
|  <p>Electricals &amp; Electronics</p> | Products                                | <ul style="list-style-type: none"> <li>• ControlAiR IFC (Intelligent Flow Control System)</li> </ul>   |
|  | Green Features                          | <ul style="list-style-type: none"> <li>• 4-20% energy savings in compressed air system</li> </ul>  |
|  | Customer Health & Safety Considerations | <ul style="list-style-type: none"> <li>• No hazardous material used</li> <li>• All safety practices followed during manufacturing, delivery and commissioning</li> </ul>   |
|  <p>Security Solutions</p>            | Products                                | <ul style="list-style-type: none"> <li>• Fire Resisting Filing Cabinet (FRFC)</li> <li>• Strong Room Door</li> <li>• Defender Prime Safe</li> </ul>  |
|  | Green Features                          | <ul style="list-style-type: none"> <li>• Earlier version involved lot of welding, which is substantially reduced by modifying joinery design</li> <li>• Use of high-strength concrete instead of aluminium-based barrier, leading to substantial reduction in energy consumption</li> <li>• Use of high-strength concrete instead of aluminium-based barrier, leading to substantial reduction in energy consumption</li> </ul>  |
|  | Customer Health & Safety Considerations | <ul style="list-style-type: none"> <li>• No hazardous material used</li> <li>• All safety practices followed during manufacturing, delivery and commissioning</li> <li>• Products are designed with high stability (no injury to customer while use)</li> <li>• Zero toxic emissions during manufacturing, use and disposal</li> <li>• Products are designed with high stability (no injury to customer while use)</li> <li>• Zero toxic emissions during manufacturing, use and disposal</li> </ul>   |
|  <p>Prima</p>                         | Products                                | <ul style="list-style-type: none"> <li>• Vending Machines -</li> <li>• Minibar Instant</li> <li>• Minibar Soup</li> <li>• Minibar Espresso</li> <li>• Minibar Chocolate</li> </ul>   |
|  | Green Features                          | <ul style="list-style-type: none"> <li>• ROHS complaint parts</li> <li>• Low power &amp; energy efficient control system</li> <li>• Automatically goes to energy saving mode if not used for 1 hour</li> </ul>   |
|  | Customer Health & Safety Considerations | <ul style="list-style-type: none"> <li>• All our machines are ROHS and CE certified vending machines.</li> <li>• Also all food grade material used in the machines.</li> </ul>   |

**BAMBUSA**



Vijay Krishna, Executive Director (Lawkim Motors Group, a division of Godrej and Boyce Mfg. Co Ltd) was travelling to Antarctica when he happened upon a bamboo bicycles that had been ridden the entire length of North and South America. He was so inspired by the strength, agility and design of the bike that he thought of making these sustainable bicycles back in India.

Bamboo has a greater tensile strength (or resistance to be pulled apart) than steel and it withstands compression better than concrete. The Chinese have a saying attributed to Confucius "The green reed which bends in the wind is stronger than the mighty oak which breaks in a storm." The Bamboo's ability to bend is its strength!

In early 2014, Godrej invited designer Craig Calfee from California to design this sustainable product through a special 14-day Workshop. Each of these Bamboo Bicycles are beautifully hand-crafted, and each frame is "one of a kind"! We have a carefully laid out process to identify

suitable bamboo stems, select these to use on our frames, treat them appropriately to protect them from insects and the environment - and only then do we construct the frame.

In 2016 cycling enthusiasts rode the bikes from Kanyakumari which is the southernmost tip of peninsular India to Khardung-La pass, that is the world's highest motor able pass in North India, a gruelling 4400 kms test ride which these bikes withstood with ease! Also Tested in Lab as per ISO 4210 standards at R&D centre for Bicycle & Sewing, Ludhiana India

Godrej is very proud to have supplied twenty Bambusa bicycles to the Maratha Light Infantry regiment of the Indian Army in year 2018 through Pirojsha Godrej foundation.

The production of Bambusa Bicycles is currently happening at Lawkim shindewadi factory near Shirwal Village and Sells of Bambusa is available through online booking on website [www.godrejambusabike.com](http://www.godrejambusabike.com)

Further as a large segment of the population is grappling with basic unmet needs like access to clean drinking water, health, sanitation, diseases prevention etc, organizations have an obligation to bring out products which address such social issues. Godrej is making effort in this direction with few "GOOD" products addressing the needs of the underserved



### GODREJ VACCINE REFRIGERATOR (GVR)

About six in ten of Vaccine procured by UNICEF, the UN's children's fund, must be stored at a temperature between 2°C and 8°C. Vaccines exposed to temperatures outside the recommended ranges can have reduced potency and protection. Storage and handling errors can cost thousands of dollars in wasted vaccine and revaccination

