

Godrej Agrovet Ltd.  
Registered Office : Godrej One,  
3rd Floor, Pirojshanagar,  
Eastern Express Highway,  
Vikhroli (E), Mumbai 400 079, India.  
Tel. : +91-22-2518 8010/8020/8030  
Fax : +91-22-2519 5124  
Email : gavlho@godrejagrovet.com  
Website : www.godrejagrovet.com  
CIN : L15410MH1991PLC135359

**Date:** July 14, 2025

To,  
**BSE Limited**  
P. J. Towers, Dalal Street,  
Fort, Mumbai – 400001

To,  
**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra - Kurla Complex,  
Bandra (East), Mumbai - 400051

**Ref.:** BSE Scrip Code No. "540743"

**Ref.:** "GODREJAGRO"

Dear Sir/ Madam,

**Sub.: Business Responsibility & Sustainability Report for the Financial Year 2024-25**

Please find enclosed herewith, the Business Responsibility & Sustainability Report for the Financial Year 2024-25 ("BRSR 2024-25") of **Godrej Agrovet Limited** ("the Company"). The BRSR 2024-25 is also available on the Company's website, viz., [www.godrejagrovet.com](http://www.godrejagrovet.com).

We request you to please take the above information on your records.

Thanking you,

Yours sincerely,

**For Godrej Agrovet Limited**

**Vivek Raizada**  
**Head – Legal & Company Secretary & Compliance Officer**  
**(ACS 11787)**



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

For the Financial Year ended March 31, 2025

## SECTION A: GENERAL DISCLOSURES:

### I. Details of the Listed Entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L15410MH1991PLC135359
2.	Name of the Listed Entity	<b>GODREJ AGROVET LIMITED</b>
3.	Year of Incorporation	1991
4.	Registered Office Address	“Godrej One”, 3 <sup>rd</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079 Maharashtra, India
5.	Corporate Address	“Godrej One”, 3 <sup>rd</sup> Floor, Pirojshanagar, Eastern Express Highway, Vikhroli (East), Mumbai – 400 079 Maharashtra, India
6.	E-mail Address	<a href="mailto:gavlinvestors@godrejagrovet.com">gavlinvestors@godrejagrovet.com</a>
7.	Telephone No.	022 - 2519 4416
8.	Website	<a href="http://www.godrejagrovet.com">www.godrejagrovet.com</a>
9.	Financial Year for which reporting is being done	2024-25 (i.e., from April 1, 2024 to March 31, 2025)
10.	Name(s) of the Stock Exchange(s) where Shares are listed	1. National Stock Exchange of India Limited 2. BSE Limited
11.	Paid-up Capital as on March 31, 2025	₹ 1,92,26,63,470/- (i.e., 19,22,66,347 Equity Shares of Face Value of ₹10/- each)
12.	Name and Contact Details (Telephone, E-mail Address) of the person who may be contacted in case of any queries on this Report	Name: Mr. Balram Singh Yadav Designation: Managing Director DIN: 00294803 Telephone No.: 022 – 2519 4416 E-mail Address: <a href="mailto:bs.yadav@godrejagrovet.com">bs.yadav@godrejagrovet.com</a>
13.	Reporting Boundary - Are the disclosures under this Report made on a Standalone basis (i.e., only for the Entity) or on a Consolidated basis (i.e., for the Entity and all the entities which form a part of its Consolidated Financial Statements, taken together)	The disclosures under this Report are made on a standalone basis, i.e., for the Company only.
14.	Name of the Assurance Provider	SGS India Pvt. Ltd. (in respect of data covered under Principle 6)
15.	Type of Assurance obtained	Limited Assurance (not mandatory for the Company) is in progress (in respect of data covered under Principle 6)

## II. Products / Services:

### 16. Details of Business Activities (accounting for 90% of the Turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Animal Feeds	Manufacture and Marketing of Animal Feeds	68%
2.	Agricultural Inputs / Crop Protection	Manufacture and Marketing of Agricultural Inputs / Crop Protection products	12%
3.	Vegetable Oil	Manufacture and Marketing of Vegetable Oil	20%
<b>TOTAL</b>			<b>100%</b>

### 17. Products / Services sold by the Entity (accounting for 90% of the Entity's Turnover):

Sr. No.	Product / Service	NIC Code	% of Total Turnover Contributed
1.	Animal Feeds	10801, 10802, 10803	68%
2.	Agricultural Inputs / Crop Protection	20121, 20211, 20213, 20219	12%
3.	Vegetable Oil	10402	20%
<b>TOTAL</b>			<b>100%</b>

## III. Operations:

### 18. Number of Locations where Plants and/or Operations / Offices of the Entity are situated:

Location	No. of Plants	No. of Offices	No. of Research & Development Centers	Total
National	27	14	3	44
International	-	-	-	-

### 19. Markets served by the Entity:

#### a) Number of Locations:

Locations	Number
National (No. of States)	28 States & 5 Union Territories
International (No. of Countries)	1

#### b) Contribution of Exports as a Percentage of the Total Turnover of the Entity: 0.01%

#### c) A Brief on Types of Customers:

The Company is a food and agri conglomerate, dedicated to improving the productivity of Indian farmers by innovating products and services that sustainably increase crop and livestock yields.

The Company's Animal Feed business provides a wide range of products including Cattle Feed, Poultry Feed, Aqua Feed and Specialty Feed. The Company works closely with farmers to provide on-farm technical support and engage them in skill building activities. The Company's Crop Protection business provides a wide range of products that cater to the entire crop lifecycle. As regards Oil Palm as well, we are one of the largest oil palm developers in India and work directly with the farmers for the entire lifecycle of their crop and our range of products, including Crude Palm Oil, Crude Palm Kernel Oil and Palm Kernel Cake. Our Aquafeed products enable higher farm profitability to the aquaculture industry and the Company offer solutions for better pond management to the farmers.

IV. **Employees:**20. Details as at the End of the Financial Year:a) Employees and Workers (including Differently Abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,809	1,600	88%	209	12%
2.	Other than Permanent (E)	1,026	966	94%	60	6%
3.	<b>Total Employees (D + E)</b>	<b>2,835</b>	<b>2,566</b>	<b>91%</b>	<b>269</b>	<b>9%</b>
<b>WORKERS</b>						
4.	Permanent (F)	884	878	99%	6	1%
5.	Other than Permanent (G)	2,817	2,651	94%	166	6%
6.	<b>Total Workers (F + G)</b>	<b>3,701</b>	<b>3,529</b>	<b>95%</b>	<b>172</b>	<b>5%</b>

b) Differently Abled Employees & Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	4	4	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	<b>Total Employees (D + E)</b>	<b>4</b>	<b>4</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	8	8	100%	0	0%
5.	Other than Permanent (G)	3	3	100%	0	0%
6.	<b>Total Workers (F + G)</b>	<b>11</b>	<b>11</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

21. Participation / Inclusion / Representation of Women (as on March 31, 2025):

Particulars	Total (A)	No. & Percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	6	46.15%
Key Managerial Personnel	2	0	0%

22. Turnover Rate for Permanent Employees and Workers:

(Disclose trends for the past 3 years)

Particulars	Financial Year 2024-25 (Turnover Rate in Current Financial Year)			Financial Year 2023-24 (Turnover Rate in Previous Financial Year)			Financial Year 2022-23 (Turnover Rate in the Year prior to Previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.2%	22.2%	<b>24.2%</b>	21.7%	30.6%	<b>22.4%</b>	21.2%	24.6%	<b>21.4%</b>
Permanent Workers	7.68%	0.0%	<b>7.79%</b>	7.3%	50%	<b>7%</b>	7.0%	50.0%	<b>7.0%</b>

**V. Holding, Subsidiary & Associate Companies (including Joint Ventures):**

23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures:

Sr. No.	Names of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Whether Holding / Subsidiary / Associate / Joint Venture	% of Shares held by Listed Entity	Whether the Entity indicated at Column A, participates in the Business Responsibility Initiatives of the Listed Entity? (Yes / No)
1.	Godrej Industries Limited	Holding Company (holding 64.88% of the Equity Shares of the Entity)	N/A	Has its own business responsibility initiatives
2.	Godvet Agrochem Limited	Subsidiary Company	100%	Not mandatorily required to comply with Section 135 of the Companies Act, 2013
3.	Godrej Cattle Genetics Private Limited	Subsidiary Company	100%	Not mandatorily required to comply with Section 135 of the Companies Act, 2013
4.	Godrej Tyson Foods Limited	Subsidiary Company	100%	Has its own business responsibility initiatives
5.	Creamline Dairy Products Limited	Subsidiary Company	51.91%	Has its own business responsibility initiatives
6.	Astec LifeSciences Limited	Subsidiary Company	64.76%	Has its own business responsibility initiatives
7.	Behram Chemicals Private Limited	Subsidiary Company	N/A since a step-down subsidiary	Not mandatorily required to comply with Section 135 of the Companies Act, 2013
8.	Comercializadora Agricola Agroastrachem Cia Ltda	Subsidiary Company	N/A since a step-down subsidiary	Not Applicable since a foreign subsidiary

("N/A" denotes "Not Applicable".)

**VI. Corporate Social Responsibility (CSR) Details:**

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes
- (ii) Turnover: Rs. 69,884,193,909/-
- (iii) Net Worth: Rs. 25,733,445,224 /-

VII. **Transparency & Disclosures Compliances:**25. Complaints / Grievances on any of the Principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group from whom Complaint is received	Grievance Redressal Mechanism in place (Yes / No) (If Yes, web-link for Grievance Redressal Policy)	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
		Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks	Number of Complaints filed during the Year	Number of Complaints pending resolution at close of the Year	Remarks
Communities	Not specific	0	0	Nil	0	0	Nil
Investors (other than Shareholders)	Not specific	0	0	Nil	0	0	Nil
Shareholders	Yes <a href="https://www.godrejagrovvet.com/sustainability/codes-and-policies">https://www.godrejagrovvet.com/sustainability/codes-and-policies</a>	11	0	Resolved	85	0	Resolved
Employees and Workers	Yes <a href="https://www.godrejagrovvet.com/sustainability/codes-and-policies">https://www.godrejagrovvet.com/sustainability/codes-and-policies</a>	3	0	3 complaints have been received and resolved during the year	3	1	2 complaints have been resolved while 1 complaint was filed close to the end of the year
Customers	Not specific	1,046	0	Resolved in a timely manner (Includes product related queries)	1,227	0	Resolved (Includes product related queries)
Value Chain Partners	Not specific	0	0	Nil	0	0	Nil
Others	-	0	0	Nil	0	0	Nil

26. Overview of the Entity's Material Responsible Business Conduct Issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
1.	<b>Water Stewardship</b>	Risk	<p>Rising population, urbanization, and economic growth coupled with climate change significantly affects the availability, quality, and access to water in the world. In India, added dimensions of reliance on an increasingly unpredictable monsoon, diminishing groundwater resources, and changes in land use patterns further accentuate the water crisis.</p> <p>We are a diversified Agro company, with significant reliance on agriculture commodities - important raw materials for our operation. Also, our manufacturing plants at PAN India largely dependent on ground water – where quality of water matters the most.</p>	<p><b>Water Risk Assessment</b> - We have conducted detailed water risk assessments for all our business. We use WRI Aqueduct, WWF water risk tool and CGWA report for assessment &amp; scenario development. We have considered various parameters for the assessment, which include water stress, water depletion, interannual variability, seasonal variability, groundwater depletion, riverine flood and coastal flood. Based on business significance we identified &amp; prioritized plants &amp; developed detailed action plan for implementation.</p> <p><b>Integrated Watershed Development Project</b> - Aims at restoring the ecological balance in the drought prone areas. Under this project, efforts have been to create infrastructure to recharge groundwater, make it available for irrigation and to improve farmer livelihoods. The local communities are further trained in water management and sustainable agriculture land management practices</p> <p><b>Our Sustainability Strategy “Good &amp; Green”</b> - We are undertaking several initiatives to reduce our specific water consumption, reduce dependency on freshwater withdrawal, increase recycle &amp; reuse of water within operations and construction of rainwater harvesting or recharge zone within our operational facilities</p>	Negative

