



BUSINESS RESPONSIBILITY REPORT 2013-14

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Philanthropic Efforts of the Godrej Group:

The Godrej Group has been at the forefront of philanthropic and social activities for several decades. 25% of the shares of the Godrej Group's holding company Godrej & Boyce are held in a trust that invests back in initiatives that support the environment, and improve the quality and availability of healthcare and education. Through investment and oversight by the trust, a large tract of mangrove forests in Mumbai have been protected, developed and maintained for several years and have served as a second set of lungs for the city. The Godrej Group has supported education all through and supports the Udayachal pre-primary and primary schools, which focuses on all-round development of children. The Udayachal high school has been accredited with the International School Award in recognition of the school incorporating global education into its curriculum and innovation into classroom teaching.

Additionally, the Godrej Group has supported initiatives in healthcare, through its Godrej Memorial Hospital (GMH), which aims to provide quality healthcare at affordable costs. One such initiative is GMH's partnership with a US-based NGO 'Smile Train' which helps in performing corrective cleft lip and palate surgeries for children from low income families. GMH offers surgery and hospitalisation to the patients free of cost.

Table for Two

The Group continues to support the Indian chapter of "Table for Two", which it initiated at the World Economic Forum India Summit in December 2009. The initiative is targeted at addressing hunger and malnutrition in the developing world by combining our organisation's tradition of serving society and individual involvement.

Heroes AIDS Project

The Godrej Group also continues to support Heroes AIDS Project (HAP). Founded by Parmeshwar Godrej and Richard Gere over a decade ago, Heroes Project continued to partner with Bill and Melinda Gates Foundation to contribute strongly to the national and

regional effort to address HIV-related stigma and discrimination; educate especially vulnerable populations about HIV; identify and recruit a range of societal leaders to serve as spokespersons for the cause; and partner with the media to create and disseminate strategic "education entertainment" programming that incorporates HIV issues.

Teach for India

GCPL has been supporting Teach for India since its inception in 2009. Teach for India (TFI) is a nationwide movement of outstanding college graduates and young professionals who will commit two-years to teach full-time in under resourced schools and who will become lifelong leaders working from within various sectors towards the pursuit of equity in education. In 2009, Teach for India began its journey in the classrooms with 78 TFI fellows (or teachers) in 2 cities and across 34 schools covering 3000 children. The movement has in 2014 grown to cover 204 schools in 5 cities with 730 fellows, impacting close to 23,000 children.

Godrej Good & Green

In conjunction with our vision of "brighter living" for all stakeholders, we have developed a long-term vision for playing an active part in creating a more inclusive and greener India. This vision has been named "Godrej Good & Green". Good & Green is founded on shared value initiatives. The concept of shared value is defined as policies and operating practices that enhance the competitiveness of a company while simultaneously advancing the economic and social conditions in the communities in which it operates. As part of Good & Green, the Group aspires by 2020, to create a more employable Indian workforce, a greener India and innovate for good and green products.

Specifically, our Group level goals for 2020 as part of this vision, are:

- Training 1 million rural and urban youth in skilled employment
- Achieving zero waste, carbon neutrality, positive water balance along with reducing our specific

energy consumption and increasing proportion of renewable energy resources

- Having a third of our 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

These goals are fuelled by Brighter Giving (BG), a structured volunteering platform through which employees can offer their time and skills to help address a non-profit organisation's needs. Through Brighter Giving, our employees can donate their time, knowledge and skills to help address a non-profit organisation's specific needs, on a project basis. Brighter Giving also serves as a channel through which employees can connect with, and learn more about Good & Green. Much like the old Chinese proverb, "Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime," the programme takes a long-term view, seeking to enable and drive meaningful impact for BG non-profit partners and/or their beneficiaries. Volunteers accomplish this by using their corporate skills and expertise to build relevant, implementable and sustainable solutions for the organisations with whom they work. The programme was launched in July 2013 with a starting cohort of 15 Brighter Giving volunteers. Since then we have also partnered with two organisations who are helping us connect our employees to relevant projects as per their own time and convenience. Some of GCPL employees are also participating in BG.