Godrej Vaccine Refrigerator based on Sure Chill's revolutionary technology resolves these key issues and provides precise cooling solution for Health care applications. The technology maintains temperature within the 2-8-degree band, a must for storing vital medicines, vaccines and blood preservation, even in a situation of power outage of as much as 8-10 days at a stretch. It also has an advantage of having no freeze zones within the storage chamber. The technology is based on the principles

of anomalous behavior of water and uses nature as a thermostat, eliminating moving parts and de-risking the appliance for part failure. Godrej Solar Direct Drive Refrigerator, tides over the mobility and power issues in remote locations. It eliminates the Inverter and batteries altogether by directly powering the device, leading fewer parts, lesser chance of failure and maintenance cost.

Godrej-Surechill Refrigerators has immense implication for Hospitals- storing vital medicines, Blood banks, Pharma Cold chains and Public health programs especially immunization programs, delivering and storing Vaccines, in India and around the globe with potential to save millions of lives.

### GODREJ INTERIO LOW COST SCHOOL DESK CUM BENCHES

It is hard to find a village in India – even in the remotest parts of the country – where there is no school. Over the last two decades, the provision of schools by the government, especially primary schools, has become almost universal. Schools are everywhere, and almost all children are enrolled in a school of some sort. This is an impressive achievement in a country as vast and diverse as India.

Godrej Supports this national mission by provision of age appropriate, easy to assemble / maintain and economical school furniture range, specially designed for government programs like Sarvashiksha Abhiyan, Rashtriya Madhyamik Shiksha Abhiyan Etc.



### SCHOLAR

Scholar is a simple yet functional 2 & 3 seater desk-cum-bench solution with a shelf. It is easy to assemble and maintain, making it an ideal offering for rural schools in India.

### GENII

Genii school desk and bench furniture is thoughtfully designed & engineered for comfort & safety of school

children. It has a modular design with front module, mid module & rear module which are connected to form a row of desks and benches. This interconnection allows good space optimization and maintains visual order. Both Scholar and Genii has earned the Greenguard Gold Certification as it is made using low emitting boards, glues and surface coating material.

Overview of select consumer end product stewardship initiatives undertaken at G&B are presented below:

### GREEN BUILDING CONSULTANCY SERVICES



Godrej Business District (GBD 02) Vikhroli, Mumbai, LEED INDIA, CS Platinum certified"

Having preserved India's largest tract of privately-owned mangroves in Vikhroli, Mumbai. G&B recognizes the need to start impacting the design of urban structures, to help others adopt Green practices. The first effort towards this was the support lent to the development and commissioning of the first LEED Platinum rated building in India, the CII-Sohrabji Godrej Green Business Centre at Hyderabad in 2004.

Today, Godrej Green building consultancy services has a dedicated team of 60 + experienced professionals to provide green building design consultancy in sync with the client's project objectives.

We have experience across consulting projects as diverse as residential spaces, office buildings, mall, hotels, schools, colleges, government buildings and so on. More than 200 such projects have been Certified / Pre-certified, of which over 60 are Platinum rated projects and 100 are Gold rated projects.

We bring holistic, feasible, timely, cost-effective solutions to the table so that our clients can benefit from lowered ongoing consumption of water and conventional energy resources, refreshing and healthy environment for occupants and compliance with international green building standards.

### Details of Green Certification assignments undertaken in last 3

| NO. OF GREEN BUILDING PROJECTS | ESTIMATED ENERGY SAVINGS (MWH/ANNUM) | ESTIMATED GHG REDUCTIONS (TCO2E) | ESTIMATED WATER SAVINGS KL /ANNUM) |
|--------------------------------|--------------------------------------|----------------------------------|------------------------------------|
| FY 2016-17                     | 40                                   | 31,727                           | 4,606                              |
| FY 2017-18                     | 70                                   | 43,042                           | 10,584                             |
| FY 2018-19                     | 40                                   | 18,409                           | 2,481                              |

## SUSTAINABLE CONSTRUCTION BY GODREJ CONSTRUCTION

Godrej Construction has been conscious of the environmental impact of its projects, products and practices. For large projects such as Godrej Platinum, Mumbai, Godrej Business District, Mumbai, Godrej Garden Enclave, Mumbai, and G&B campuses at Dahej and Khalapur, GC conducted Environmental Impact Assessment study in line with applicable legal requirement

and has obtained consent to establish from State Pollution Control Board.