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
2.	<b>Energy and Emissions Management</b>	Opportunity	Energy and emission management are crucial for a sustainable future, offering benefits that extend beyond environmental protection to include economic advantages and improved operational efficiency. Effective management of energy and emissions reduces environmental impact, lowers operational costs, enhances corporate image, and contributes to a more sustainable and resilient economy.	<p><b>SBTI Commitment</b> – Our company committed to reduction in Scope 1 &amp; 2 greenhouse gas emissions by 37.5% and Scope 3 emissions by 16% by FY 2034-35, aligning to climate science of well below 2-degree scenario. With commitment of net zero in scope-1&amp;2 by FY’35</p> <p><b>Transition towards Renewable Energy Portfolio</b> - Targeting 90% of the total energy consumption through renewable sources by installation of Solar PV panels, green power procurement and solar captive projects.</p> <p><b>Consortium Approach to Value Chain Emission</b> – To overcome challenges like Non-availability of India specific emission factors Traceability due to complex value chains, significant proportion of procurement from traders, Noncontiguous nature of suppliers etc. Our plan is to create a consortium of interested companies to develop programs based on the regenerative agriculture framework, targeted at specific commodities in specific Indian states. The goals of these programs will be twofold – create baseline datasets and MRV mechanisms for data collection, and in parallel, implement interventions to boost regen agricultural metrics including emissions.</p>	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
3	<b>Occupational Health &amp; Safety (OHS)</b>	Risk and Opportunity	<p>Occupational health and safety (OHS) is vital for us as it protects employees from harm, reduces accidents and illnesses, and ultimately boosts productivity and efficiency. By prioritizing OHS can lower costs associated with injuries and absenteeism, improve employee morale, and enhance overall reputation and brand image.</p> <p>As a company, we are committed to provide a healthy &amp; safe working environment, equipment technology and systems to our teams &amp; associated stakeholders</p>	<p><b>Safety &amp; Health Management System (SHMS)</b> – It is based on 25 safety standards with various critical elements and sub-elements. The SHMS policy is designed to enhance the performance of the Company’s individual units through target setting and continuous monitoring of key performance indicators as well as promoting a safety culture across the organization.</p> <p><b>Environment, Health &amp; Safety (EHS) Risk Management Framework</b> - which is reviewed on a regular basis along with mitigation plans for identified routine and non-routine activities. Our Company has implemented various techniques such as Hazard Identification Risk Assessment (HIRA), Hazard and Operability Analysis (HAZOP), green and brown field project audit, plant inspection checklists etc. and other consequence modelling studies.</p> <p><b>I-safe (Digital tool) for reporting of incident</b> - Workers and employees across the Company’s manufacturing locations have access to this application to report all kinds of work-related unsafe acts and unsafe conditions. A well-defined Safe Operating Procedure (SOP) is in place for defining nature and severity of the reported incident as well as necessary corrective actions and continuous status monitoring of incidents raised on the platform.</p>	Negative

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
4.	<b>Employee Engagement &amp; Development</b>	Opportunity	<p>Our people serve as the cornerstone of our company, and their engagement and development are crucial to the company's success, contributing to higher productivity, reduced turnover, improved customer satisfaction, and increased profitability. Engaged and developed employees are more likely to be passionate, innovative, and committed to the company's goals, ultimately driving organizational growth.</p> <p>Employee engagement and well-being significantly influence these outcomes, highlighting the importance of valuing and investing in employees.</p>	<p><b>Professional Education Policy –</b> The company promotes a continuous Learning Culture by creating an ecosystem where learning is relevant to the employee's life cycle and serves both the organizational objectives as well as an individual's aspirations. We offer financial assistance to its employees through our professional education policy to encourage and facilitate continuous learning and knowledge enhancement of its employees. The objective of this policy is - To ensure continuous capability-building of employees to achieve business objectives and assist employees to acquire specific professional qualifications that will enhance their effectiveness and enable them on the growth path to their specific career aspiration.</p> <p><b>Leadership Development Program for Women</b> - designed for our women talent at the mid-management level. This six-month initiative is built on three key pillars: Capability – Strengthening and refining leadership skills. Connect – Gaining mentorship and guidance from internal leaders. Community – Building meaningful, long-lasting professional relationships.</p> <p><b>Management Development Program</b> - Designed to develop the skills and knowledge of mid-level managers, this program provides participants with a roadmap to become new-age leaders who are self-aware, financially savvy, analytical, and excellent communicators.</p>	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
5.	<b>Innovation &amp; Technology</b>	Opportunity	Aligning to our vision of – Improving the productivity of Indian farmer by innovative products & services that sustainably increase crop and livestock yields. Our company continues to focus and invest significantly on cutting-edge Research & Development (R&D) initiatives and strongly believes that productive R&D is a key ingredient for the Company’s success and growth.	<p><b>Product Innovation</b> - Godrej Cattle Genetics specializes in breeding and production of the highest genetic potential animal. We invest time and energy in procuring the best donors available from all around India. These donor animals are acclimatized to local conditions better than imported animals and exhibit a range of desired traits that would benefit dairy farmers: longevity, persistence, high and rich milk yield, disease resistance. We monitor the performance of our animals daily - using progressive state-of-the-art software: milk production, animal health, treatments, fertility, calves born, genetic lines, milk quality and much more. Furthermore, we keep full records of all our breeding events to allow our customers fully traceable and reliable information.</p> <p><b>Drone based Health Monitoring</b> – Our Oil Palm Business, has successfully conducted a drone trials of palm plantations across Andhra Pradesh, marking a major step toward modernizing oil palm development in India. The survey focused on plantation health monitoring, and accurate tree count for enabling early detection of pest and nutrient deficiencies, and FFB (fresh fruit bunches) estimation. By utilizing cutting-edge drone technology, farmers empowered with real-time, data-driven insights to optimize yields and improve plantation health.</p>	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R / O)	Rationale for identifying the Risk / Opportunity	In case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Positive or negative implications)
6.	<b>Human Rights &amp; Labor welfare</b>	Opportunity	<p>Respecting human and labor rights is integral to sustainable and ethical business operations. Our company is committed to upholding human rights as an integral part of our vision for a more equitable, inclusive, and greener world. Our deep respect for human rights is embedded in our corporate values, driving our obligations to our employees, our suppliers, customers, consumers and new business acquisitions and business partners including agents, clients and local communities where we operate.</p> <p>As a company committed to responsible business practices, this issue is material as an opportunity to foster inclusive workplaces, improve retention, enhance productivity, and meet stakeholder expectations including investors, customers, and regulators</p>	<p><b>Human right policy</b> – To translate our commitment into action, we have established a robust Human Rights policy. It is aligned with the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and our commitment extends to upholding the Human Rights Principles of the United Nations Global Compact and implementing the Voluntary Principles on Security and Human Rights.</p> <p><b>Human right due diligence</b> - We assess and identify for actual and potential human rights impacts by regularly organising systematic human rights risk assessments. Our robust assessment deep dives into our operations and mirrors reality on ground. Working closely with our key stakeholders we identified 10 salient human rights issues in our operations. These are the most important human rights at risk of negative impacts on our business operations and activities.</p>	Positive
7.	<b>Animal Health &amp; Welfare</b>	Opportunity	<p>Animal health and welfare are crucial for both the well-being of animals and the broader society. Healthy animals are more productive, leading to increased food security and economic benefits. They also contribute to a balanced ecosystem and are less likely to spread diseases to humans.</p> <p>Our company actively promotes animal welfare through various initiatives, including developing high-quality animal feed, providing comprehensive dairy programs, and supporting farmers with knowledge and training on best livestock management practices.</p>	<p><b>Dairy program</b> – The Company runs comprehensive dairy programs in various regions to support dairy farmers and improve cattle management practices. These programs include activities like veterinary camps, artificial insemination, and training sessions on proper feeding, hygiene, and farm management.</p> <p><b>Biosecurity at poultry farm</b> – Our company prioritizes biosecurity through various measures like restricted farm access, thorough disinfection, and isolation of new animals. We emphasize preventive healthcare, focusing on hygiene and disease prevention rather than solely relying on vaccines. These protocols are crucial for maintaining the health and productivity of livestock, particularly pigs and poultry.</p>	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES:**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles (P1 to P9) and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes:</b>										
1.	a) Whether the Entity’s Policy / Policies cover each Principle and core elements of the NGRBCs [Yes (Y) / No (N)]	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b) Has the Policy been approved by the Board of Directors? [Yes (Y) / No (N)]	The Company has obtained approval of the Board of Directors for the Policies, wherever necessary.								
	c) Web Link of the Policies, if available	The Policies formulated and adopted by the Company are available on the website of the Company at the weblink <a href="https://www.godrejagrovet.com/sustainability/codes-and-policies">https://www.godrejagrovet.com/sustainability/codes-and-policies</a> .								
2.	Whether the Entity has translated the Policy into procedures (Yes / No)	The Company endeavours to implement and translate all the Policies into procedures and practices in true letter and spirit.								
3.	Do the enlisted Policies extend to your Value Chain Partners? (Yes / No)	The Company encourages its value chain partners to uphold standards of ethics, fairness and transparency in all their dealings with the Company.								
4.	Name(s) of the National and International Codes / Certifications / Labels / Standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) Standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each Principle	The Company has ISO 27001: 2021 certification which depicts the Company’s commitment to the highest standards of data security and information management.  All the cattle feed plants of the Company are BIS certified, which underscores the Company’s commitment to quality.								
5.	Specific Commitments, Goals and Targets set by the Entity with defined timelines, if any	Yes, the Company makes specific commitments and defines goals and targets.								
6.	Performance of the Entity against the specific Commitments, Goals and Targets, alongwith Reasons in case the same are not met	The Company monitors and periodically reviews its performance with respect to sustainability goals and targets and the action plans drawn for achieving the same.								
<b>Governance, Leadership &amp; Oversight:</b>										
7.	<u>Statement by Director responsible for the BRSR, highlighting ESG related Challenges, Targets and Achievements:</u>  The Company remains deeply committed to addressing environmental challenges and supporting community development through purposeful, long-term initiatives. Our sustainability goals are aligned with the Godrej Group’s Good & Green vision, which aspires to build a more inclusive and environmentally sustainable future.  For the second consecutive year, the Company has been included in the “A-” list – leadership band of Climate Disclosure Project (CDP). The Company’s CDP scores are ahead of the global averages.  The Company made notable strides toward our 2025 sustainability goals, with 80% of its energy needs now being met through clean, renewable sources—progressing well towards its 90% target. Additionally, the Company continues to maintain its status as a water positive company, currently conserving 16 times more water than it consumes.  The Company had successfully completed submission of Greenhouse Gas (GHG) emissions reduction roadmap target in line with Science Based Target’s (SBTi) “Well Below 20C” scenario. The Company was one of the first Agri company in India to commit to reduction in Scope 1 & Scope 2 GHG emissions by 37.5% and Scope 3 emissions by 16.0% by 2035. During the year, the Company achieved 19% reduction in Scope 1 & Scope 2 GHG emissions.  Towards achieving Carbon Neutrality by 2035, the Company has sequestered 29,750 MT of CO2 in FY 2024-25 which accounts for 28% of the annual CO2 emission target of the Company.  The Company was conferred the “CII Climate Action Program (CAP 2.0) Award,” a prestigious national recognition for proactive climate initiatives undertaken by industries. It received the “Oriented” rating - the second-highest category - highlighting our progress in climate action. This recognition strengthens stakeholder confidence and reinforces the Company’s commitment to managing climate-related risks responsibly.  On the Corporate Social Responsibility (CSR) front, our livelihood initiatives remained centered on fostering sustainable economic growth for vulnerable and low-income communities. Through our CSR efforts, we enhanced the livelihoods of over 15,000 households and supported the educational journey of more than 16,000 students.									

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies)	The implementation and oversight of the Company's Policy towards business responsibility is regularly carried out by: <ol style="list-style-type: none"> <li>1. Managing Director</li> <li>2. Executive Director</li> <li>3. Corporate Social Responsibility (CSR) Committee</li> <li>4. Board of Directors</li> </ol>								
9.	Does the Entity have a specified Committee of the Board / Directors responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has a Corporate Social Responsibility (CSR) Policy which approves and oversees CSR projects in line with the Company's strategy to bring about a positive impact on the communities through various CSR programmes. Further, Mr. Balram Singh Yadav, Managing Director and Mr. Burjis Godrej, Executive Director, also regularly look into and monitor the CSR projects implemented by the Company.								