Through Brighter Giving, our structured volunteering platform, we provide volunteering opportunities to employees who are keen to engage in skill-based, longer-term volunteering projects. We also offer short-term volunteering opportunities

Section A: General Information about the Company

1. Company's Corporate Identity Number: L24246MH2000PLC129806
2. Name of Company: Godrej Consumer Products Limited
3. Registered Address: Pirojshanagar, Eastern Express Highway, Vikhroli (E), Mumbai 400 079
4. Website: www.godrejcp.com
5. Email id: investor.relations@godrejcp.com
6. Financial Year Reported: 2013-14
7. Sector(s) that Company is engaged in: Personal and Household Care Products
8. List of three Key Products & Services that the Company manufactures/ provides: Personal Care, Hair Care and Home Care
9. No of Business Activity Locations:
 - a. **Number of International Locations**
GCPL has undertaken business activity in more than 12 international locations and the major ones are Indonesia, Argentina, UK, South Africa and Chile
 - b. **Number of National Locations:**
GCPL carried out business activities all over India with major manufacturing locations in Madhya Pradesh, Himachal Pradesh, Assam, Jammu, Puducherry and Goa
10. Markets Served: Indian market, export and operations in International geographies as above.

Section B: Financial Details of the Company (Standalone)

1. Paid-up Capital: INR 34.04 crore
2. Total Turnover: INR 4024.74 crore (Net of Excise)
3. Total Profit After Taxes: INR 564.84 crore
4. Total spending on CSR as a percentage of Profit After Taxes: 0.8%
5. List of activities in which expenditure in 4 above has been incurred

The major areas in which the above expenditure has been incurred includes

- Youth employability trainings
- Skill development trainings
- Training of retail shop owners and retail associates

- Beautician training for rural and urban low-income women
- Channel sales training for rural youth

Section C: Other Details

1. Does the Company have any Subsidiary Company/ Companies? : Yes
 2. Do the Subsidiary Company / Companies participate in the BR initiatives of the parent company? If yes, then indicate the number of such subsidiary company(ies): GCPL has subsidiaries in foreign countries and encourages subsidiaries to participate in Business Responsibility (BR) initiatives. The Business Responsibility policies of the subsidiaries are in line with the local requirements.
 3. Do any other entity/entities (e.g. suppliers, distributors, etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities (Less than 30%, 30-60%, more
2. Principle-wise (as per NVGs) BR policy/policies

Principle-wise Policies	P1	P2	P3	P4	P5	P6	P7	P8	P9
Does the Company have a policy/policies for the principles?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Does the policy confirm to any national /international standards? If yes, specify in about 50 words (These policies have been framed keeping in view the goals of the organisation and the economic environment of the operations of the Company).	Y	Y	Y	Y	Y	Y	Y	Y	Y
Has the policy been approved by the Board? If yes, has it been signed by MD/owner/CEO/appropriate Board Director?	N	N	N	N	N	N	N	N	N
Does the Company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	N	N	N	N	N	N	N	N	N
Indicate the link for the policy to be viewed online?	-	-	-	-	-	-	-	-	-
Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Does the Company have in-house structure to implement the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Has the Company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	N	N	N	N	N	N	N	N	N

than 60%). GCPL actively encourages adoption of BR initiatives by our Business Partners. Currently less than 30% of other entities participate in the BR initiatives of the Company.

Section D: Details of the BR head

1. Details of Director/Directors Responsible for BR
 - a. Details of the Director(s) responsible for implementation of BR policy/policies
DIN Number: 06527810
Name of the Director(s): Mr Vivek Gambhir
Designation: Managing Director
 - b. Details of Business Responsibility Head
DIN Number (if applicable): 06527810
Name: Mr Vivek Gambhir
Designation: Managing Director
Telephone Number: 022-25188010
Email ID: vivek.gambhir@godrejcp.com

If answer to Sr. No 1 against any principle, is 'No', please explain why (tick up to 2 options):

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has not understood the principles									
The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles									Not Applicable
The Company does not have financial or manpower resources available for the task									
It is planned to be done within next 6 months									
It is planned to be done within the next 1 year									
Any other reason (please specify)									

3. Governance related to BR

- a. Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assess the BR performance of the Company (within 3 months, 3-6 months, annually, more than 1 year).

The BR Head periodically assesses the BR performance of the Company.

- b. Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently is it published?

The BR head will determine the frequency of the same.

Management. They should call for additional information, where necessary, for making such judgements.

- Not engage in any business, relationship or activity which detrimentally conflicts with the interest of the Company/Godrej Group or bring discredit to it. Any situation that creates a conflict of interest between personal interests and the Company and its stakeholders' interests must be avoided at all costs.
- Follow all the guidelines put forth in the Insider Trading Code of Conduct.
- Not disclose any confidential/privileged information of the Company and should direct any media queries or approaches to the appropriate spokesperson within the Company.