Godrej Construction has also strategically adopted 'Green Building' norms for these projects, which takes care of various relevant environmental aspects and impact of each and every stage of the project such as planning, design, resource procurement, execution, handing over and its usage in a sustainable manner.

| PROJECT              | GREEN BUILDING RATING                  | GREEN FEATURES   |
|----------------------|--|--|
| Godrej Platinum      | IGBC Platinum ( Residential building ) | Solar water heating system, 5-star rated air conditioners which are CFC Free, CSAS (FAS) Façade Access System, Zero discharge of waste (with efficient recycling systems), 100% waste water treatment and reuse, maximum use of eco-friendly, recycled and locally available materials |
| Godrej Business Park | LEED INDIA Platinum ( Core & Shell )   | air heat recovery system, HFC-based water cooled chillers, filtration of return air to prevent contamination, installation of CO2 & CO sensors (CO & CO2 monitoring), use of eco-friendly house-keeping chemicals during operations  |

## 'WECYCLE' INITIATIVE BY GODREJ INTERIO



Considering the impact of furniture in its end of life phase, Godrej Interio started the 'WeCycle' the recycling program. Godrej Interio 'WeCycle' program is a recycling service for all its retired office furniture products. The furniture is meticulously processed and transformed into

raw materials for other products. Clients can now ensure that their retired furniture is responsibly recycled and acquire brand new ecofriendly furniture in one step. In last three years, 'WeCycle' initiative managed to salvage approximately 106 tonnes of material. With WeCycle, Godrej Interio completes its commitment to product stewardship, accepting full responsibility for the environmental impact of all its products. As on 31st March 2019, 106 tonnes of material has been recycled through the initiative

## E-WASTE RECYCLING

G&B has established a process for monitoring RoHS compliance for channelization of e-waste to ensure environmentally sound management of such waste. The organization has adopted CPCB's guideline with the aim to establish a reverse collection mechanism and recycling of end-of-life waste. E-waste generated from manufacturing operations is disposed through registered recyclers/

dismantlers. As a brand owner, we manage our extended producer's responsibility for collection and channelization of e-waste generated from "end-of-the-life" of our products through appointed PROs by scientifically disposing the e-waste. This move has certainly brought transparency and accountability and has formalized/ organized the sector of e-waste management in India.

### E-waste quantities recycled by Godrej & Boyce Mfg. Co. Ltd.:

|                         | FY 13 | FY 14 | FY 15 | FY 16 | FY 17 | FY 18  | FY 19 |
|-------------------------|-------|-------|-------|-------|-------|--------|-------|
| E-waste recycled (tons) | 189   | 445.2 | 355.7 | 460.8 | 659.9 | 2307.8 | 7289  |

## MARKETING AND LABELLING

The labelling requirements for packaged commodities in India are governed under the Legal Metrology Act, 2009 and the Legal Metrology (Packaged Commodities) Rules, 2011. Labelling of food products are governed under the Food Safety and Standards Act, 2006 and the Food Safety and Standards (Packaging and Labelling) Regulations, 2011.

There are different labelling requirements for the retail and the wholesale packages of a commodity.

### Godrej Appliances

Godrej Appliances products are affixed with BEE Energy Star Rating label. The label indicates BEE star rating of appliances with respect to the ISEER rating of the product, number of units consumption per year, model number, gross volume, refrigerant details etc. The BEE star rating enables consumer to make an informed choice about the energy saving. The smart care sticker gives information about the customer care contact details. The packaging used for the product displays product safe handling instruction logos and product disposal guidelines with crossed out while bin symbol.

### Godrej Construction

The packaging used for TUFF block binding mortar is printed with instruction of how to use and warning. The packaging of Tuff Ready-Mix Plaster is printed with Instructions on how to use, surface preparation, application of the mix, curing and storage. The packaging of Min Tuff ready Mix Concrete is printed with instruction to use and areas of application. It highlights benefits of concrete such as zero waste at site, low operating cost etc.

### Godrej E&E Intelligent Flow Controller-

On IFC product of Godrej E&E, 3 logos are used to communicate green features of the product- 1. TUV certified energy saving product 2. CII GreenPro- India's first ecolabel accredited by Global Ecolabelling Network 3. MyHIJAU - Malaysia's official Green Labelling scheme endorsed by the Government of Malaysia (Ministry of Energy, Green Technology and Water). Apart from these logos, the product related description, specifications in terms of pressure & flow, electric supply etc, contact details are explained on Name Plate. The stickers are put on IFC to make customer aware about the safety to be maintained during installation & operations, warnings related to high pressure, electricity, shock risk, tower lamp installation guidance, piping modification guidance etc.

### Godrej Interio

The corrugated box cartons used for packing Godrej Interio products are marked with logos indicating recyclability of cartons, safe handling and storage instruction. The label put on the product packaging indicate product name, manufacturer's details, customer care cell details, MRP, dimension and net quantity.