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Whether Review was undertaken by Director / Committee of the Board / any other Committee									Frequency (Annual / Half-Yearly / Quarterly / Any other)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above Policies and follow-up action	The performance is regularly reviewed by: <ol style="list-style-type: none"> <li>1. Managing Director</li> <li>2. Executive Director</li> <li>3. Corporate Social Responsibility (CSR) Committee</li> <li>4. Board of Directors</li> </ol>									The frequency of review is as follows: <ol style="list-style-type: none"> <li>1. Managing Director – Ongoing</li> <li>2. Executive Director – Ongoing</li> <li>3. Corporate Social Responsibility (CSR) Committee – Usually twice in a year</li> <li>4. Board of Directors – Quarterly, usually at every Board Meeting</li> </ol>								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The compliance with the statutory requirements is monitored on a regular basis by: <ol style="list-style-type: none"> <li>1. Management</li> <li>2. Audit Committee</li> <li>3. Board of Directors</li> </ol>									The frequency of review of compliance with the statutory requirements is as under: <ol style="list-style-type: none"> <li>1. Management – Ongoing</li> <li>2. Audit Committee – Quarterly, at every Audit Committee Meeting</li> <li>3. Board of Directors – Quarterly, at every Board Meeting</li> </ol>								

11.	Has the Entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		The working of all the Policies is internally monitored. Audit / evaluation by external agencies is carried out wherever necessary.								

12. If answer to Question (1) of Section B above is “No”, i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the Principles material to its business. (Yes / No)									
The Entity is not at a stage where it is in a position to formulate and implement the Policies on specified Principles. (Yes / No)									Not Applicable
The Entity does not have the financial, human and technical resources available for the task. (Yes / No)									
It is planned to be done in the next Financial Year. (Yes / No)									
Any Other Reason (please specify)									

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:

#### PRINCIPLE 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable

#### ESSENTIAL INDICATORS

##### 1. Percentage Coverage by Training and Awareness Programmes on any of the Principles during the Financial Year:

Segment	Total Number of Training and Awareness Programmes held	Topics / Principles covered under the Training and its Impact	% age of Persons in respective Segment covered by the Awareness Programmes
Board of Directors (BoD)	4	<ol style="list-style-type: none"> <li>Corporate Law / Governance Updates</li> <li>Environment, Health &amp; Safety Updates</li> <li>Risk Management Updates</li> <li>Corporate Social Responsibility (CSR) Updates</li> </ol>	100%
Key Managerial Personnel (KMP)	4	<ol style="list-style-type: none"> <li>Corporate Law / Governance Updates</li> <li>Environment, Health &amp; Safety Updates</li> <li>Risk Management Updates</li> <li>Corporate Social Responsibility (CSR) Updates</li> </ol>	100%
Employees other than BoD and KMPs	42	<ol style="list-style-type: none"> <li>Code of Conduct</li> <li>Prevention of Sexual Harassment at the Workplace</li> <li>Occupational Health &amp; Safety</li> <li>Good &amp; Green – Energy Efficiency, Waste Management, Water Conservation</li> </ol>	100%
Workers	28	<ol style="list-style-type: none"> <li>Occupational Health &amp; Safety</li> </ol>	100%

**2. Details of Fines / Penalties / Punishment / Award / Compounding Fees / Settlement Amount paid in proceedings [by the Entity or by Directors / Key Managerial Personnel (KMPs)] with Regulators / Law Enforcement Agencies / Judicial Institutions, in the Financial Year, in the following format:**

(Note: The Entity shall make disclosures on the basis of Materiality as specified in Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the Entity's website)

Particulars	Monetary			Non-Monetary	
	Penalty / Fine	Settlement	Compounding Fee	Imprisonment	Punishment
NGRBC Principle					
Name of Regulatory / Enforcement Agencies / Judicial Institutions					
Amount (INR)					Not Applicable
Brief of Case					
Has an Appeal been preferred (Yes / No)					

**3. Of the Instances pertaining to Fines / Penalties / Punishment / Award / Compounding Fees / Settlement Amount disclosed above, details of the Appeal / Revision preferred in Cases where Monetary or Non-Monetary Action has been appealed:**

Case Details	
Name of the Regulatory / Enforcement Agencies / Judicial Institutions	Not Applicable

**4. Does the Entity have an Anti-Corruption or Anti-Bribery Policy? If yes, provide details in brief and if available, provide a Web-link to the Policy:**

The Company, as a responsible corporate citizen and as a company belonging to one of the largest professionally run private sector groups in the country, upholds highest standards of integrity, ethics, fairness and transparency in all its business operations and dealings and strictly prohibits corruption or bribery of any kind in its dealings. The Company has in place, a Code of Conduct applicable to all its employees as well as Directors, which is available on the website of the Company at the weblink <https://www.godrejagrovet.com/sustainability/codes-and-policies>.

Under the Code of Conduct, every employee or Director is bound:

- To carry out due diligence specific to anti-bribery and corruption when evaluating mergers, acquisitions and joint ventures;
- To prohibit money laundering and report unaccounted cash or suspicious transactions;
- Not to use one's official position to influence anyone for personal gains or favours;
- Not to give any form of bribery to government officials and their representatives and agents, whether directly or indirectly, nor accept the same from anyone;
- Not to accept, directly or indirectly, hospitality, gifts or donations that are intended for the purpose of obtaining business or might appear to incur an obligation.

Thus, accepting or giving a bribe in any form is strictly prohibited under the Company's Code of Conduct and the Company will demonstrate zero-tolerance towards any instances of violation. The Company's employees are also bound to familiarize the Company's business associates with the Company's policies and expectations as to anti-bribery or anti-corruption. The Company encourages its business partners, viz. suppliers, distributors, customers, contractors, etc. to follow ethics, transparency, fairness and accountability in their dealings with the Company.

**5. Number of Directors / Key Managerial Personnel (KMPs) / Employees / Workers against whom Disciplinary Action was taken by any Law Enforcement Agency for the Charges of Bribery / Corruption:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Board of Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

**6. Details of Complaints with regard to Conflict of Interest:**

Particulars	Financial Year 2024-25 (Current Financial Year)		Financial Year 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to Issues of Conflict of Interest of Directors	Nil	-	Nil	-
Number of Complaints received in relation to Issues of Conflict of Interest of Key Managerial Personnel (KMPs)	Nil	-	Nil	-

**7. Details of any Corrective Action taken or underway on Issues related to Fines / Penalties / Action taken by Regulators / Law Enforcement Agencies / Judicial Institutions, on cases of Corruption and Conflicts of Interest:**

Not Applicable

**8. Number of Days of Accounts Payables ((Accounts Payable \*365) / Cost of Goods/ Services procured) in the following format:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Number of Days of Accounts Payables	48	29

**9. Open-ness of Business:**

Provide details of Concentration of Purchases and Sales with Trading Houses, Dealers, and Related Parties, alongwith Loans and Advances & Investments, with Related Parties, in the following format:

Parameter	Metrics	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from Trading Houses as % of Total Purchases	0%	0%
	b. Number of Trading Houses where Purchases are made from	0	0
	c. Purchases from top 10 Trading Houses as a % of Total Purchases from Trading Houses	0%	0%
Concentration of Sales	a. Sales to Dealers / Distributors as % of Total Sales	59.8%	70.4%
	b. No. of Dealers / Distributors to whom Sales are made	8,700	9,586
	c. Sales to top 10 Dealers / Distributors as a % of Total Sales to Dealers / Distributors	4.7%	10.4%
Share of Related Party Transactions (RPTs) in –	a. Purchases (Purchases with Related Parties / Total Purchases)	4.5%	4.7%
	b. Sales (Sales to Related Parties / Total Sales)	7.8%	8.1%
	c. Loans & Advances (Loans & Advances given to Related Parties / Total Loans & Advances)	35.8%	56.5%
	d. Investments (Investments in Related Parties / Total Investments made)	98.7%	96.2%

## LEADERSHIP INDICATORS

**Awareness Programmes conducted for Value Chain Partners on any of the Principles during the Financial Year:**

The Company has pan-India presence and operates across diverse business verticals. The Company creates awareness and encourages all its value chain partners to follow integrity, ethics, transparency and accountability in their dealings with the Company and adhere to sustainability and safety practices and standards in operations.

**Does the Entity have Processes in place to avoid / manage Conflict of Interests involving Members of the Board of Directors? (Yes/No) and if yes, provide Details of the same:**

The Company has formulated a Code of Conduct for Board of Directors and Senior Management Personnel, which clearly prohibits its Directors and Senior Management Personnel from engaging in any business, relationship or activity which detrimentally conflicts with the interest of the Company or brings discredit to it and further states that any situation that creates a conflict of interest between personal interests and the interests of the Company and its stakeholders must be avoided at all costs.

The Company obtains an annual declaration from its Directors and Senior Management Personnel to the effect that, during the Financial Year to which such declaration relates:

- they affirm compliance with and have not violated any of the provisions of the Code of Conduct for Board of Directors and Senior Management Personnel; and
- they did not have any personal interest in any of the material, financial and commercial transactions of the Company, which would have had any potential conflict with the interest of the Company at large.

The Code of Conduct for Board of Directors and Senior Management Personnel is available on the website of the Company ([www.godrejagrovet.com](http://www.godrejagrovet.com)) at the weblink <https://www.godrejagrovet.com/sustainability/codes-and-policies>.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

## ESSENTIAL INDICATORS

- Percentage of Research & Development (R&D) and Capital Expenditure (Capex) Investments in Specific Technologies to improve the Environmental and Social Impacts of Product and Processes to Total R&D and Capex Investments made by the Entity, respectively:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Details of Improvements in Environmental and Social Impacts
R&D	0%	85.4%	R&D investments in Animal Research Centre with the objective of achieving increase in productivity and reduction in emissions
CAPEX	8.8%	14.6%	Solar projects across multiple manufacturing locations and rain water harvesting

- Does the Entity have Procedures in place for Sustainable Sourcing? (Yes / No)**
  - If yes, what Percentage of Inputs were sourced sustainably?**

From sourcing of raw materials to the manufacturing technologies that the Company uses at its plants, the Company has been integrating sustainability into the very core of its business processes and value chain. The Company is also looking for ways to extend its sustainability efforts beyond its manufacturing plants to impact the entire life cycle of its products.

The Company has different sourcing procedures for its three key businesses – Animal Feed, Crop Protection and Vegetable Oils.

The Company's Animal Feed business has pan-India manufacturing presence and farmers remain a core constituent of the Company's sourcing of the input agri-commodities for feed business. The Company directly procures majority of its grains input from farmers / mandis located near manufacturing locations and processed commodities other than grains are procured from processors. In Crop Protection business, the Company has internal process for selection of suppliers and third parties which includes various parameters such as legal compliance, ISO certification, Environment Health & Safety practices, etc.

In Vegetable Oils business, the Company procures Fresh Fruit Bunches from farmers across Government-allocated districts which account for more than 90% of its input costs. The Company has always strived towards educating farmers on sustainable palm oil cultivation practices on a continuous basis and its extension teams are working closely with the farmers. The Company possesses a verification certification under the Indian Palm Oil Sustainability (IPOS) Framework, issued by an independent international certification body, in recognition of the sustainable practices adopted. This certification is a result of the Company's commitment to supporting farmers to enhance their farm management skills that lead to improved productivity.