Section E: Principle-wise Performance

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

The Board of Directors and Senior Management of Godrej Consumer Products Limited (GCPL) comply with the following Code of Conduct:

- Demonstrate the highest standards of integrity, business ethics, and corporate governance.
- Perform their roles with competence, diligence, in good faith and in the best interests of the Company.
- Provide expertise and experience in their areas of specialisation and share learnings at Board meetings with the best interests of the Company and its stakeholders in mind. They should point the Company's management in the 'right' direction based on their experience and judgement.
- Give careful and independent consideration to the affairs of the Company and all documents placed before them to satisfy themselves with the soundness of key decisions taken by the

Applicability of the Code of Conduct:

This Code of Conduct (Code) applies to Directors of Godrej Consumer Products Limited (GCPL). It also applies to the senior management of the Company, i.e. one level below the executive directors, and all functional heads. An annual confirmation affirming compliance with the Code of Conduct is obtained from Board Members and senior management every year and the same has been obtained for the year ended March 2014.

Does the policy relating to ethics, bribery and corruption cover only the Company? Yes /No. Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs / Others?

The Company has a Code of Conduct, which is applicable to all individuals working in the Company. For the Subsidiaries and Joint Ventures, the Code is applicable in line with the local requirements prevailing in the country of operation. The Company encourages its Business Partners to follow the code.

How many Stakeholder complaints received in the past financial year and what percentage was satisfactorily resolved by the Management?

There were 81 complaints received during the year out of which 79 were resolved and 2 were outstanding at the close of the year. The outstanding complaint was also resolved in April 2014.

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

Godrej Group's Good & Green vision supports the development of products that are environmentally sustainable. As part of the vision, the Company aspires to develop products that consumes fewer energy resource (energy, water), emit fewer greenhouse gases and include 100% of recyclable, renewable, and/or natural materials.

Good & Green, a group-wide initiative, focuses on building a more inclusive and greener India by 2020. This targets achieving zero waste, carbon neutrality, positive water balance and the use of renewable energy for at least 30% of our energy requirements. Another objective of this initiative is to target achieving a third of our revenues being generated from environmentally friendly products and services.

List upto three of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.

For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional).

1. The commercialization to the gel technology for AER with both the "Twist and Click Formats" is a notable example of a fine innovation in market place, whilst providing a strong differentiated offering to our consumers in air freshening space.

The above innovation, besides providing superior value and delight to our consumers, was maintained optimal on costs with a view to sustain business profitability.

2. The current year also witnessed more launches in Household Insecticide category with new product innovation and for the first time entering into a new format such as "GoodKnight Fast Card", a low cost format to drive innovation and product performance.
3. Refill category has experienced yet another launch with "GoodKnight Express", a latest improvement in technology for powerful and quicker mosquito control. This provides a better upgradation of consumer benefits with quicker and powerful

mosquito control, using latest technology in device and wick.

We have maintained a strong focus on sustainable development by meeting environmental parameters in site selection and planning, water efficiency, energy efficiency, material and indoor environmental quality.

Does the Company have procedures in place for sustainable sourcing (including transportation) and percentage of inputs sourced sustainably?

In India, our Demand Driven Supply Chain has led to mutually beneficial relationships with our suppliers and dealers. We have extended this to include partnerships with key Modern Trade players.

We have established an automated sourcing system that covers all consumer products globally and utilises practices such as the Theory of Constraints, Demand Driven Supply Chain, Total Productive Maintenance and Six Sigma. This initiative is designed to lower costs by reducing purchase and freight costs and wastage and improving manufacturing yields.

GCPL has always laid emphasis on procuring raw materials in a responsible manner. There has been an increasing trend in the amount of sustainably sourced palm oil which is used in place of crude oil derived products.

Has the Company taken steps to procure goods and services from local & small producers including communities surrounding their place of work?

If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

Yes. All agri based bulk materials, shippers and plastic components are produced locally, closer to the plants. These vendors are given priority payments and also technology and quality systems upgradation supports.

Does the Company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste? (Separately as less than 5%, 5-10%, >10%)

Most of the wastes like wrappers, stiffeners and packaging materials like bottles and corrugated boxes are disposed to the vendors who recycle it. Spent lubricating oil is also disposed to recyclers, majority of waste soap is recycled by the Company, and balance is disposed to small scale manufacturers. All of our major units are certified by environment management system as per ISO-14000.