For Godrej Interio Healthcare beds, the product Information Sticker is located on the bed frame which highlights the

name of the product, the manufacturing company information, weight, maximum patient load, safe working load, CE Marking, duty cycle, manufacturing date, assistance number, Ingress Protection rating, operating conditions and usage instruction.

The 'Green Assured' Logo is displayed on Godrej Interio's 'Greenguard' certified Home Furniture products to create awareness amongst the customers about Green Features of the products.

### Godrej Lawkim

The name plate attached on the Lawkim motors displays ISI mark, efficiency rating of the motor (IE1/ IE2/ IE3/ IE4), efficiency percentage, rated parameters such as wattage, RPM, frequency, voltage, current, power factor etc.

### Godrej Locks

The padlock packaging has a recycling logo molded blister packaging for PVC type.

### Godrej Material Handling Equipment.

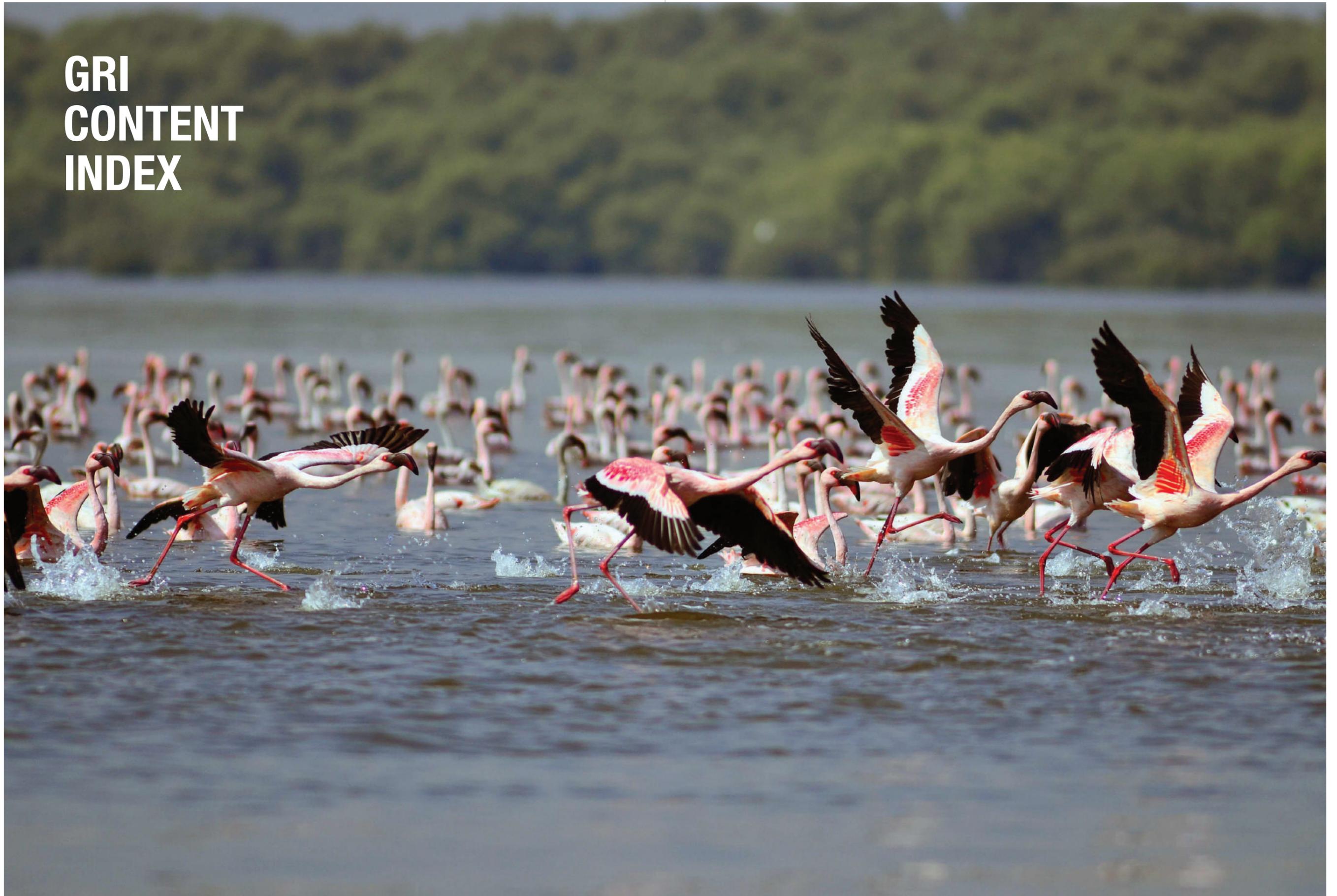
The battery-operated material handling equipments are affixed with Battery Safety Compliance Sticker highlighting Do's and Don'ts for traction battery. The different signages are put on the forklift for safe handling and usage of the forklift.