**3. Describe the Processes in place to safely reclaim Products for Reusing, Recycling and Disposing at the end of life, for (a) Plastics (including Packaging) (b) E-Waste (c) Hazardous Waste and (d) Other Waste:**

(a) Plastics (including Packaging)	The Company has an established framework for management of plastic and hazardous waste in line with the Government regulations.  As part of the compliance with Plastic Waste Management Guidelines, the Company engaged one of the leading pan India plastic waste management agency authorised by Central Pollution Control Board who helps the Company in collection and recycling / reusing plastic waste. The Company, as a brand owner and importer under Extended Producer Responsibility (EPR) Regulations, is responsible to collect and recycle rigid, flexible and multi-layered plastic waste on pan-India basis through agency/ies.  The Company is also one of the signatories for India Plastic Pact 2021, business-led initiatives that helps transform the plastics packaging value chain for all formats and products.
(b) E-Waste	E-Waste is handled as per corporate scrap procedure, by selling it to selected Government-approved vendors and duly maintaining the required documentation.
(c) Hazardous Waste	Expired products and other hazardous waste (if any) are sent for disposal to authorized facilities in accordance with the prevailing applicable Hazardous Waste Management Regulations
(d) Other Waste	Not Applicable

**4. Whether Extended Producer Responsibility (EPR) is applicable to the Entity’s Activities (Yes / No) and if yes, whether the Waste Collection Plan is in line with the Extended Producer Responsibility (EPR) Plan submitted to Pollution Control Boards? If not, Steps taken to address the same:**

Yes, the Company is registered as Brand Owner and Importer as per applicable Extended Producer Responsibility (EPR) Regulations. Waste collection plan is in line with the Pollution Control Board Guidelines.

**LEADERSHIP INDICATORS**

**Has the Entity conducted Life Cycle Perspective / Assessments (LCA) for any of its Products (for Manufacturing Industry) or for its Services (for Service Industry)? If yes, provide details in the following format:**

NIC Code	Name of Product / Service	% of Total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by Independent External Agency (Yes/No)	Results communicated in Public Domain (Yes/No) If yes, provide the web-link
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Not Applicable

**If there are any Significant Social or Environmental Concerns and/or Risks arising from Production or Disposal of your Products / Services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same, alongwith Action taken to mitigate the same.**

Name of Product / Service	Description of the Risk / Concern	Action Taken
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Not Applicable

**Percentage of Recycled or Reused Input Material to Total Material (by Value) used in Production (for Manufacturing Industry) or providing Services (for Service Industry):**

NIL

Of the Products and Packaging reclaimed at End of Life of Products, Amount (in Metric Tonnes) Reused, Recycled and Safely Disposed, for the Current Financial Year and the Previous Financial Year:

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including Packaging)	-	-	3,549	-	-	4,825
E-Waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

**Reclaimed Products and their Packaging Materials (as Percentage of Products Sold) for each Product Category:**

The Company endeavours to use reclaimed products and their packaged materials to the extent possible and permissible.

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

#### ESSENTIAL INDICATORS

1. a. Details of Measures for the Well-being of Employees:
- b. Details of Measures for the Well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>PERMANENT EMPLOYEES</b>											
Male	1,600	1,600	100%	1,600	100%	NA	NA	1,600	100%	NA	NA
Female	209	209	100%	209	100%	209	100%	NA	NA	209	100%
<b>Total</b>	<b>1,809</b>	<b>1,809</b>	<b>100%</b>	<b>1,809</b>	<b>100%</b>	<b>209</b>	<b>12%</b>	<b>1,600</b>	<b>88%</b>	<b>209</b>	<b>12%</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	966	NA	NA	710	73%	NA	NA	NA	NA	NA	NA
Female	60	NA	NA	48	80%	60	100%	NA	NA	NA	NA
<b>Total</b>	<b>1,026</b>	<b>NA</b>	<b>NA</b>	<b>758</b>	<b>74%</b>	<b>60</b>	<b>6%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>PERMANENT WORKERS</b>											
Male	878	878	100%	878	100%	NA	NA	878	1	NA	NA
Female	6	6	100%	6	100%	6	100%	NA	NA	NA	NA
<b>Total</b>	<b>884</b>	<b>884</b>	<b>100%</b>	<b>884</b>	<b>100%</b>	<b>6</b>	<b>1%</b>	<b>878</b>	<b>99%</b>	<b>NA</b>	<b>NA</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	2,651	NA	NA	550	21%	NA	NA	NA	NA	NA	NA
Female	166	NA	NA	89	54%	166	100%	NA	NA	NA	NA
<b>Total</b>	<b>2,817</b>	<b>NA</b>	<b>NA</b>	<b>639</b>	<b>23%</b>	<b>166</b>	<b>6%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

("NA" denotes "Not Applicable".)

c. **Spending on Measures towards Well-being of Employees and Workers (including Permanent and Other than Permanent) in the following format:**

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Cost incurred on Well-being Measures as a % of Total Revenue of the Company	0.14%	0.10%

2. **Details of Retirement Benefits, for the Current Financial Year and the Previous Financial Year:**

Benefits	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	No. of Employees covered as a % of Total Employees	No. of Workers covered as a % of Total Workers	Deducted and Deposited with the Authority (Y / N / N.A.)	No. of Employees covered as a % of Total Employees	No. of Workers covered as a % of Total Workers	Deducted and Deposited with the Authority (Y / N / N.A.)
Provident Fund (PF)	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employees' State Insurance (ESI)	0.77% to eligible employees	16.6% to eligible employees	Y	11.45% to eligible employees	100%	Y
Others	-	-	-	-	-	-

3. **Accessibility of Workplaces:**

**Are the Premises / Offices of the Entity accessible to Differently abled Employees and Workers, as per the Requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any Steps are being taken by the Entity in this regard:**

The Company's Registered Office at Godrej One, 3<sup>rd</sup> Floor, Vikhroli, Mumbai is accessible for differently abled employees and workers with infrastructural modifications being updated on an on-going basis.

4. **Does the Entity have an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a Web-link to the Policy:**

Yes, the Company's Code of Conduct outlines its commitment to offering equal opportunities for all team members. Any form of discrimination 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 is strictly prohibited. Godrej Industries Group companies also subscribe to the CII-ASSOCHAM Code of Conduct for Affirmative Action.

The Company's Code of Conduct is available on the corporate website at the weblink: <https://www.godrejagrovvet.com/sustainability/codes-and-policies>.

5. **Return to Work and Retention Rates of Permanent Employees and Workers that took Parental Leave:**

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

6. Is there a Mechanism available to receive and redress Grievances for the following Categories of Employees and Workers? If yes, give Details of the Mechanism in brief:

Category	Yes / No	If Yes, Details of the Mechanism in brief
<b>Employees (Permanent &amp; Other than Permanent)</b>	Yes	In line with the Godrej Philosophy, the Company has multiple engagement forums available for its employees to share their concerns, suggestions, etc. with line managers, Human Resource Departments and senior leadership team.  Policies related to Prevention of Sexual Harassment at Workplace and Vigil Mechanism / Whistle Blower are also available to all employees and workers.  The Company is committed to creating and maintaining an atmosphere in which all employees can work together, without fear of sexual harassment, exploitation or intimidation. A gender-neutral Policy on Prevention of Sexual Harassment has been in place for years. All employees are required to go through mandatory training on Prevention of Sexual Harassment.
<b>Workers (Permanent &amp; Other than Permanent)</b>		Whistle Blower Policy enables employees to raise concerns about unacceptable, improper or unethical practices being followed in the organization, without necessarily informing their supervisors. A Whistleblowing Officer has been designated for the purpose of receiving and recording any complaints under this Policy. The Company has recently partnered with Deloitte, for setting up a new Whistleblower hotline tool for any Directors and employees to raise Whistleblower complaints / concerns. The mechanism for Whistleblower would involve the following 4 (four) reporting channels: (1) Toll Number; (2) E-mail; (3) Web Portal; (4) Chat Bot.

7. Membership of Employees and Workers in Association(s) or Union(s) recognized by the Entity, for the Current Financial Year and the Previous Financial Year:

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total Employees / Workers in respective category (A)	No. of Employees / Workers in respective category, who are part of Association(s) or Union (B)	% (B / A)	Total Employees / Workers in respective category (C)	No. of Employees / Workers in respective category, who are part of Association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>1,809</b>	<b>0</b>	<b>0%</b>	<b>1,757</b>	<b>0</b>	<b>0%</b>
Male	1,600	0	0%	1,612	0	0%
Female	209	0	0%	145	0	0%
<b>Total Permanent Workers</b>	<b>884</b>	<b>597</b>	<b>68%</b>	<b>907</b>	<b>692</b>	<b>76%</b>
Male	878	597	68%	906	692	76%
Female	6	0	0%	1	0	0%

**8. Details of Training given to Employees and Workers:**

Category	Financial Year 2024-25 (Current Financial Year)					Financial Year 2023-24 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skills Upgradation		Total (D)	On Health & Safety Measures		On Skills Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
Male	1,600	1,600	100%	813	51%	1,612	606	38%	745	46%
Female	209	209	100%	209	100%	145	43	30%	145	100%
<b>Total</b>	<b>1,809</b>	<b>1,809</b>	<b>100%</b>	<b>1022</b>	<b>56%</b>	<b>1,757</b>	<b>649</b>	<b>37%</b>	<b>890</b>	<b>50.65%</b>
<b>WORKERS</b>										
Male	878	878	100%	445	51%	906	770	85%	(*)	(*)
Female	6	6	100%	6	100%	1	1	100%	(*)	(*)
<b>Total</b>	<b>874</b>	<b>874</b>	<b>100%</b>	<b>451</b>	<b>52%</b>	<b>907</b>	<b>771</b>	<b>85%</b>	<b>(*)</b>	<b>(*)</b>

(\*) The Company conducts continuous on-the-job skill upgradation training programmes throughout the year for its workers. Although the Company does not track these sessions separately, majority of its workforce has been covered under these programmes in the reporting periods.

**9. Details of Performance and Career Development Reviews of Employees and Workers for Current and Previous Financial Years:**

Performance and career development reviews have been conducted for all employees eligible during the Financial Year.

Category	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	1,600	1,420	89%	1,612	1,424	88%
Female	209	133	64%	145	108	74%
<b>Total</b>	<b>1,809</b>	<b>1,553</b>	<b>86%</b>	<b>1,757</b>	<b>1,532</b>	<b>87%</b>
<b>WORKERS</b>						
Male	Performance reviews of workers are determined on the basis of Long-Term Settlement Contracts.					
Female						
<b>Total</b>						

## 10. Health and Safety Management System:

### a. **Whether an Occupational Health and Safety Management System has been implemented by the Entity? (Yes/ No). If yes, the Coverage of such System:**

Yes, the Company has implemented occupational health and safety management system across its manufacturing locations, research facilities and offices. The Company's safety policies are in accordance with the guidelines provided by ISO 45001 standards as well as the legal requirements through various acts. Safety and health of all stakeholders is considered to be of paramount importance for sustainable growth at Godrej Industries group and associated companies. Godrej Industries Group carries a vision to bring about a strong Safety and Health culture across the organization and all companies remain committed to provide a safe and healthy work environment for the well-being of all stakeholders, namely Godrejites, business associates, processors, contractors, sub-contractors, vendors, transporters, customers and visitors.

The Company's approach to EHS is well documented in Safety and Health Management System (SHMS) policy and is based on 25 safety standards with various critical elements and sub-elements. The SHMS policy is designed to enhance the performance of the Company's individual units through target setting and continuous monitoring of key performance indicators as well as promoting a safety culture across the organisation. The EHS Department is staffed with competent resources having designated roles along with safety teams in manufacturing locations and is responsible for risk assessment, SHMS implementation, performance monitoring and reporting. The Company has adopted scoring matrix to measure and compare performance of EHS system at all of the Company's locations. The scores are also embedded in the annual performance reviews for the senior leadership as well as functional management.

### b. **Processes used to identify Work-related Hazards and assess Risks on a Routine and Non-routine basis by the Entity:**

The Company has a robust Environment, Health & Safety (EHS) risk management framework which is reviewed on a regular basis along with mitigation plans for identified routine and non-routine activities. The Company has implemented various techniques such as Hazard Identification Risk Assessment (HIRA), Hazard and Operability Analysis (HAZOP), green and brown field project audit, plant inspection checklists etc. and other consequence modelling studies. Strict adherence to Safe Operating Procedures

(SOPs) for workplace safety is followed on shop floors across the Company's manufacturing locations. For all new projects, EHS compliance is ensured through mandatory management of change, contractor safety guidelines, job safety analysis, pre-start up safety review, project site audits, etc. during the construction and operational phases. Periodic cross functional as well as inter-unit audits at a business and corporate levels are conducted for all of the Company's manufacturing locations to identify hazards, design risk mitigation plans and to monitor compliance with policy standards.