Principle 3: Businesses should promote the wellbeing of all employees

GCPL focuses on ensuring the well-being of all its employees. The safety and health of employees is extremely important to the Company and GCPL is committed to building and maintaining a safe and healthy workplace. Ensuring diversity, zero discrimination, safety, health and other attributes essential to a healthy and good working environment are part of our Code of Conduct. All employees who join GCPL demonstrate their commitment to follow the code of ethics by signing in their acceptance to adhere to the same. Examples of a few of the principles of this code of conduct are listed below.

Diversity, Anti-discrimination & equal opportunities: We value diversity within the Godrej Group and are committed to offering equal opportunities in employment. We will not discriminate against any team member or applicant for employment on the basis of nationality, race, colour, religion, caste, gender, gender identity/ expression, sexual orientation, disability, age, or marital status. GCPL also subscribes to the CII-ASSOCHAM Code of Conduct for Affirmative Action.

Progressive Human Resource policies: GCPL prides itself as a great place to work, a fact recognised and acknowledged externally as well. This is evident in GCPL's consistent ranking as the best FMCG Company to work for in the "Great Place to Work Study 2013" as well as its featuring among the top 25 best employers in Asia, as per the Aon Hewitt Best Employers 2013 study. HR policies like flexible work hours, work from home arrangements, part-time work, leave and benefits, adoption leave and benefits, extended maternity leave and benefits, paternity leave and benefits – to name a few – go a long way in ensuring that the employees successfully strike a work-life balance. We are committed to the health and well-being of our employees and have an onsite medical centre, hospital and children's day care facility within the Godrej Vikhroli campus.

On-campus Facilities (Vikhroli, HO): We have a canteen facility in the campus where refreshments are provided. Transport facility is provided from the office to the nearest railway station and the Godrej Housing Colony. The Head Office premises has a Bank ATM and a travel helpdesk. Health and Fitness initiatives include morning Yoga session, a full-time fitness instructor and nutritionist. All GCPL sites are non-smoking zones. Smoking is strictly prohibited in the campus.

Prevention of sexual harassment: The Company is committed to creating and maintaining an atmosphere in which our team members can work together, without fear of sexual harassment, exploitation or intimidation. The Company has ensured compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. We have constituted an Internal Complaints Committee in accordance with the act and updated the group's policy to ensure that women are protected against sexual harassment at the workplace. Every team member is made aware that the Godrej Group is strongly opposed to sexual harassment and that such behaviour is prohibited both by law and the Group policy. The Company takes all necessary action(s) required to prevent and correct behaviour which violates this policy.

Engagement Forums: There are multiple touch points for leadership team to interact with employees through forums like the long range plan, annual operating plan cascades and updates, open houses, town halls, focus groups around engagement surveys, HR connect sessions, skip level meetings by senior leadership, etc. GCPL practices 'Bedhadak Bolo' as a philosophy which salutes the spirit of expression and innovation at Godrej. This encourages people to 'Bedhadak Bolo' – to speak and express openly and fearlessly. 'Bedhadak Bolo' has resulted in employees coming forward and speaking translating into numerous changes and innovations within the organisation. It has also resulted in better team dynamics and an incredibly more open work environment.

The Company provides continuous skill upgradation and learning opportunities through structured career discussions and individual development plans. The organisation invests in functional training for all employees in line with their current and future career aspirations.

The learning suite encompasses functional training, leadership development programmes and behavioural training geared towards leading self, leading others and leading business. GCPL also nominates managers for MDP programmes at premier Business Schools like ISB, IIMC, IIMA and IIMI.

Please indicate the Total Number of Employees

Total Permanent Employees: 2,187

Male: 1,942

Female: 245

Total Contract Employees 3450

Employees with Disabilities 76

Does the Company have an employee association that is recognised by management?

Yes

What percentage of permanent employees are members of the recognised employee association?

Approximately 41%

Please indicate the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.

Nil

What percentage of your under mentioned employees were given safety & skill upgradation training in the last year?

Sl. No.	Category	Safety	Skill upgradation
1.	Permanent Employees	87.8%	83.42%
2.	Permanent Women Employees	100%	100%
3.	Employees with Disabilities	100%	100%
4.	Casual/ Temporary/ Contractual Employees	100%	100%

Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised

We have already identified and prioritised key stakeholders and we continue our engagement with them through various mechanisms such as consultations with local communities, supplier/vendor meets, customer/employee satisfaction surveys, investor forums, etc. Each year we review the stakeholder universe and add a few more groups. The feedback obtained during our interactions help us in prioritising the report content and its completeness.