### Godrej Prima

Vending Machine packaging cartons product name, manufacturer's details, customer care cell details, MRP, dimension, safe handling and storage instructions. The sticker displayed on the product highlights CE marking as eligible, refrigerant type, operating specification for machine such as voltage, current, pressure, frequency. The label displays logos of grounding (earthing) category, power connection polarities, ingress protection rating and disposal precaution (Waste Electrical and Electronic Equipment Directive symbol).

The packaging laminate used for Vending Premises is printed with Price, E waste recycling logo, plastic packaging details, FSSAI License Number, FSSAI logo, Godrej Logo, Veg Logo, Product Name, Manufacturer's details, Lic.no, Net Content/ Weight, Manufacturing date and Best before date, Nutritional Information, Instruction for use, ISO declaration, Indian Food Code Declaration Etc. Th information is put as per applicable laws- FSSAI (Food Safety and Standard Act 2006 as Regulation 2011), Legal Metrology Act, Weights and Measurement

# GRI CONTENT INDEX



Flamingos ready to take-off in Thane creek

| GRI Standard                             | DISCLOSURE                                   | STATUS   | PAGE NOS.   |   |
|--|--|--|---|---|
| <b>General Disclosures</b>               |  |  |   |   |
| <b>GRI 102: General Disclosures 2016</b> | <b>Organisational Profile</b>                |  |   |   |
|  | 102-1  | Name of the organisation                                     | Reported  | Report Cover  |
|  | 102-2  | Activities, brands, products, and services                   | Reported  | 11-16   |
|  | 102-3  | Location of headquarters                                     | Reported  | Mumbai, India   |
|  | 102-4  | Location of operations                                       | Reported  | 15  |
|  | 102-5  | Ownership and legal form                                     | Reported  | Incorporated with limited liability on 3rd March, 1932 under the Indian Companies Act, 1913 |
|  | 102-6  | Markets served   | Reported  | 13-16   |
|  | 102-7  | Scale of the organisation                                    | Reported  | 16, 36, 61-62   |
|  | 102-8  | Information on employees and other workers                   | Reported  | 61-62   |
|  | 102-9  | Supply chain   | Reported  | 15-16   |
|  | 102-10                                       | Significant changes to the organisation and its supply chain | Reported  | 15-16   |
|  | 102-11                                       | Precautionary Principle or approach                          | Reported  | 33-34   |
|  | 102-12                                       | External initiatives   | Reported  | 08  |
|  | 102-13                                       | Membership of associations Strategy                          | Reported  | 26  |
|  | 102-14                                       | Statement from senior decision-maker                         | Reported  | 08  |
|  | <b>Ethics and Integrity</b>                  |  |   |   |
|  | 102-16                                       | Values, principles, standards, and norms of behaviour        | Reported  | 12, 25  |
|  | <b>Governance</b>                            |  |   |   |
|  | 102-18                                       | Governance structure   | Reported  | 21-23   |
|  | <b>Stakeholder Engagement</b>                |  |   |   |
|  | 102-40                                       | List of stakeholder groups                                   | Reported  | 27-29   |
|  | 102-41                                       | Collective bargaining agreements                             | Reported  | 60  |
|  | 102-42                                       | Identifying and selecting stakeholders                       | Reported  | 28-29   |
|  | 102-43                                       | Approach to stakeholder engagement                           | Reported  | 28-29   |
|  | 102-44                                       | Key topics and concerns raised                               | Reported  | 28-30   |
|  | <b>Reporting Practice</b>                    |  |   |   |
|  | 102-45                                       | Entities included in the consolidated financial statements   | Reported  | Refer Company's annual reports available at this link.                                      |
| 102-46                                   | Defining report content and topic Boundaries | Reported   | 05, 29-32   |   |
| 102-47                                   | List of material topics                      | Reported   | 30-32   |   |
| 102-48                                   | Restatements of information                  | Reported   | There have been no restatements of information during the reporting period. |   |
| 102-49                                   | Changes in reporting                         | Reported   | 15-16   |   |
| 102-50                                   | Reporting period                             | Reported   | 05  |   |
| 102-51                                   | Date of most recent report                   | Reported   | 2014-16   |   |
| 102-52                                   | Reporting cycle                              | Reported   | 05  |   |