The Company's several manufacturing units have received various awards and certifications at a state as well as national levels for safety practices.

### c. **Whether the Entity has Processes for Workers to report the Work-related Hazards and to remove themselves from such Risks (Yes / No):**

Yes, the Company has digitised safety reporting through the mobile application called "i-safe" which has been developed internally by Godrej Industries Limited, Holding Company for its associated companies. Workers and employees across the Company's manufacturing locations have access to this application to report all kinds of work-related unsafe acts and unsafe conditions. A well-defined Safe Operating Procedure (SOP) is in place for defining nature and severity of the reported incident as well as necessary corrective actions and continuous status monitoring of incidents raised on the platform. Furthermore, periodic EHS Committee meetings, management review meeting and toolbox talk are conducted on the shop floors where employee participation is encouraged to discuss safety related issues and promote a transparent safety culture across manufacturing facilities.

### d. **Do the Employees / Workers of the Entity have access to Non-Occupational Medical and Healthcare Services? (Yes / No)**

Yes, all of the Company's manufacturing sites and offices have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical centres in close proximity. All the necessary first-aid trainings and equipment are provided across the manufacturing sites. All permanent employees and workers along with their family members have access to either Company supported medical benefits, group insurance policies and/or where applicable, statutory benefits under Employees State Insurance.

**11. Details of Safety related Incidents in the following format:**

Safety Incident / Number	Category (including Contract Workforce)	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.07
	Workers	0.22	-
Total Recordable Work-related Injuries	Employees	-	-
	Workers	3	-
No. of Fatalities	Employees	-	-
	Workers	-	2
High Consequence Work-related Injury or Ill - health (Excluding Fatalities)	Employees	-	-
	Workers	-	-

**12. Measures taken by the Entity to ensure a Safe and Healthy Workplace:**

The Company is committed to the health and well-being of its team members and have an on-site medical centre or through tie-ups with reputed medical centers in close proximity and Occupational Health Centre (OHC) within the Godrej Head Office, Vikhroli campus. The Company conducts regular medical awareness workshops including mental health and well-being and periodic free of cost on-site diagnostic camps.

A digitised user-friendly platform has been enabled for all the Company's employees at manufacturing locations to report safety related incidents, provide corrective action and timely resolutions. Employees are encouraged to participate in periodic meeting with senior management to enable continuous dialogue for achieving the Company's goal of incident-free workplace. Periodic safety audits are conducted by cross functional teams and a well measurable reward system ("Suraksha") is in place to inspire safety culture across the organisation.

**13. Number of Complaints on the following made by Employees and Workers:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	No. of Complaints filed during the year	No. of Complaints pending resolution as at the close of the year	Remarks	No. of Complaints filed during the year	No. of Complaints pending resolution as at the close of the year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**14. Assessments for the Financial Year:**

Particulars	% of Plants and Offices that were assessed (by the Entity or Statutory Authorities or Third Parties)
Working Conditions	The Company's Crop Protection manufacturing units are covered under ISO 45001:2018 Occupational Health and Safety management standards. Furthermore, all the Company's manufacturing facilities are audited by cross functional teams at business as well as corporate level with oversight from senior management.
Health & Safety Practices	

**15. Provide Details of any Corrective Action taken or underway to address Safety-related Incidents (if any) and on Significant Risks / Concerns arising from Assessments of Health & Safety Practices and Working Conditions:**

All safety-related incidents are thoroughly studied and investigated with initiation of corrective actions to avoid recurrence of such incidents. Internal as well as external audits measure the effectiveness of corrective actions.

## LEADERSHIP INDICATORS

Does the Entity extend any Life Insurance or any Compensatory Package in the Event of Death of:

(A) Employees (Y/N); and

(B) Workers (Y/N):

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

Provide the Measures undertaken by the Entity to ensure that Statutory Dues have been deducted and deposited by the Value Chain Partners:

The Company encourages its business partners, viz., suppliers, distributors, contractors, etc. to follow ethics, transparency and accountability in their dealings with the Company. The Company also monitors compliance by contractors supplying third party resources related to statutory dues while processing the invoices.

Provide the Number of Employees / Workers having suffered High Consequence Work-related Injury / Ill-health / Fatalities (as reported in Question 11 of Essential Indicators above), who have been rehabilitated and placed in suitable Employment or whose Family Members have been placed in suitable Employment: in the Current Year and the Previous Year:

Particulars	Total No. of Affected Employees / Workers		No. of Employees / Workers that are Rehabilitated and placed in suitable Employment or whose Family Members have been placed in suitable Employment	
	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	2	-	1

Does the Entity provide Transition Assistance Programmes to facilitate continued Employability and the Management of Career Endings resulting from Retirement or Termination of Employment (Yes / No):

The Company has continuously invested in skill development programmes for its employees to enhance employability of the workforce and provide diverse work experience.

Details on Assessment of Value Chain Partners:

Particulars	% of Value Chain Partners (by Value of Business done with such Partners) that were assessed
Health and Safety Practices	The Company encourages its value chain partners to follow appropriate health and safety practices in the course of their dealings with the Company.
Working Conditions	

Provide Details of any Corrective Actions taken or underway to address Significant Risks / Concerns arising from Assessments of Health and Safety Practices and Working Conditions of Value Chain Partners.

Not Applicable

#### PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

##### ESSENTIAL INDICATORS

#### 1. Describe the Processes for identifying Key Stakeholder Groups of the Entity:

The Company recognizes that as a good corporate citizen, it is bound to think and act beyond the interests of its internal stakeholders, to include all its stakeholders in addition to its employees, who together help the Company to create a shared value.

The stakeholder engagement process consists of several activities from stakeholder identification, consultation, prioritization, collaboration and reporting. The identification of all relevant stakeholders and understanding their expectations is of high importance to the Company in its quest to be sustainable. The Company identifies key stakeholders on the basis of their influence on the Company's activities and operations and the Company's impact on them.

The Company has already identified and prioritized key stakeholders and continues to engage with them through various mechanisms such as consultations with local communities, supplier / vendor meets, customer / employee satisfaction surveys, investor / analyst meets, etc.

The Company continuously endeavours to achieve customer satisfaction and create delight for all its value chain partners and also to implement policies and processes to achieve long-term welfare and meet the growth and career aspirations of its employees. The Company also strives to introduce and implement impactful programmes for communities around its plant locations, in partnership with the Government, Non-Governmental Organizations (NGOs) and local communities. This approach helps the Company to distribute accountability and ensure long-term impact of its community development initiatives in clearly identified areas of need.

The following are the key stakeholder groups which have been identified by the Company:

- (1) Shareholders
- (2) Employees and Workers
- (3) Customers
- (4) Suppliers and Contractors
- (5) Government and Regulatory Bodies
- (6) Media and Analysts
- (7) Communities at large.

**2. List Stakeholder Groups identified as Key for the Company and the Frequency of Engagement with each Stakeholder Group:**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually / Half-yearly / Quarterly / Others – Please specify)	Purpose and Scope of Engagement, including Key Topics and Concerns raised during such Engagement
Shareholders	No	<ul style="list-style-type: none"> <li>• General Meetings</li> <li>• Media Releases</li> <li>• Investor Presentations</li> <li>• Quarterly Results</li> <li>• Annual Reports</li> <li>• Stock Exchange Filings</li> <li>• Corporate Website</li> <li>• Bulk E-mails regarding Notices of Meetings, Postal Ballots, Tax Deducted at Source (TDS) on Dividend, etc.</li> <li>• Dedicated e-mail address for resolving Shareholders' queries / requests</li> </ul>	Quarterly / Half-yearly / Annual /As and when required	<ul style="list-style-type: none"> <li>• Understanding the aspirations and expectations of the Shareholders</li> <li>• Updating the Shareholders about the operations and financial performance of the Company</li> </ul>
Employees and Workers	No	<ul style="list-style-type: none"> <li>• Regular e-mail circulars and organizational announcements</li> <li>• Quarterly communication on financial performance</li> <li>• Open forum interview with the top management titled as "Mulakaat" to provide business performance updates to employees, notify them about any important updates concerning them and answer their related queries</li> <li>• Training and induction Programmes and workshops for employees</li> <li>• Welfare initiatives for employees and their dependents</li> <li>• Employee engagement / feedback surveys</li> <li>• Employees' participation in community initiatives by encouraging volunteering</li> </ul>	Quarterly / Half-yearly / Annual /As and when required	<ul style="list-style-type: none"> <li>• Updating the employees about the Company's progress, policies and expectations</li> <li>• Gaining valuable feedback from the employees for strengthening the functioning and growth of the Company</li> <li>• Implementing measures for employees' motivation, professional growth and personal well-being</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually / Half-yearly / Quarterly / Others – Please specify)	Purpose and Scope of Engagement, including Key Topics and Concerns raised during such Engagement
Customers	No	<ul style="list-style-type: none"> <li>• Business interactions</li> <li>• Formal customer and distributor meets</li> <li>• Market visits</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>• Understanding customers' expectations and measures which can create delight for them</li> <li>• Effective resolution of customer complaints / issues, if any</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>• Business interactions</li> <li>• Formal supplier meets</li> <li>• Market visits</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>• Understanding the needs and expectations of suppliers</li> <li>• Identifying issues or gaps, if any, in the supply chain</li> <li>• Awareness amongst suppliers about regulatory norms and Environment, Health &amp; Safety (EHS) standards adopted by the Company</li> </ul>
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>• Filings with Government and regulatory authorities</li> <li>• Representations</li> <li>• Media Releases</li> <li>• Quarterly Results</li> <li>• Annual Reports</li> <li>• Stock Exchange Filings</li> <li>• Corporate Website</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>• Complying with statutory / mandatory reporting requirements</li> <li>• Regulatory guidance whenever required</li> <li>• Raising and resolution of issues faced by the industry</li> </ul>
Media and Analysts	No	<ul style="list-style-type: none"> <li>• Analyst Meets</li> <li>• Investor Calls</li> <li>• Media Releases</li> <li>• Investor Presentations</li> <li>• Quarterly Results</li> <li>• Annual Reports</li> <li>• Stock Exchange Filings</li> <li>• Corporate Website</li> </ul>	Quarterly / Half-yearly / Annual / As and when required	<ul style="list-style-type: none"> <li>• Understanding investor aspirations and market trends</li> <li>• Updating on Company's performance and industry standing</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually / Half-yearly / Quarterly / Others – Please specify)	Purpose and Scope of Engagement, including Key Topics and Concerns raised during such Engagement
Communities at large	Yes, certain sections of the communities	<ul style="list-style-type: none"> <li>Direct Corporate Social Responsibility (CSR) initiatives</li> <li>CSR interventions undertaken with the assistance of Non- Governmental Organisation (NGO) partners</li> </ul>	Ongoing and also specifically as and when required	<ul style="list-style-type: none"> <li>Assessment of need and impact of Corporate Social Responsibility (CSR) initiatives</li> <li>Harmonious relations with local communities in and around the geographical areas in which the Company operates</li> </ul>

### LEADERSHIP INDICATORS

**Provide the Processes for Consultation between Stakeholders and the Board of Directors on Economic, Environmental and Social Topics or if Consultation is delegated, how is Feedback from such Consultations provided to the Board:**

The Board of Directors of the Company oversees matters relating to Environmental, Social and Governance (ESG) topics and has constituted several Committees such as Audit Committee, Corporate Social Responsibility (CSR) Committee, Risk Management Committee, Stakeholders' Relationship Committee and Nomination and Remuneration Committee to deal with specialized areas. The composition and the terms of reference of these Committees are in conformity with the mandatory provisions of law. The observations and recommendations of these Committees are regularly briefed to the Board at every Meeting of the Board, either for its noting or for its approval, as may be required.

The Company also conducts stakeholder engagement activities on ESG topics from time to time, to receive vital feedback from the concerned stakeholders on ESG parameters, performance and related matters. The results of such activities are briefed to the Board and its concerned Committees during the course of discussions at Meetings and appropriate measures are accordingly devised and implemented to enhance the ESG performance further.

The Company also has specialized functions and roles within its organizational hierarchy and has deployed right software and tools which enable the Company to set and achieve higher and higher standards of ESG performance and also to closely monitor the same, in order to devise and implement appropriate measures to enhance the same further.