The stakeholder engagement process consists of a variety of activities from Stakeholder Identification, Consultation, Prioritisation, Collaboration and Reporting. The identification of all relevant stakeholders and understanding their expectations is of high concern for GCPL in their quest to remain sustainable. Key

stakeholders are identified on the basis of their influence on the Company's operations and impact of the Company's operations on them.

Recruitment of candidates from the Scheduled Caste/ Scheduled Tribe and Physically Challenged categories has been taken up as one of the major performance measures of the central recruitment process owner. GCPL participates in government fairs for recruiting candidates from the categories of Scheduled Caste/Scheduled Tribe and Physically Challenged. GCPL has also partnered with NGOs to provide employment opportunities and counselling to people that fall in one of those categories.

Key Highlights:

1. To sustain Affirmative Action in GCPL, every SC/ST/PC candidate applying for a job is interviewed by the Unit head before the final decision is taken. This is done to remove individual biases of managers against these categories of candidates, if any. Recruitment of SC/ST/PC candidates has been taken up as one of the performance measures of central recruitment process owner.
2. Our employee referral policy promotes referrals of SC/ST/PC candidates by offering higher referral amounts.
3. The HR function keeps a regular track of progress of Affirmative Action in the organisation and takes necessary corrective actions, if needed. Adherence to and proactive involvement in Affirmative Action has been added to the performance targets of various employees.
4. For the physically challenged, we identify appropriate jobs and also put in place the necessary infrastructural facilities for them, depending on the nature of their disability.
5. GCPL has set aside a dedicated budget towards Affirmative Action.
6. To improve employability for the employees of these cadres, they are given equal opportunity in training and development.

Partnership & Initiatives for Affirmative Action:

GCPL Malanpur:

- To empower the SC/ST/PH cadre of society, the unit has been putting continuous efforts in the recruitment process. To strengthen the recruitment of SC/ST/PH employees/apprentices, various colleges were visited by the Company representatives. Sustenance allowance is given to PH employees. 14.22% and 1.03% of the unit

workforce are from SC/ST category respectively, 4 of the vendors are from SC/ST category and 3 employees are receiving sustenance allowance.

- The unit has been putting continuous efforts to improve knowledge/education for SC/ST/PH students. These efforts include a knowledge sharing session with PH students at Ambedkar Institute, Kanpur, signing an MoU with the Institute for sustainable support, providing scholarships to 9 students belonging to SC/ST/PH students in order to encourage them to study further.
- An annual function was organised in Singwari Primary/Middle School, where all the students participated with great zeal. Soap cakes were also distributed among the students of the school.
- In collaboration with CBEWA, a workshop on women empowerment was organised in Singwari village. The discussion at the workshop centred around how women can empower themselves in order to reduce their dependability on others. A total of 40 women participated in this workshop.



GCPL Malanpur Factory conducts a workshop with local women

- A medical dispensary was conducted at Singwari School with an objective of ensuring the health of the students and build their future.
- In order to improve the employability of the people, the Company is partnering with schools, colleges and industries to create awareness on Quality Concepts, Entrepreneurship, Environment and Safety based on Godrej experience.
- At the Vigyan Mela – organised in Bhopal by MPPCB in collaboration with Vigyan Bharti – GCPL showcased a live model of ETP/Soap processes and products, shared commitment of Godrej through

Good & Green initiatives. Around 10,000 people visited at our stall and appreciated our efforts.

GCPL North-East:

- Annual rainfall in Sikkim varies from 2,000mm to 4,000mm. This makes the state prone to vector-borne disease. Residents of this area are comparatively less literate and do not know about the disease. Dengue awareness camp was organised at Mamring Village in Sikkim. In this camp with the help of a local physician, symptoms and preventive measures were discussed with the residents of the village. Besides the presentation, our team members also distributed Good knight coils to the villagers. This initiative benefitted a total of 500 households.
- A street play on road safety was organised in Rangpo town for local taxi drivers. This play was prepared by students of a nearby school. The focus of the play was to make students and taxi drivers aware about their own safety and that of pedestrians. As this play was enacted by local students, taxi drivers took interest to watch it and it got good publicity in local media.



Street play on road safety at Rangpo town

- The unit took the initiative to make its employees and their family aware about the value of health and environment. An art competition based on the theme of nature and preservation of natural resources was organised for the children of the Company's employees on World Environment Day. 33 children participated in the event with zeal and prepared posters. The Art competition was followed by tree plantation.
- The unit, in association with the NGO Asha Bhawan, donated clothes to the needy. The NGO works to improve the livelihood of the homeless and those who struggle to make ends meet.