| GRI Standard                                   | DISCLOSURE  | STATUS   | PAGE NOS. |                       |
|--|---|--|-----------|-----------------------|
|  | 102-53 Contact point for questions regarding the report         | Reported   | 05        |                       |
|  | 102-54 Claims of reporting in accordance with the GRI Standards | Reported   | 05        |                       |
|  | 102-55 GRI content index  | Reported   | 89-94     |                       |
|  | 102-56 External assurance                                       | Reported   | 05        |                       |
| <b>GRI 200 Economic Standard Series</b>        |   |  |           |                       |
| <b>GRI 103: Management Approach 2016</b>       | 103-1   | Explanation of the material topic and its Boundary                             | Reported  | 31                    |
|  | 103-2   | The management approach and its components                                     | Reported  | 35                    |
|  | 103-3   | Evaluation of the management approach  | Reported  | 36                    |
| <b>GRI 201: Economic Performance 2016</b>      | 201-1   | Direct economic value generated and distributed                                | Reported  | 36                    |
|  | 201-2   | Financial implications and other risks and opportunities due to climate change | Reported  | 36                    |
|  | 201-3   | Defined benefit plan obligations and other retirement plans                    | Reported  | 36                    |
| <b>Indirect Economic Impacts</b>               |   |  |           |                       |
| <b>GRI 103: Management Approach 2016</b>       | 103-1   | Explanation of the material topic and its Boundary                             | Reported  | 31                    |
|  | 103-2   | The management approach and its components                                     | Reported  | 34, 36, 60, 69-70, 80 |
|  | 103-3   | Evaluation of the management approach  | Reported  | 34                    |
| <b>GRI 203: Indirect Economic Impacts 2016</b> | 203-1   | Infrastructure investments and services supported                              | Reported  | 36, 69-77             |
|  | 203-2   | Significant indirect economic impacts  | Reported  | 36, 69-77             |
| <b>Procurement Practices</b>                   |   |  |           |                       |
| <b>GRI 103: Management Approach 2016</b>       | 103-1   | Explanation of the material topic and its Boundary                             | Reported  | 31                    |
|  | 103-2   | The management approach and its components                                     | Reported  | 55                    |
|  | 103-3   | Evaluation of the management approach  | Reported  | 55                    |
| <b>Anti-Corruption</b>                         |   |  |           |                       |
| <b>GRI 103: Management Approach 2016</b>       | 103-1   | Explanation of the material topic and its Boundary                             | Reported  | 31                    |
|  | 103-2   | The management approach and its components                                     | Reported  | 25                    |
|  | 103-3   | Evaluation of the management approach  | Reported  | 25                    |
|  | 205-2   | Communication and training about anti-corruption policies and procedures       | Reported  | 25                    |

| GRI Standard                                 | DISCLOSURE  | STATUS   | PAGE NOS. |
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| <b>GRI 300 Environmental Standard Series</b> |   |          |           |
| <b>Materials</b>                             |   |          |           |
| <b>GRI 103: Management Approach 2016</b>     | 103-1 Explanation of the material topic and its Boundary                              | Reported | 31        |
|  | 103-2 The management approach and its components                                      | Reported | 38        |
|  | 103-3 Evaluation of the management approach   | Reported | 38        |
| <b>GRI 301: Materials 2016</b>               | 301-1 Materials used by weight or volume  | Reported | 38        |
| <b>Energy</b>                                |   |          |           |
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|  | 103-2 The management approach and its components                                      | Reported | 39        |
|  | 103-3 Evaluation of the management approach   | Reported | 39        |
| <b>GRI 302: Energy 2016</b>                  | 302-1 Energy consumption within the organisation                                      | Reported | 39        |
|  | 302-3 Energy intensity  | Reported | 39        |
|  | 302-4 Reduction of energy consumption   | Reported | 39-43     |
|  | 302-5 Reductions in energy requirements of products and services                      | Reported | 39-42     |
|  |   |          |           |
| <b>Water</b>                                 |   |          |           |
| <b>GRI 103: Management Approach 2016</b>     | 103-1 Explanation of the material topic and its Boundary                              | Reported | 31        |
|  | 103-2 The management approach and its components                                      | Reported | 45        |
|  | 103-3 Evaluation of the management approach   | Reported | 45        |
| <b>GRI 303: Water 2016</b>                   | 303-1 Water withdrawal by source  | Reported | 45        |
|  | 303-3 Water recycled and reused   | Reported | 45        |
| <b>Emissions</b>                             |   |          |           |
| <b>GRI 103: Management Approach 2016</b>     | 103-1 Explanation of the material topic and its Boundary                              | Reported | 31        |
|  | 103-2 The management approach and its components                                      | Reported | 44        |
|  | 103-3 Evaluation of the management approach   | Reported | 44        |
| <b>GRI 305: Emissions 2016</b>               | 305-1 Direct (Scope 1) GHG emissions  | Reported | 44        |
|  | 305-2 Energy indirect (Scope 2) GHG emissions   | Reported | 44        |
|  | 305-4 GHG emissions intensity   | Reported | 44        |
|  | 305-5 Reduction of GHG emissions  | Reported | 39-43, 84 |
|  | 305-6 Emissions of ozone-depleting substances (ODS)                                   | Reported | 44        |
|  | 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Reported | 44        |
| <b>Effluents and Waste</b>                   |   |          |           |
| <b>GRI 103: Management Approach 2016</b>     | 103-1 Explanation of the material topic and its Boundary                              | Reported | 31        |
|  | 103-2 The management approach and its components                                      | Reported | 47        |