**Whether Stakeholder Consultation is used to support the Identification and Management of Environmental and Social Topics (Yes / No). If so, provide details of Instances as to how the Inputs received from Stakeholders on these Topics were incorporated into Policies and Activities of the Entity:**

The Company recognizes the vitality of obtaining feedback from the concerned stakeholders through consultation, in order to identify environmental and social topics which are materially important from time to time. Based on the inputs so received from the stakeholders and in accordance with the changing context and requirements:

- the policies and procedures adopted by the Company are suitably amended or modified;
- critical or priority areas needing special attention and focus are identified and policies and strategies are devised suitably;
- proper systems and plans are devised to achieve the identified objectives and to monitor and measure the performance.

**Provide Details of Instances of Engagement with, and Actions taken to, address the Concerns of Vulnerable / Marginalized Stakeholder Groups:**

The Company, through its Corporate Social Responsibility (CSR) Policy and initiatives, endeavours to address critical social, environmental and economic needs of marginalized and underprivileged sections of the Company's communities and to transform their lives, by adopting a shared value approach, i.e., to help in solving problems, while strengthening the Company's competitive advantage. Every attempt possible is made to achieve holistic development of the communities. The CSR initiatives are strategically designed by the Godrej Good & Green team in such a manner that they are based on a thorough needs assessment, involve active participation of the employees, capable of bearing significant outcomes and measurable in terms of progress. The Company's CSR initiatives are implemented mainly for local communities, in and around the areas where the Company operates.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

## ESSENTIAL INDICATORS

1. Employees and Workers who have been provided Training on Human Rights Issues and Policy(ies) of the Entity, in the following format:

Employees	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Total (A)	No. of Employees / Workers covered (B)	% (B/A)	Total (C)	No. of Employees / Workers covered (D)	% (C/D)
<b>EMPLOYEES</b>						
Permanent	1,809	1,809	100%	1,757	1,757	100%
Other than Permanent	1,026	1,026	100%	7	7	100%
<b>Total</b>	<b>2,835</b>	<b>2,835</b>	<b>100%</b>	<b>1,764</b>	<b>1,764</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	884	884	100%	907	907	100%
Other than Permanent	2,817	2,817	100%	990	990	100%
<b>Total</b>	<b>3,701</b>	<b>3,701</b>	<b>100%</b>	<b>1,897</b>	<b>1,897</b>	<b>100%</b>

2. Details of Minimum Wages paid to Employees and Workers, in the following format:

	Financial Year 2024-25 (Current Financial Year)					Financial Year 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>PERMANENT EMPLOYEES</b>	<b>1,809</b>	<b>N/A</b>	<b>N/A</b>	<b>1809</b>	<b>100%</b>	<b>1,757</b>	<b>N/A</b>	<b>N/A</b>	<b>1,757</b>	<b>100%</b>
Male	1,600	N/A	N/A	1600	100%	1,612	N/A	N/A	1,612	100%
Female	209	N/A	N/A	209	100%	145	N/A	N/A	145	100%
<b>OTHER THAN PERMANENT EMPLOYEES</b>	<b>1,026</b>	<b>N/A</b>	<b>N/A</b>	<b>1026</b>	<b>100%</b>	<b>7</b>	<b>N/A</b>	<b>N/A</b>	<b>7</b>	<b>100%</b>
Male	966	N/A	N/A	966	100%	4	N/A	N/A	4	100%
Female	60	N/A	N/A	60	100%	3	N/A	N/A	3	100%
<b>PERMANENT WORKERS</b>	<b>884</b>	<b>N/A</b>	<b>N/A</b>	<b>884</b>	<b>100%</b>	<b>907</b>	<b>N/A</b>	<b>N/A</b>	<b>907</b>	<b>100%</b>
Male	878	N/A	N/A	878	100%	906	N/A	N/A	906	100%
Female	6	N/A	N/A	6	100%	1	N/A	N/A	1	100%
<b>OTHER THAN PERMANENT WORKERS</b>	<b>2,817</b>	<b>2,213</b>	<b>79%</b>	<b>604</b>	<b>21%</b>	<b>990</b>	<b>N/A</b>	<b>N/A</b>	<b>990</b>	<b>100%</b>
Male	2,651	2,077	78%	574	22%	970	N/A	N/A	970	100%
Female	166	136	82%	30	18%	20	N/A	N/A	20	100%

('N/A' denotes 'Not Applicable'.)

**3. Details of Remuneration / Salary / Wages:**

**a. Median Remuneration / Wages:**

Particulars	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective Category (Rs. in Lakh)	Number	Median Remuneration / Salary / Wages of respective Category (Rs. in Lakh)
Board of Directors (BoD)	7	7,50,000	6	7,50,000
Key Managerial Personnel (KMP)	2	2,01,92,244	0	N/A
Employees other than BoD and KMPs	1,597	8,29,996	209	6,62,501
Workers	878	4,15,177	6	1,69,972

**b. Gross Wages paid to Females as % of Total Wages paid by the Entity, in the following format:**

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Gross Wages paid to Females as % of Total Wages	9%	6%

**4. Do you have a Focal Point (Individual / Committee) responsible for addressing Human Rights Impacts or Issues caused or contributed to by the Business? (Yes / No):**

Yes, Company has adopted Human Rights Policy and Company's human rights actions are overseen by business head supported by management committee including representatives from Finance, Marketing, Product Supply Organisation, Sales, Research & Development and Human Resources and Board level oversight is also provided.

Please refer to below link to access the Company's Human Rights Policy:

<https://www.godrejagrovvet.com/sustainability/codes-and-policies>

**5. Describe the Internal Mechanisms in place to redress Grievances related to Human Rights Issues:**

In line with Godrej Group companies, the Company's Human Rights Policy is guided by international covenants such as the International Bill of Human Rights (i.e., Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

While adhering to local laws, the Company follows higher standards to the greatest extent possible. The Company is committed to identifying, preventing and mitigating adverse human rights issues which affect employees, suppliers and other external stakeholders. The Company also offers various safeguards to all stakeholders and maintain them with respect for their privacy and dignity.

The Company has Internal Committee (ICs) in place to address sexual harassment complaints as well as Whistleblowing officer to address Whistle Blower complaints. Further, the Anti Sexual Harassment Apex Committee for Godrej Industries and its Associate companies has been formed to oversee the constitution, operations and management of the individual ICs.

Please refer to below link to access the Company's Human Rights Policy:

<https://www.godrejagrovvet.com/sustainability/codes-and-policies>

**6. Number of Complaints on the following made by Employees and Workers:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Filed during the Year	Pending resolution at the end of the Year	Remarks	Filed during the Year	Pending resolution at the end of the Year	Remarks
Sexual Harassment	3	0	Resolved	3	1	Pending case received in March 2024
Discrimination at Workplace	0	0	N/A	0	0	N/A
Child Labour	0	0	N/A	0	0	N/A
Forced Labour / Involuntary Labour	0	0	N/A	0	0	N/A
Wages	0	0	N/A	0	0	N/A
Other Human Rights related Issues	0	0	N/A	0	0	N/A

('N/A' denotes 'Not Applicable'.)

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	3
Complaints on POSH as a % of Female Employees / Workers	1.40%	1.78%
Complaints on POSH upheld	3	3

**8. Mechanisms to prevent Adverse Consequences to the Complainant in Discrimination and Harassment Cases:**

The Company's Policy on Prevention of Sexual Harassment is in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder.

As per the Policy, the Company and the Internal Complaints Committee will take all reasonable measures to ensure that any person who has lodged a complaint under this Policy or given evidence or other assistance as part of an inquiry under this Policy, in good faith, is protected and not subjected to any retaliatory conduct. Any retaliatory conduct by an employee violates this Policy and will result in appropriate disciplinary inquiry and action thereunder. The contents of the complaint made, the identity and addresses of the Complainant, the Respondent and witnesses, any and all information relating to inquiry proceedings, shall not be published, communicated or made known to the public, press and media in any manner. If this provision is contravened, the Company shall be entitled to take all steps to secure confidentiality, take all actions in accordance with the law, the aforesaid Act and the Company's policies for such breach and also recover from such person, such sum as penalty as may be prescribed thereunder.

**9. Do Human Rights Requirements form part of the Entity's Business Agreements and Contracts (Yes / No):**

Yes, across the Company's diverse and extended supply chain, the Company makes human rights expectations and commitments clear to its suppliers, business partners and contractors. The Company includes relevant expectations in its contracts with them, wherever appropriate. For suppliers who do not have similar policies and practices, the Company encourages and supports them to do so.

**10. Assessments for the Year:**

Particulars	% of the Entity's Plants and Offices that were assessed (by the Entity or Statutory Authorities or Third Parties)
Child Labour	The Company internally monitors compliance with all the relevant laws and policies pertaining to the Human Right issues for all its plant and office locations. There have been no observations by local statutory / third parties in India during the Financial Year 2024-25.
Forced Labour / Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – please specify	

**11. Provide Details of any Corrective Actions taken or underway to address Significant Risks / Concerns arising from the Assessments at Question 10 above:**

Not Applicable

**LEADERSHIP INDICATORS**

**Details of a Business Process being modified / introduced as a result of addressing Human Rights Grievances / Complaints:**

Not Applicable

**Details of the Scope and Coverage of any Human Rights Due Diligence conducted:**

The Company internally monitors compliance with Human Rights throughout its activities and business. During the Financial Year 2024-25, the Company assessed employees, workers, contract workers and community members across factories, covering women, children and migrant workers as well.

**Is the Premise / Office of the Entity accessible to Differently abled Visitors, as per the Requirements of the Rights of Persons with Disabilities Act, 2016:**

The Company's Registered Office at Godrej One, Vikhroli, Mumbai is accessible for differently abled employees and workers with infrastructural modifications being updated on an on-going basis.

**Details on Assessment of Value Chain Partners:**

Particulars	% of Value Chain Partners (by Value of Business done with such Partners) that were assessed
Sexual Harassment	The Company encourages its value chain to follow ethical and lawful practices in their dealings with the Company.
Discrimination at Workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please specify	

**Provide Details of any Corrective Actions taken or underway to address Significant Risks / Concerns arising from the Assessments of Value Chain Partners above:**

Not Applicable

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

## ESSENTIAL INDICATORS

## 1. Details of Total Energy Consumption (in Joules or multiples) and Energy Intensity, in the following format:

Parameter	Units	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>From Renewable Sources</b>			
Total Electricity Consumption (A)	MJ	4,76,25,184	4,71,01,719
Total Fuel Consumption (B)	MJ	1,71,75,39,662	1,76,34,50,799
Energy Consumption through Other Sources (C)	MJ	-	-
<b>Total Energy consumed from Renewable Sources (A+B+C)</b>	MJ	1,76,51,64,846	1,81,05,52,518
<b>From Non-Renewable Sources</b>			
Total Electricity Consumption (D)	MJ	19,31,25,807	19,50,58,663
Total Fuel Consumption (E)	MJ	2,95,60,950	2,13,99,432
Energy Consumption through Other Sources (F)	MJ	-	-
<b>Total Energy consumed from Non-Renewable Sources (D+E+F)</b>	MJ	22,26,86,757	21,64,58,095
<b>Total Energy consumed (A+B+C+D+E+F)</b>	MJ	1,98,78,51,603	2,02,70,10,613
<b>Energy Intensity per Rupee of Turnover</b> (Total Energy consumed / Revenue from Operations)	MJ / Rupee	0.028	0.028
<b>Energy Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million)</b> (Total Energy consumed / Revenue from Operations adjusted for PPP)	-	0.59	0.064
<b>Energy Intensity in terms of Physical Output</b>		1,150	1,155
Energy Intensity ( <i>optional</i> ) – the relevant metric may be selected by the Entity	MJ / MT of Product	19,31,25,807	19,50,58,663

**Note: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:**

- Financial Year 2023-24 (Previous financial year) data assured by TUV India Pvt. Ltd.
- Financial Year 2024-25 (Current financial year) data assurance by SGS India Pvt. Ltd.