- In its continuous effort to help the underprivileged, the units have employed 14.25% its workforce from SC/ST/PC category.

GCPL North:

- Baddi, being Himachal Pradesh's largest industrial hub, has attracted migrant labourers from different parts of India. Of late, a large number of slums have come up in the area. The living conditions of these areas are not very hygienic, and children are at risk of getting infected. The unit organised a session on health and hygiene awareness at two schools in Baddi. Majority of the students who go to both schools are children of migrant labourers. A total of 120 students in both the schools were covered in the initiative.
- A dental health camp was organised for government school students with the help of Bhojia Dental College. A total of 220 students were covered, and each student got a free toothbrush and toothpaste following the camp.
- As part of a road safety initiative, the unit organised an eye checkup camp for 130 drivers from the Doon Tempo Union.
- To fulfill the Company's commitment towards a green environment, a tree plantation drive was organised in two schools in nearby villages. To encourage the students to contribute in improving the environment, a poster/slogan competition was organised. Winners of the competition were rewarded in a function.
- The unit also provided coaching assistance to less privileged students who cannot afford to attend classes for competitive exams such as PMT/AIEEE.
- In its continuous effort to help the underprivileged, the Baddi units have employed 32.89% of its workforce from SC/ST/PC category.

GCPL South:

- To show reverence to the aged, one of the unit celebrated World Old Age Day. Elderly people from the nearby village were called to the factory, where the management team had a pep talk with them. Team members shared snacks with the senior citizens, and bedsheets were distributed to all participants as a souvenir.



World Old Age Day celebration at GCPL South Cluster

- A rally was organised at a school close to one of the units, to spread awareness on the importance of children's education. Colourful school bags and diaries were distributed among the students to encourage them.
- One of the units celebrated Children's Day on November 14 at Baby Sarah's Home in Pondicherry. Baby Sarah's Home is a non-profit organisation for mentally challenged, physically challenged and orphaned children. The unit put together a sports event for all the children from the home and distributed prizes and snacks.



Volunteer Teaching Week at government school in South Cluster

- As a part of the Company's Good & Green initiative, the unit conducted a volunteer teaching week at a nearby government school. Primary-level students were taught the value of education, good habits, health & hygiene and environment.

Has the Company mapped its internal and external stakeholders?

Yes

Out of the above, has the Company identified the disadvantaged, vulnerable & marginalised stakeholders?

Yes

Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders?

Our “Good & Green” vision inspires each one of us at Godrej to continue to work towards building a brighter, greener and more inclusive India. Employee volunteering at our corporate offices and factories forms a crucial element of our Good & Green strategy.

19 employees of GCPL ran the Standard Chartered Mumbai Marathon in January 2014 in support of Teach for India.



Every year, we run the Standard Chartered Mumbai Marathon raising funds in support of Teach for India, a leading Indian NGO dedicated to eradicating educational inequality in India

The employees of GCPL have voluntarily donated one day's salary for helping people from Uttarakhand who were affected by the floods in June 2013. The organisation also made a matching contribution towards this cause. These contributions totalled to about INR 22 lakhs (50% employee contribution).

Principle 5: Businesses should respect and promote human rights

GCPL respects and promotes human rights for all individuals.

Does the policy of the Company on human rights cover only the Company or extend to the Group/Joint Ventures/Suppliers/contractors/NGOs/Others?

The Company has a policy which is applicable to all employees in the Company. For its Subsidiaries and Joint Ventures, the code is applicable in line with the local requirements prevailing in the country of operation. The Company encourages its Business Partners to follow the policy.

How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

Nil

Principle 6: Businesses should respect, protect, and make efforts to restore the environment

Good & Green is driven by the desire to help create a more inclusive and greener India. Launched in 2011 as one of our four key imperatives for 2020, Good & Green is based on shared value, a principle that aligns business competitiveness and growth with social and environmental impact. At its root lies the idea that companies can help solve critical social issues while strengthening their competitive advantage.

Greener India - Achieving zero waste, carbon neutrality, energy efficiency, positive water balance and a significant usage of renewable energy sources.

Good & Green Products – Having a third of our portfolio revenues comprising good and/or green products and services – defined as products that are environmentally superior or addresses a critical social issue (e.g. health, sanitation, disease prevention) for consumers at the bottom of the income pyramid.