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|  | 103-3 Evaluation of the management approach   | Reported | 47        |
| <b>GRI 306: Effluents and Waste 2016</b>               | 306-1 Water discharge by quality and destination  | Reported | 45        |
|  | 306-2 Waste by type and disposal method   | Reported | 47-48     |
|  | 306-3 Significant spills  | Reported | 47        |
|  | 306-5 Water bodies affected by water discharges and/or runoff   | Reported | 45        |
| <b>Environmental Compliance</b>                        |   |          |           |
| <b>GRI 103: Management Approach 2016</b>               | 103-1 Explanation of the material topic and its Boundary  | Reported | 31        |
|  | 103-2 The management approach and its components  | Reported | 25        |
|  | 103-3 Evaluation of the management approach   | Reported | 25        |
| <b>GRI 307: Environmental Compliance 2016</b>          | 307-1 Non-compliance with environmental laws and regulations  | Reported | 25        |
| <b>Supplier Environmental Assessment</b>               |   |          |           |
| <b>GRI 103: Management Approach 2016</b>               | 103-1 Explanation of the material topic and its Boundary  | Reported | 31        |
|  | 103-2 The management approach and its components  | Reported | 55        |
|  | 103-3 Evaluation of the management approach   | Reported | 55        |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> | 308-1 New suppliers that were screened using environmental Criteria   | Reported | 55-58     |
|  | 308-2 Negative environmental impacts in the supply chain and actions taken  | Reported | 55-58     |
| <b>GRI 400 Social Standards Series</b>                 |   |          |           |
| <b>Employment</b>                                      |   |          |           |
| <b>GRI 103: Management Approach 2016</b>               | 103-1 Explanation of the material topic and its Boundary  | Reported | 32        |
|  | 103-2 The management approach and its components  | Reported | 60        |
|  | 103-3 Evaluation of the management approach   | Reported | 60        |
| <b>GRI 401: Employment 2016</b>                        | 401-1 New employee hires and employee turnover  | Reported | 61-62     |
|  | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees                            | Reported | 63        |
|  | 401-3 Parental leave  | Reported | 63        |
| <b>Occupational Health and Safety</b>                  |   |          |           |
| <b>GRI 103: Management Approach 2016</b>               | 103-1 Explanation of the material topic and its Boundary  | Reported | 32        |
|  | 103-2 The management approach and its components  | Reported | 67        |
|  | 103-3 Evaluation of the management approach   | Reported | 67        |
| <b>GRI 403: Occupational Health and Safety 2016</b>    | 403-1 Workers representation in formal joint management-worker health and safety committees   | Reported | 67        |
|  | 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related Fatalities | Reported | 68        |

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|   | 403-3 Workers with high incidence or high risk of diseases related to their occupation         | Reported | 67        |
|   | 403-4 Health and safety topics covered in formal agreements with trade unions                  | Reported | 68        |
| <b>Training and Education</b>                           |  |          |           |
| <b>GRI 103: Management Approach 2016</b>                | 103-1 Explanation of the material topic and its Boundary                                       | Reported | 32        |
|   | 103-2 The management approach and its components   | Reported | 64        |
|   | 103-3 Evaluation of the management approach  | Reported | 64        |
| <b>GRI 404: Training and Education 2016</b>             | 404-1 Average hours of training per year per employee  | Reported | 65        |
|   | 404-2 Programs for upgrading employee skills and transition assistance programs                | Reported | 64-65     |
|   | 404-3 Percentage of employees receiving regular performance and career development reviews     | Reported | 64        |
| <b>Non-discrimination</b>                               |  |          |           |
| <b>GRI 103: Management Approach 2016</b>                | 103-1 Explanation of the material topic and its Boundary                                       | Reported | 32        |
|   | 103-2 The management approach and its components   | Reported | 60        |
|   | 103-3 Evaluation of the management approach  | Reported | 60        |
| <b>GRI 406: Non-discrimination 2016</b>                 | 406-1 Incidents of discrimination and corrective actions taken                                 | Reported | 60        |
| <b>Freedom of Association and Collective Bargaining</b> |  |          |           |
| <b>GRI 103: Management Approach 2016</b>                | 103-1 Explanation of the material topic and its Boundary                                       | Reported | 32        |
|   | 103-2 The management approach and its components   | Reported | 60        |
|   | 103-3 Evaluation of the management approach  | Reported | 60        |
| <b>Local Communities</b>                                |  |          |           |
| <b>GRI 103: Management Approach 2016</b>                | 103-1 Explanation of the material topic and its Boundary                                       | Reported | 32        |
|   | 103-2 The management approach and its components   | Reported | 69        |
|   | 103-3 Evaluation of the management approach  | Reported | 69        |
| <b>GRI 413: Local Communities 2016</b>                  | 413-1 Operations with local community engagement, impact assessments, and development programs | Reported | 69-77     |
| <b>Marketing and Labelling</b>                          |  |          |           |
| <b>GRI 103: Management Approach 2016</b>                | 103-1 Explanation of the material topic and its Boundary                                       | Reported | 32        |
|   | 103-2 The management approach and its components   | Reported | 86        |
|   | 103-3 Evaluation of the management approach  | Reported | 86        |