2. **Does the Entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India (Y/N)? If yes, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:**

Not Applicable. None of the Company's manufacturing plant has notified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. **Provide details of the following Disclosures related to Water, in the following format:**

Parameter	Units	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water Withdrawal by Source (in Kilolitres)</b>			
(I) Surface Water	kl	7,771	0.00
(ii) Groundwater	kl	8,19,223	8,74,565
(iii) Third Party Water	kl	1,10,890	1,10,670
(iv) Seawater / Desalinated Water	kl	0.00	0.00
(v) Others	kl	0.00	0.00
<b>Total Volume of Water Withdrawal (in Kilolitres) (i + ii + iii + iv + v)</b>	kl	9,37,884	9,85,235

Parameter	Units	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Volume of Water Consumption (in Kilolitres)</b>	kl	8,04,743	7,85,025
<b>Water Intensity per Rupee of Turnover</b> (Total Water Consumption / Revenue from Operations)	kl / Rupee	0.000012	0.000011
<b>Water Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million)</b> (Total Water Consumption / Revenue from Operations adjusted for PPP)	-	0.000237	0.000025
<b>Water Intensity in terms of Physical Output</b>	kl / MT of Product	0.47	0.45

- Financial Year 2022-23 (Previous Financial Year): Data assured by TUV India Pvt. Ltd.
- Financial Year 2023-24 (Current Financial Year): Data assurance in progress by TUV India Pvt. Ltd.

4. Provide the following Details related to Water Discharged:

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water Discharge by Destination and Level of Treatment (in Kilolitres)</b>		
(i) To Surface Water		
- No Treatment	-	-
- With Treatment – Please specify Level of Treatment	-	-
(ii) To Groundwater		
- No Treatment	-	-
- With Treatment – Please specify Level of Treatment	1,33,142	2,00,211
(iii) To Seawater		
- No Treatment	-	-
- With Treatment – Please specify Level of Treatment	-	-
(iv) Sent to Third-parties		
- No Treatment	-	-
- With Treatment – Please specify Level of Treatment	-	-
(v) Others		
- No Treatment	-	-
- With Treatment – Please specify Level of Treatment	-	-
<b>Total Water Discharged (in Kilolitres)</b>	<b>1,33,142</b>	<b>2,00,211</b>

**Note: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:**

- Financial Year 2023-24 (Previous financial year) data assured by TUV India Pvt. Ltd.
- Financial Year 2024-25 (Current financial year) data assurance by SGS India Pvt. Ltd.

5. Has the Entity implemented a Mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Our crop protection business plant at Chiplun & Oil palm business plant at Chintampalli, Pothepalli & Seethanagaram have secondary and/or tertiary treatment facilities. After necessary secondary / tertiary treatment, treated water is being used in process, cleaning application and irrigation purpose. Thus, the Company's dependency on freshwater intake continues to be lower. For smaller units, the Company has a sewage treatment plant. Treated water is being used for domestic cleaning and washing and gardening purpose.

6. Please provide Details of Air Emissions (other than GHG emissions) by the Entity, in the following format:

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
NOx	MT/Year	289.98	468
SOx	MT/Year	110.74	317
Particulate Matter (PM)	MT/Year	254.55	522
Persistent Organic Pollutants (POP)	Not Applicable	-	-
Volatile Organic Compounds (VOC)	Not Applicable	-	-
Hazardous Air Pollutants (HAP)	Not Applicable	-	-
Others – Please specify	Not Applicable	-	-

**Note:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:

- Financial Year 2023-24 (Previous financial year) data assured by TUV India Pvt. Ltd.
- Financial Year 2024-25 (Current financial year) data assurance by SGS India Pvt. Ltd.

7. Provide Details of Greenhouse Gas Emissions (Scope 1 and Scope 2 Emissions) & its Intensity, in the following format:

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Scope 1 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,045	1,449
<b>Total Scope 2 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	39,435	42,796
<b>Total Scope 1 and Scope 2 Emission Intensity per Rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations)	MT CO <sub>2</sub> eq. / Rupee	0.00059	0.00062
<b>Total Scope 1 and Scope 2 Emission Intensity per Rupee of Turnover adjusted for Purchasing Power Parity</b> (PPP in USD Million) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from Operations adjusted for PPP)	-	0.0123	0.00142
<b>Total Scope 1 and Scope 2 Emission Intensity in terms of Physical Output</b>			
<b>Total Scope 1 and Scope 2 Emission Intensity (optional)</b> – the relevant metric may be selected by the Entity	MT CO <sub>2</sub> eq. / MT of Product	23.99	25.22

**Note:** Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:

- Financial Year 2023-24 (Previous financial year) data assured by TUV India Pvt. Ltd.
- Financial Year 2024-25 (Current financial year) data assurance by SGS India Pvt. Ltd.

8. Does the Entity have any project related to reducing Green House Gas emission? If yes, then provide Details.

- Roof top & Ground mounted solar PV panel at 20+ manufacturing plants
- Replacement of Furnace oil fired boiler with briquette fired boiler
- Biogas generation plant with gas turbine, to effectively utilize the cow dung generated in the premises to meet partial energy requirement of plant.
- Agro residue co-generation plant to meet thermal & electrical load of plant

9. Provide details related to Waste Management by the Entity, in the following format:

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Total Waste Generated (in Metric Tonnes)</b>		
Plastic Waste (A)	3,101.98	2,643.00
E-Waste (B)	0.06	0.02
Bio-medical Waste (C)	0.01	0.001
Construction and Demolition Waste (D)	14.92	0
Battery Waste (E)	0.80	0.81
Radioactive Waste (F)	0.00	0
Other Hazardous Waste - Please specify, if any (G)		
• Distillation Residue	13.9	29.75
• ETP Sludge	37.9	180.86
• Other Waste	45.9	0.00
Other Non-Hazardous Waste generated (H) - Please specify, if any (Break-up by composition, i.e., by materials relevant to the sector)		
• Biomass Ash	5,498	9,506
• ETP Sludge	135.09	141.4
• Paper	510.97	510.18
• Metal	24.35	3.26
• Wooden	27,864	28,815
• HDPE Drums	2,897	89.47
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>40,146</b>	<b>41,919</b>

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Waste Intensity per Rupee of Turnover</b> (Total Waste Generated / Revenue from Operations)	0.0000006 MT of Waste / Rupee	0.00000059 MT of Waste / Rupee
<b>Waste Intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP in USD Million)</b> (Total Waste Generated / Revenue from Operations adjusted for PPP)	0.000012	0.0000014
Waste Intensity in terms of Physical Output		
<b>Waste Intensity (optional)</b> – the relevant metric may be selected by the Entity	0.0232 MT of Waste / MT of Product	0.024 MT of Waste / MT of Product

**For each Category of Waste generated, Total Waste recovered, through Recycling, Re-using or other Recovery Operations (in Metric Tonnes)**

Category of Waste	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
(i) Recycled	37,163	39,722
(ii) Re-used	-	-
(iii) Other Recovery Operations	-	-
<b>Total</b>	<b>37,163</b>	<b>39,722</b>

**For each Category of Waste generated, Total Waste disposed, by Nature of Disposal Method (in Metric Tonnes)**

Category of Waste	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
(i) Incineration	13.96	1.09
(ii) Landfilling	2,319	2,006
(iii) Other Disposal Operations	-	-
<b>Total</b>	<b>2,333</b>	<b>2,007</b>

**Note: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:**

- Financial Year 2023-24 (Previous financial year) data assured by TUV India Pvt. Ltd.
- Financial Year 2024-25 (Current financial year) data assurance by SGS India Pvt. Ltd.

**10. Briefly describe the Waste Management Practices adopted in your Establishments. Describe the Strategy adopted by your Company to reduce usage of Hazardous and Toxic Chemicals in your Products and Processes and the Practices adopted to manage such Wastes.**

The Company works on '4R' principle of Waste management, i.e., Reduce, Reuse, Recycle & Recover. All its non - hazardous waste send to authorized recyclers for further processing. The Company's Vegetable Oils business has achieved 100% circularity by converting residual palm fruits and shell to briquette and its consumption for generation of electricity and steam through cogeneration plant. The Company is working with brick manufacturers to uptake its briquette/biomass ash. The Company is also compliant with Extended Producer Responsibility (EPR) where all its plastics are collected back and recycled into the system.

**11. If the Entity has Operations / Offices in/around Ecologically Sensitive Areas (such as National Parks, Wildlife Sanctuaries, Biosphere Reserves, Wetlands, Biodiversity Hotspots, Forests, Coastal Regulation Zones etc.) where Environmental Approvals / Clearances are required, please specify details in the format:**

Not Applicable

**12. Details of Environmental Impact Assessments of Projects undertaken by the Entity based on applicable laws, in the Current Financial Year:**

Name and Brief Details of Project	EIA Notification No.	Date	Whether conducted by Independent External Agency (Yes / No)	Results communicated in Public Domain (Yes / No)	Relevant Web link
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Not Applicable

**13. Is the Entity compliant with the applicable Environmental Law / Regulations / Guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Y/N). If not, provide Details of all such Non-compliances, in the format:**

All our manufacturing plants of the Company are compliant with applicable Environmental laws and regulations and operate as per Consent to Operate from the Central and the State Pollution Control Boards.

**LEADERSHIP INDICATORS**

**1. Water Withdrawal, Consumption and Discharge in Areas of Water Stress (in Kilolitres):**

For each facility / plant located in areas of Water stress, provide the following information:

- (i) **Name of the Area:** Tumkur (Karnataka), Khanna (Punjab), Ikolaha (Punjab), Bundi (Rajasthan)
- (ii) **Nature of Operations:** Manufacturing of Animal Feeds
- (iii) **Water Withdrawal, Consumption and Discharge, in the following format:**

Parameter	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
<b>Water Withdrawal by Source (in kilolitres)</b>		
(i) Surface Water	-	-
(ii) Groundwater	85,239	1,49,832
(iii) Third Party Water	3,500	37,483
(iv) Seawater / Desalinated water	-	-
(v) Others	-	-
<b>Total Volume of Water Withdrawal (in Kilolitres)</b>	<b>88,739</b>	<b>1,87,315</b>
<b>Total Volume of Water Consumption (in Kilolitres)</b>	<b>88,739</b>	<b>1,87,315</b>
<b>Water Intensity per Rupee of Turnover (Water Consumed / Turnover)</b>	0.000013	0.000002
<b>Water Intensity (optional) – the relevant metric may be selected by the Entity</b>	-	-

Water Discharge by Destination and Level of Treatment (in Kilolitres)

(i)	Into Surface Water		
-	No Treatment	-	-
-	With Treatment – Please specify Level of Treatment	-	-
(ii)	Into Groundwater		
-	No Treatment	-	-
-	With Treatment – Please specify Level of Treatment	-	-
(iii)	Into Seawater		
-	No Treatment	-	-
-	With Treatment – Please specify Level of Treatment	-	-
(iv)	Sent to Third-parties		
-	No Treatment	-	-
-	With Treatment – Please specify Level of Treatment	-	-
(v)	Others		
-	No Treatment	-	-
-	With Treatment – Please specify Level of Treatment	-	-

**Note: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:**

- Financial Year 2023-24 (Previous financial year) data assured by TUV India Pvt. Ltd.
- Financial Year 2024-25 (Current financial year) data assurance by SGS India Pvt. Ltd.

**2. Please provide details of Total Scope 3 Emissions & its Intensity, in the following format:**

Parameter	Unit	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Total Scope 3 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	9,08,833	12,87,244
Total Scope 3 Emissions per Rupee of Turnover	Metric tonnes of CO <sub>2</sub> equivalent / Rupee	0.0129	0.0135
Total Scope 3 Emission Intensity (optional) – the relevant metric may be selected by the Entity	-	-	-

**Note: Indicate if any Independent Assessment / Evaluation / Assurance has been carried out by an external agency (Y/N). If yes, Name of the External Agency:**

- Financial Year 2023-24 (Previous financial year) data assured by TUV India Pvt. Ltd.
- Financial Year 2024-25 (Current financial year) data assurance by SGS India Pvt. Ltd.