Our ‘good’ products are designed to address a critical social issue (e.g. healthcare and sanitation) for consumers at the base of the income pyramid. We define ‘green’ products as those that are environmentally sustainable.



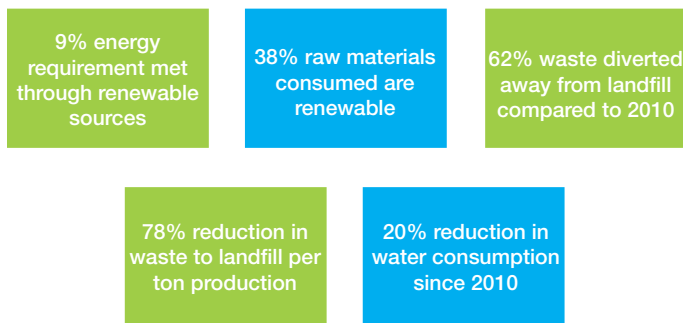
Every year, the Good & Green carnival attracts employees, their families and NGOs to a fun-filled and educational two days programme.

We are continuously striving to achieve the goals and targets set under our good and green initiatives. Our efforts for energy conservation in all our units have resulted in reduction of specific energy and reduction in specific water consumption and Green House Gas (GHG) emissions.

Specific energy consumption of GCPL has reduced from 904 kWh/t in 2012-13 to 854 kWh/t in 2013-14. This reduction has been achieved while the production has increased from 2,58,719 mt in 2012-13 to 2,66,689 mt in 2013-14. Specific GHG emission during the same period has reduced from 289 kg CO₂e/t during 2012-13 to 283 kg CO₂e/t for the year 2013-14.

Specific water consumption has been brought down from 1.81 kl/t during 2012-13 to 1.71 kl/t during 2013-14.

All the requirements of the Central Pollution Control Board and State Pollution Control Board have been complied with. Detailed checklists for compliance have been put in place. Continuous thrust is given on improving productivity and plant utilisation to improve specific consumption of water and energy. We have set targets for improvement in our environment performance for both short term as well as long term.



Does the policy related to Principle 6 cover only the Company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others?

All of our major manufacturing units have policies on environment, health and safety measures. For the Subsidiaries and Joint Ventures, the Code is applicable in line with the local requirements prevailing in the country of operation. The Company encourages its Business Partners to follow the policy.

Does the Company have strategies/initiatives to address global environmental issues such as climate change, global warming, etc? Yes / No. If yes, please give the hyperlink to the webpage.

GHG emissions are monitored by all the units and we have taken short term and long term targets for reduction of the same. Some other initiatives includes improvement in Boiler efficiency through an on-line oxygen analyser, installed heat exchanger to pre heat feed and water, installation of right size and energy efficient pumps, installation of energy saving lights amongst others.

Does the Company identify and assess potential environmental risks? Y/N

Yes, potential aspects related to environment are identified and evaluated for their impact on the basis of severity, scale and probability. All the significant aspects have operational control procedure in place.

Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if yes, has any environmental compliance report been filed?

No

Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewable energy, etc? Y/N. If yes, please give the hyperlink to the webpage.

- Replacement of tube with CFL, review of illumination level
- Power saving through process modification in off line printing conveyor to online.
- Installation of Limit Switch, reduction in energy consumption in 3 ASEB indicator display boards from 15 watt to 2 watt
- Replacement of conventional lighting system with LED lights
- Installation and extension of solar system
- Wet coil weight reduction

- Biomass gasifier project successfully commissioned
- Saving initiatives like re-routing of brine chilling lines between Brine Chilling Units & Stamping Machines and installation of VFDs in Soap Mixers have helped in saving power.
- Interlocking of bucket elevators helped in saving power
- Installation of new semi bottle filling machines helped in improving productivity which has helped in reduction of power consumption in Liquid Detergent Plant
- Reduction in steam pressure from 3 to 2.5 kg/cm² for heating
- Enhancing the feed thru in-house modification resulting in lower power & steam consumption
- Started using flash steam of soap making 2 to heat jacket lines of process
- Provided PRS system to reduce the air pressure from 6 kg/cm² to 3 kg/cm² for reduction in power consumption



We have installed a Biomass Gasifier at our GCPL Jammu plant, which has reduced diesel in our DGset by 50%

Are the Emissions/Waste generated by the Company within the permissible limits given by CPCB/SPCB for the financial year being reported?

Yes. All the units are complying with the norms of CPCB and SPCB.

Number of show cause/legal notices received from CPCB/SPCB which are pending as on end of Financial Year.