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| <b>GRI 417: Marketing and Labeling 2016</b>   | 417-1 Requirements for product and service information and labelling marketing communications | Reported | 86        |
| <b>Socioeconomic Compliance</b>               |   |          |           |
| <b>GRI 103: Management Approach 2016</b>      | 103-1 Explanation of the material topic and its Boundary                                      | Reported | 32        |
|   | 103-2 The management approach and its components  | Reported | 25        |
|   | 103-3 Evaluation of the management approach   | Reported | 25        |
| <b>GRI 419: Socioeconomic Compliance 2016</b> | 419-1 Non-compliance with laws and regulations in the social and economic area                | Reported | 25        |

## GLOSSARY

| ACRONYM        | EXPANSION  |
|----------------|--|
| <b>AOTS</b>    | Association of Overseas Technical Scholarship                        |
| <b>BBS</b>     | Behaviour Based Safety   |
| <b>CFCs</b>    | Chlorofluro Carbons  |
| <b>CII</b>     | Confederation of Indian Industry                                     |
| <b>COC</b>     | Code of Conduct  |
| <b>COP 21</b>  | Conference of Parties 21   |
| <b>CPCB</b>    | Central Pollution Control Board                                      |
| <b>CSR</b>     | Corporate Social Responsibility                                      |
| <b>DETs</b>    | Disability Equality Training Series                                  |
| <b>EES</b>     | Environmental Engineering Services                                   |
| <b>ERM</b>     | Enterprise Risk Management   |
| <b>ETP</b>     | Effluent Treatment Plant   |
| <b>HVAC</b>    | Heating, ventilation, and air conditioning (HVAC)                    |
| <b>IMTMA</b>   | Indian Machine Tool Manufacturers' Association                       |
| <b>IFC</b>     | International Finance Corporation                                    |
| <b>L&amp;D</b> | Learning & Development   |
| <b>MSG</b>     | Mission of Sustainable Growth  |
| <b>NCVT</b>    | National Council for Vocational Training                             |
| <b>NEEM</b>    | National Employability Enhancement Mission                           |
| <b>NETAP</b>   | National Employability through Apprentice Programme                  |
| <b>G&amp;B</b> | Godrej & Boyce   |
| <b>GBCS</b>    | Green Building Consultancy Services                                  |
| <b>GETs</b>    | Graduate Engineering Trainees  |
| <b>GLIDE</b>   | Godrej Leadership Induction Programme for Development and Excellence |
| <b>GoI</b>     | Government of India  |
| <b>GRI</b>     | Global Reporting Initiative  |
| <b>IBBI</b>    | India Business & Biodiversity Initiative                             |
| <b>OHS</b>     | Occupational Health & Safety   |
| <b>OJT</b>     | On-the-Job Training  |
| <b>REPM</b>    | Risk Enabled Performance Management                                  |
| <b>R.I.</b>    | Related Instructions   |
| <b>SMS</b>     | Samyukta Mahila Samiti   |
| <b>SHGs</b>    | Self-Help Groups   |
| <b>STP</b>     | Sewage Treatment Plant   |
| <b>TTP</b>     | Technical Training Programme   |
| <b>UNSDGs</b>  | United Nations Sustainable Development Goals                         |
| <b>VFD</b>     | Variable Frequency Drive   |
| <b>WASH</b>    | Water, Sanitation and Hygiene  |
| <b>WOTR</b>    | Watershed Organisation Trust   |

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