**3. With respect to the Ecologically Sensitive Areas reported at Question 11 of Essential Indicators above, provide Details of Significant Direct & Indirect Impact of the Entity on Biodiversity in such Areas, alongwith Prevention and Remediation Activities.**

Not Applicable

**4. If the Entity has undertaken any Specific Initiatives or used Innovative Technology or Solutions to improve Resource Efficiency, or reduce Impact due to Emissions / Effluent Discharge / Waste generated, please provide Details of the same as well as Outcome of such Initiatives, as per the format:**

For more details, please refer to **Annexure 'E'** to the Directors' Report.

**5. Does the Entity have a Business Continuity and Disaster Management Plan? Give details in 100 words / Web link.**

The Company has built a sturdy Business Continuity Plan to further strengthen our business. Its Business Continuity Plan (BCP) consists of annual budgeting, long-term budgeting, a career development plan for employees and a succession plan for all the key positions. The assessed operational impacts include those related to life safety, customer service, revenue/ cash flow, public image, regulatory, product development, competitive advantage, financial control/ reporting, liability increase.

The main objective is to ensure business continuity and zero negative impact on society, environment, stakeholders, and economic losses. To make this BCP more robust in the Company, organization conducts internal and external risk assessments and trainings for its employees and workers. Major organizational risks are identified, measured, monitored, and reviewed by central Risk Management Committee consisting of Directors.

**6. Disclose any Significant Adverse Impact to the Environment, arising from the Value Chain of the Entity. What Mitigation or Adaptation Measures have been taken by the Entity in this regard?**

Our palm oil business has a dedicated team who work closely with smallholder farmers on-ground to improve & adopt sustainable farm management practices like drip irrigation in place of flood irrigation, mulching, intercropping, region-specific weather forecast reporting, recommendation on dosing quantity of fertilizer based on soil & leaf assessment etc. Our crop protection business continued to work closely with small holders / marginal farmers & share best Agro practices. Our on-ground team educates farmers on safe disposal of containers, application of agro chemicals at right time & right place to optimize the yield.

**7. Percentage of Value Chain Partners (by value of business done with such Partners) that were assessed for environmental impacts.**

We are in the progress of developing a framework for assessment of value chain partners on environmental impacts.

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**ESSENTIAL INDICATORS**

**1) A) Number of Affiliations with Trade and Industry Chambers / Associations: 12**

**List the Top 10 Trade and Industry Chambers / Associations (determined based on the total Members of such Body) the Entity is a Member of / affiliated to:**

Sr. No.	Name of the Trade and Industry Chambers / Associations	Reach of Trade and Industry Chambers / Associations (State / National)
1.	The Compound Livestock Feed Manufacturers Association	National
2.	Confederation of Indian Industry (CII)	National
3.	Bombay Chamber of Commerce	National
4.	The Solvent Extractors' Association of India	National
5.	Oil Palm Processors & Developers Association	National
6.	Association for Future Agriculture Leaders of India	National
7.	Agro Chem Federation of India	National
8.	Crop Care Federation of India	National
9.	Biological Agri Solutions Association of India	National
10.	Pesticide Manufacturers and Formulators Association of India	National
11.	Poultry & Frozen Food Processors' Association of India	National

**2) Provide Details of Corrective Action taken or underway on any Issues related to Anti-competitive Conduct by the Entity, based on Adverse Orders from Regulatory Authorities:**

Name of Authority	Brief of the Case	Corrective Action taken
	Not Applicable	

## LEADERSHIP INDICATORS

### Details of Public Policy Positions advocated by the Entity:

Public Policy advocated	The Company actively participates in the discussions and activities of the industry chambers and associations of which it is a member. The Company also engages with Government and regulatory bodies while:
Method resorted for such Advocacy	<ul style="list-style-type: none"> <li>Representing the interests of the industry; or</li> <li>Providing vital inputs on behalf of the industry; or</li> <li>Taking up the technical or regulatory issues faced by the industry as a whole with the appropriate authorities / forums and having the same resolved.</li> </ul>
Whether Information available in Public Domain? (Yes / No)	Specific officials of the Company are authorized to communicate with industrial bodies, for and on behalf of the Company, in accordance with the communication policy of the Company.
Frequency of Review by Board (Annually / Half-yearly / Quarterly / Others – please specify)	Through participation of the top management executives in several committees and task forces, the Company does play its small role in helping formulation of public policy.
Web Link, if available	The Company is committed to involve itself in the public policy advocacy process in a responsible and ethical manner.

## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### ESSENTIAL INDICATORS

#### 1. Details of Social Impact Assessments (SIA) of Projects undertaken by the Entity based on Applicable Laws, in the Current Financial Year:

Name and Brief Details of the Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes / No)	Results communicated in Public Domain (Yes / No)	Relevant Web-link
Not Applicable					

#### 2. Information on Project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the Financial Year (in Rs.)
Not Applicable						

#### 3. Describe the Mechanisms to receive and redress Grievances of the Community:

The Company, being a Godrej Industries Group company, remains committed to the Godrej Group's 'Good & Green' vision of creating a more inclusive and greener India. The Company's strategic Corporate Social Responsibility (CSR) projects, undertaken as part of overall sustainability framework, actively work towards the Godrej Group's Good & Green goals. Through these projects, there is a regular engagement and interaction with community representatives nearby the Company's manufacturing locations. The Company's CSR activities are implemented by on-ground programme managers and they are required to send regular feedback / updates to the management committee and Corporate Good & Green team. The management committee, in turn, reports to Board level CSR Committee.

#### 4. Percentage of Input Material (Inputs to Total Inputs by Value) sourced from Suppliers:

Particulars	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Directly sourced from MSMEs / Small Producers	23.2%	17.1%
Sourced directly from within India	86.7%	90.8%

5. **Job Creation in Smaller Towns – Disclose Wages paid to Persons employed (including Employees or Workers employed on a Permanent or Non-permanent / on Contract basis) in the following Locations, as % of total Wage Cost:**

Location	Financial Year 2024-25 (Current Financial Year)	Financial Year 2023-24 (Previous Financial Year)
Rural	5%	3%
Semi-Urban	30%	18%
Urban	28%	36%
Metropolitan	36%	42%

(Place to be categorized as per RBI Classification System – Rural / Semi-Urban / Urban / Metropolitan)

#### LEADERSHIP INDICATORS

**Provide Details of Actions taken to mitigate any Negative Social Impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of Negative Social Impact identified	Corrective Action taken
Not Applicable	

**Provide the following Information on CSR Projects undertaken by the Entity in Designated Aspirational Districts as identified by Government Bodies:**

S. No.	State	Aspirational District	Amount spent (in Rs.)
1.	Madhya Pradesh	Barwani	17,53,316

**Do you have a Preferential Procurement Policy where you give preference to purchase from Suppliers comprising Marginalized / Vulnerable Groups? (Yes / No)**

**From which Marginalized / Vulnerable Groups do you procure?**

**What Percentage of Total Procurement (by Value) does it constitute?**

The Company does not have any preferential procurement policy. However, in Oil Palm business, the Company's extension teams work closely with the farmers having small and marginal land holdings in allocated districts for cultivation of palm trees and procurement of fresh fruit bunches.

**Details of the Benefits derived and shared from the Intellectual Properties owned or acquired by the Entity (in the Current Financial Year), based on traditional knowledge:**

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating Benefit Share
Not Applicable				

**Details of Corrective Actions taken or underway, based on any Adverse Order in Intellectual Property related Disputes wherein Usage of Traditional Knowledge is involved:**

Name of Authority	Brief of the Case	Corrective Action taken
Not Applicable		

**Details of Beneficiaries of Corporate Social Responsibility (CSR) Projects:**

Sr. No.	CSR Project	No. of Persons benefitted from CSR Projects	% of Beneficiaries from Vulnerable & Marginalized Groups
1.	Value Chain Programmes	11,430	100%
2.	Water Stewardship Programmes	2,270	100%
3.	Women's Empowerment	2,125	100%
4.	Community Development	17,398	100%
5.	Local Area Development	6,965	100%

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**ESSENTIAL INDICATORS**

**1. Describe the Mechanisms in place to receive and respond to Consumer Complaints and Feedback:**

The Company has activated various channels through which customers can raise complaints / queries and share feedback. The Company's sales teams across businesses are the first level of touch points to receive feedback from the customers / distributors which are logged into complaint management mobile application. The Company's extension teams across business work closely with the farmers and attend to their queries / complaints through regular field visits. The Company has dedicated customer care helplines in local languages for Animal Feed segment, email-IDs and query section on the website as well for facilitating prompt resolution of queries. All product related queries are responded to in a timebound manner from respective departments and field visits are arranged as and when necessary.

**2. Turnover of Products and/or Services as a Percentage of Turnover from all Products / Services that carry Information about:**

Particulars	As a Percentage to Total Turnover
Environmental and Social Parameters relevant to the Product	100%
Safe and Responsible Usage	100%
Recycling and/or Safe Disposal	100%

**3. Number of Consumer Complaints in respect of the following for the Current Year and the Previous Year:**

Particulars	Financial Year 2024-25 (Current Financial Year)			Financial Year 2023-24 (Previous Financial Year)		
	Received during the Year	Pending resolution at end of Year	Remarks	Received during the Year	Pending resolution at end of Year	Remarks
Data Privacy	0	0	N/A	0	0	N/A
Advertising	0	0	N/A	0	0	N/A
Cyber-Security	0	0	N/A	0	0	N/A
Delivery of Essential Services	0	0	N/A	0	0	N/A
Restrictive Trade Practices	0	0	N/A	0	0	N/A
Unfair Trade Practices	0	0	N/A	0	0	N/A
Other	1,046	0	Resolved in a timely manner (Includes product related queries)	1,227 (*)	0	Resolved in a timely manner (Includes product related queries)

(\*) Includes queries received by the Company pertaining to its products. ['N/A' denotes 'Not Applicable'.]

**4. Details of Instances of Product Recalls on account of Safety Issues:**

Particulars	Number	Reasons for Recall
Voluntary Recalls	Nil	Not Applicable
Forced Recalls		

**5. Does the Entity have a Framework / Policy on Cyber Security and Risks related to Data Privacy (Yes/No)? If available, provide a Web-link of the Policy:**

Godrej Industries Limited and Associated Companies (GILAC) has documented an Information Security Policy (ISMS Policy) that outlines all the information security objectives to be met by all the associated companies which includes Godrej Agrovet Limited as well. The Information Security Policy of GILAC addresses several domains including security at people, technology and process levels. Also, there are supporting process and procedure documents available for various aspects of Information Security.

6. **Provide Details of any Corrective Actions taken or underway on Issues relating to Advertising, and Delivery of Essential Services; Cyber Security and Data Privacy of Customers; Re-occurrence of Instances of Product Recalls; Penalty / Action taken by Regulatory Authorities on Safety of Products / Services:**

Not Applicable

7. **Provide the following Information relating to Data Breaches:**

- a. **Number of Instances of Data Breaches**
- b. **Percentage of Data Breaches involving personally identifiable information of customers**
- c. **Impact, if any, of the data breaches**

Not Applicable

#### LEADERSHIP INDICATORS

##### **Channels / Platforms where Information on Products and Services of the Entity can be accessed (provide Web link, if available):**

Information relating to all the products of the Company are available on the website at <https://www.godrejagrovvet.com/businesses> as well as various social media platforms.

##### **Steps taken to inform and educate Consumers about Safe and Responsible Usage of Products and/or Services:**

The Company's respective business sales as well as extension teams conduct regular interactions and field meetings with customers. Farmers are educated on a regular basis on application, storage and disposal of company's products. The Company also provides product brochure and detailed leaflets for agrochemical products which contain all the necessary information related to product. The Company adheres to regulatory requirements by disclosing information related to the safe usage of products.

##### **Mechanisms in place to inform Consumers of any Risk of Disruption / Discontinuation of Essential Services:**

The Company has a proper system in place to inform consumers on disruption of services. Information regarding any such disruption is disseminated in time through respective sales teams and key account managers.

##### **Does the Entity display Product Information on the Product over and above what is mandated as per Local Laws? (Yes/No/Not Applicable)? If yes, provide details in brief. Did the Entity carry out any Survey with regard to Consumer Satisfaction relating to the Major Products / Services of the Entity, Significant Locations of Operation of the Entity or the Entity as a whole? (Yes / No):**

No, product information is displayed in compliance with the relevant laws. Yes, customer satisfaction surveys are conducted once in a year.