Nil

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

Is your Company a member of any trade and chamber or association? If yes, name only those major ones that your business deals with.

GCPL ensures that its policy is with the highest degree of responsible and ethical behaviour and also works with collective platforms such as trade and industry chambers and associations to raise matters with the relevant government bodies. GCPL is member of CII, FICCI and other trade associations.

Have you advocated/lobbied through above associations for the advancement or improvement of public good? Y/N. If yes, specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive development policies, Energy Security, Water, Food Security, Sustainable business principle, others).

GCPL has representation through CII and other trade associations for advancement/improvement of public good.

Principle 8: Businesses should support inclusive growth and equitable development

Our “Good & Green” vision inspires each one of us at Godrej to continue to work towards building a brighter, greener and more inclusive India.

Does the Company have specified programmes/ initiatives/projects in pursuit of the policy related to Principle 8? If yes, please provide details thereof.

Yes. A dedicated CSR department termed ‘Good & Green’ focuses on these projects and initiatives.

Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structure/any other organisation?

Godrej SALONI is a programme that trains young girls and housewives in Beauty & Hair Care. More than 12,000 candidates have graduated from this programme in FY 2014. Of this, close to 4,000 were part of a school programme. There are currently 122 centres and 71 schools that the programme is operational in. An in-house programme of 240 hours has been built to skill the candidates in basic beauty and hair care skills. The training makes use of GCPL products, which are also made available to graduates after the programme at a

considerable discount. The curriculum is completely digitised and is available as audio-visual content. Separate modules on ‘enterprise development’ and ‘employment readiness’ too have been developed for the beneficiaries of all employability programmes to set them up for success early in their career. 36 graduates have found placement in Naturals Salon & Spa and more than 85% of the graduates are operating as freelancers - using their skills to generate income.

The school girls’ programme in Beauty & Wellness was launched this year in standard 9 as one of the elective subjects in 71 schools in Haryana. The programme is offered from standard 9 to 12. An after-school programme was also started to enroll students of 10th standard.

The SALONi initiative at “Save the Children Shelter Home” has been appreciated by the Government of Maharashtra. The “Chembur Protection and Rescue Centre for Adolescent Girls” has been given to Save the Children, India trust to start SALONi.

Another programme, ‘VIJAY’, piloted last year and has trained more than 15,000 youth in 37 centres across the country in Channel Sales. The youth undergo 70 hours of training – half of which is spent in the classroom and the other half as experiential learning. The programme has been specially designed for the purpose of training DSRs (Distributor Sales Resources). This initiative is helping us create a pipeline of skilled persons that will be available for all Godrej distributors to choose their DSRs from. The graduates of the programme may be placed with any of the Godrej companies or even other company distributors in the vicinity of the training. More than 70% of the graduates have been placed.

Godrej Sakhi is a programme that trains rural women to become entrepreneurs. These women traditionally advance their family incomes by managing a combination of small farm and nonfarm micro-enterprises (both dependent on the vagaries of seasons and markets). This programme aims to teach rural women – who are either engaged in some form of entrepreneurship or plan to do so – in skills of market opportunity spotting, projecting revenues and earnings, sales & marketing, and time and

financial management. More than 2,700 women graduated from the programme this year.



Rural Entrepreneurship Training Program



Retail and Retail Associates’ Training Program

Have you done any impact assessment of your initiative?

Yes. We are in the process of doing the impact assessments for two of our programmes – Sakhi and SALONi.

What is your Company’s direct contribution to community development projects?

In the year, the Company spent 0.8% of PAT on CSR initiatives.

Principle 9: Businesses should engage with and provide value to their customers in a responsible manner

We are a customer centric Company and greatly value the trust, satisfaction and loyalty of our customers across the world. Our primary focus is on delighting our customers, both external and internal. Customer centricity is part of Godrej Group's 'Code of Conduct'. We strive to ensure that customer needs are satisfied and that our products and services offer value to the customer.

Our customer focus does not only extend to external customers alone, but includes internal customers as well. We firmly believe that external customer satisfaction can be attained only if internal customers' needs and reasonable expectations are met and our employees are strongly encouraged to act in accordance with this principle.

What percentage of customer complaints/ consumer cases are pending as on the end of financial year?

Nil

Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes / No / NA / Remarks (additional information).

GCPL displays adequate information to enable safe and effective usage of its products.

Is there any case filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year? If so, provide details thereof, in about 50 words or so.

None

Did your Company carry out any consumer survey/ consumer satisfaction trends?

Yes

